

Superiorland Library Cooperative
Special Meeting of the Board of Directors

November 1, 2018

A special meeting of the Superiorland Library Cooperative Board of Directors was held at the Superiorland Library Cooperative, Marquette and via ReadyTalk audio conferencing service. The public was invited to participate at the Superiorland Library Cooperative headquarters (1615 Presque Isle Avenue, Marquette). The purpose of the meeting was to discuss the Superiorland Library Cooperative Director position.

ATTENDANCE: Attendance Codes: RT: ReadyTalk audio conferencing, SLC: Superiorland Library Cooperative

SLC BOARD MEMBERS PRESENT (*denotes voting member): Caroline Jordan* (SLC), Chair; Dwight Sunday* (RT), Vice-Chair; Deb Friedman*(RT), Secretary; Patti Jahn* (RT), Cris Roll* (RT), Deb Grabowski* (RT), Bradley Winnicki* (RT), Kim Nowack* (RT), and Pam Adams* (RT)

SLC STAFF PRESENT: Pamela Malmsten (SLC) (Recorder

LIBRARY DIRECTORS/STAFF/BOARD MEMBERS PRESENT: Renee Augustine, Dickinson County Library (DCL); Eric Magness-Eubank, Alpena County Library (RT); Cheryl Hoffman, Spies Public Library; Lynne Wiercinski, Ironwood Carnegie Public Library; Karen Rukey, Crawford County Library; Alycia McKowen, St. Ignace Public Library; Linda Blanchard, Curtis Public Library; Carolyn Stacey, Escanaba Public Library; Amanda Winnicki, Menominee County Library; Leslie Makela, Forsyth Township Public Library; Lisa Waskin, Superior District Library; Mary Hook, Manistique School Public Library; and Lisa Cromell, Munising School Public Library

MEMBERS OF THE PUBLIC PRESENT: Pat Cheski

VOTING BOARD MEMBERS ABSENT: None

CALL TO ORDER: The Chair, Caroline Jordan, called the meeting to order at 1:03 p.m. eastern.

STATEMENT OF THE PURPOSE OF THE MEETING AND APPROVAL OF THE

AGENDA: Caroline Jordan stated that the purpose of the meeting was to discuss the Superiorland Library Cooperative Director position.

Brad Winnicki made a MOTION TO ACCEPT THE AGENDA AS PRESENTED. The motion was seconded by Dwight Sunday, unanimously approved, and carried.

EMPLOYEE REQUEST FOR A CLOSED SESSION TO DISCUSS PERSONNEL-

RELATED MATTERS: Caroline Jordan reported that Shawn Andary, the employee involved in the Director position discussion, requested in writing that matters related to her request for a Family Medical Leave Act (FMLA) leave of absence be discussed by the Board in closed session.

Brad Winnicki MOVED THAT THE BOARD OF DIRECTORS CONVENE IN A CLOSED SESSION FOR THE PURPOSE OF DISCUSSING SHAWN ANDARY'S FMLA REQUEST FOR A LEAVE OF ABSENCE. The motion was seconded by Cris Roll.

Discussion: Board members agreed that SLC staff member (and meeting recorder) Pam Malmsten would be allowed to attend the closed session. Eight of nine board members were calling in via ReadyTalk audio conferencing service. Since ReadyTalk allows phone numbers to be viewed by the meeting chairperson, Pam Malmsten announced that board members' known phone numbers would be used to identify them and to assure that only Board members were present when the Board went into closed session.

Roll Call: Brad Winnicki: Yes; Pam Adams: Yes; Dwight Sunday: Yes; Patti Jahn: Yes; Caroline Jordan: Yes; Kim Nowack: Yes; Cris Roll: Yes; Deb Friedman: Yes; Deb Grabowski: No. Total: Yes (8), No (1) Abstain (0). Motion carries.

Caroline Jordan announced that the Board of Directors would move into closed session at 1:08 p.m. eastern and the open meeting would reconvene at 1:30 p.m. eastern. Meeting attendees who were not SLC Board members were asked to hang up at this time (all were attending via audio conferencing service). Pam Malmsten, SLC staff member and meeting recorder, was the only non-board member allowed to attend the closed session.

RECOVERING OF THE OPEN MEETING:

Pam Adams MOVED THAT THE OPEN MEETING BE RECONVENED AT 1:20 P.M. EASTERN. The motion was seconded by Deb Friedman.

Roll Call: Brad Winnicki: Yes; Pam Adams: Yes; Dwight Sunday: Yes; Patti Jahn: Yes; Caroline Jordan: Yes; Kim Nowack: Yes; Cris Roll: Yes; Deb Friedman: Yes; Deb Grabowski: No. Total: Yes (8), No (1) Abstain (0). Motion carries.

Library directors, staff, and members of the public rejoined the audio conference at this time.

