

**Latah County Library District
Board of Trustees - Meeting Minutes
August 25, 2010
Moscow Library**

Attendance: Board – Loreca Stauber, Bill Warren, Carrie Bitterwolf, Mary McGregor; Staff – Cathy Ensley, Chris Sokol, Carol Kampenhout; Director – Anne Cheadle. No members of the public were present.

Stauber called the meeting to order at 10:03 AM.

Stauber solicited public comment. Ensley and Sokol engaged board members in general discussion about budget and compensation issues and thanked them for the opportunity to speak.

Stauber addressed the proposed 2010-2011 budget and solicited comments from the board. Board members thanked Kampenhout and Cheadle for their work on the budget changes. Warren confirmed that the capital expenditures category had not been removed. Bitterwolf moved and McGregor seconded to approve the budget as presented. Motion unanimously carried.

Stauber addressed the planning committee agenda item and asked McGregor and Warren for their report. McGregor noted that Cheadle had done work to start the process and the next step would involve suggesting names of community and staff members to populate the planning committee. McGregor reiterated her enthusiasm for the process and invited enthusiasm from other board members. There was extensive discussion regarding timelines, planning horizons, and library priorities.

As a result of discussion, board members agreed on the importance of creating a separate ad hoc committee to review staff compensation issues. Stauber confirmed that the charge of the committee at this point is to focus on gathering information on library staff salaries through a process which includes both board and staff members. Stauber confirmed that Bitterwolf and Warren would be willing to serve on the committee on behalf of the board, and asked they invite former trustee Sylva Staab to join the committee as a human resources expert. Stauber confirmed that Cheadle would be on the committee and asked Cheadle to identify two additional staff members to participate.

Discussion turned to a timeline for the Compensation committee's work and board members tentatively agreed to hold a retreat at 10:00 AM on October 19th in a meeting room at the Latah County Fairgrounds to hear and discuss the committee's preliminary findings. Stauber proposed that a second agenda item for the retreat would be an outline of the upcoming strategic planning process, but recommended that the retreat schedule and agenda be finalized at the September board meeting. After discussion, Planning committee representatives agreed they would present a roster of suggested Planning committee members to the September board meeting for consideration.

Stauber confirmed that the next board meeting would be held September 21st at the Troy library and solicited agenda items for the meeting. Cheadle confirmed that the Troy library supervisor would present her annual report, and that the meeting calendar called for the annual policy review to begin. Stauber confirmed that the retreat agenda and a Personnel committee meeting would also be on the agenda. It was suggested that Brown present on behalf of the special Policy committee charged with reviewing board bylaws and that agenda item was added. Bitterwolf asked to be on the agenda with a report from the Compensation committee, and the Planning committee will present a proposed membership roster.

Stauber solicited public comment and Sokol again thanked board members for their work.

Stauber adjourned the meeting at 11:20 AM.

AMC
Approved 9/21/10

Next meeting – September 21st at the Troy Library at 5:30 PM