

**Rapides Parish Library  
Personnel Committee of the Board of Control  
November 18, 2025**

Minutes

A meeting of the Personnel Committee of the Rapides Parish Library Board of Control was held at the Westside Regional Library, 5416 Provine Place, Alexandria, LA.

Committee members present were Ms. June Arrington (Chair), Mr. James Morgan, and Board President Suelynne Mickey (ex officio). Dr. Christina Hurd was absent. Also present were Library Director Celise Reech-Harper, HR Manager Jackie Brown, and Administrative Assistant Kendra Bertrand.

Ms. Arrington called the meeting to order at 3:02 p.m.

Mr. Morgan motioned to approve the agenda. Ms. Arrington seconded, and the motion passed.

Ms. Brown presented the Director's contract, which had been emailed to the committee for review prior the meeting, along with a summary of the contract terms for renewal consideration. The contract, if renewed, would be in effect for four years.

Mr. Morgan expressed concerns regarding the terms of a guaranteed 4-6% annual salary increase. Ms. Brown assured the committee that such terms are industry standard and designed to retain professional talent in non-profit organizations. She also reminded the committee that the Director has forgone the annual increase in the past in order to maintain budgetary balance when necessary.

Mr. Morgan also questioned the need for a lump sum payment of the remainder of the contract plus nine months in the event of wrongful termination, advocating instead for staggered payments and to remove the additional nine months of pay from the terms. Ms. Brown informed the committee that the library's contingency fund could cover such an expense, meaning none of the lump sum would come from the library's operating budget. The additional nine months' pay would provide for the circumstance of wrongful termination if it came at the end of the four-year contract period. The proposed terms also place a cap on wrongful termination payout, which can cost organizations much more if no cap is contractually established.

Ms. Brown further advised the committee that the proposed contract was reviewed by legal counsel and meets state and national standards.

Ms. Arrington motioned to present the contract to the Board for renewal with no changes. Ms. Mickey seconded. On vote, the motion passed by majority with two in favor (Arrington, Mickey) and one opposed (Morgan).

With no further business before the committee, Ms. Arrington motioned to adjourn. Ms. Mickey seconded, and the meeting was adjourned at 3:18 p.m.

Respectfully submitted by

Celise Reech-Harper  
Secretary

June Arrington  
Committee Chair