

Fontana Regional Library
Special Meeting of the Board of Trustees
Tuesday, August 26, 2025, 3:00PM
Jackson County Public Library

Call to order at 3:00 PM

Present: Tracy Fitzmaurice - Director, Cynthia Womble-Chair, Tony Monnat – Vice Chair, Bill McGaha-Secretary, Marsha Moxley, Lori Richards, Deborah Smith, Kathy Smith, Marva Jennings (by Zoom)

The agenda was approved. A quorum was present.

No one signed up for Public Comment

The Chair opened with background information about the events leading up to the meeting. In July the FO resigned. The Director was instructed to recruit, set up a team to interview and make recommendations. The Chair turned over FO responsibilities to Director.

The Chair spoke to an “issue” that had recently arisen regarding the FO resignation including:

FO resignation stated effective 7/31

Director requested FO stay for 2 weeks; FO agreed did work for extra 2 weeks.

August 7 was last official date. Any confusion was due to a failure, by the Director, to communicate the revised date to the Board.

The Director gave an overview of the search process including the advertising, panel members (2 trustees, Macon County Librarian, Swain County Librarian and herself) and the panel process.

Eight resumes were received but only 3 completed applications. Two were chosen for initial interviews and interviewed Monday, August 11.

The Chair explained that, when a personal friend applied, the Chair explained that she recused herself and passed responsibility to the Vice-Chair.

Upon recommendation by an interview panel Trustee, the decision was to recommend both candidates be considered by the board and this special meeting was called.

Bill McGaha, a trustee who had served on the interview panel made this motion: “I move that the board going into closed session to discuss the hiring of a Finance Officer be postponed until a future date, NLT September 9, 2025, and be held only when potential candidates are present for the members of the board present at the session to meet. That the Director be instructed to coordinate that date with the candidates and board and announce to the public.”

The motion was seconded by Lori Richards.

The Trustee making the motion spoke to the motion. Key points were:

The selection process was flawed in that the FRL "Personnel Manual," to which the newer board members did not have access until after the interview, gives the Board of Trustees the sole responsibility for selection of a Finance Officer.

That the interview panel should have been an ad hoc committee comprised of trustees and the Director as an ex-officio member.

That the process was questioned a number of times by various trustees.

That a majority of the Board agreed with a request that the candidates be available for the Board to meet and question which had been refused by the Chair.

Discussion followed with four trustees expressing support for the motion and disagreement with the process, which was not in line with the FRL "Personnel Manual." Thus, they considered the process as usurping of the Board's authority and responsibility in the selection process. Therefore, they requested the opportunity to meet the candidates before being expected to vote.

Two trustees spoke against the motion emphasizing that the board needed to trust the process and the interview panel's conclusion, that the process followed 75 years of tradition and was a standard procedure, that there was no precedence for such a second interview by an entire Board, and that the Board was opening itself up to possible legal issues by this process.

The Director noted that if a Finance Officer's hiring was delayed there was a need for an interim, but thus far, none was known to be available. It was noted that one of the interviewed applicants had said they were willing to serve as an interim. Statement against was that if FO hire happened at next called meeting that should be just a few days,

The Chair had the motion restated and the vote was taken. Yea-5; Nay-2; Abstain-1. The motion passed.

The Vice Chair will chair the interview meeting.

Motion to Adjourn by Marsha Moxley. Second by Kathy Smith.

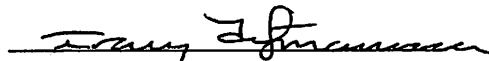
Meeting Adjourned at 4:30PM.



Cynthia Wemble – Chair
William R. McGaha

9/9/25

Date



Tracy Fitzmaurice – Director

9/9/25

Date