

**Bancroft Public Library**  
**Board of Trustees – Minutes of the June 23, 2020 Special Meeting**

Present were Ed Donoghue, Kim Erbe, Alesa Wilson, Rachael Armstrong, Rebecca Brown, and Interim Director Karen Hickland. Also present was Search Committee member Wendy Hunter. Library Director candidate Lori Stokem arrived at 7 PM as requested.

The meeting was called for the purpose of reviewing reopening efforts in order to discuss any possible changes to the Temporary Safety Practices Policy, and any other business which may come before the Board.

Interim Director Karen Hickland indicated things were going well with curbside service and recommended continuing this arrangement. As no other services have been reinstated within the Library System which would prompt opening further, patrons' requests are still limited to items from Bancroft Library's collection, using the catalog or emailing or calling in a request.

The Search Committee had requested that their first choice for Director be interviewed at this meeting, and that the Board discuss compensation and benefits before she arrived. After discussion, Rebecca Brown made a motion, Rachael Armstrong seconded, to offer Lori Stokem the position of Director at a salary of \$22,000 for a minimum of 22 hours per week, and with vacation leave of 3 weeks after 90 days in the position. All were in favor and the motion was carried.

Discussion was had concerning offering Interim Director Karen Hickland the position of Deputy Director for a salary of \$14,867 for a minimum of 18 hours per week. This will enable the Director and Deputy to share responsibilities according to their strengths, and also to provide coverage in each other's absence. Kim Erbe made a motion, Alesa Wilson seconded, to create this new structure and to offer it to Interim Director Hickland. All were in favor and the motion was carried. When asked whether this arrangement would be acceptable, Karen Hickland accepted the offer.

Lori Stokem arrived at the meeting and the Board interviewed her. After the interview, the Board proceeded to offer her the position at the terms mentioned above. After some questions were asked and answered, she accepted the offer.

The Board decided that the Interim Director will continue to be paid the prior Director's salary for four weeks while training the new Director. After that time frame, she will begin receiving the Deputy Director's salary.

Alesa Wilson made a motion, Kim Erbe seconded, to authorize both the Director and Deputy Director to apply for credit cards. All were in favor and the motion was carried.

**Other Business:**

The next special meeting is scheduled for Tuesday, June 30, 2020 at 6:30 PM.