

Minutes of the Meeting of the Board of Control
Monday, October 12, 2022
Regular Meeting
Frazee- Harris Memorial Library
111 Historic Front Street, Garyville, Louisiana
6:00 pm

Mrs. Wilder presided at the meeting and so called the meeting to order at 6:00 pm.

Mrs. Wilder called for a moment of silence. Mrs. Wilder then called for the roll to be taken.

Present: Mrs. Arlie, Ms. Burrell, Mrs. Johnson, Ms. Joseph, Mr. Tatje, Mrs. Wilder and Mr. Wright were present, there was a quorum.

Absent: Mrs. Scioneaux was absent

Others present: Orenthal Jasmin, Assistant District Attorney; Andrea Tullos, Library Director and Secretary to the Board

III. Public Comment: Mrs. Wilder then called for public comment. *If there were people present for public comment, they would be allowed to speak to items on the printed agenda with a time limit of 2 minutes.*

There being no one present to speak during public comment. Mrs. Wilder moved to the next agenda item.

IV. Approval of Minutes from September 12, 2022

Mrs. Wilder called for approval of the minutes of the September meeting. Ms. Joseph motioned to approve the minutes, seconded by Mrs. Arlie.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

Library Director's Report: Andrea presented the Director's report. The Board requested that the Ethics Training link be resent for them to complete. In addition, it was noted that there have been no further violations reported by staff since DEI (Diversity, Equity and Inclusion) Training on August 23rd.

Unfinished Business:

Discussion of the "Bill of Costs" for Dana Douglas v St. John the Baptist Parish Library Board of Control, Et al. Docket number 21 cv 599 United States District Court for the Eastern District of Louisiana - T1913469. Attorney Orenthal Jasmin provided context to the Board regarding this item as the case has been dismissed in early spring. Following dismissal, the attorneys filed a bill of costs, to have the losing party taxed with the litigation costs. Clerk of court made a final decision on the total for fees & issuance of subpoenas. The recommendation is that we sit on this item while we let the court proceed with their process. In addition, we can come back to this

matter in early 2023. This is a judgment in the favor of the library board, that will be in place for a period of 10 years.

New Business:

a. 2022 Audit Proposals—presentation of audit proposals for 2022 auditor – no selection recommended this evening.

Ms. Tullos presented the details received from the three firms. We have been with CRI (Carr Riggs and Ingram) for the past three years. Following the presentation by the Library Director, the Board requested that we ask them to the next meeting for presentations.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

b. 2022 / 2023 Budget Presentation

Ms. Tullos provided the organization chart to the library board, bringing to their attention the number of vacancies following the hurricane. The next item was the library PayScale step chart for 2023. The next item are the updated numbers for the Budget figures with up to date through September 20, 2022. Salary budget reflects the 2% COLA.

c. Meeting Dates for Library Board of Control 2023

Ms. Tullos shared the meeting dates 2nd Wednesday of the month, required for 4 (four) per year. The motion to accept the dates of Jan 11, 2023 in Edgard; April 12, 2023 in Garyville; July 12, 2023 in LaPlace; Oct 11, 2023 in LaPlace. Mr. Wright motioned to accept the dates, Ms. Burrell seconded the motion.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

d. Policy Update – Organization of the Library I-F-1

To address the compliance of this policy to the Louisiana Revised Statutes 25-215 to have the library board approve all new full and part time hires. Can I get a motion for the updated policy I-F-1, Organization of the Library that states that the library director will bring recommendations for new hires to the library board for approval. Motion by Mrs. Arlie, Seconded by Mrs. Johnson.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

e. Reserve Building Update –

Ms. Tullos shared the report.

f. Employee Grievance – Rachelle Gardner

Attorney Orenthal Jasmin provided the overview of how to proceed in open meetings with the Grievance based on the written details. The Grievance was heard by the Board of Control from the employee Ms. Rachelle Gardner, custodian at Reserve and Garyville Branch. Ms. Joseph moved for a 10-minute recess to read the grievance. Seconded by Mr. Tatje.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

Motion to call to order at 7:02 pm by Mr. Tatje, Seconded by Mrs. Arlie.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: Yes; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Yes, Mr. Wright: Yes

Results: Yes: 7 No: 0 Abstain: 0 Absent: 1

The Board continued to hear the Grievance from the employee. The employee provided documentation for discussion. The Library Director provided her investigation and conclusion, which was to deny the grievance. There was an email asking for a copy of the evaluation, she received an unsigned copy of the evaluation, there was a request for a signed copy by the employee, employee states that she did not receive a meeting on the evaluation, and employee received a pay increase for merit of 1% in addition to COLA 2%. Mr. Tatje motioned to deny in regard to the request of the grievance for the full percent of 2% for merit for the salary of 2022 based on the evidence, and approval of the Board budget on December 7th, 2022, that included the raises for the staff. Seconded by Mr. Wright.

Vote: Mrs. Arlie Abstain; Ms. Burrell Abstain, Mrs. Johnson: No; Ms. Joseph: No, Mrs. Scioneaux: Absent , Mr. Tatje: Yes, Mrs. Wilder: Abstain, Mr. Wright: Yes

Results: Yes: 2 No: 2 Abstain: 3 Absent: 1

Motion failed

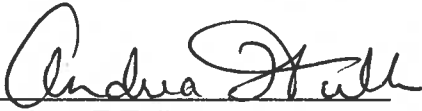
Motion to table the grievance by Mr. Wright and Seconded by Ms. Burrell.

Vote: Mrs. Arlie Yes; Ms. Burrell Yes, Mrs. Johnson: No; Ms. Joseph: Yes, Mrs. Scioneaux: Absent , Mr. Tatje: No, Mrs. Wilder: Yes, Mr. Wright: Yes

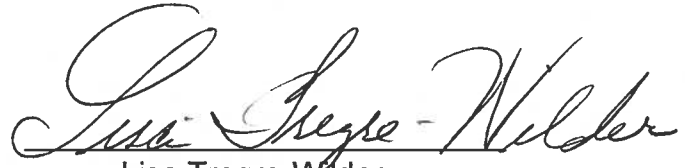
Results: Yes: 5 No: 2 Abstain: 0 Absent: 1

Next meeting will be held on Wednesday, October 26th in Garyville.

Mrs. Wilder called for a motion to adjourn, motion to adjourn by Mrs. Arlie and seconded by Ms. Burrell and adjourned at 7:55pm.



Andrea F Tullos
Library Director



Lisa Tregre-Wilder
President,
Library Board of Control