



Amber Moroney
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Board of Library Trustees
 Shirin Baradaran, Chair
 Tom Turner, Vice Chair
 Annette Raphel, Secretary
 Brian Keaney
 Crystal Power
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DEDHAM PUBLIC LIBRARY TRUSTEES MEETING MINUTES
6:00 p.m., September 9, 2021
Meeting remotely

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| MEETING CALLED BY | Board of Library Trustees, Dedham |
| TYPE OF MEETING | Special meeting to address time-bound issues |
| CHAIR | Shirin Baradaran |
| VICE-CHAIR | Tom Turner, absent |
| SECRETARY | Annette Raphel |
| ATTENDEES | Brian Keaney, Crystal Power |
| PUBLIC ATTENDEES | Leon Goodwin, Town Manager |

Note: Underlined items are action items.

Call to Order:

Shirin Baradaran called the meeting to order at 6:02 pm

Public Input:

Leon Goodwin was invited to the meeting and available for questions. We appreciate his accessibility.

Q [AR]: What happens if the town approves the change of having the director report to the town manager as opposed to the current practice of reporting to the trustees?

A: A new contract is drawn up that mimics the existing agreement.

Q [AR]: In the event of the need for a new library director, who would do the hiring?

A: The town manager would consult with the trustees but has the sole decision. If there is not agreement, the final offer can be vetoed by the select board. There is a requirement that the town manager's proposal must be made 14 days in advance of a formal position being offered, offering time for further discussion/consideration. This is true with all other departments.

Q: [SB] The proposed charter changes are silent on the issue of termination. What does this mean for you and for us?

A: There is the same implied consultation with the board but the responsibility rests with the town manager.

Q: [BK] If there is a discrepancy between the board and the town manager, who prevails? The example provided by Brian Keaney had to do with a hypothetical difference of opinion over the requirement of masks.

A: The Board controls the property, while the town manager oversees the execution of day to day operations involving the library, including unionized employees.

Q: [SB] Should we not map out the very porous boundaries between these two domains of oversight before there are any potential misunderstandings, to bring clarity?

A: That would be welcomed.

Q: [SB] Does the town manager have any suggestions as we embark on a strategic plan?

A: Two primary suggestions. One is to fully engage all stakeholders and two is to view this exercise as a way to make improvements throughout the organization rather than just an exercise to fulfill obligations.

Q: [BK] It is a challenge for a board member to both take notes and to fully participate. Can we examine the possibility of having professional notes be taken from recordings, as is currently available to regulatory boards?

A: The cost is a minimum of \$200 per meeting and could be explored through the budgeting process.

Discussion of upcoming Open Houses:

The Main Library will be welcoming patrons on Tuesday, September 14th at 6:00 p.m.

The Endicott Branch will be welcoming patrons on Wednesday at 10:00 a.m.

Amber Moroney is planning to say a few words, introduce any staff members who voluntarily attend and any trustees who are present. A trustee will celebrate the appointment of Amber Moroney as permanent library director. There will also be displays and possible personnel from other community organizations. Library information will also be available including listing online community resources.

Annette Raphael asked how we can make library staff less anonymous and Amber explained some resistance to name tags or pictures: balancing the comfort of the staff with the interest of patrons who may want to know with whom they are talking is tricky. Perhaps the new library lanyards with key cards will let patrons identify employees. We agreed to continue this conversation.

Because there will be a quorum of library trustees present at both open houses, Shirin Baradaran will have to call the meeting to order and notes will be taken. The Main Library Open House will be followed by the trustees' regular monthly meeting at 7:00 p.m.

Charter Review Committee Recommendations:

There are two major changes being recommended to the Select Board. The first is about having the library director report to the Town Manager rather than the trustees, and a change of some language and the second is the institution of required reporting of annual goals and an analysis of how any expenditures of the budget supported and affected those goals.

Shirin Baradaran attended the last meeting and raised the question of why the recommendation to the Select Board included removing the sentence about what library trustees actually do since that did not seem to be necessary. Attorney Lauren Goldberg, who was present at that meeting, felt that there would be no legal implication from the removal of that information.

Annette Raphael had attended a prior meeting and was surprised at how fast the process seemed to be moving given the indication that the reporting change was possible but not yet probable, and worried about the manageability of adding two more direct reports to the 16 that the Town Manager currently oversees.

Brian Keaney mentioned that from a Charter Committee's member's point of view, the process is not speedy and is quite deliberate and methodical.

Shirin Baradaran laid out subsequent actions that will need to happen before any actions become permanent, possibly by July 1, 2022, including approval by the Select Board, vote by town meeting and approval by the state legislature. She also said that the Select Board is interested in our input, and invited any of us to email with questions or concerns.

Dedham has a new public information officer and the weekly minutes that go out from the town are excellent.

Schedule Next Meeting

September 14, 6:00 pm., discussion to begin in-person at 7:00ish at the Main Library

Motion to adjourn

At 6:44 p.m. Annette Raphael made a motion to adjourn, seconded by Crystal Power and unanimously affirmed by the all members of the board who were present.