

**GENEVA PUBLIC LIBRARY DISTRICT
BOARD OF TRUSTEES SPECIAL MEETING
JANUARY 22, 2014**

PRESENT: President Esther Steel, Vice President Travis Ketterman, Treasurer Steven Andersson, Secretary Susan D. Shivers, Pat Lord, Bob Shiffler, Mark Adams and Library Director Matt Teske.

ABSENT: None

ALSO PRESENT: Marilyn Boria, Ellen Basset, John Bassett, Denise Linke, Brenda Schory, Lance Marcinkus, Alexa Aguilar, Bob McQuillen and Susan Sarkaskus.

LATE ARRIVALS: None.

I. CALL TO ORDER

President Barclay-Steel opened the Special Meeting of the Board of Trustees of the Geneva Public Library District at 6:30 p.m. Roll call was taken. All were present.

At 6:31 p.m. Trustee Shiffler moved to **adjourn to Closed Session for the purpose of personnel matters pertaining to the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the public body.** Treasurer Andersson seconded the motion.

ROLL CALL VOTE

AYES:	Andersson Lord Steel Adams	Shivers Shiffler Ketterman
NAYS:	NONE	
ABSENT:	NONE	ABSTAIN: NONE

MOTION CARRIED

At 6:50 p.m. Secretary Shivers moved to **reconvene the Regular Meeting.** Trustee Adams seconded the motion.

AYES:	ALL	NAYS:	NONE
ABSENT:	NONE	ABSTAIN:	NONE

MOTION CARRIED

II. ANNOUNCEMENT OF THE RETIREMENT OF THE ASSISTANT LIBRARY DIRECTOR

President Steel announced that Assistant Library Director Peggy Carlson has submitted a letter announcing her intention to retire effective June 27, 2014.

III. ACCEPTANCE OF THE LIBRARY DIRECTOR'S RESIGNATION

Library Director Matt Teske read his letter of resignation.

Trustee Shiffler moved to **accept the resignation of the Library Director effective January 27, 2014**. Trustee Lord seconded the motion.

Vice President Ketterman commented that he served on the Personnel Committee that conducted the search for the Library Director in 2007. Vice President Ketterman noted that Mr. Teske was a great candidate and a great director, then and now. Vice President Ketterman commented that Mr. Teske always maintained his support and that the resignation was Mr. Teske's decision.

Treasurer Andersson praised Mr. Teske's service to the Library and noted the importance of the continuity of Library leadership.

Trustee Lord noted that Mr. Teske's decision reflected his strength and integrity.

Trustee Shiffler thanked Mr. Teske for his many contributions to the Library.

Trustee Adams noted that the possibility of Mr. Teske remaining with the Library represented a win-win situation for the Library and Mr. Teske.

President Steel commented that Mr. Teske began his service to the Library as the Assistant Director. President Steel remembered that Library Director Hintz always had high praise for Mr. Teske. President Steel noted that Mr. Teske is a wonderful person who has met his recent challenges and addressed them. President Steel commented that she is proud of Mr. Teske.

ROLL CALL VOTE

AYES:	Andersson	Shivers
	Lord	Shiffler
	Steel	Ketterman
	Adams	

NAYS: NONE

ABSENT: NONE

ABSTAIN: NONE

MOTION CARRIED

IV. APPOINTMENT OF MATT TESKE AS ASSISTANT LIBRARY DIRECTOR

Vice President Ketterman moved to **appoint Matt Teske as Assistant Library Director effective January 27, 2014**. Trustee Lord seconded the motion.

Trustee Shiffler commented the Library benefits from the continuity of leadership. Trustee Shiffler also noted that more responsibility will go to Mr. Teske because the Interim Library Director is not full-time.

President Steel noted that the appointment allows the Library to implement an effective succession plan and provide continuity.

ROLL CALL VOTE

AYES:	Andersson	Shiffler
	Lord	Ketterman
	Steel	
	Adams	
NAYS:	Shivers	
ABSENT:	NONE	ABSTAIN: NONE

MOTION CARRIED

V. APPOINTMENT OF MARILYN BORIA AS INTERIM DIRECTOR

Vice President Ketterman moved to **appoint Marilyn Boria as Interim Director**. Trustee Adams seconded the motion.

