

**MINUTES OF EXECUTIVE SESSION OF THE REGULAR MEETING OF THE BOARD OF LIBRARY TRUSTEES OF THE VILLAGE OF CAROL STREAM – 616 Hiawatha Drive, Carol Stream, Illinois 60188**

May 18, 2005

The Board of Library Trustees of the Village of Carol Stream went into Executive Session for the purpose of considering the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body pursuant to the requirements of the Open Meetings Act, 5 ILCS 120/2 (c) (1). Accordingly the Regular Meeting was closed to the public at 7:55 p.m. specifically for that purpose. The Board discussed the aforesaid matter(s) and no other matter(s) in closed session.

Present: Trustees Bailey, Hudspeath, Anderson, Siegman, Douglas  
Absent: Trustees Ranck and Morrow  
Also Present: Library Director Lynn O'Dell

**1. Recommendation, Retirement of Library Director**

The Library Director recommends that Ann L. Kennedy be promoted to Library Director upon her retirement (presently intended for September 30, 2005) and that such announcement is made immediately in order to provide time for an effective transition.

Feeling that Ann is a qualified, experienced person who is ready and able to assume this responsibility, the Director provided the Board with Ann's resume and summary of achievements along with her latest performance evaluation.

President Douglas said there is an option to do a search for a new Director. A nationwide search would need to be done which would be costly and time consuming. Looking at her resume, however, he felt that Ann is a preeminently qualified candidate for the position. Discussion followed.

Trustee Bailey said he fully supported Ann's promotion – that he had done a lot of volunteer work with her and found her to be energetic and community oriented.

Trustee Siegman questioned whether appointing the Assistant Director without advertising was legal. The Director responded that advertising was not required. Trustee Anderson also expressed his concern about whether or not other candidates should be interviewed – that hiring the in-house candidate after conducting such interviews can be an affirmation that the candidate was the right person for the job.

More discussion followed centering on Ann's qualifications. Trustee Anderson cited the fact that Ann has been involved community-wide even though she doesn't live in Carol Stream. That is a real asset. Trustee Hudspeath said that having a strong personality is great – that's how things get done. *President Douglas asked for a consensus, and everyone present was supportive of Ann's receiving a promotion.*

Discussion then focused on what kind of salary offer to make. *It was the consensus of opinion that no less than the midpoint of the salary range be offered.*

*It was further the consensus of opinion that President Douglas meet with Ann to inform her of the Board's intention to promote her to Library Director and extend an offer of \$86,992 per year effective upon Lynn O'Dell's retirement.*

President Douglas will talk to Ann at the close of the Regular Meeting and report to the Board at the Special Meeting called for Wednesday, May 25, 2005 at 7:00 p.m.

The Board returned to regular session at 8:42 p.m.

Approved: 6/21/06  
(Date)

Ann L Kennedy  
Lynn O'Dell, Library Director  
for the Board of Library Trustees