

*The Mission of LARL  
is to link people and communities  
to resources and experiences  
for learning and enrichment.*

**LARL BOARD OF TRUSTEES  
SPECIAL EXECUTIVE COMMITTEE MEETING  
MINUTES**

**A special meeting of the Lake Agassiz Regional Library Executive Committee was held on Tuesday, July 31, 2012 at the Moorhead Branch. President Perry called the meeting to order at 5:25 p.m.**

**Executive Committee Members Present:** Bursik, Hooper, Ingersoll, Lindgren, Perry (Chair), Vinz.

**Executive Committee Members Absent:** Bunes.

**Others Present:** Fredette, Sprynczynatyk, Randy Stefanson – LARL Attorney

**PUBLIC INPUT.**

None

**APPROVAL OF AGENDA**

*(Bursik/Vinz) Move to approve the agenda of the July 31, 2012 Special Executive Committee Meeting with the addition of LARL Attorney Randy Stefanson discussing a union grievance that is going to arbitration. MCU.*

**UNION ARBITRATION**

Stefanson briefly discussed a union grievance that has moved to the point of arbitration. Due to the significant costs that will be involved with going into arbitration and the Library's current financial situation, Stefanson suggested the Board consider stopping arbitration proceedings.

*(Ingersoll/Bursik) Move to have Stefanson contact the Arbitrator and inform him that LARL has decided to stop the arbitration proceedings. MCU.*

**DIRECTOR TRANSITION AND SEARCH**

The committee discussed advertising internally, statewide and nationwide for the Director position.

(over)

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Ingersoll suggested the Committee open the position internally. If there are any qualified internal candidates, the Board should consider hiring internally and not advertise the position externally.

Bursik suggested that it might be in LARL's best interest to advertise both internally and externally.

Perry suggested encouraging LARL employees who are qualified to apply for the position as well as advertising the position statewide.

Lindgren and Hooper said LARL should advertise the position statewide. Vinz agreed with the statewide search, but also believes that qualified internal candidates should be encouraged to apply.

Fredette passed out a book for each member of the Director Search Committee, "Selecting A Library Director – A Workbook for Members of a Selection Committee". The book lays out the roles of the library board, the exiting director, etc.

Perry suggested rather than hiring a head hunter, the Board handle advertising/recruiting themselves if the search is limited to a statewide search.

President Perry designated the LARL Executive Committee, unless they aren't interested in participating, the Director Search Committee.

### **SET DATE FOR NEXT MEETING**

The Search Committee decided to meet Wednesday August 15<sup>th</sup> at 5:30pm.

***(Lindgren/Bursik) Move to cancel the August 16<sup>th</sup> Executive Committee meeting. MCU.***

The meeting adjourned at 6:30 p.m.