

LIBRARY'S BOARD OF TRUSTEES
MINUTES OF MEETING 3/15/01

PRESENT:

David Redgrave, Chair
Edward Hazlett, Trustee
Stephen Dalton, Trustee
John Meehan, Trustee
Donald Ford, Trustee
Marjorie Hill-Devine, Director
Ann Gutting, Asst. Dir/Ref Lib.

Meeting called to order at 6:35 p.m.

ITEM#6 PERSONNEL: Was moved to the top as Ms. Hill-Devine has a meeting with the Personnel Board at 7:05 P.M.

The request from Gen. Asst. Lib. Janet Finley for additional extended sick leave was discussed at length, with Ms. Hill-Devine's recommendation against it. The position is crucial and needs to be filled on a full-time basis. Juggling other staff over the past year during numerous sick days as the medical crisis accelerated has produced extreme stress and compromised service. Mr. Meehan disagrees with Ms. Hill-Devine's recommendation. Mr. Hazlett suggests asking the Personnel Board for advice and recommends that a 60 day leave of absence be requested if additional sick leave is denied. That would free up the position's salary and an emergency temporary appointment could be made. Mr. Dalton accompanies Ms. Hill-Devine to the Personnel Board meeting. Meeting returns to item #2. Mr. Ford motions to accept previous meeting's minutes, seconded by Mr. Meehan. Mr. Hazlett compliments administration on the renovation of the Tech. Services Room.

ITEM #5 NEW BUSINESS:

Ms. Gutting gives a brief overview of her LSTA Grant application on Information Literacy and informs the Board that the Children's Grant application for an Early Childhood Program won't be ready. She expresses concern as it is part of the Library's FY2002 Action Plan. Mr. Redgrave states concern that the Children's Library isn't moving. He states that we don't match children's libraries in other towns and if kids aren't started before entering school then they are basically behind. Mr. Meehan states that the Children's library is understaffed, Ms. Gutting responds that this grant would have allowed for additional staff. Mr. Hazlett suggests to Mr. Meehan to maybe get involved in the Children's library and come up with some novel ideas and that the Board has asked the Children's Librarian numerous times for reports. Mr. Meehan states that the Children's librarian was commended at previous meetings and now he doesn't fully understand the apparent dissatisfaction.

ITEM #7 OTHER:

Ms. Gutting states that \$375 from State Aid is needed for 22 licenses for Norton Anti Virus. Mr. Ford motions to accept. Mr. Meehan seconds.

The meeting then returns to finish Item#6 Personnel upon return of Ms. Hill-Devine and Mr. Dalton.

Mr. Dalton states that the Personnel Board each received all 3 pages regarding Janet Finley. One from her doctor, one from Ms. Finley herself and the third from the Director. They said that swapping sick time cannot be supported contractually and that unpaid sick leave is the appropriate course of action. In order for this to be formalized, the Board of Trustees has to vote and submit a letter. Mr. Dalton explained that the part time and full time salary line items are not interchangeable. He motioned to submit a formal letter to the Personnel Board requesting that Janet Finley be granted 60 calendar days leave unpaid. Mr. Hazlett seconded. Mr. Meehan abstained. Mr. Meehan asked what Janet's supervisor wanted. Ms. Hill-Devine responds that her supervisor wants the position filled "yesterday". Mr. Hazlett compliments Mr. Dalton and Ms. Hill-Devine for going before the Personnel Board.

ITEM #3 DIRECTOR'S REPORT:

Mr. Meehan requests more information on circulation and personnel in future reports. He also wants more detail on some items such as the janitorial situation. Mr. Dalton and Mr. Redgrave agreed and requested an expanded report. Recent heating problems were also discussed.

Date for next meeting set for Thursday April 26 at 6:30 p.m.

ITEM #4 (B) MLBC - JACK MEEHAN:

Mr. Meehan says that he feels that there is no productivity between monthly Board meetings. He suggest that we follow the recommendations of specific examples in the MLBC Trustee Handbook, citing examples on minutes and committees. He states that he is also confused about union relationship. Mr. Redgrave states that the Board is not part of union contract and tries to explain. He states that Mr. Meehan is out of order. Mr. Meehan left. The meeting was adjourned because lack of quorum.

As transcribed from tape by Barbara Clarke.