

SUFFERN FREE LIBRARY
BOARD OF TRUSTEES
SPECIAL MEETING
MAY 20, 2021

The Special Meeting of the Board of Trustees was held on May 20, 2021.
President Craig H. Long called the meeting to order at 8:05 p.m.

Trustees Present: Craig H. Long, Warren E. Berbit, Mario F. Pensa, Karen Bash-Romaner,
Donalee Berard, Michael Minevich, Erb Cooper, James Galvin, Mark Murphy.

MOTION

A motion was made by Mark Murphy, seconded by James Galvin to enter into Executive Session for the purpose of discussing various performance issues pertaining to personnel.
Motion approved unanimously.

Absent and Excused: None

Public Present: None

MOTION

A motion was made by Donalee Berard, seconded by Erb Cooper to exit Executive Session at 9:05 p.m. Motion approved unanimously.

MOTION

Vice President Warren E. Berbit motioned, seconded by Donalee Berard, to ratify and combine the previous action item on the Agenda with follow up actions in the following Resolution.
Motion approved unanimously.

WHEREAS, with the prior direction of the Board of Trustees as evolved in an Executive Session, and as per that direction the President, Vice President and Trustee Donalee Berard met with the Director, Carol Connell Cannon, on April 30, 2021; and

WHEREAS, as a consequence of the above, and after the Director was given the opportunity to discuss the matter with the persons of her choice, included her family and, as she later reported with her attorney, "The Agreement" was reached as dated May 7, 2021, and revised on May 11, 2021, as per the Director's request, referenced as if set forth hereinafter, the salient terms and conditions including;

1. The at-will employment to end April 30, 2021
2. Eight weeks of severance pay ending June 25, 2021
3. The Library's Health Insurance funded for the months of May, June, July and Cobra thereafter.
4. Unused vacation pay and personal days to be paid as per Employee Handbook.

5. Library will not challenge unemployment insurance benefits.
6. Mutual non-disparagement.

All as move particularly set forth in The Agreement; and

WHEREAS, in contemplation of ratification of The Agreement effective retroactive to April 30, 2021, in a prudent desire to minimize disruption to the Library, the following steps were also taken;

1. Contact RCLS and commence search for a new Director.
2. Temporarily, on an at-will basis at the discretion of the Trustees, negotiated naming Jennifer Smith, Head of Children's Services, as Acting Director, adding said duties to her present duties, at an additional stipend of \$5000/annum.

THEREFORE, BE IT RESOLVED, retroactive to April 30, 2021, that the forgoing steps are ratified and the Director terminated according to the above terms and conditions; and, retroactive to May 10, 2021, that Jennifer Smith be appointed as Acting Director on an at-will basis, at an additional stipend of \$5000 annum; and that the search for a new Director continue with dispatch, preliminarily setting as target dates as follows:

September 1st – receipt of resumes, filtered and interviews set

October 1st – prioritized recommendation to hire made to Trustees

;and

Be Further Resolved that a Search Committee be formed comprised of 3 Trustees and 2 staff members and the President ex officio, to be selected at the Tuesday, May 25, 2021 meeting of the Board of Trustees to oversee the search and report to the Trustees, the composition of same subject to change should a member thereof decide to apply for the Director's position.

Adjournment

MOTION

A motion was made by Donalee Berard, seconded by Karen Bash-Romaner and carried to adjourn the meeting at 9:25 p.m. Motion passed unanimously.

Respectfully Submitted,

Karen Bash-Romaner
Secretary