



Amber Moroney  
 Interim Library Director  
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Board of Library Trustees  
 Shirin Baradaran, Chair  
 Tom Turner, Vice Chair  
 Annette Raphel, Secretary  
 Brian Keaney  
 Crystal Power

**DEDHAM PUBLIC LIBRARY TRUSTEES MEETING MINUTES**  
**7:00 p.m., June 17, 2021 Remote Meeting**

<b>MEETING CALLED BY</b>	Board of Library Trustees, Dedham
<b>TYPE OF MEETING</b>	Special Meeting to discuss ongoing negotiations for contract for non-union Library Director
<b>CHAIR</b>	Shirin Baradaran
<b>VICE-CHAIR</b>	Tom Turner
<b>SECRETARY</b>	Annette Raphel
<b>ATTENDEES</b>	Brian Keaney, Crystal Power
<b>PUBLIC ATTENDEES</b>	Gayle McCracken, HR Director

Note: Underlined items are action items.

***Call to Order:***

Shirin Baradaran called the meeting to order at 7:02

***Public Input (5 min max):***

none

***Executive Session***

Shirin Baradaran made a motion to enter executive session, pursuant to Massachusetts laws, which was seconded by Brian Keaney.

Annette Raphel – yes, Crystal Power – yes, Shirin Baradarn – yes, Brian Keaney – yes, Tom Turner – yes.

Massachusetts Laws – State Administrative Procedures Chapter 30A Section 21(a) A public body may meet in executive session only for the following purposes:

Purpose 2. To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel

The subcommittee who made the initial contract offer to Amber Moroney, based on data and in consultation with Dedham’s HR Director reported that they had received a request to address three areas:

- Salary
- Length of contract
- Placement on town management scale

At this meeting the trustees had the benefit of reviewing Gayle McCracken's gathering of additional comparative library directors' data, information about comparative town directors' compensation and placement on the management scale, and library administrative compensation history. While each of the trustees had valuable and unique input into the three areas, we agreed that we would like to:

- Express confidence in our director
- Hope for longevity and commitment by offering an attractive package
- Consider the reasonable points that were raised by Amber Moroney
- Acknowledge that the current reality of salaries, searches and tenures showed complex patterns
- Consider how to ensure excellence of the Director and the functioning of the library
- Allow a schedule for a thoughtful feedback/evaluation process that would encourage professional growth and serve as a model for all library employees

Ultimately Annette Raphael made a motion that we amend the original contract to offer:

- To put Amber Moroney on Management Scale Level 7 step 2 (to acknowledge her year as interim Director) and the level of responsibility she has supervising staff
- Offer a two-year contract which would mean that renewal would be after three years as serving in the capacity of Library Director
- Institute a cycle of performance reviews in January of every year beginning with January of 2022, allowing sufficient time for a board elected in April to adequately work with the Director. Preparation and support for the first such performance review will be offered by the current transition team of Annette Raphael and Tom Turner. We also acknowledged that the Director and the staff will find this a culture change because of the absence of prior reviews, but that the potential to highlight strengths, encourage growth, and promote excellence was to be appreciated.

This motion was seconded by Tom Turner.

Annette Raphael – yes, Crystal Power – yes, Shirin Baradarn – yes, Brian Keaney – yes, Tom Turner – yes.

Gayle McCracken will issue a revised contract.

As announced at the beginning of the meeting, there was no return to a public meeting.

Brian Keaney made a motion to adjourn at 8:20 which was seconded by Tom Turner.

Annette Raphael – yes, Crystal Power – yes, Shirin Baradarn – yes, Brian Keaney – yes, Tom Turner – yes.