

Southern Maryland Regional Library Association, Inc.

Board of Trustees Meeting

May 30, 2023

Mr. Crupi, the President of the Board, called the meeting of the Board of Trustees of the Southern Maryland Regional Library Association, Inc. to order at 10:02 a.m. This meeting was in person at SMRLA.

Members present: Mr. Crupi, Ms. Darby, Ms. Grahame, Ms. Wells, Ms. Vaira, Mr. Johnston

Members absent:

Also present: Mrs. Teagle, Ms. Mary Thompson Hepler (by phone)

CLOSED SESSION

Motion made by Mr. Crupi to enter into a closed session by statutory authority under Article 3-305(b)(1) so the Board of Trustees could discuss SMRLA's final report, organizational chart and employee position descriptions that were produced as part of SMRLA's classification, compensation and organizational capacity study. Seconded by Ms. Grahame. Motion carried. Entered into closed session at 10:04 a.m.

Members present for the closed session were: Mr. Crupi, Ms. Darby, Ms. Grahame, Ms. Wells, Ms. Vaira, Mr. Johnston

Members absent:

During the closed session, Ms. Hepler presented to the Board to address questions received via email regarding her methodology and the results of her study. The Board requested additional information from Mary prior to implementing her recommendations. These items include: providing the Board with the cost of living differences between Western, Eastern and Southern Maryland; requested position description updates and formatting changes; and for Ms. Hepler to provide an executive summary of her proposed changes to the Board.

Following Ms. Hepler's presentation, Ms. Vaira made a motion to reclassify an employee's position. Seconded by Ms. Darby. Motion carried.

At this time, Ms. Hepler ended her call with the Board of Trustees.

Mrs. Teagle requested the Board reclassify an employee's position. Ms. Wells made a motion to reclassify the employee's position based on the new requirements of the position. Seconded by Mr. Johnston. Motion carried.

Mrs. Teagle also requested the Board approve reclassifying an employee's position. Ms. Grahame made a motion to reclassify the employee's position effective with the next payroll. Second by Mr. Johnston. Motion carried.

Mrs. Teagle asked the Board to consider raising an employee's salary in light of prior performance and job responsibilities. The Board discussed the information presented by Ms. Hepler regarding the employee's compensation and requested clarification about the examples provided in the handouts to the Board.

The Board decided to meet again on June 13 to review Ms. Hepler's updated documents.

Mr. Crupi reported he is working on the CEO's evaluation.

Motion made by Ms. Darby to adjourn the closed session at 6:20 p.m. Seconded by Ms. Wells. Motion carried.

Motion made by Ms. Vaira to enter regular session. Seconded by Ms. Darby. Motion carried.

ADJOURNMENT

There was a discussion about filling a St. Mary's Trustee position for SMRLA. Mr. Johnston asked the Board about next steps for potential candidates. Mr. Crupi advised potential Trustees would be interviewed.

Motion made by Ms. Wells to adjourn meeting at 6:23 p.m. Seconded by Ms. Vaira. Motion carried.

The next regularly scheduled meeting of the Board of Trustees is **Tuesday, June 13, 2023 at 1:00 p.m.**

Respectfully submitted,
Ashley Teagle