

Conway Public Library Board of Trustees Meeting Minutes  
CPL Periodical Room  
June 17, 2019  
5:00 PM

Trustee Present: Julie Laracy, Hans Hildebrand, Peter Innes, Lucy Philbrick, Alison Memoli, David Paige, Tim Westwig  
Trustees Absent: None  
Staff Present: David Smolen, Jeff Beavers  
Members of the Public: Approximately 100 people

1. **Call to Order.** Meeting was called to order at 5:00 PM
2. **Public Comment. Drag Queen Story Hour Discussion.** Chairmen Innes explained the ground rules of the discussion. Discussion began by Trustees review of a draft statement with respect to the policies that govern the appropriateness of the program. Motion made by David P to affirm the statement, second by Hans, all in favor 6-0. *Tim Westwig entered the meeting at this time.* Chairmen Innes opened the meeting to public comment. Approximately 24 people spoke. The comment period ended at 6:00 PM. The Chairmen then called for a recess which lasted approximately 10 minutes. The meeting reconvened at 6:10 PM.
3. **Consideration of Meeting Minutes, June 3rd, 2019.** Motion made by Alison, Second by Peter to accept the minutes. All in favor 7-0.
4. **Treasurer's Report.** David Paige presented his report. Motion by Tim, second by Hans to accept. All in favor 7-0.
5. **Acceptance of Unanticipated revenue, May 20th to June 15th.** Director Smolen reported \$59.
6. **Director Report.** The Director gave an abbreviated reported given the short amount of time between this meeting and the June 3rd meeting. The Director reported the new flooring in the basement hallway has been installed.
7. **Supervised Visitation Center Discussion.** Discussion ensued about how the library should handle these situations. *Motion made by Lucy, second by Tim, to notify organization that do visitations in the library that we formally inform them that we don't meet their requirements as described by the New Hampshire Family Visitation and Access Cooperative.* DMS will follow up with the Manchester City Library on how they have dealt with the issue.
8. **Board Member Issues.** Alison asked about the programs policy.
9. **Dismissal Hearing for Ms. Katie Belisle.** The hearing began with Ms. Belisle requesting that the hearing be held in open session rather than non-public. The request was granted as per **NH RSA 202-A:17 Employees; Removal.** The hearing began with Director Smolen describing the contents of the Trustees packet for this hearing which included a statement offering the reasons for Ms. Belisle's dismissal, a portion of the personnel manual that describes new hires (Ms. Belisle was hired on December 11, 2018) as probationary and how the first six months of employment is the final test in the

hiring process as well as emails that document Ms. Belisle's behavior. Director Smolen read the dismissal letter aloud. A discussion ensued between Ms. Belisle, the Library Trustees and Director Smolen. Assistant Director Jeff Beavers also made one comment during the discussion in support of the dismissal. The outcome of the discussion was the Trustees decided not to dismiss Ms. Belisle for the time being out of concern that Ms. Belisle was not correctly notified due to the fact that the Library Director signed the notification letter instead of the Trustees and the statement with reasons for dismissal was given to Ms. Belisle at this hearing and not signed by the Trustees.

The Trustees then decided to reissue the notification and statement of reasons for dismissal. The substance of the documents were not amended. The Trustees amended the dates on the documents and individually signed the documents.

10. Adjourn. The meeting adjourned at 7:36 PM.

Respectfully Submitted,

David Smolen