

Duxbury Board of Library Trustees Minutes November 30, 2016

Attending: Trustees: Cristin Mitchell, Karen O'Brien, Monty Healy, Donna Ryan, Craig Bloodgood, Library director, Carol Jankowski; Division Heads: David Murphy, Denise Garvin, Rose Hickey, Nancy Denman.

Meeting was called to order at 5:35 p.m.

Cristin Mitchell reviewed what had happened at the last two meetings with the Finance Committee. As a result of the first finance meeting, the two scheduled interviews for the open library positions were put on hold.

The second meeting was held Nov. 26 in the town manager's office with René Read, John Madden, Betsy Sullivan, Ted Flynn, Frank Mangione, Carol Jankowski, Cristin Mitchell, and Karen O'Brien.

There was confusion between finance and town administrators about the last circulation position that had been filled and the two current open positions in circulation and technical services. A finance member argued that the library trustees had a verbal agreement with the finance committee made approximately around 2004 to reduce any part time position to 19 hours when a position was vacated and needed to be filled.

There is no record of any agreement held by either the library trustees or the Town administrators. It is not part of any town policy or procedure and has not been a consideration in following the town's hiring procedures. The Trustees agreed that since human resources has no record of any agreement, it was a moot point and irrelevant. The current vacancies were advertised and interviews scheduled with the approval of the human resources department, the finance manager, and the town manager. All town procedures were followed as they have been in every library hire.

The town's debt legacy was a focus of the finance committee. It was noted that during Carol's tenure, no new positions have been added to the library staff even though other town departments have added full time staff.

At the end of the Nov. 26 meeting, René Read requested that Carol review the two positions to see if other reconfigurations might be possible. René promised a global town wide review of this issue and said it would apply to all departments.

The Board discussed their response to the town manager. It was agreed that the current budget had been approved by last March's town meeting, funding was available to replace all vacated positions and the trustees were obligated to follow the will of the town. Considerable discussion on a variety of points ended with agreement to formulate a letter to René Read with the board's views and decisions. A Trustees' meeting will be posted and held on Monday, Dec. 5 at 5:30 to review the letter.

Meeting adjourned at 7:20 p.m.

Respectfully submitted,

Nancy Denman

