

Action Item

*Lincoln Trail Libraries System
June 15, 2009*

Action Item No.: 2009-31

Subject: Executive Director Evaluation

Recommended by: Executive Committee

Adopted: June 15 2009

On June 8, 2009, the Executive Committee of the Board of Directors met to conduct the formal evaluation of the Executive Director, Jan Ison. Ison reviewed and answered questions about the actions taken on the FY 2008 Priorities (approved June 2007). She presented the committee with FY2010 priorities which were reviewed and revised by the Executive Committee to include more specifics on assisting libraries particularly public library boards with recruitment and hiring, increase emphasis on advocacy related to system service needs with funding officials and to revised a section on the website upgrade to evaluate the current site and enhance if needed.

The Executive Committee met without Ison to further evaluate the documents and the presentation. The committee noted that they were pleased with Ison's performance. They encouraged her to bring issues to them if she was frustrated with lack of progress because of outside influences. The committee and Ison further discussed the opportunity that the change in the Open Meetings Act would make if approved by the Governor so that more frequent planned communication could take place without undue travel and expenses. In addition the committee and Ison discussed the need to consider succession planning regarding Senior LTLS positions and the importance of LTLS for service to the libraries and residents of the geographic area.

The Executive Committee recommends that Ison continue as Executive Director and receive a compensation increase of 4% per year for the 2 years included in this evaluation. The compensation increase will be calculated on the FY2008 and the FY 2009 midpoint and this compensation is not retroactive.