



# Loutit District Library

Expanding Horizons. Enriching Minds. Engaging Community.

## LDL BOARD OF TRUSTEES MEETING SPECIAL MEETING MINUTES

Date: Tuesday, August 23, 2022

Time: 5:00 p.m.

Place: LOUIT DISTRICT LIBRARY, PROGRAM ROOM B

### CALL TO ORDER AND ROLL CALL

The meeting was called to order at 5 p.m. by Board President Burton Brooks.

Present: Belter, Brooks, DeWitt, DeYoung (via phone), Lannon, Menerick, Rusco.

Staff: Martin

Others present: Caitlin Hickey, Kathy Osmun (via phone), Nancy Collins, Chelsea McCoy.

### APPROVAL OF AGENDA

**22-49 Menerick moved, DeWitt seconded, that the meeting agenda be approved.**

**Motion carried 6-0.**

### APPROVAL OF CONSENT AGENDA

**22-50 Rusco moved, Menerick seconded, that the Consent Agenda be approved.**

Approval of the August 15, 2022 special Board Meeting Minutes.

**Motion carried 6-0.**

### PUBLIC COMMENTS

Caitlin Hickey stated she was unable to attend the August 15 meeting and asked what data was used to determine the salary increase for the building services technician. She expressed concern with equitability for those that work with patrons and that would affect the rest of the staff based on the salary study.

Kathy Osmun (via phone) informed the board that she has officially resigned from the library board and that there is no replacement for her vacated trustee position at this time.

**TRUSTEE COMMENTS** - None

**UNFINISHED BUSINESS** - None

### NEW BUSINESS

A. Union Petitions for Representation

At this point in the meeting it was decided to discuss the Interim Library Director contract and move the closed session to the latter portion of the meeting.

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B. Interim Library Director Employment Contract

**22-51 Lannon moved, Rusco seconded, approval of the contract for Interim Library Director with John Martin.**

Martin discussed changes/corrections, including:

- Moving start date to August 10, 2022.
- Vacation accrual – would this be as a new employee or a carry-over employee? The decision was to do this as a new employee.

Nancy Collins stated that the Library Board Bylaws require public comments can be offered after a motion is made but before the vote. Her question, the board had stated that John Martin would be hired as an independent contractor but it is proposed he be hired as an employee on an interim basis. Why the difference?

Belter commented it was either as an independent contractor or a salaried employee, whichever would best fit Martin's situation.

Library attorney Karl Butterer expressed his legal opinion that it is not allowable to fill the Interim Library Director position as an independent contractor. He is currently in discussion with MERS over some of the aspects of Martin's employment.

**Motion carried 6-0.**

C. Written Legal Opinion of Library Legal Counsel – Union Petitions for Representation

**22-52 Menerick moved, Lannon seconded, to go into closed session pursuant to Section 8(h) of the Michigan Open Meetings Act to discuss the written legal opinion of legal counsel.**

**Roll call vote.**

**Belter – Yes**

**Brooks – Yes**

**DeWitt – Yes**

**Lannon - Yes**

**Menerick – Yes**

**Rusco – Yes**

**Motion carried 6-0.**

The Board entered into closed session at 5:25 p.m.

**Belter moved, DeWitt seconded, to come out of closed session.**

**Motion carried 6-0.**

The Board returned to open session at 6:59 p.m.

**TREASURER'S REPORT**

No report

## COMMITTEE REPORTS

Library Director Search Committee -- Menerick announced that the library received a technical assistance grant in the amount of \$12,500 for the library director search from the Grand Haven Area Community Foundation.

## DIRECTOR'S REPORT

Martin stated that he has talked to an individual, a private company, and the City of Grand Haven about providing financial and HR assistance to the library.

## PRESIDENT'S REPORT

No report

## PUBLIC COMMENTS

Chelsea McCoy referenced the meeting between the staff and board and the written statement distributed that represented 80% of staff comments. McCoy read a statement that continued those comments: "Sara and Amy, staff's greatest advocates, left after experiencing poor treatment at the hands of the board. We want to protect ourselves from being the recipients of similar management. Our directors worked hard to develop a healthy environment for us and we are sad to see they weren't given the same. Losing them has made us scared for what our future will be like. We don't want to go back to the organization LDL was in the past which at times was very toxic. They made sure that staff was not being taken advantage of or for granted. In order to serve our community well, we want the board to make data-driven decisions instead of working off of personal feelings. By unionizing, we hope to strengthen our already amazing workplace culture and ensure that everyone who works at Loutit District Library receives necessary support, protection, and equal pay for equal work."

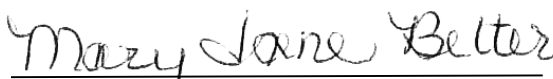
## TRUSTEE COMMENTS

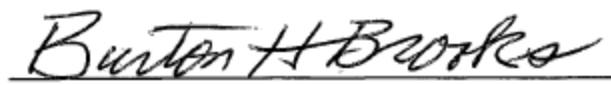
Menerick commented that she was delighted that the Library Director Search Committee received the grant from the GHACF.

## ANNOUNCEMENT OF NEXT REGULAR MEETING DATE

A. September 13, 2022, at 5:30 p.m. in LDL's Program Room B

**ADJOURNMENT:** 7:06 p.m.

  
Secretary  
Mary Jane Belter

  
President  
Burton Brooks

Prepared by Mary Jane Belter