

**UNOFFICIAL  
AS OF 10/11/10**

**LIBRARY BOARD OF TRUSTEES  
SPECIAL MEETING MINUTES**

**October 1, 2010**

Present: Jennifer Foley (Chair), Lisa Iodice (Vice Chair), Sara Santoro, Tess Marts and Mike Lawler.

Absent: Carole Whitcher and Sue Plante.

Also Present: Dianne Hathaway (Library Director).

**CALL TO ORDER**

Jennifer Foley called the meeting to order at 6:02 p.m.

**PUBLIC COMMENTS**

There were no comments received from the public.

**PREPARE FOLLOW-UP PRESENTATION FOR BOS DISCUSSION ON OCTOBER 3, 2010**

J. Foley stated that the budget presentation that was provided to the BOS was against what was decided by the Library Trustees. L. Iodice explained that as a sub-committee, they decided that was the direction they would take, since the Finance Director reports to the BOS, they felt that was the direction the BOS wanted the Trustees to go. T. Marts stated this was a grossly unfortunate thing that occurred. The budget presentation was approved by the full Board of Trustees and well thought out by the Director. L. Iodice stated that the same thing happened to the Parks and Rec Department, who was given the same direction from the Finance Director. T. Marts stated that the Board did not answer the BOS's questions as they were phrased. It seemed like the Trustees were not prepared.

The Board referred to the following emails:

1. Email from Janice O'Connell to Dianne Hathaway, Rick Wilhelmi and Richard O'Brien, dated September 15, 2010. Please contact your respective Selectmen/Department Rep. I have been advised by the Board Chairman that when you come in next Monday evening to present your budget you will need to be prepared to also provide some generalizations relative to .. How would achieve a budget that is funded to the same as your 2010 budget (level); How would you achieve a budget that is 10% less than your 2010 budget. This information may be asked of you on 9/27. If it is not, you can count on returning sometime in early October to provide this information. I believe the Board will want this information before they begin their deliberations prior to presenting to the Budget Committee.

2. Email from Dianne Hathaway to Lisa Iodice, Tess Marts and Sue Plante, dated September 20, 2010. Janice O'Connell, Finance Director, called me last week to give some suggestions about our visit to the BOS next Monday. She suggests not giving any details/specifics regarding a 5% or 10% cut to our budget. Janice is worried about the work force and the potential for morale and retaliation events if staff starts to hear that they may be cut due to budget woes. Her suggestion went along the lines of "we have a plan to reduce our budget by that % and we will put it into action if necessary." Janice also suspects the COLA may go away altogether along with an increase in the health expenditure from employees. She also thinks the insurance payout may go away along with training and course reimbursement money. She said we need to know EXACTLY what the health insurance costs will be before anything can happen. I think that's everything.
3. Email from Dianne Hathaway to Lisa Iodice, Tess Marts and Sue Plante, dated September 23, 2010. Janice called me this morning. We are scheduled for 6:45 p.m. and will be allotted 15 minutes. She also said when talking about salary lines to just say no increases, no decreases in staffing. I will email Chief Sullivan to see how his meeting went on Monday.
4. Email from Mike Lawler to Library Trustees and Library Director, dated September 27, 2010. If not, please explain why I waste all my time going to these frigging meetings. (Pardon me for phrasing it like that, but I feel I have been duped). Assuming the minutes are prepared honestly, all of our conversations at the last meeting as legally required are in the public domain, and should already be available to the general public. I don't see where withholding them from the BOS and the public tonight does anything but cost us credibility. We knew what they were asking from us, and had vigorous public discussion on it. Yet for some reason withheld from me, a decision was made to stonewall and obfuscate. I will not attend when you are asked to come back and present. Instead, I will trust that this time you will honestly present what we publicly discussed and decided. Lastly, and not offered as a threat or anything other than insight into my mindset, for the second time in as many weeks, I find myself contemplating resignation. No further comment from me until I have cooled down.

M. Lawler distributed information on RSA 91 and stated that this law includes sub-committees. He further stated that they need to provide public notice for their meetings. Meetings should be open to the public and permanent records should be kept. D. Hathaway had said she spoke with the staff regarding job cuts. Sue agreed she would have the same conversation a week later. We said we will not do this because the Finance Director said so. It was a waste of time with the BOS. Our credibility has been hurt and eroded. The Director works under the supervision of this Board. We need to apologize to the BOS and the public as well. Copies of the emails should be produced and made available to the public, as well as any other things. It bothers me there was not a legal meeting to come up with a shift. This was directly against what we asked for. After the meeting, the Finance Director gave the Director a hug.

D. Hathaway explained that she did not say anything that she did not first clear with the members of the Board. She is aware of who she reports to. She worked 55 hours this week. Sue Plante did meet with the staff because they were very upset. Misinformation is being heard throughout the community.

M. Lawler replied that the meeting of September 15 was public. Working in the dark makes the public question what is going on. It seemed that the Director's direction was coming from the Town Hall and not the Library Trustees.

J. Foley stated that the Trustees have been receiving individual comments from members of the BOS. Now you have a person one more step removed from the BOS giving seesaw advice. The Trustees are trying to stay straight and narrow. The comments received from the Finance Director made the Board change their direction. T. Marts explained there was no real discussion by the sub-committee on the direction they were given. She thought the BOS was open to them. The BOS were not in agreement, which added to the confusion. T. Marts agreed that the Trustees owe the BOS an apology about not being forthcoming. They took their direction from the Finance Director. The Trustees are a credible group, and they said they would give the BOS the information. S. Santora stated that the presentation made it seem like the Trustees were not prepared.

The Director reminded the Board that at the time this had occurred, Janice O'Connell was the Acting Town Administrator. J. Foley stated that the Board had made a decision, and if the sub-committee wanted to deviate from that decision, the full Board should have received an email. T. Marts stated that the Director thought she was doing the right thing. M. Lawler stated that he would have preferred to have received an email. However, what he heard at tonight's meeting has mitigated his previous comments. He would like Janice O'Connell to clarify her email.

The Trustees are scheduled to meet with the BOS again on October 4, 2010.

M. Lawler stated that the Board should explain the 10% reduction includes a reduction in operating hours. There is also one position that has not been filled. D. Hathaway and T. Marts will revise the presentation. M. Lawler also had a safety concern. This reduction does not allow all of the floors to be staffed during normal operating hours. The 10% reduction amounts to 40 less staff hours per week.

T. Marts suggested that a Power Point presentation be prepared for the October 23 meeting. The Board also mentioned that conferences may be reduced. The Director has not attended an annual conference for several years. She plans to attend a conference in 2012. This line is also used for staff education.

**ADJOURNMENT**

Meeting adjourned.

**Next Meeting – Wednesday, October 20, 2010 at 6:30 p.m.  
In the Goffstown Public Library Meeting Room.**

Respectfully submitted,

Jo Ann Duffy

Subject to approval by the Trustees.