

Meeting Notes for Executive Session  
Board of Duxbury Free Library Trustees  
March 17, 2015

Executive Session opened at 8:20 with a roll call that included as present: Donna Ryan, Brooke McDonough, Laney Mutkoski, Paula Harris, Laura Sullivan, Monty Healy (remotely) and Carol Jankowski, Library Director

Ms. Jankowski read the letter she wrote to Town Manager Rene Read, dated March 10, 2015 regarding her compensation.

Ms. Jankowski noted that Mr. Read responded to the letter on March 12, stating that he will respond more fully after Town Meeting has ended.

Ms. Mutkoski asked Ms. Jankowski where she got the information for her letter about salary increases for other town employees. Ms. Jankowski said she received 2 sources of information, both town documents.

Ms. Mutkoski, asked Ms. Jankowski if other employees in grade 9 had direct employees. Ms. Jankowski did not have that information, but she believes she may have the most staff.

There was a discussion about the Personal Bylaws and how the grades were established and recently changed and how candidates for town positions are assigned. It was discussed that some employees are hired outside the guidelines. The salary points for grades 8 and 9 were discussed. Ms. Jankowski is aware that although she is in a higher grade, and she did not receive an increase salary; however, she has an opportunity for a higher salary within that grade.

There was a discussion about the Compression Issue and union employees at the library and how that is currently being reviewed and addressed.

A discussion ensued about Years of Service for the Library Director and how that applied to the position in the grade. There was a discussion, led by Ms. Jankowski, that there is a tendency in the Northeast, including Duxbury, to undervalue library services in community. Since Ms. Jankowski's letter states that men have received increases, Ms. Ryan asked if she feels that she was slighted because she is a woman. Ms. Jankowski responded that she is not ready to answer that question yet. She would like a further review and interpretation of the facts.

Ms. Ryan, Chair, asked that Ms. Jankowski be excused from the meeting so that the Board members could convene and discuss the matter.

The board decided to support the library director by writing a letter to the Town Manager stating support and commitment to ensure fair and accurate practices have been used regarding this compensation issue. The board reviewed the wording for the letter Ms. McDonough, secretary, will type up the letter, to be signed by Chair, Ms. Ryan and copies to Ms. Jankowski and the Human Resources Director, Jeannie Horn.

Ms. Jankowski was invited back into the meeting and was read the letter.

The executive session ended 9:45 with a roll call which included as present: Donna Ryan, Brooke McDonough, Laney Mutkoski, Paula Harris, Laura Sullivan, Monty Healy (remotely) and Carol Jankowski, Library Director

Ms. Harris makes a motion to convene the open session of the Board of Trustee meeting  
Ms. Sullivan second the motion.

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