

**Ella Johnson Memorial Library District
Executive Session
May 18, 2026**

Executive Session Entered at: 7:45 PM

Members in attendance: Trustees Kim Alberth, Pat Dumoulin, Kathy Eller, Morgan Kolecke, Suzanne Latanzio, Judy Pokorny, Linda Wallace

Members Absent: None

Non-Members in Attendance: Stephen Bero, Executive Director

5 ILCS 120/2 (c)(1) Executive Session to consider the employment of a specific employee of the public body

With the offers withdrawn by both of our top candidates, the board discussed next steps for hiring an Executive Director for Ella Johnson Public Library. Stephen Bero proposed that the library retain him in a part-time Director role and begin his contract at the start of the fiscal year. The Board discussed whether to continue recruiting for a full-time Director and how to structure the succession plan during any transition period.

The Board also discussed staff compensation, focusing on merit-based increases tied to staff evaluations. The Board noted that compensation cannot be considered “merit pay” if all staff receive increases regardless of performance or evaluation outcomes.

Motion to adjourn by Kathy Eller, second by Pat Dumoulin

Ayes: Trustees Kim Alberth, Pat Dumoulin, Kathy Eller, Morgan Kolecke, Suzanne Latanzio, Judy Pokorny, Linda Wallace

Nays: None

Executive Session Adjourned 9:03 PM

Action as a result of the Executive Session: Stephen will have a new contract drawn up to be presented at the Special Board Meeting on June 8th

Respectfully submitted,

Kim Alberth, Board Secretary