

**Rapides Parish Library
Personnel Committee of the Board of Control
January 20, 2026**

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 Suelynn Mickey (ex officio). Dr. Christina Hurd joined the meeting at 3:17 p.m. Also present were Library Director Celise Reech-Harper, Human Resources Manager Jackie Brown, and Administrative Assistant Kendra Bertrand.

Ms. Arrington called the meeting to order at 3:01 p.m.

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

Ms. Brown presented the results of the Director's evaluation, which showed an overall score of 92.25 (Exceeds Expectations) from library staff and Board members. She also provided three figures showing 4%, 5%, and 6% salary increase totals based on the Director's contractual 4-6% annual increase for the Committee to use as a selection guide in their discussion.

Mr. Morgan proposed a 4% increase to match the annual increase rate of library staff. Ms. Brown reminded the Committee that the Director had agreed in past years to take the lowest annual increase despite consistently high evaluation scores. Ms. Arrington expressed that 5% would better match the scores and performance review presented.

After further discussion, Ms. Arrington motioned for the committee to recommend to the Board of Control a 5% salary increase for the Director. Mr. Morgan seconded, and on vote the motion unanimously passed.

With no further business before the committee, the meeting was adjourned at 3:32 p.m.

Respectfully submitted by

Celise Reech-Harper
Secretary

June Arrington
Committee Chair