



JACKSON COUNTY LIBRARY DISTRICT (JCLD)
BOARD OF DIRECTORS WORK SESSION
Medford Branch Library
Board Room
205 S Central Ave, Medford, OR
February 11, 2026, 3:30 p.m.

MINUTES

ATTENDEES

Present at the meeting were: Board Members Susan Kiefer (President), Marta Tarantsey, Patty Jensen, and Kevin Keating (arrived 3:47). Marissa Shepherd (Absent)

Additional attendees: Ginny Auer, Brynn Fogerty, Josh Letsinger, Heather Scott, Kelda Vath, Joan Vigil, and Yoli Diaz (Executive Assistant).

President Kiefer called the meeting to order at 3:44p.m. Roll call was taken. The Land Acknowledgement was read.

DISCUSSION ITEMS (Inform/Discuss)

Interim director process and potential candidates

The board discussed the interim director position, focusing on defining clear responsibilities, authority, and a duration of 6–12 months. Members emphasized the need for strong budget experience, leadership during implementation of investigation findings, support for recruiting a long-term library director, and maintaining key relationships, including with the foundation. The board discussed the expectation that the interim director would report directly to the board, exercise the authority of the permanent director while delegating day-to-day operations to the administrative team, and focus on stabilizing internal processes and public relations. Directors also discussed the importance of conducting a full, competitive recruitment process for the regular library director position and potentially working with specialized consultants. There was general conversation about timing, including the benefit of waiting to begin the search until the organization is well positioned for success.

Resolutions

Finance Manager Heather Scott shared financial resolutions, including a proposal to move \$220,000 from contingency funds to cover termination costs, legal fees, and professional development. Legal expenses were estimated at approximately \$80,000, with total Director termination-related costs projected around \$130,000, and another \$10,000 for professional development for the Board. The proposed transfer would leave \$280,000 remaining in contingency. The board acknowledged that additional resolutions may be required in the future for union negotiations and interim director compensation.

The board also discussed the need for clarity regarding Assistant Director of Support Services Kelda Vath's responsibilities during the transition of Interim director. There was acknowledgment that some uncertainty around approval authority has created occasional operational challenges for the Administrative Team. The board plans to bring forward a formal motion at the next meeting to clearly define the authority structure during the transition, helping ensure smooth operations while the search for an interim director moves forward.

ADJOURN

President Kiefer adjourned the meeting at 4:47 p.m.

/s/ Yoli Diaz
Recording Secretary

