

**BOARD OF LIBRARY TRUSTEES
MEETING OF AUGUST 17, 2010**

A meeting of the Board of Library Trustees was held at Southworth Library on August 17, 2010. Mr. Couto called the meeting to order at 5:03 p.m. Ms. Charrier was absent. Also present was Executive Administrator David Cressman.

BOARD MEMBERS

Andrew Couto, Chairman	Chuck Bichsel
Paul Pereira, Vice Chairman	Rachel Charrier
Kathryn Murphy Aisenberg	Lorraine Carey

STAFF

Jennifer Inglis, Director of Libraries	Audrey Quail, Administrative Clerk
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Mr. Couto stated that the today's meeting had been called to deal with the resignation of Jennifer Inglis effective August 27, 2010. Mr. Couto distributed a copy of the email that Ms. Inglis had sent him for the Trustees' review.

Mr. Bichsel called the resignation regrettable, but said that the Trustees would soldier on.

A motion was made by Ms. Carey, seconded by Mr. Pereira, and unanimously voted to accept the resignation of Ms. Inglis effective August 27, 2010.

It was generally agreed that the content of today's meeting would not meet the requirement for executive session under the Open Meeting Law. Matters to be discussed were the new director search and the appointment of an interim director.

Mr. Bichsel suggested that the Trustees reach back to the staff, noting that there are individuals on staff with Masters of Library Science degrees and long experience. Mr. Bichsel said that he had already been in contact with a couple of people at the Massachusetts Board of Library Commissioners to seek their advice. Mr. Bichsel further suggested the creation of a subcommittee to weigh the strengths and weaknesses of the options available to the Trustees before moving forward.

Ms. Carey noted that Dolores Tansey would not be available to reprise her role as Acting Director.

Mr. Pereira asked if a current staff member would have to leave their collective bargaining unit to take on the added responsibility and whether their old position would remain open for their return. Mr. Cressman advised that the DTEA contract provides a 5 percent increase for working above grade. When the need no longer exists, the employee returns to the original position.

Mr. Couto suggested that the Trustees contact a private outside firm for an interim director.

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Mr. Cressman that the use of an outside firm is common for positions at his level. The benefits could be communication with peers as to what it would be like to work for the organization or that a "happy marriage" would be found and the interim would become the permanent hire.

The advantage of using a current staff member is knowledge of the organization and the players. The disadvantage would be that an outside applicant might be discouraged from applying for the permanent position because of a perception that the staff member would have a path to the permanent position.

Mr. Bichsel said he would not like to do anything that could be perceived as any kind of wedge toward privatization. He suggested a vote of confidence in the staff by inviting interested parties to contact the Trustees.

Mr. Pereira said that he would support the formation of a subcommittee if there were more time, but as it is, he favored an outside firm. He agreed that there are very qualified people on the staff but they would have to express interest.

A motion was made by Mr. Bichsel to create a subcommittee to meet within four days, brainstorm, and bring their recommendations to a meeting next Tuesday. The motion failed for lack of a second.

A motion was made by Mr. Pereira, seconded by Ms. Carey, and so voted with Mr. Bichsel opposed to pursue a temporary agency who could supply us with an interim director within eight days.

Mr. Bichsel gave the contact information he had gathered to Ms. Carey. Ms. Carey asked if the Trustees would have the opportunity to interview the prospect to determine whether they would be a good fit.

Mr. Cressman offered his assistance to Ms. Carey.

Mr. Couto suggested that the search for a permanent director be held for a future meeting.

A motion was made by Ms. Aisenberg, seconded by Ms. Carey, and unanimously voted to adjourn today's meeting at 5:30 p.m.

Respectfully submitted,
Audrey Quail
Administrative Clerk