



MINUTES

ATTENDEES

Present at the meeting were: Board Members Susan Kiefer (President), Marta Tarantsey, Patty Jensen, and Kevin Keating, Marissa Shepherd (joined at 3:40 p.m)

Additional attendees: Josh Letsinger, Kelda Vath, Joan Vigil, Ginny Auer, Josh Letsinger (Community Engagement Manager)

President Kiefer called the meeting to order at 3:31 p.m. Roll call was taken. The Land Acknowledgement was read.

DISCUSSION ITEMS (Inform/Discuss)

Interim director process and potential candidates

The Board discussed hiring an interim Library Director and reviewed qualifications, process, compensation, and next steps. With guidance from Mary Kay Dahlgreen, the Board agreed that hiring an interim director is an important step before launching a full search for a permanent director. Desired qualifications include strong human resources experience, knowledge of special districts, experience managing large and complex organizations, labor union negotiation experience, and the ability to serve as an effective communicator between staff and the Board. Rebuilding trust and improving communication were identified as key priorities.

Five candidates will be considered: Brian (need last name) Frank Phillips, Laura Kimberly, Robert Field, and Josh Letsinger (internal candidate). Director Keating presented three external candidates, Director Tarantsey presented Robert Field, and Josh current Community Engagement manager expressed interest as an internal candidate. MaryKay noted the value an internal candidate may bring. Kelda Vath, Assistant Director of Support Services, noted that in general she would like the selected candidate to have experience managing an organization of similar size and complexity. All five candidates will be interviewed.

The Board agreed to conduct 45-minute virtual interviews with 15-minute breaks on March 6. Director Kiefer will draft interview questions along with Director Tarantsey, Brynn (HR) will assist with coordination and formatting, and the Board may identify up to two finalists for follow-up interviews if needed.

The salary range suggestion is between \$8,500–\$10,000 per month with an internal candidate being less costly. The position will be a personal services contract without benefits, with the possibility of month-to-month renewal.

The Board intends to conduct a full search for a permanent director following the successful recruitment of an interim director. The interim director will focus on stabilizing the organization, clarifying roles, and rebuilding trust before the permanent search begins.

ADJOURN

President Kiefer adjourned the meeting at 4:55 p.m.

/s/ Yoli Diaz
Recording Secretary