

Florida Library Association Special Executive Board Meeting

Minutes

April 6, 2017

BOARD MEMBERS PRESENT:

(VM = Voting Member)

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Pollock, Dawn, Interim Executive Director
Karshmer, Elana, President (VM)
Layton, Karen, FLA Office
Rountree, Renae, Region 6 Director (VM)
Shader, Robin, Vice President, President-Elect (VM)
Nuhn, Peggy, Secretary (VM)
Grubb, Stephen, Region 1 Director (VM)
Bryan, Jacalyn, Planning Committee Chair
Plocharczyk, Leah, Board Fellow

BOARD MEMBERS ABSENT:

Coppola, Gene, Past President (VM)
Ehde, Ava, Region 2 Director (VM)
Gibradze, Leila, FSU Representative
Gonzales, Sara ALA Councilor (VM)
Head, Eric, Region 4 Director (VM)
Livingston, Shaney, Region 5 Director (VM)
Maurer, Kayla, Board Intern
Rampersad, Kenny, Treasurer (VM)
Robinson, Kelly, Region 3 Director (VM)
Storck, Bernadette, Parliamentarian
Yoon, Jung Won, USF Representative

VISITORS:

Donna Vasquez, Chair, Fundraising Task Force

1. Quorum and Agenda Review

- A. Call to Order – The meeting was called to order at 2:02 p.m. by President Elana Karshmer.
- B. Establishment of Quorum – Secretary Peggy Nuhn confirmed that we do not have a quorum for today's meeting; we will arrange electronic voting for items on today's agenda.

C. Introductions – Donna Vasquez was introduced. She has agreed to fulfill the remainder of Treasurer Kenny Rampersad’s term of office.

D. Agenda additions/changes – There were no changes or additions to the agenda. Elana Clarified that Kenny Rampersad has accepted a new employment position outside of the library profession, and therefore he will be submitting his resignation as FLA Treasurer.

2. Discussion Items

A. Certify the appointment of Donna Vazquez to serve remainder of Kenny Rampersad’s term as Treasurer – Elana Karshmer provided information on Donna’s experience; she is very well qualified and willing to fulfill the rest of the term of office. In the absence of a quorum we will arrange for an e-vote to confirm Donna as interim Treasurer with her term ending at the conclusion of our 2018 conference.

B. Discuss Hiring and Offer to Candidate for Executive Director Position/Salary/Negotiating Team – We believe we have an excellent candidate in Tracy Thompson; there was discussion about the salary to offer, as well as the financial impact this will have on the association, and the anticipated cost of benefits (estimated to be 24 percent) as reflected in the table of estimated amounts for FY17 and FY18 which was sent with the agenda for today’s meeting. Ultimately it was determined to allow the Hiring Committee to offer \$58,000 and allow them flexibility to negotiate if needed, with a salary range up to \$65,000 before needing further Board discussion and approval. A potential one-time bonus was also discussed as an incentive for growing our membership. Dawn Pollock, Interim FLA ED explained that this is commonplace in the industry, particularly when the starting salary may be below the candidate’s preferred amount. It was determined after discussion that the total offer was not to exceed \$76,880.00 combined salary and benefits.

In the absence of a quorum this item needs to be put before the Board in a two part evote; one to finalize the candidate of choice and a second portion to set the salary limit. C. Update Board on Awards Committee List – Dawn Pollock shared the names of The 2017 FLA Awards recipients; names are to be kept confidential so that recipients will enjoy the surprise when the awards are announced at the opening session of the conference. The Board does not need to approve the list of award recipients; this is provided as a courtesy and for our information only. The Board also wished to express appreciation to the Awards Committee for their significant work in developing rubrics for this year’s awards and for the list of well-qualified recipients, and Board liaison Peggy Nuhn agreed to share our appreciation with the committee.

3. Adjournment

Donna Vazquez made a motion to adjourn, it was seconded by Peggy Nuhn. All were in favor; the meeting adjourned at 3:31 p.m.

Respectfully submitted,

Peggy L. Nuhn

Peggy L. Nuhn, Secretary
Florida Library Association