

## MINUTES

### PARK RIDGE PUBLIC LIBRARY

20 S. Prospect Avenue, Park Ridge, IL 60068

Personnel Committee of the Whole Meeting of the Board of Trustees

Held in the First Floor Meeting Room of the Library

May 10, 2022 at 7:00 p.m.

President Rapisand called the meeting to order at 7:00 p.m.

#### ROLL CALL

Trustees Present:           Alexandrea Hanba, Chair; Karen Burkum; Josh Kiem, Danielle Powers, Lauren Rapisand; Gregg Rusk; David Somheil; Joseph Steinfels, Deepika Thiagarajan

Others Present:            Joanna Bertucci, Library Director; Angela Berger, Alyson Doubek, John Priala, Anastasia Rachmaciej and Laura Scott, Library staff  
Liz Greenhill, Janelle Marcuccilli, Lorinda Sues

#### PUBLIC COMMENT

President Rapisand invited Liz Greenhill, President of the 20<sup>th</sup> Century Club of Park Ridge and Janelle Marcuccilli, 20<sup>th</sup> Century Club, Benefit Chairwoman to come forward. Mrs. Marcuccilli stated that the 20<sup>th</sup> Century Club held their annual benefit and that the Library had been designated as the beneficiary of this event. She and Mrs. Greenhill presented President Rapisand and Director Bertucci with a check for \$6,000 to be used by the Library to provide outreach services to seniors in the community. Director Bertucci and President Rapisand expressed their gratitude for their support and for the Library being named as the beneficiary of this event. They extended their thanks to all members of the 20<sup>th</sup> Century Club who made this possible. Mrs. Greenhill replied that the Library is a valued institution in the community and that many of their club's members use the Book Club services that the Library provides.

The Committee then returned to the agenda.

Committee Chair Hanba opened the Personnel Committee meeting at 7:08 p.m.

#### ROLL CALL

Trustees Present:           Alexandrea Hanba, Chair; Karen Burkum; Josh Kiem, Danielle Powers, Lauren Rapisand; Gregg Rusk; David Somheil; Joseph Steinfels, Deepika Thiagarajan

Others Present:            Joanna Bertucci, Library Director; Angela Berger, Alyson Doubek, John Priala, Anastasia Rachmaciej and Laura Scott, Library staff  
Janelle Marcuccilli and Lorinda Sues

Trustee Somheil made a

**MOTION:**           to approve the minutes of March 8, 2022

Trustee Steinfels seconded the motion.

Roll Call vote:    Yes: Burkum, Hanba, Powers, Rapisand, Rusk, Somheil, Steinfels  
Abstain: Kiem, Thiagarajan

#### Motion passed

#### TUITION REIMBURSEMENT POLICY

Director Bertucci reviewed the memo from the packet that discusses the proposed policy and provided background information on the history of tuition reimbursement for the City/Library. She explained that because the City has indicated that they will no longer cover the cost of tuition reimbursement for Library employees, the Library needs to adopt its own policy, the draft of which is included in the packet.

Trustee Rapisand asked about the difference between funds available for tuition reimbursement vs. continuing education and Director Bertucci explained that these would be budgeted for separately, with tuition reimbursement being used to assist with the costs of formal education/degree related programs. In response to a question from

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Trustee Steinfels, Director Bertucci indicated that she is proposing a \$5,000 budget for tuition reimbursement for the first year. The Board would then revisit this budget line each year during the regular budgeting cycle.

Discussion ensued regarding the requirement for an employee who has participated in the program to continue employment after completing a course(s) and being reimbursed. The proposed policy for the Library requires continued employment for one year which is a departure from the City's policy that requires two years of continued employment. It was the consensus of the Board that the proposed one year requirement is sufficient, given that the program is designed to be a benefit, used to retain and attract highly qualified and motivated employees.

Trustee Burkum made a

MOTION: to approve the Library's Tuition Reimbursement Policy, as proposed

Trustee Somheil seconded the motion.

Roll Call Vote: Yes: Burkum, Hanba, Kiem, Powers, Rapisand, Rusk, Somheil, Steinfels, Thiagarajan

Motion passed.

Meeting adjourned at 7:24 p.m.