

November 25, 2020 - 7pm. Special Meeting

Carrie Cooker, Eve Ermer, Fern Strong, Billie Smith, Mark Bomalaski, Ben Wolfe

Community Members: Nan Frost, Catherine Freese, Anita Abbot, Mariah Cilley, Meghan Teachant, Dena Wilkie, CMP, Kathi Terami, Meg Hopkins, Lauren Adamoli, Nicole Antal, Laura Ginsburg, Lee and Mariah Lawrence, Anna Dechert, Aaron Weed and Caitlyn MacGlaflin, Eliza Minnucci, M Krauthamer, Judy Lowes, Michael Sacca, Cecily Anderson, Anne Mallary, Laura Ketchum, Marsha Higgins, Shana Hickman

Carrie opened meeting by apologizing for failing to add agenda with the meeting notifications posted in the three locations around town. She turned it over to Eve to speak to plan for hiring of new director. Laura Keenan, Vermont State Library Consultant, attended the March 9, 2020 meeting to discuss hiring and transition procedures and also trustee training. The discussion was agreed that the new director position would be hourly part time of 20 hours weekly with town benefits as explained by town treasurer. We were primarily looking to hire for administrative and management capabilities and someone to oversee the other library staff.

The trustees each discussed their thoughts related to the two final candidates selected. Eve stated her position on candidates was the administrative duties was priority. Fern weighed the pros of each candidate. One having positive connections to public and creative thinking, experience with grant writing, short term planning and programming for youth. The other candidate having history of library service and administration since 2004, budget writing, staff supervision and community outreach skills. Billie spoke to the administrative requirements for the director position which would leave little time for youth programming. Mark stated that each candidate was equally qualified and that one was in touch with community was his deciding factor. Carrie stated that we were not anticipating change in staffing and would have liked the best of both worlds. Administrative skills needed as balance. There was no intention to slight anyone only wanting what's best for community. One candidate with strong ability for youth programming and community engagement. The other organizational and administrative skills. The time frame to hire director was short and we didn't receive as many applicants as we would have liked. We voted in executive session on those points.

The meeting was then opened for community discussion.

Comments:

- Errors pointed out regarding votes taken in executive session. According to Vermont's Open Meeting Laws they can only be taken in open meeting.
- Perhaps meetings should be recorded.
- Posting of meetings and agenda in more locations to provide awareness of hiring procedure.

- Questions about whether and when library intends to celebrate Jean Wolfe's tenure and celebrate her contribution to community.
- Majority of comments voiced preference for local candidate.
- Question as to whether vote is final.
- Idea of asking for interim director to give us time to decide on new director so board and community can be satisfied with hiring process.
- Community voiced their need to be part of decision regarding hiring of new director.

Trustees agreed that no vote legal in executive session. Therefore we go back to "square 1" and continue discussion on how to proceed with hiring process going forward. Public meeting date agreed for December 7. We will check with State Library Consultant about procedure regarding an interim director. Board and library staff to advertise public meeting and agenda to alert public to engage their input. Posting locations include: FPF, Tunbridge Listserve, Herald Newspaper, Tunbridge Library Facebook group, Tunbridge Facebook group, and sandwich board outside library.

Next Meeting – December 7, 2020 7pm