

Minutes of the Meeting of the  
Lafayette Public Library Board of Control  
Director's Search Committee

March 8, 2021

The regular meeting of the Director's Search Committee was held in the meeting room on the 2<sup>nd</sup> floor of the Main Library at 301 West Congress Street on February 22, 2021. Joan Wingate, Committee Chair, called the meeting to order at 5:15 PM.

**I. Welcome and Pledge of Allegiance**

Joan Wingate led the committee in reciting the Pledge of Allegiance.

**II. Roll Call and Introductions**

Committee Members Present: Joan Wingate, Chairperson; James Thomas; Robert Judge; Andrew Duhon; Sandra Billeaudeau; Adele Blue

Committee Members Absent: Patricia Colbert-Cormier

Other Staff Present: Danny Gillane, Interim Library Director; Danielle Breaux; Director's Executive Secretary; Peter Thompson; Cara Chance

Members of the Public: Lynette Mejia, Jean Menard, Ludwig Gelobter, Lessie Olivia

Committee members introduced themselves to those in attendance.

**III. Goal Setting for this Committee**

Joan Wingate stated that the committee was tasked with creating a job description for the Library Director of Lafayette Public Library draft, advertisement for the position text draft, and the timeline to execute the search and placement of the new Director.

#### **IV. Discussion**

An ambitious timeline for a 2021 hire was presented to the committee.

Andrew Duhon made a motion to accept the timeline as presented. The motion was seconded by Robert Judge.

Yeas: Wingate, Thomas, Judge, Duhon, Billeaudeau, Blue

Nays: none

Abstain: none

Absent: Colbert-Cormier

#### **V. Discussion**

The publicized, summarized job description used in 2016 was included in packets along with other sample job descriptions.

Responsibilities of the Board and the Library Director from the Louisiana Directors Handbook was included in packets.

Lynette Mejia asked that the Directors Search Committee meet with the Board of Control in regards to what their intentions are concerning programming control.

A motion to accept the Position Description for Library Director from Austin, Minnesota submitted by Sandra Billeaudeau, amended under Essential Duties and Responsibilities, highlighting each paragraph and using drop-down bullets to emphasize each task specific to the community, was made by Andrew Duhon and seconded by James Thomas.

Yeas: Wingate, Thomas, Judge, Duhon, Billeaudeau, Blue

Nays: none

Abstain: none

Absent: Colbert-Cormier

#### **VI. Discussion**

'Opportunities include developing and implementing a new strategic plan, including creating Lafayette's library future' was suggested to be included in the first paragraph of the advertisement for the Library Director.

The Library School, the State Library, and LLA all advertise for job opportunities within Louisiana.

Resumes will be sent to Joan Wingate to disseminate amongst committee members.

It was determined that salary range would be advertised as negotiable between \$100,000 - \$120,000 depending on experience and qualifications.

A motion to accept the salary range qualifications was made by Sandra Billeaudeau and seconded by Andrew Duhon.

Yeas: Wingate, Thomas, Duhon, Billeaudeau, Blue

Nays: Judge

Abstain: none

Absent: Colbert-Cormier

A motion to accept the job description as submitted with the addition of the verbiage at the end of the first paragraph and the changes for accuracy with information provided by staff was made by Andrew Duhon and seconded by Sandra Billeaudeau.

Yeas: Wingate, Thomas, Judge, Duhon, Billeaudeau, Blue

Nays: none

Abstain: none

Absent: Colbert-Cormier

## **VII. Other**

Danny Gillane stated that he did not have comments to add, and that the committee had covered all things he would look for when looking for an administrative position.

## **VIII. Comments from the public on any other matter not on this agenda**

Jean Menard referenced the ALA Library Bill of Rights and the Trustee Handbook. She stated that the reason the public is so concerned is that there are members of the Board that have fought against the Library and disagreed with programming because of their religious views. She said that these members have fought against millages and have been part of a misinformation campaign that resulted in the loss of a millage. She asked that the Board support millages to fund the operations of a new branch.

Melanie Brevis stated that Lafayette Parish is a diverse parish, and the conservative majority does not speak for every citizen. She said it is expected that there be a diverse target of programs, materials, and outreach done by the Library. She commended the Library and stated that she didn't think the Board should have any say in programming,

grants, or day-to-day operations. She called for the resignation of members that want to micromanage or push their own agenda.

Lessie Melancon, one of the organizers of the privately-held DQST, stated that if there was an attempt to control programming based on religious views or anything else, that the organizers will fight back along with the ACLU.

**IX. Adjournment**

There being no further business, the meeting was adjourned at 7:07 PM.

Respectfully Submitted,  
Danny Gillane, Secretary