

MINUTES

of Special meeting of the Board of Directors
of the Bridgeport Public Library and Reading Room
held at Burroughs-Saden Library, 925 Broad Street , Bridgeport CT
November 1, 2016 5:330 p.m.

Present: Confirmed Directors: O'Donnell, Holden, Errichetti, Cunningham
Pending Directors: Greenberg, Osborne-Gant, Christy
Absent: Director Baraka, Brown Common Council Liaison: Salter

President O'Donnell called the meeting to order at 5:38 pm. Director Errichetti made a **MOTION** for approval of the agenda. It was seconded by Director Holden and approved by all confirmed Directors.

Director O'Donnell inquired about the status of the acting promotions of specific librarian one to librarian two's. Director Errichetti made a formal **MOTION** acknowledging the promotion of Librarian Jacobson, Fontaine, Williams and Bordeaux from the position of Librarian 1 to Librarian 2. The Motion was seconded by Director Cunningham and unanimously passed.

The Board of Directors then interviewed Ms. Bernadette Baldino, the former Assistant City Librarian, for the position of Interim City Librarian. Ms. Baldino described her background including her experiences as a page, library assistant, librarian and Assistant City Librarian at the Bridgeport Public Library. As a Bridgeport native, She Ms. Baldino emphasized the importance of the Library in the lives of Bridgeport citizens. She echoed Andrew Carnegie's belief "that libraries are the great equalizer". As the recently retired Director of the Easton Library, Ms. Baldino indicated that she would be willing to take the Interim position of Interim City Librarian for a period of six to twelve months.

When asked what her priorities be if she were offered the position, Ms. Baldino responded that she would speak to every single staff member and visit every location in order to identify the good things happening at the library and any liabilities in the condition of the facilities. She explained that her managerial style was one of firmness and respect and that she hoped to heal the breaches in staff relationships as a result of change. She enumerated the following objectives as six month goals: create an excellent relationship with the Board of Directors, create a cohesive staff, restore spirit and respect for library, review facilities, revise staff development. She hoped to lay a foundation for the future that the Board of Directors and the next City Librarian can build upon. She stated clearly that she would "fight for library employees—that was her moral responsibility." She indicated that she did not want a contract, but did want several assurances from the Board of Directors: 1) the complete support of the Board 2) the freedom to act 3) to be held harmless in any legal actions.

At 7:15 p.m. Director Cunningham made a **MOTION to** go into executive session to discuss personnel matters.

The Board of Directors came out of Executive Session at 7:45 p.m.

Director Errichetti made a **MOTION** to offer Ms. Baldino the position of Interim City Librarian for a period of 6 to 12 months at a salary of \$116,000. She would serve at the pleasure of the Board of Directors and have the full responsibilities, duties and authority of the City Librarian. Consistent with the policy of the Library, Board approval would be needed for hiring and budgetary considerations. The position would commence upon Ms. Baldino's acceptance and completion of municipal paper work. The Motion was seconded by Director Holden and approved by all confirmed directors in attendance.

Director Errichetti also made a **MOTION** to fix the salary for Acting City Librarian Soltis at an annual rate of \$105,000 pro rated for the term of his service. The motion was seconded by Director Holden and approved by all confirmed directors.

Director Errichetti also made a **MOTION** to authorize the Acting City Librarian to make the necessary line item transfers to the salary account to cover promotions and staff changes. The Motion was seconded by Director Cunningham and approved by all confirmed directors.

At 8:25 p.m. Director Cunningham made a **MOTION** to adjourn. It was seconded by Director Errichetti and approved by all confirmed Directors. The meeting was adjourned at 8:26 p.m.

Respectfully submitted by.

Anne Cunningham
Ass't Sec.