

**Morris Area Public Library District
Board of Trustees Special Meeting Minutes
February 23, 2026 5:30 PM
Morris Area Public Library Program Room**

1. Call to Order and Roll Call
 - a. Keavney called to order at 5:34PM
 - b. Roll Call: Cummings, Keavney, Keegan and Russell were present. Ebert, Geiger, and Peterson were absent.
 - c. Library Interim Director Barowsky was present, along with guests Biasella, Burton, Meyer, Sandoval and Sargent
 - d. Keavney motioned to allow Ebert to join remotely due to a family emergency. Russell seconded. Vote 3-1 to allow.
 - e. Ebert joined remotely at 5:36PM
2. Review of the Agenda for Additions/Changes
3. Correspondence, Communications, and Public Comment
 - a. P. Burton spoke on concerns for the director search and what the library needs in its next director
 - b. W. Meyer spoke on hope for new director and stressed a patron first attitude
 - c. Letters were submitted from T. Berndt and A. Greiff
4. New Business
 - a. Board Discussion with Search Firm to Establish Leadership Profile, Core Competencies, and Desired Qualifications for the Next Library Director
 - i. Jim Deiters of Deiters & Todd Library Consulting led a discussion with the Board regarding the search process for the next Library Director. The purpose of the discussion was to begin establishing the leadership profile, core competencies, and desired qualifications for the position.
 - ii. Deiters asked the Board to consider and determine an appropriate salary range for the position. He also inquired whether the Library currently has a Director job description. It was shared that a draft is available, and Deiters will review it and provide recommendations as needed.
 - iii. The Board discussed how internal candidates would be handled during the search process and determined that internal applicants will be treated the same as all other candidates.
 - iv. Deiters asked the Board to identify top priorities and key attributes they are seeking in a candidate. The Board highlighted the following qualities and areas of expertise:
 1. Experience in strategic planning
 2. Strong business and financial management skills; fiscally responsible
 3. Visionary approach to the use and development of library space
 4. Commitment to equity of access
 5. Technology experience
 6. Ability to think strategically and see the “big picture”
 - v. Deiters also asked the Board to describe the Morris Area community to help inform the leadership profile and recruitment strategy.
 - vi. Deiters circled back to the salary issue. It was determined to offer \$80,000-82,000.
5. Adjournment
 - a. Meeting adjourned at 6:40PM