

## Auburn Public Library Board of Trustees

January 15, 2020 Meeting 6:15pm

Attending for BOT: Suzette Dowd (Vice Chair), Nan Johnson, Paula Melican, Jen Shea (Clerk), and Matt Toth (Chair)

Attending for Library: Jean Collins, Mollie Hulser, and David Wood

Meeting called to order at 6:16pm

### **Minutes**

Minutes from December 18, 2019 were reviewed. Motion for approval pending correct spelling of Dowd was made by S. Dowd and seconded by J. Shea. Minutes unanimously approved.

### **Statement read by the Chair**

I recently had a meeting with the Town Manager, Julie Jacobson, about issues raised by the APL Steelworkers Union representative. It came to his attention that at APL BOT meetings, library staff members of the union were verbally criticized, their integrity attacked, their youth, experience and qualifications questioned. It is important for us to remember that hiring, resumes, qualifications are dealt with by the Town Manager. The BOT cannot discuss personnel matters and qualifications of employees as it is not under our authority.

A concern was also raised by the Union Rep in regard to volunteers at the APL and a BOT comment about going to Town Meeting if money was not available in the budget to support a person to be the liaison with volunteers. Union members indicated to the Union Rep that they were concerned that volunteers would be brought into the library to assist with tasks performed by union employees. I think we have a clear understanding that no current job would be shifted to nonunion volunteers—we discussed that before, but the impression exists. Whenever we mention volunteers, we should add that we are not talking about union positions.

I think it's time to seriously consider televising our BOT meetings.

A discussion commenced on the issues raised. Members of the BOT stated that they did not question the qualifications of the current employees and did not make those critical statements. There has been a consensus among the BOT that they would like to see more librarians in the library. It was decided that accuracy of BOT statements and intent might be better verified by televising the meeting (see motion below).

### **Report from Town Manager**

Ms. Jacobson wanted to be sure to clarify the role of the Town Manager, the BOT and the acceptable limits of the relationships. She also talked about the union concerns and the importance of BOT understanding the limits of their responsibility (there is none) in regard to personnel.

### **Bill Schedule & Director's Report**

Reviewed bill schedule, Director's Report and Library portion of town quarterly newsletter.

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### **Strategic Planning Process**

Reviewed goals/objectives with Barbara via Skype at 7:30 PM. We will be providing feedback by Friday, January 17<sup>th</sup>.

Agreed to work with Barbara on youth survey friends responses focus group.

### **Misc. Business**

Motion made to prepare library for televised BOT meetings by N. Johnson and seconded S. Dowd. Motion unanimously approved.

Update from Phil Shea regarding Friends Group and 501(c)(3) status was discussed.

### **Next Meetings**

March 4<sup>th</sup> at 6:15pm, April 15 or as needed for SP

Meeting adjourned at 8:27pm on motion by J. Shea and seconded by P. Melican.

Respectfully submitted by Jennifer Lee Shea

Approved 3-11-2020 Motion by P. Melican , second S. Dowd, unanimous vote