

**Northwest Regional Library Board Minutes**  
**January 19, 2018**

**Present:** Sara Kenfield, Charlie Lindberg, Gracia Nelson, Heidi Timm, Elvera Cullen, Jerald Brown, Linda Pavek, Marjorie LaCoursiere, Ralph Swendseid, Laura Brickson, and Bruce Lawrence

**Others present:** Kristi Hanson, Kerri Costello, Pauline Helgeland, Bea Narverud, Judy DuChamp, Alex Narverud, Gabby Yoon, Art Wel... D. Hill – TRF Times, Samuel Gibbs, Glenice Johnson, Faye Auchenpauagh, and Mary Cullen.

**Call to Order:** President Sara Kenfield called the meeting to order at 4:30 pm.

**Approval of the Agenda:** Lindberg/Cullen moved to approve the agenda. Carried.

**Public Comments:** Alex Narverud read a letter from Emily Savageau, former Librarian at the Thief River Falls Library, regarding her concerns of employment. She felt that there had been an increase of unreasonable demands placed on her during the past year and that she had been treated unfairly.

Samuel Gibbs stated that he witnessed an exchange of words between part-time librarian Kelsey and Kristi, and that he supported Kelsey. He felt that the Thief River Falls Library was going great.

Judy DuChamp requested that the letters of reprimand to Emily not be allowed to follow her to her next job. She stated that she had a good rapport with staff and they respected her as their boss.

Glenice Johnson, Chair of the Friends of the Library, stated that the Friends of the Library had sought mediation between Emily and Kristi. However, mediation was done by the state at no cost. She was concerned that Emily was alone at her office during the mediation, while Kristi sat in the mediator's office in the Cities. She was also concerned that there was only one mediation session. She felt there should have been a personnel committee that employees can meet with before it gets out of hand.

Glenice also said that the Advisory Board was concerned about the Northwest Regional Library budgets.

Kerri Costello spoke in support of Kristi, as did Pauline Helgeland who has worked for the Northwest Regional Library for 15 years.

Mary Cullen requested a separate meeting with the personnel committee.

**Approval of December Minutes:** Pavek/Swendseid moved to approve the December 14, 2017 minutes. Carried.

**Financial Report:** Nelson/Cullen moved to approve the financial reports. Carried.  
EFT payments check numbers 433 to 440 for the total of \$8,158.29  
Check payments numbered 8292 to 8336 for the total of \$24,379.49

**Reports:**

- A. **Directors Report:** Staffing issues, 2017 Audit, cost reductions in Automation Contract with Lake Agassiz Regional Library

- B. Circulation:** Charlie is researching circulation and per capita for the cities and county in each of the library areas. Library use at the Karlstad Library is up due to the City of Karlstad funding one Saturday a month. Winter reading program is going on.

**Old Business:** Continuing to work with Pennington County Sheriff's Department Staff on library services to the Justice Center. Kristi is writing a grant to fund books for inmates at the Justice Center. They are considering a mobile cart to deliver books to inmates who are unable to leave their cell.

**New Business:**

- A. Current job openings posted for TRF and Roseau:** Kristi received a letter of resignation from the Roseau Librarian and has posted that job opening, along with three for the Thief River Falls Library and Pauline's position which will be open this spring when she retires.

**Next Meeting: February 15, 2018**