

GALESBURG-CHARLESTON MEMORIAL DISTRICT LIBRARY

SPECIAL MEETING MINUTES

DATE: March 28, 2019

Roll Call: (present)

Behnke	<u> X </u>	Nieuwenhuis	<u> X </u>
Bolhuis	<u> X (arrived ten minutes late) </u>	West	<u> X </u>
Kupiecki	<u> X </u>	Wilson	<u> X </u>
Martinez	<u> X </u>	Director	<u> </u>

Meeting called to order at 5:30 pm by Nieuwenhuis

- I. Pledge of Allegiance**
- II. Call to Order** – Meeting called to order at 5:00 p.m. by Nieuwenhuis
- III. Additions/Corrections of Agenda**
 - a. Board President Nieuwenhuis stated that with a Special Meeting no additions can be made to the Agenda.
 - b. Board President Nieuwenhuis stated when she called Library Director, Helena Hayes to return to work, Director Hayes stated that she would like a Special Meeting with all Board Members present.
 - c. Library Director Hayes stated that in order for her to return to work, it needs to be voted by the Library Board. She stated that otherwise, this problem all started because of minutes, and so on the advice from an attorney she consulted, this needs to be done and approved upon by the Library Board. Helena appreciates all of the Board being here.
 - d. Board President Nieuwenhuis asked Library Director Hayes if that's what she wanted us to vote on. Director Hayes stated she wants the entire Board to approve, although she knows Trustee Veronica Bolhuis was held up in traffic (note: Trustee Bolhuis arrived ten minutes late due to traffic).

- e. Trustee Steve West asked Director Hayes if she had any issues or concerns she would like to present prior to the vote. Board President Nieuwenhuis stated that is not on the Agenda here - there were not any issues that came - they would need to be listed in order for a Special Meeting in the Open Meetings Act. Trustee West said we can consider them as Public Comment. Board President Nieuwenhuis states Public Comment is only for Agenda items and in a Special Meeting, we cannot do that. Director Hayes tells Trustee West it's okay, at this point she doesn't have any issues - there are obviously issues that need to be addressed at some point, but they do not need to be addressed tonight.
- f. Board President Nieuwenhuis tells Director Hayes that the Board would like to have her back to work.
- g. Director Hayes stated she would like to be back to work - she never wanted not to be at work. Board President Nieuwenhuis stated she understands that. Nieuwenhuis addresses Mayor West that she can talk under Public Comments to this one item which is Director Haye's return to work.
- h. Board Present Nieuwenhuis entertains a **Motion**:
 - i. **Trustee West makes a motion "We bring Helena, Library Director back to running the Library immediately". Trustee Shirley Kupiecki Seconds the motion.**

ii. **Roll Call:**

Behnke	<u> Yes </u>	Nieuwenhuis	<u> Yes </u>
Bolhuis	<u> </u>	West	<u> Yes </u>
Kupiecki	<u> Yes </u>	Wilson	<u> Yes </u>
Martinez	<u> Yes </u>		

iii. **Board President Nieuwenhuis: Motion carries unanimously.**

- iv. Board President Nieuwenhuis tells Director Hayes that the Board is hoping she will be back to work tomorrow morning (March 29th), and asks if that works for her. Director Hayes stated she would like to have her keys back, access to payroll, and IT. Director Hayes said she would be back to work probably Monday (April 1, 2019). Director Hayes is not sure she will be back to work tomorrow (March 29th). Trustee West stated that sounds fair. Board President Nieuwenhuis said Director Hayes has vacation time that she can use for this part of the week (Friday, March 29th). Trustee West said she has been suspended and thinks it is fair that we give her that time. Board President Nieuwenhuis said no we are bringing her back to work. Trustee Linda Behnke states we have been trying to bring her back. Trustee Marcus Martinez states as of right now she is no longer suspended. Director Hayes stated that is fine.
- v. Board President Nieuwenhuis informed Director Hayes she can give her what she needs for IT. She informed her that **payroll has been changed and that both the Treasurer (Linda Behnke) and Director Hayes are on payroll. Nieuwenhuis stated that Payroll has been changed so that “pay increases or pay decreases” can now only be done by the Treasurer (Linda Behnke)** which is what Payroll indicated that most of their companies do.

