

River Valley District Library
Director Search Committee
December 13, 2023 5:45 PM

- I. The meeting was called to order by President Vicky Buss at 5:53 PM.
- II. Present: Trustees Vicky Buss, David Failing, Emily Riewerts and Jill Schutts. Also present Interim Director Kathy Peschang and Friends of the Library President Jan Schadt.
- III. Appoint Chair for the Director Search Committee- Vicky Buss will be the Committee Chair presently but David Failing is considering being the chair.
- IV. Interim Director- we discussed the option to hire an outside interim director. Jill suggested asking retired Cordova Librarians Sue Hebel or Cheryl Lennox. Financial concerns were voiced about this option.
- V. Library Director Discussion- the discussion turned to the option of keeping Kathy as Interim Director and of hiring a Library Director Search Consultant. Kathy will contact Amanda Standerfer, the consultant we hired to help direct the organization of RVDL's Strategic Plan, to ask if she works as a search consultant. Jill suggested that the retired Cordova Librarians may be willing do work as a search consultant.

Emily forecast that spending will be \$13-15 thousand under the salary line by July. The group seemed comfortable spending \$5-10 thousand for a Hiring Consultant.

Jan has prior board experience (in the Huntley, Illinois Public Library) of hiring a library director. She distributed a document titled, *Hiring a Library Director: Steps for Library Board Members* prepared by the Tennessee Regional Library System. Key takeaways: avoiding pitfalls and involving library staff in the decision.

Kathy suggests revisiting the Strategic Plan to gain internal clarity on where we are with the process/plan so we can clearly present the library to potential director candidates.

Kathy will send Jan the Strategic Plan.

The next Director Search Committee was set for Wednesday January 3rd at 3:15 PM.

- VI. Adjournment- Emily made a motion to adjourn at 7:12. The motion carried.