President Steel introduced Marilyn Boria and asked Ms. Boria to provide information on her professional experience. Ms. Boria noted that she served as Director of the Elmhurst Library for 27 years. After her retirement from the Elmhurst Library, Ms. Boria served as the Interim Director for the Sugar Grove Library in 2011-12 and the Carol Stream Library in 2012-13. Vice President Ketterman noted that the Library will be well served by Ms. Boria's talents and abilities.

ROLL CALL VOTE

AYES:	Andersson	Shiffler
	Lord	Ketterman
	Steel	
	Adams	
NAYS:	Shivers	
ABSENT:	NONE	ABSTAIN: NONE

MOTION CARRIED

Secretary Shivers commented that she wanted to explain her votes. She noted that the Library will have two assistant directors and an interim director. Secretary Shivers stated that the need for those three positions has not been demonstrated. In reviewing the job description for the Assistant Library Director, the position should serve as Acting Director in the absence of the Director. Secretary Shivers said that upon the resignation of Mr. Teske, Assistant Director Carlson should have become the Acting Director. Secretary Shivers said that the Board has now

added another layer of costs. Secretary Shivers also said that the Mr. Teske should resign as the Director and apply for the Assistant Director position when it becomes available in June 2014.

Trustee Lord commented that Ms. Boria will serve only part-time as the Interim Director and that the Library would only have two assistant directors for five months. Trustee Lord explained how the Library would actually be saving money under the arrangement approved by the Board.

Trustee Shiffler noted that the Board has the option to search internally for a new Director without incurring the cost of a consultant. He noted that the Board will discuss the search at its regular Board meeting on January 23, 2014.

Treasurer Andersson noted that the decision was not just about dollars and cents. Treasurer Andersson commented that Mr. Teske has demonstrated talent and his appointment as assistant director allows the Library to retain that talent. Treasurer Andersson deemed Secretary Shiver's suggestion that Mr. Teske resign now as Director and apply for the Assistant Director in June as not realistic.

Vice President Ketterman noted that he agreed with the comments of all of the trustee except for Secretary Shivers.

Trustee Adams commented that the Library will be saving money and the Board made a prudent decision.

President Steel asked members of the audience if any one wished to comment. No audience member asked to address the Board.

Secretary Shivers wanted to clarify that the decision on a new Director would be made by the Board and not by Interim Director Boria, Assistant Director Teske or Assistant Director Carlson. President Steel agreed that the Board would hire the new Director.

VI. ADJOURNMENT

Secretary Shivers moved to **adjourn the meeting of the Board of Trustees**. Trustee Lord seconded the motion.

AYES:	ALL	NAYS:	NONE
ABSENT:	NONE	ABSTAIN:	NONE

MOTION CARRIED

The meeting of the Board of Trustees of the Geneva Public Library District was adjourned at 7:10 p.m.

Respectfully submitted,

Susan D. Shivers, Secretary

Trustee

**GENEVA PUBLIC LIBRARY DISTRICT
BOARD OF TRUSTEES CLOSED MEETING
JANUARY 22, 2014**

**Portion of Closed Minutes Released to Open Minutes Upon Board Approval
at November 20, 2014 Board Meeting**

PRESENT: President Esther Steel, Vice President Travis Ketterman, Treasurer Steven Andersson, Secretary Susan D. Shivers, Trustees Pat Lord, Bob Shiffler and Mark Adams

ABSENT: None

ALSO PRESENT: None

LATE ARRIVALS: None.

President Steel opened the meeting at 6:31 pm.

President Steel confirmed that the Trustees had received electronic copies of the retirement letter from Assistant Director Carlson and the resignation letter from Library Director Teske.

Secretary Shivers asked about the effective date of January 27, 2014 in Director Teske's letter of resignation. Secretary Shivers understood the resignation date was to be January 20. After discussion, it was the consensus of the Board to allow the resignation date to remain January 27, 2014.

Secretary Shivers moved to adjourn the closed session and return to open session. Trustee Adams seconded the motion.

AYES:	ALL	NAYS:	NONE
ABSENT:	NONE	ABSTAIN:	NONE

MOTION CARRIED

The closed meeting of the Board of Trustees of the Geneva Public Library District was adjourned at 6:50 p.m.

Respectfully submitted,

Susan D. Shivers, Secretary

Trustee