Public Comments:

Board President Nieuwenhuis states if you want to speak to the Board you may - you have three minutes and it has to be on the fact that the Director asked to have a meeting with the Board to come back to work.

1. Mayor Lori West – I would like to know if the Board is setting terms or conditions to the continued employment of Director Hayes. Mayor West asks this because at the last meeting she heard that after the investigation and the Last Chance Letter – do those terms and conditions still apply.
 - a. Board President Nieuwenhuis responded that right now Helena is coming back without any terms on there.
 - b. Trustee Shirley Kupiecki states that we are still finishing up Helena's Performance Review of last year.

2. Kathy Crowe: "Would like to remind the Board that an individual Trustee has no power to act for the Library in any way unless its authorized by the Board. It's always the Board as a unit that holds the responsibility and the power. I am is done reading through the minutes and see absolutely no indication – going back as far as September that there was any discussion of wrong doing or an investigation of any accused wrong doing by Helena, let alone a motion made or voted on to suspend her in the first place. It's clear to me that you, Ann have overstepped your bounds grossly and that you had no right to do any of the information that you did, not having the rest of the Board behind you. I ask the Board to think very strongly about asking Ann's resignation from the Board. She has not only defamed Helena, embarrassed Helena, under no reason whatsoever – not follow the rules of the Board and put this whole community in a liability of having damage to the Library. I believe she could probably sue the Library, she could probably sue the Board, she could probably sue the Township of Charleston who appointed her and I believe it is wholly reasonable for you as an entire Board to demand Ann's resignation."
 - a. Board President Nieuwenhuis told Kathy that she "let her able to speak – this has nothing to do with the Special Meeting tonight". Kathy Crowe states "it has everything to do with the meeting because we would not be having this meeting had you not overstepped your authority". Nieuwenhuis informs Kathy the way the Public Comments are there and with the reason we are here for a Special Meeting, we cannot have this part of Public Comment. The piece that was at the last meeting, was to be able to do an independent special investigation on this and that she was all for that and we will talk about it at the April meeting. Kathy stated she

will be there and Nieuwenhuis stated she hopes so as there is a lot for everyone to learn.

- b. Trustee West understands that from the last meeting that it had already been found prior to the meeting that Helena had not done anything wrong. He continued that the statement was made by a Board member. Nieuwenhuis states Trustee West is going above and beyond, we are here because Helena asked us. Trustee West states that Nieuwenhuis should be very used to that because she has gone above and beyond. Nieuwenhuis stated “we’ll wait and we’ll see”.
 - c. Board President Nieuwenhuis welcomes Helena back and she notes she has her keys and asks her to let the Board know when she will be coming back so that the Board can make sure we have enough staff coverage as we do not want to violate the policy about having two staff members in the library. Helena will let us know – she “doesn’t want to jeopardize her staff anymore than they already have been and if their livelihood would be threatened by me not coming back tomorrow (March 29th), I will come back tomorrow (March 29th)”. Nieuwenhuis states there is no threat to them, she just wants to make sure we have coverage. Helena stated that her “understanding is there hasn’t been any problem with coverage while she has been gone because either you (Board President Nieuwenhuis) or Karen (Board Secretary) has been in the Library every day”. Board Secretary Wilson states she has stopped in to make sure they were okay because she did not want them being left alone or to get stressed out. Helena responded that she appreciates that. Nieuwenhuis states she did the same.
 - d. Library Director Helena Hayes states she is looking forward to coming back to the Library.
3. Board President Nieuwenhuis states the next **Meeting is April 16, 2019** and depending on the Agenda whether we will hold the meeting in City Hall or the Library. Nieuwenhuis has found that the Library can hold 75 people there but we do not have 75 chairs. Library Director Hayes states we do and the chairs are out in the shed.
 4. **Trustee Behnke makes motion to Adjourn at 5:41. Second by Board President Nieuwenhuis. Motion Carries.**