

**GREENVILLE COUNTY LIBRARY SYSTEM
BOARD OF TRUSTEES
Minutes of the Regular Meeting**

November 22, 2021

Present: Mr. Brian Aufmuth, Mr. Kenneth Baxter, Mrs. Elizabeth Collins, Mr. Tommy Hughes, Mrs. Deryl Paradis, Mr. Bill Pinkston, and Mr. Allan Hill, presiding.

Others Present: Mr. James Hoard, new Library Board appointee effective 12/1/21

Absent: Ms. Laura Baker, Mr. Dick Jensen, Mrs. Glenda Julian, Mr. Joe Poore

Managers and Staff Present: Don Allen, Accounting Manager; Greg Hester, Operations Manager; Ann Bishop, Human Resources Manager; Beverly James, Executive Director; and Jill Cornwell, Administrative Projects Manager, acting as Recording Secretary.

CALL TO ORDER

Mr. Hill called the meeting to order at 12:06p.

INTRODUCTION OF NEW BOARD MEMBERS

Mr. Hill introduced Mrs. Collins who was appointed to the Library Board of Trustees to fill the unexpired term of Dan Wooster. He also acknowledged Mr. Hoard whose term is effective 12/1/21 and welcomed both of them to the Board.

Mr. Hill read the names of the outgoing members of the Board of Trustees: Mr. Dick Jensen, Mr. Dan Wooster and Mrs. Deryl Paradis. He reported that Mrs. Paradis was concluding 20 years of service on the Library Board adding that she was one of the longest standing members of the Board. He recognized her outstanding commitment, stating that she had been a huge benefit to the Board of Trustees and staff during her years of service to the Greenville County Library System. Mrs. Paradis noted that she had enjoyed her time on the Board and would miss everyone.

APPROVAL OF MINUTES

Minutes of Board of Trustees Meeting, October 25, 2021 – Mrs. Paradis moved approval of the minutes as presented. Mr. Baxter seconded. Motion carried unanimously.

NOMINATING COMMITTEE REPORT

2022 Slate of Officers

Mr. Hughes presented each nomination for the Slate of Officers for Calendar Year 2022 as proposed by the committee. Following each name, Mr. Pinkston so moved and Mrs. Paradis seconded with one exception. For the position of Secretary, Mr. Baxter so moved and Mrs. Paradis seconded when the nomination was presented. With no further nominations from the floor, Mr. Hughes announced the following Slate of Officers for Calendar Year 2022: Chair – Allan Hill, Vice Chair – Sid Cates, Secretary – Bill Pinkston, and Treasurer – Ken Baxter.

OPERATIONS COMMITTEE MEETING REPORT

Executive Director's Annual Performance Review

Mr. Aufmuth reported that Ms. James' review had been conducted by the committee, and that her performance this past year had been exemplary, particularly during such a stressful time. He reported the committee's recommendation and moved on behalf of the committee to retain her as Executive Director going forward. All were in favor of the Operation's Committee's findings and the motion carried.

TREASURER'S REPORT

Mr. Baxter reviewed the document entitled, *Revenues and Expenditures – Budget vs. Actual for the First Quarter Ended September 20, 2021*, which was sent to trustees prior to the meeting in the meeting packet. There were no questions.

EXECUTIVE DIRECTOR'S REPORT

Human Resources Report

Ms. James called on Mrs. Bishop who went over two documents sent to trustees prior to the meeting:

- 1) *Human Resources Report: FY2018, FY2019, FY2020, FY2021 All Positions*
- 2) *Human Resources Report: FY2020, FY2021 Librarian Positions*

In response to Mr. Baxter's observations about the data showing a slight downward trend in the New Hire categories for African Americans on the *All Positions* report, Mrs. Bishop informed trustees of the Library System's recruitment efforts and that all interview panels include a diverse makeup of Library staff. Ms. James noted that the Library was unable to attend job fairs and career days the past couple of years since such events had not been held due to COVID. Ms. Bishop pointed out that the "Other" category on the report included the following race/ethnicity categories: Hispanic or Latino, Asian, Native Hawaiian or other Pacific Islander, American Indian or Alaska Native, or Two or More Races. She reported that all race/ethnicity categories were created by the Equal Employment Opportunity Commission (EEOC). She also noted that in the last fiscal year more applicants and employees had selected the category for Two or More Races.

UNFINISHED BUSINESS

Mr. Aufmuth commented for the record that he and others would miss Mrs. Paradis and all that she contributed to the work of the Board of Trustees.

NEW BUSINESS

There was no new business.

ADJOURNMENT

Mr. Hill asked for a motion to adjourn. Mr. Aufmuth so moved. Mr. Hughes seconded. All were in favor and the meeting was adjourned at 1:42p.

S. Allan Hill
Chair, Board of Trustees

Beverly James
Executive Director

Jill Cornwell
Recording Secretary