DISCUSS SLC DIRECTOR POSITION:

Caroline Jordan read aloud a resolution stating that the Board of Directors wishes to grant Shawn Andary a FMLA leave of absence for up to twelve weeks and to appoint Suzanne Dees as interim Acting Director during the time that Shawn Andary is on leave.

Brad Winnicki MOVED TO ACCEPT THE RESOLUTION APPOINTING AN ACTING DIRECTOR AS PRESENTED. The motion was seconded by Dwight Sunday.

Discussion: Board members discussed the resolution and the terms of employment of the interim Acting Director. Caroline noted that it was crucial that an Acting Director be appointed immediately, not only because the cooperative currently has no director in charge, but also because it is essential that two critical open staff positions—Network Administrator and Technology Assistant—be filled as soon as possible.

Roll Call: Brad Winnicki: Yes; Pam Adams: Yes; Dwight Sunday: Yes; Patti Jahn: Yes; Caroline Jordan: Yes; Kim Nowack: Yes; Cris Roll: Yes; Deb Friedman: Yes; Deb Grabowski: No. Total: Yes (8), No (1) Abstain (0). Motion carries.

The approved resolution is copied below.

SUPERIORLAND LIBRARY COOPERATIVE

RESOLUTION NO. _____

**RESOLUTION APPOINTING INTERIM ACTING DIRECTOR OF THE
COOPERATIVE**

At a special meeting of the Board of Directors of the Superiorland Library Cooperative (the "Cooperative"), held at the Superiorland Library Cooperative Headquarters in Marquette, MI on the 1st day of November 2018 at 1:00 pm EST.

PRESENT: Caroline Jordan, Chair; Dwight Sunday, Vice-Chair; Debra Friedman, Secretary; Patti Jahn, Cris Roll, Deb Grabowski, Bradley Winnicki, Kim Nowack, and Pamela Adams

ABSENT: None

The following Resolution was offered by: Bradley Winnicki and seconded by Dwight Sunday.

WHEREAS, Article VI, Section 1 of the Superiorland Library Cooperative Bylaws state that the Board of Directors shall appoint a director or coordinator to administer the Cooperative, fix that person's compensation, and delegate those powers to that person as are in the best interest of the Cooperative; and

WHEREAS, as a result of health issues, Shawn Andary, the Cooperative's current Director, has requested a leave of absence; and

WHEREAS, the Board of Directors desires to approve Ms. Andary's request for leave; and

WHEREAS, the Board of Directors desires to appoint another individual to serve as interim Acting Director of the Cooperative during Ms. Andary's leave.

NOW THEREFORE, the Board of Directors of the Superiorland Library Cooperative resolves as follows:

1. Shawn Andary's request for leave from her position as Director of the Cooperative is approved for twelve (12) weeks or until Ms. Andary obtains a release from her physician(s) to return work, whichever is earlier.

2. Suzanne Dees is hereby appointed to serve as interim Acting Director of the Cooperative until Ms. Andary returns to work or upon further action of the Board of Directors and she shall have all of the responsibilities and duties of the Director of the Cooperative position and any additional duties assigned to her by the Board of Directors.

3. The Board of Directors further authorizes compensation for the interim Acting Director of the Cooperative in the amount of \$50 per hour for a maximum of 20 hours per week. The Acting Director of the Cooperative will receive the following fringe benefits: _____
_____ (if blank, no fringe benefits shall be provided).

4. Any provision of any previous resolution that is inconsistent with this resolution is hereby rescinded, but only to the extent necessary to give this Resolution full force and effect.

ADOPTED:

YEAS: 8 (Jordan, Friedman, Nowack, Sunday, Jahn, Roll, Adams, Winnicki)

NAYS: 1 (Grabowski)

STATE OF MICHIGAN)

) ss.

COUNTY OF MARQUETTE)

I, the undersigned, the duly qualified and acting Secretary of the Board of Directors of the Superiorland Library Cooperative, DO HEREBY CERTIFY that the foregoing is a true and complete copy of certain proceedings taken by the Board of Directors at a meeting held on the 1st day of November 2018.

Deb Friedman, Secretary

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PUBLIC PARTICIPATION: Cheryl Hoffman (Spies Public Library) thanked the SLC staff and commented that she has worked with Suzanne Dees for many years and that everyone should be thankful that she is willing to step into the Acting Director position. Lynn Wiercinski (Ironwood Carnegie Public Library) agreed with Cheryl. Several other library directors and Board members thanked the SLC staff members for their hard work during this difficult time.

ADJOURNMENT: There being no further business the meeting was adjourned at 2:05 p.m. eastern on a motion by Brad Winnicki seconded by Deb Friedman.

Respectfully submitted,

Deb Friedman, Secretary

Pamela Malmsten, Recorder