

**Kalamazoo Public Library
OFFICIAL MINUTES OF THE BOARD OF TRUSTEES
SPECIAL SESSION (corrected)**

DATE: November 8, 2004
TIME: 4:00 p.m.
LOCATION: Central Library
Board Room
315 South Rose Street
Kalamazoo, Mi 49007

President Godfrey called the meeting to order at 4:00 p.m.

PRELIMINARY BUSINESS

Roll Call: Trustees present: Cynthia Addison, Donald Brown, Robert Brown, Amy DeShon, Lisa Godfrey and James VanderRoest. Absent: Loren Dykstra

RECOMMENDATION FROM BOARD SUB-COMMITTEE/DIRECTOR REPLACEMENT

Presentation: President Godfrey said at the October 25 board meeting a sub-committee consisting of she, Mr. VanderRoest and Ms. Addison was authorized to consider two individuals within the library organization and inquire as to their interest in the position of director, and interview those individuals before deciding whether to conduct a larger search.

They made that inquiry and one individual wished to be considered and interviewed. A thorough interview was conducted on November 3 at a posted, public meeting of the sub-committee. Both near and long-term issues were addressed as well as past practices, and future concepts and ideas for the library. As a result of that interview, the committee has a recommendation.

She asked if one of the committee members would like to make a motion and then discussion can take place.

MOTION: IT WAS MOVED BY MR. VANDERROEST AND SUPPORTED BY MS. ADDISON TO OFFER THE POSITION OF DIRECTOR OF THE KALAMAZOO PUBLIC LIBRARY TO ANN ROHRBAUGH CURRENTLY SERVING AS ASSISTANT DIRECTOR OF LIBRARY OPERATIONS AND DESIGNATED TO BECOME ACTING DIRECTOR.

Discussion: Donald Brown asked if this was a personnel action that should be discussed in closed session.

President Godfrey said according to the advice of counsel based on current case law it does not fall within the limited parameters for personnel related closed sessions which are limited to disciplinary action or performance evaluation, and then only when a closed session is requested by the employee. That is also why the meeting of the sub-committee, although it did not constitute a quorum, was noticed as a public meeting.

Ms. DeShon asked if contract provisions would be discussed in an open or closed meeting.

President Godfrey indicated the parameters within which the board would want to make a proposal would be in an open meeting. The actual presentation to the individual could be accomplished between the President and the director. The actual document will come back to the full board at an open meeting for approval.

Mr. VanderRoest said based on the evaluation of the interview and questions answered and received, the committee feels comfortable that in Ms. Rohrbaugh we will be getting an excellent candidate for director. She is someone with a great deal of experience and knowledge of the issues facing this library, and someone who will have the support of the staff. There will not be an expensive and problematic learning curve for her. She will be a different sort of leader from Mr. Amdursky, which is only to be expected. She has been an integral and indispensable part of the leadership team at KPL and expects to go forward on a team basis. They have great confidence that Ms. Rohrbaugh will be an excellent leader. Given that the board is not required to do an external search and that they have great confidence that Ms. Rohrbaugh will be an excellent leader, they bring this recommendation to the full board.

Ms. Addison added the committee came up with quite a battery of questions she felt would meet with the full board's approval.

President Godfrey said the committee was concerned that we have a director with fresh ideas and knowledge of the broader library world and were assured that Ms. Rohrbaugh was the right candidate for KPL's future.

Donald Brown indicated he would abstain from voting on the recommendation. He indicated he had no objection to the candidate, but felt he had not received adequate information prior to making a decision of this magnitude.



Motion carried, 5-0 with one abstention (Donald Brown)

President Godfrey indicated at the October meeting the date discussed as Mr. Amdursky's last day was November 30. In looking in greater detail, it was decided the official last day would be December 15 to give KPL greater flexibility for payouts under the terms of his contract and due to insurance issues. This does not require official action. Ms. Rohrbaugh will be Acting Director after Mr. Amdursky's departure until December 16, at which time her contract as director will begin.

President Godfrey said the current director's contract includes salary and fringe benefits not much different than those available to all administrators. Some slightly different terms for retirement were provided for Mr. Amdursky who was hired from outside the library. It is expected the current benefits package Ms. Rohrbaugh has would continue. It is expected she would be offered the same type of contract the board has had with Mr. Amdursky.

The differences may be that she might retain the three floating leave days she currently enjoys and her life insurance would increase from \$60,000 to \$100,000. Her salary level would be increased to bring her in line with other Class VI library directors. That would indicate a 20% raise to about \$95,000 annually.

Ms. Godfrey needs the authority to discuss terms with Ms. Rohrbaugh and put them in the form of a contract. The basis for termination language, which is archaic, will be revised on the advice of counsel.

Ms. DeShon asked if parameters could be put on the negotiations if the board authorizes the president to negotiate on their behalf.

President Godfrey said she was suggesting a contract be constructed, and if it is accepted by Ms. Rohrbaugh, it would be brought back to the full board for approval.

Ms. DeShon also indicated she is always concerned about the national statistics that show women are paid at a rate 33% lower than for males. She asked if the salary being considered is appropriate irrespective of gender.

Ms. Godfrey said she believes that is true; Mr. Amdursky concurred that a salary in the mid 90s is competitive in Michigan.

Mr. VanderRoest said it is roughly comparable to what Mr. Amdursky was offered 17 years ago, adjusted for inflation.

MOTION: IT WAS MOVED BY MS. DESHON AND SUPPORTED MR. VANDERROEST TO AUTHORIZE THE PRESIDENT TO NEGOTIATE A DIRECTOR'S CONTRACT TO INCLUDE LIFE INSURANCE IN THE AMOUNT OF \$100,000, A SALARY INCREASE OF 20%, THAT THE OTHER BENEFITS SHE CURRENTLY HAS BE RETAINED, AND THAT THE TERMINATION LANGUAGE BE REVISED AS SUGGESTED BY COUNSEL.



Motion carried 6-0.

Mr. Amdursky said he feels the board is making a very good decision for the board, the library and the community.

Ms. Rohrbaugh thanked the board for their confidence. She said she looks forward to challenging opportunities ahead and to working with the board and staff. She also thanked Mr. Amdursky.

IX. ADJOURNMENT

Hearing no objections, President Godfrey adjourned the meeting of the Kalamazoo Public Library Board of Trustees at 4:25 p.m.

Amy DeShon, Secretary