

NORTH VALLEY PUBLIC LIBRARY  
TRUSTEES MEETING (Closed)  
May 21, 2013

CALL TO ORDER AT 4:00 P.M.

APPROVAL OF AGENDA

NEW BUSINESS:

1. Deliberations concerning Grievance. Held in closed session to protect privacy rights of employees.

ADJOURN at 6:30 pm.

Continue deliberations in closed session on May 22, 4 pm

## Minutes of the Grievance Hearing held May 20, 2013

### Present:

Amy Ling, Employee, Grievant  
Desiree Dramstad, Director, Respondent  
John Conlan, Chair of Board of Trustees  
David Anderson, Trustee  
Joanne Charbonneau, Trustee  
Ed Harrison, Trustee  
Toba M. Winston, Trustee  
Accompanying grievant: Judith Loring  
Accompanying Director: Honore Bray

The meeting was opened by Chair of Board, John Conlan, at 9 am with the nine above people present. David moved to approve agenda; Ed seconded. Passed unanimously

Board Chair noted that it was mutually agreed by all parties that at 9am we would discuss the grievance procedure; after that is done, a short recess, and then Desiree and Amy would each be called in with their chosen representative to answer questions posed by the trustees concerning the specifics of the grievance. Ground rules were explained: accompanying person cannot speak at all to the whole or direct any question to any one on the board; however, consultation through whispering, passing notes and other non-intrusive private communication between grievant and counselor or respondent and her counselor is allowed. Everyone agreed to those ground rules. The Board can adjourn and set the time and date for a continuation.

Chair explained open meeting law concerning "the public right to know versus right to privacy." Chair said he will allow Amy to close or open the meeting since it is personnel matters regarding her problems with the Director and her right to privacy to say things to the trustees in full honesty and openness without her employer present; other employees' right to privacy also needed to be protected. Amy said she would like the meetings closed. The chair then said the meeting will stay closed for the entire time and he will post it on both doors before proceeding further. John moves that whole proceedings be closed. Seconded by Toba. Desiree wants to go on record that her section be open. Since rights of privacy of more than one individual were involved, even in Desiree's section, the board felt strongly that all proceedings discussing these personnel matters be closed. Vote called: the movement to close all the proceedings was passed unanimously.

At 9:15: Posted closed session on both doors. Closed session: total confidentiality and nothing goes beyond this room. Proceeding continued until 12:15. John set time for continuation of these

proceedings in closed session for Tuesday, May 21 at 4pm. John made motion and David seconded. Adjourned at 12:17.