



**AURORA PUBLIC LIBRARY DISTRICT  
BOARD OF LIBRARY TRUSTEES  
POLICY AND PERSONNEL COMMITTEE  
MEETING MINUTES  
DECEMBER 13, 2023**

**CALL TO ORDER:** at 6:30 p.m.

Present: Trustees Paul LaTour, Matthew Orr, and Katrina Plonczynski

Absent: None

Also present: Executive Director Michaela Haberkern and Human Resources Director Brenda Blough

**APPROVAL OF MINUTES OF NOVEMBER 8, 2023 COMMITTEE MEETING:**

Katrina Plonczynski moved and Matthew Orr seconded to approve the minutes of the November 8, 2023 committee meeting.

All in favor, minutes approved.

**COMMITTEE MEETING 11-08-2023 MINUTES APPROVED**

**PUBLIC COMMENTS:** None.

**INTELLECTUAL FREEDOM STATEMENT**

Michaela reviewed the proposed Intellectual Freedom Statement with the committee. The statement brings the library into compliance with the newly enacted 75 ILCS 10/8.7 and ensures the library's continuing eligibility for state grant funding. The committee discussed possible ramifications of this new law for the library's reconsideration policy.

Matthew Orr moved and Katrina Plonczynski seconded to recommend that the full board approve the Intellectual Freedom Statement.

Roll call on motion:

Yes: LaTour, Orr, Plonczynski

No: None

Abstain: None

Absent: None

Motion carries

**STATEMENT APPROVAL RECOMMENDED**

**EXECUTIVE DIRECTOR REVIEW PROCESS**

Human Resources Director Brenda Blough reviewed a draft evaluation process with the committee, following last month's discussion. As discussed, the review process will include a trustee discussion with prompts, staff feedback, feedback from executive director's direct reports, and a self-evaluation from the executive director. The committee expressed its concern not to overburden staff and suggested some revisions. The committee agreed to meet once more to discuss before finalizing this with the full board.

**ADJOURNMENT**

Katrina Plonczynski moved and Matthew Orr seconded to adjourn at 7:12 p.m.  
All in favor, meeting adjourned.

**CERTIFIED TO BE A TRUE COPY**

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Chair, Policy and  
Personnel Committee