

**Rapides Parish Library  
Personnel Committee of the Board of Control  
April 19, 2022**

**Minutes**

A meeting of the Personnel Committee of the Rapides Parish Board of Control was held on Tuesday, April 19, 2022, at 3:00 pm at the Westside Regional Library located at 5416 Provine Place, Alexandria, LA.

Committee members present were Ms. Lana Havens (Chair), Mr. Ralph Roach, Mr. Greg Walker, and Mr. Michael Fairbanks. Ms. June Arrington was absent. Staff members present were Human Resources Manager Jackie Brown, Administrative Assistant Kendra Bertrand, and Library Director Celise Reech-Harper.

Ms. Havens called the meeting to order at 3:00 pm, followed by an invocation led by Mr. Walker.

Mr. Walker motioned to approve the agenda. Mr. Roach seconded and the motion passed.

The Library Director informed the Committee that, after studying national trends and consulting with the District Attorney's office, the Library will no longer require drug screening during the initial hiring process. This decision was made to prevent medical discrimination in the hiring process, as many cannabinoid containing products are now legal with a prescription or available over the counter.

Drug testing of employees will still be required following workplace incidents or on suspicion of impairment, as detailed in the Employee Handbook.

The Committee had no pressing questions or concerns and agreed to proceed with no objections.

The meeting adjourned at 3:15 pm.

Respectfully submitted by

Celise Reech-Harper  
Secretary

Lana Havens  
Committee Chair