

RUTHERFORD COUNTY LIBRARY SYSTEM BOARD OF DIRECTORS

RCLS Board Final Interview for Director of the Library System Saturday, June 7, 2025

MEMBERS PRESENT:

Lisa Brewer
Benjamin Groce
Rollie Holden
Sam Huddleston
Phil King
Dina Piazza
Susan Quesenberry
Kory Wells
Marzee Woodward
Cody York (Zoom)

MEMBER/S ABSENT:

One (1) seat on the board is currently vacant

OTHERS PRESENT:

Mindy Barrett
Elsa Britt
Luanne James

PUBLIC (who signed in):

W.D. Woodward
Tatiana Silvas
Lori Lewis

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CALL TO ORDER:

The meeting was called to order by Phil King, chair of the Rutherford County Library System board, on Saturday, June 7, 2025, at 9:15 am. at the Technology Engagement Center located at 306 Minerva Drive, Murfreesboro and via Zoom.

INTERVIEW: Mr. King welcomed Ms. Luanne James, the final interview candidate for the position of Director for the RCLS. The panel interview was conducted from 9:30 am – 11:30 am, including a short break. The interview consisted of two main components: a mini-presentation by

Ms. James following guidelines sent by the Personnel Committee, and a question and answer session which also followed predetermined questions.

DELIBERATION: After the interview, the Board deliberated. Some of the highlights are as follows:

- The candidate demonstrated a strong understanding of library operations, emphasizing adherence to policies and procedures, which was seen as a strength for maintaining consistency and addressing challenges.
- The candidate's experience in grant writing, marketing, and community engagement (e.g. pop-up libraries, and leveraging existing resources, especially our system logo) was well-received.
- The candidate showed both pragmatism and innovation, focusing on building on existing systems rather than overhauling them, and was open to learning and adapting to each library's specific needs. Her suggestion to consider unconventional spaces (e.g. a former Walmart or convenience store) for library expansion appealed to many of the board members.
- The candidate has extensive library experience, including three prior director roles, and advanced education (an MLS degree, an MS in Public Administration, and a PhD in Education currently underway and half complete).
- The candidate was perceived as a mediator who could balance the library's mission with the expectations of funding bodies and community stakeholders.

VOTE: A straw poll initially showed six (6) "yes," one (1) "no," and three (3) "undecided."

After further discussion, a motion was made by Ms. Quesenberry to hire Ms. Luanne James as the Library Director for the RCLS. Mr. Groce seconded. Mr. King called for a roll call vote.

Rollie Holden – Aye
Phil King – Aye
Sam Huddleston – Aye
Dina Piazza – Aye
Lisa Brewer – Aye
Ben Groce – Aye
Susan Quesenberry – Aye
Marzee Woodward – Aye
Cody York – Abstained

Total: 9 - Ayes

1 – Abstained

The motion passed.

OTHER BUSINESS:

- State date: July 28, 2025
- Salary: Ms. Quesenberry made a motion recommending a salary of \$110,000/year as a starting point with up to a \$6,000.00 moving allowance for Ms. James. Mr. York seconded.

Upon further discussion, Ms. Quesenberry amended her motion to a recommended salary of \$115,000.00/year with up to a \$6,000.00 moving allowance. Mr. York seconded. Mr. King called for a roll call vote.

Rollie Holden – Aye
Phil King – Aye
Sam Huddleston – Aye
Dina Piazza – Aye
Lisa Brewer – Aye
Ben Groce – Aye
Susan Quesenberry – Aye
Marzee Woodward – Aye
Cody York – Aye

The motion passed with a unanimous vote.

The Board will communicate the offer to Ms. James before the end of business on Monday, June 9, 2025, and prepare a press release upon acceptance.

The meeting adjourned at 1:00 p.m.

Approved by:

Kory Wells
Secretary