

Morris Area Public Library
Board of Trustees Minutes - Personnel and Policy Committee Meeting
01/28/2026 4:30p
Morris Area Public Library Conference Room

1. Call to Order and Roll Call
 - a. Called to order at 4:35PM
 - b. Keavney and Cummings were present. Interim Director Barowsky was also present
2. Old Business
 - a. Continuation on pay scale proposal progress
 - i. Interim Director Barowsky presented the latest draft of Pay Scale & Step Placement Policy. The policy has a list of pay grade job placements for the appendix. Cummings would like an organizational chart as well. The committee recommends the Policy be brought to the board in February for consideration and approval.
 - ii. Barowsky stated all library job descriptions are being reviewed and will begin to bring them to the committee for review a few each month.
 - iii. Interim Director Barowsky presented a Draft Pay Scale for FY26-27 for context of new policy. This will need to be reviewed by the Finance Committee during the budget process.
3. New Business
 - a. Committee Review of Policy Manual Section 1: Mission Statement and Objectives and Appendix A: Library Bill of Rights
 - i. The committee reviewed the new format of the policy and recommends the Policy be brought to the board in February for consideration and approval.
 - b. Committee Review of Policy Manual Section 2: Collection Development and Book Selection, Appendix B: The Freedom to Read Statement, Appendix C: Freedom to View Statement, and Appendix D: Citizen's Request for Reconsideration of Materials form
 - i. The committee reviewed the new format and Interim Barowsky highlighted a few changes that align with the Illinois Library Standards. Cummings would like a rubik for Requests for Reconsideration to be developed. The committee recommends the Policy be brought to the board in February for consideration and approval.
 - c. Discussion on Director Job Description and Director Search
 - i. The current job description for the Director position was reviewed. Keavney stated that the director search firms will help to revise the job description as part of their service. THE committee would like to include the current job description and one previous version in the February board packet for reference.
4. Adjournment
 - a. The meeting was adjourned at 5:39PM