

**Richland Community Library  
Special Board Meeting  
December 19, 2012**

**Members present:** Cindy Berg, Stevie Brinkerhoff, Chris Cupper, Judy Hobson, Doug Jonas, Raenell Kent, Larry Williams

**Members Absent:** None

**Others Present:** Kay LaPierre

**Call to order:** President Williams called the meeting to order at 6:10 PM.

- a. Public comment: None
- b. Guests : None
- c. Meeting format: It was agreed upon the format for this meeting would be more informal than a regular board meeting.

**Financial Report:** The statement of revenues and expenses for the two months ending November 30, 2012 was presented. Additionally, expenses for the month ending November 30, 2012 were reviewed. A motion was made to approve the financial report as presented. (Kent/Brinkerhoff) The motion was approved.

**Candidates:** Mr. Jonas presented a summary to the Board on his conversations in checking the references of the top three candidates based on the recent interviews. A discussion and several questions for Mr. Jonas followed. It was agreed upon that an offer would be made of \$55,000 which would include a combination of salary and benefits. How it would be parceled out would be determined after a meeting between the successful candidate and Geoff Lansky, insurance agent for the library. Benefits for the successful candidate would be negotiated between the representative from the RCL Board, and the successful candidate with input from the insurance agent.

A motion was made to offer Dennis Kreps the position of Director of the Richland Community Library. (Jonas/Kent) The motion was approved by all. A written offer would be extended indicating the salary cap, pending a background check, along with a request for a potential start date.

Other details which need to be addressed are the timing of the transition and training with the current Director. It was agreed that a performance review be held after 6 months of employment with benchmarks for evaluation to be determined.

Formal letters would be sent to other candidates who interviewed for the position thanking them for their time and interest in the position. Other people who applied for the position, but were not interviewed would be notified by e-mail.

**Committee Reports:** None

**Old Business:** Authorized signatures for RCL bank accounts include bookkeeper Marsha Drouin, RCL Board President, Lawrence Williams, and RCL Board Treasurer, Douglas Jonas. The library Director (currently Kay LaPierre) is authorized only for the library's Visa card through First Community Federal Credit Union.

**New Business:** Our Director has indicated the new Director will need a new computer, owing to the age of the current desktop computer and software that is loaded on the computer, some software can no longer be supported.

**Adjournment:** There being no further business before the Board, a motion was made to adjourn the meeting at 8:17 PM. (Berg/Hobson) The motion was approved. The next meeting is scheduled for January 16, 2013.

**Respectfully submitted,**

**Chris Cupper, Secretary**

**Larry Williams, President**