

**EXECUTIVE SESSION
BOARD OF LIBRARY DIRECTORS
AURORA (ILLINOIS) PUBLIC LIBRARY**

December 21, 2016

The Board of Directors adjourned to executive session at 6:22 p.m. to discuss collective negotiating matters or deliberations concerning salary schedules for one or more classes of employees (5 ILCS 120/2(c)(2)) and discussion of the minutes of a meeting that was lawfully closed under OMA (5 ILCS 120/2(c)(21)).

Present: Trustees Jeffry Butler, Archie Needam, John Savage, Eva Serrano, Andrew Smith, Tony Stanford

Absent: Trustees Stewart Beach, Maria Lozano

Also present were Executive Director Daisy Porter-Reynolds, Deputy Director Michaela Haberkern, and Attorney Stuart Whitt

Executive Director Daisy Porter-Reynolds updated the board on the conclusion of the contract after 13 months of negotiation. Ms. Porter-Reynolds credits the mediator and the union's willingness to come to financial terms. Ms. Porter-Reynolds reported that the contract provides for 1.5% increases every year and for the reinstatement of the step plan. Board President John Savage commented that the step plan was frozen during the recession. Ms. Porter-Reynolds will bring a plan for raises for non-union staff to the board in January or February; she believes that it will be comparable. The new contract will be ratified by the union in January and will come to the board for approval at the January board meeting. Mr. Savage asked for an executive summary and the full contract in advance of the scheduled January board meeting.

Board members asked Executive Director Porter-Reynolds for details about how many steps are in the new contract and how staff will be compensated if they are at the top step. Ms. Porter-Reynolds replied that library's attorney and the union representative are going through the contract to ensure that everything is reconciled, and that she would give details to the board as soon as the details are finalized. Board members also asked about retroactive raises for 2016.

Board members questioned Attorney Stuart Whitt about the mechanics of approving closed session minutes and Mr. Whitt discussed the process. Board members also asked about how to abstain from approving minutes from meetings they did not attend. Mr. Whitt recommended that the chair ask for abstentions, as well as those in favor and those opposed.

The board voted unanimously to return to open session at 6:44 p.m.

On a motion from Andrew Smith seconded by Jeff Butler, the minutes of the executive session of September 28, 2016 were approved. Eva Serrano and Tony Stanford abstained.

On a motion from Andrew Smith seconded by Jeff Butler, the minutes of the executive session of November 16, 2016 were approved. Eva Serrano abstained.

On a motion from Andrew Smith seconded by Tony Stanford, the board voted unanimously to return to adjourn open session at 6:47 p.m.

CERTIFIED TO BE A TRUE COPY

Secretary, Board of Directors

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