

**Kitchigami Regional Library System  
Special Board Meeting August 19, 2021 6:00 p.m.  
Kitchigami Headquarters Building, Pine River, MN**

Board members present: Reed Olson, Tom Krueger, Murlyn Kreklau, Mary Koep, Tom Conway, Brent Norman, Neal Gaalswyk

Board members present virtually: Nancy Erickson, Nicholas Seitz, Carla Jones-Leecy, George Deiss, Mary Beth Hansen

Board members absent: Bill Brekken, Phyllis Eck

Others present non-voting: Staff: Director Stephanie Johnson, Carol Christensen, Terria Rohloff, Tami Beto, Courtney Gran, Mary Durham, Joan Heinrich

Chair Neal Gaalswyk called the meeting to order at 6:02 p.m. and requested participation in reciting the Pledge of Allegiance. As a point of order, he notified members attending remotely to keep cameras on, if possible, and that all votes be done by roll call according to Minnesota Open Meeting Law.

Approval of Agenda **Motion by Tom Conway, seconded by Tom Krueger, to approve the agenda as presented. Roll call vote: Motion carried unanimously.**

Resignation of Stephanie Johnson, KRLS Director Chair Gaalswyk read aloud Director Stephanie Johnson’s letter of resignation dated July 22, 2021. **Motion by Mary Koep, seconded by Reed Olson, to accept with regret the resignation of KRLS Director Stephanie Johnson and with thanks for her good service to Kitchigami Library. Roll call vote: Motion carried unanimously.**

David Drown and Associates Director Search Proposal The KRLS Personnel Committee reached out to David Drown and Associates to request a proposal for the KRLS Director Search since the Board was satisfied with their service previously. The Board discussed the proposed hiring procedure, timeline, and position requirements. **Motion by Tom Conway, seconded by Murlyn Kreklau, to engage David Drown and Associates for the KRLS Director search as outlined for a cost not to exceed \$20,000.00. Discussion. Roll call vote: Motion carried unanimously.**

Sourcewell Funding Application **Motion by George Deiss, seconded by Mary Beth Hansen, to authorize the KRLS Director to make application to Sourcewell for reimbursement of 50 percent of the cost incurred, up to \$10,000.00, for the KRLS Director search by David Drown and Associates. Roll call vote: Motion carried unanimously.**

Interim Director Discussion **Motion by Tom Conway, seconded by Reed Olson, to authorize the KRLS Personnel Committee to enter into a contract, upon the advice of the labor attorney at Quinlivan & Hughes, that would engage the services of Melissa Brechon as KRLS Interim Director for terms starting October 1, 2021 and to further**

*(Interim Director Discussion con't)* **authorize her billing at a maximum hourly rate of \$60.00 an hour for services provided between September 10, 2021 and October 1, 2021.** Roll call vote: Motion carried with Conway, Norman, Gaalswyk, Krueger, Kreklau, Olson, Deiss, Hansen, Seitz, Jones-Leecy, Erickson in favor, and Koep voting against.

AFSCME Union Certification Chair Gaalswyk informed the Board of the data requested by the AFSCME Union to be used to begin negotiations for a contract. He thanked KRLS Payroll Bookkeeper Terria Rohloff for her work in gathering the information. He advised the KRLS Board members to refer any questions from employees to Director Johnson who will confer with Chair Gaalswyk and/or Attorney Dyan Ebert.

Other KRLS Board members discussed the scheduling conflict of the regular September board meeting and the 2021 Association of Minnesota Counties (AMC) Fall Policy Conference. **Motion by Tom Krueger, seconded by Brent Norman, to move the September KRLS Board meeting to Thursday, September 23, 2021 at 6:00 pm.** Roll call vote: Motion carried unanimously.

Public Input Tami Beto, Branch Manager of Pine River Public Library, submitted the Branch Managers' request to have direct communication with the KRLS Board. Chair Gaalswyk, with no objections, will set aside approximately 15 minutes for a Branch Managers' Report standing agenda item.

Tami Beto presented on the creation of an Assistant Director position to assist the KRLS Director, open communication between branches and KRLS Headquarters, and to provide staff training. Discussion.

Mary Koep requested the inclusion of a KRLS Board retreat agenda item to be discussed at the September Board meeting. Discussion.

Motion by consensus to adjourn at 7:17 p.m.

Minutes respectively submitted by Administrative Assistant Carol Elizabeth Christensen.

Minutes signed by Board Secretary, Mary Koep

Date Mary Koep  
9-23-2021