



## MINUTES

### ATTENDEES

Present at the meeting were: Board Members Susan Kiefer (President), Kevin Keating (Vice President), Patty Jensen, Marta Tarantsey, Marissa Shepherd.

Additional attendees: Kelda Vath (Assistant Director, Support Services), Joan Vigil (Assistant Director, Public Services), Brynn Fogerty (HR Manager), Heather Scott (Finance Manager), Josh Letsinger (Community Engagement Manager), Ginny Auer (Foundation Executive Director), Yoli Diaz (note taker).

President Kiefer called the meeting to order at 4:33p.m. Roll call was taken. The Land Acknowledgement was read.

### Discuss Interim Candidates:

Director Tarantsey recommended evaluating the candidates Josh Letsinger, Robert Field, and Frank Phillips, based on rank order rather than total scores. The Board discussed staff feedback, with Director Shepherd expressing support for Letsinger or Phillips, while Director Keating raised concerns about fairness related to unsolicited support. The Board also considered the impact of potentially moving Josh Letsinger from his current role. Directors Keating and Jensen voiced concern about leaving his current position unfilled. Director Kiefer acknowledged Letsinger's familiarity with the organization and the confidence of his colleagues, clarifying that her concern was not about his ability to perform well, but about the importance of his current role within the library. Director Shepherd noted Letsinger's strong interview performance but questioned his experience with personnel issues.

Director Tarantsey emphasized that Letsinger's current position should not limit his opportunity to be considered for Interim Director and opposed factoring candidates' existing roles into the decision. Director Kiefer referenced an earlier discussion about interviewing the top two candidates. Directors Tarantsey, Jensen and Shepherd indicated they each had a preferred top two, some Board members proposed eliminating Robert Field focusing on Letsinger and Phillips. Director Shepherd shared that she was impressed with Letsinger's interview, noting that he provided specific, detailed answers, which she appreciated. Her primary concern was whether he would be able to handle HR investigations, which contributed to her interest in an external candidate such as Phillips, despite acknowledging his minimal library experience. Director Kiefer noted that, although Phillips lacks library experience, he would be supported by a competent and talented administrative team that currently manages the library's day-to-day operations. Directors Keating and Jensen stated that library experience was not a requirement for the interim position. Director Tarantsey stated that her top candidate is Josh Letsinger, emphasizing that the Board is hiring an interim director for the district, not for the Board itself. Directors Jensen, Kiefer, and Keating emphasized that, although the library system is currently well-managed by the executive team, the interim role should prioritize strong leadership, budgeting, and personnel management over library-specific experience. Director Keating suggested appointing Frank Phillips as Interim Director and proceeded to call for a motion.

**Motion:** Director Keating Move to direct the board council and the HR department to move forward with the hiring of Frank Phillips as the Director of Jackson County Library District, Director Jensen Seconded, the vote was unanimous, and the motion passed.

### Roll Call Vote

Shepherd- Y

Tarantsey- Y  
Jensen-Y  
Keating-Y  
Kiefer-Y

**Salary:**

The Board discussed the compensation for the proposed Interim Director position. Director Tarantsey proposed a starting salary of \$9,000 per month. Director Keating expressed support for a salary of \$10,000 per month, citing the candidate's experience and the scope of responsibilities. It was clarified that the position would be classified as an independent contractor role and would not include benefits. Director Tarantsey made a motion to set the monthly salary at \$9,000. The motion did not receive a second and therefore failed.

**Motion:** Director Keating moved to approve the \$10,000 monthly salary, and Director Jensen seconded, the motion passed.

**Roll Call Vote**

Keating- Y  
Kiefer- N  
Jensen-Y  
Tarantsey-Y  
Shepherd-Y

**Next steps:**

Director Kiefer outlined the next steps, including engaging Legal Counsel, Jacquelyn Bunick to assist in drafting a contract and initiating discussions with Mr. Phillips. HR Department Manager, Brynn Fogerty will support the onboarding process to prepare Mr. Phillips for engagement. Director Keating will contact Mr. Phillips to inform him that the Board has selected him for the Interim Director position. An as-soon-as-possible start date was discussed.

**ADJOURNMENT** Director Kiefer adjourned the meeting at 5:17 p.m.  
/s/ Yoli Diaz, Recording Secretary