

Reed City Area District Library Special Board Meeting  
March 4, 2020; 8:30 p.m.  
RCADL Community Room  
829 S. Chestnut St., Reed City, MI 49677

Present:

Lyndsey Eccles, President, Reed City  
Terry Blood, Vice President, Richmond Township  
Kylene Nix, Treasurer, Reed City  
Bette Newell, Secretary, Lincoln Township  
Nancy Washburn, Trustee, Lincoln Township  
Jenny Garska, Liaison, Hersey Township  
Tom Burnosky, Director  
Reed City Police Officer Stegman

Absent:

Cecile Slywka, Trustee, Richmond Township  
Dick Hurst, Liaison, Green Township  
Cedar Township, Liaison, OPEN

1. Call to Order:  
The meeting was called to order at 8:34 p.m. by Lyndsey Eccles. A quorum was present.  
Attendance was noted by Bette Newell.
2. Approval of Agenda  
A motion was made by Terry Blood and seconded by Nancy Washburn to approve the agenda.  
It passed.
3. Citizen's Requests/Public Comment  
None
4. New Business
  - A. A motion was made by Terry Blood and seconded by Nancy Washburn to authorize RCADL Board President to retain the services of Foster Swift Attorneys for current and future legal issues, should they arise. Yeas: Terry Blood, Bette Newell, Kylene Nix, Nancy Washburn, Lyndsey Eccles. Nays: None. Absent: Cecile Slywka. It passed.
  - B. A motion was made by Terry Blood and seconded by Nancy Washburn to put Tom Burnosky, Library Director, on Administrative Leave for 30 days with pay. It passed. Tom is to return keys, and remove his personal items from the library. He is not to be on the premises without permission before the next meeting of the RCADL on March 23, 2020.
5. Adjournment  
A motion was made by Terry Blood and seconded by Kylene Nix to adjourn the meeting. It passed. Meeting was adjourned at 8:50 p.m.

Respectfully Submitted,

Bette Newell, RCADL Board Secretary

Next meeting of the RCADL Board is Monday, March 23, 2020 at 6 p.m. in the Reed City Area District Library Community Room.

Directors Report  
RCADL Board Special Meeting 3/5/2020

I'm providing an update that may raise some points for discussion pertaining to this evening's agenda. I request that my written comments be included in the open session minutes of this meeting.

First, and just to be clear so that management and board are all on the same page. On Monday, I sent a note to the HR Cmte members calling for a meeting and received no reply. With all due respect, I wasn't invited to attend this meeting. I am only here because our board president sent me the agenda at 8:30 last night. I did try to engage in some dialog through email with our president last night, but I was given no reply.

Since I believe that we all care deeply about RCADL I wanted to offer some, albeit, unsolicited guidance about handling personnel challenges at the library. As your director, I think it's imperative that I make the board aware of options.

My background and business experience includes hiring more than 100 individual contributors and managers. I have more than 15 years of management experience to draw upon in any HR discussion. Process and diligence is very important. When I read the agenda to include hire/retain attorney's and vote on policy, I thought that I might be able to add some value to the discussion about finding solutions to our challenges.

As a public library in the state of Michigan, we have vast resources at our disposal. The Library of Michigan, our mother organization, has legal staff that are available for consultations free of charge. Since we are dues paying members of a Coop, Sheryl Mase, is available for consultations. You have a good working relationship with Sheryl. Our own 6 board members may have supervisory experience to draw upon. I do recommend that we exhaust some of these avenues before we take the most extreme and expensive step of hiring outside counsel.

As a management team and board, we recently participated in revising our trio of operating policies. It was a long and arduous process and I appreciate everyone for working hard to complete the project. I would urge everyone to refer to our guidelines and rules when faced with any issues that need clarification. Our policy docs are the gold standard and I know that some of our neighbor libraries have copied them in whole or in part. Ninety nine percent of our business can be defined or clarified within these pages.

Please let me know if you have any questions. Thank you.

Tom