

Exeter Library Association Board Meeting  
March 11, 2024  
6:30 pm – In Person

I. Meeting Called to Order at 6:41 PM

- a. Board Member Attendance: Theresa Mowad, Mariel Jordan, Mike Bennethum, Chris Sperat, Ibrahim Bangura. Board Members not present Christy Resh, Laura Biancone
- b. Others: Liz Stavenski-Bell, Charlene Zawaski, Marissa Broome, Jeff Carson, Susan Broome, Roger Broome, Deb Franklin
- c. Motion to move public comment to the start of the agenda Chris Sperat, second Ibrahim Bangura. Motion carries.
- d. Public Comment

Jeff Carlson stated he has more to add to his comments from the previous February meeting. He spoke about the inability to fire due to retaliation according to PA law as well as policy from the Exeter Community Library employee policy. He quoted from the employee handbook. He stated three employees who were fired were fired for retaliation. He referenced a meeting that was held with the Library Board President about a six-month review of the Executive Director. Mr. Carlson stated questions about the following: He questioned the hiring of the executive director. He questioned why the library board president fired a former library employee? Was the library board aware of the firings of the employees? Why did the library staff not know about the firings of employees? Why immediate supervisors were not made aware of the firing of employee? He questioned and stated that a former employee is now working at a different location for more money. Jeff Carson questioned the state unemployment form completed by the executive director. He stated he will be back monthly.

Roger Broome stated that the board has embarrassing issues about board minutes being posted, budget posted, and that 2/3 of the library budget is from tax-payer money. He stated information about the firing of a library employee and behavior of being walked out by a board member. He stated that the president of the board had confidential meetings that were not confidential. He asked was the board agenda and minutes posted 24 hours prior to the meeting?

Marissa Broom stated she would like the truth to be known.

Deb Franklin, speaking as a member of the public, stated that when she was on the board, she would suggest that personnel matters should not be discussed with the public.

Jeff Carson stated that the employee handbook stated that an employee should talk to the executive director and/or a board member about issues.

Marissa Broome stated she spoke to the board member. Susan Broome stated a former library employee has integrity and discipline and has come to work for 7 years. Stated that this employee informed her about the firing, and she wants answers on why the three employees were fired.

Roger Broome stated he attended the Berks County library meeting. He questioned how many performance reviews the executive director completed. He then stated zero. He stated that the library board president completed the first firing to show the executive director how.

Board President Theresa Mowad stated that 15 minutes of public comment has been completed. Roger asked where in the minutes does it state that public comment is limited to 15 minutes.

Deb Franklin thanked the board for enduring public comment and thanked the board for volunteering their time to serve.

## II. Approval of Minutes – February 12, 2024

a. Motion to accept the minutes, Ibrahim Bangura, Second Mike Bennethum.  
Motion to accept the minutes passes.

## III. Library Director's Report

a. The executive director stated the people count for the month and programs that occurred in February as well as up-coming programs in March. Updates to the program catalog are continuing to go well. The recycling Trex bench has arrived. The Department of Health continues to meet in the library foyer once a month. We have received our county funding. We are looking to invest some funds into CDs for interest. The library has received a check for the Target Fundraiser.

IV. Friends' Report: The February Book Sale made \$1672, the raffle made \$440. The youth art show was well attended. The yard sale is March 23<sup>rd</sup>.

V. Treasurer's Report: Christy Resh was not present.

## VI. Presentation of the Bills

a. Motion to pay the bills Chris Sperat, Second Ibrahim Bangura. Motion carries.

VII. County System Update: Board member Mike Bennethum attended the Feb. 21<sup>st</sup> meeting. 40 minute, public comment by Jeff Carson and Roger Broome. There is an error in numbers by the state, so the county system is still looking to complete the budget. An Initial reading of borrowing and cataloging policy was completed. Next meeting is in May.

## VIII. Committee Reports

a. Fundraising: Theresa Mowad (Chair)

i.5K prep. Chick-fil-a will be donating chicken sandwiches. Chris is checking on water for the events. Start reaching out to businesses on the list.

b. Finance: Christy Resh (Chair): Christy wants to discuss moving money in savings account that the executive director discussed in her comments. The library is currently working with Wells Fargo at a possible rate of 4.6%. Ibrahim Bangura asked if various banks had been examined. Liz Stavenski-Bell stated the library is looking for something short-term.

Motion to transfer bequest account money in the sum of 20,000 to a 4- month CD, and 40,000 to a 7 month CD Mike Bennethum, Second Ibrahim Bangura. Motion passes.

c. Technology: Ibrahim Bangura (Chair) Ibrahim asked about any concerns regarding the internet. The executive director responded that no issues have been present. Technology meeting will occur on Friday, March 14th at 12:30.

Motion to enter executive session to discuss personnel Chris Sperat, Second Mike Bennethum, Motion carries.

Entered Executive Session at 7:24 PM.

Executive Session ended at 8:04 PM

d. Policy: Mike Bennethum (Chair)

i. Indemnification Article has been shared with the board. Motion will be made in April.

e. Board Recruitment: Todd Dierksheide (Chair)

X. Strategic Plan: No update

XI. Unfinished Business: No update

XII. New Business: Mariel Jordan requested a summer reading update for April.

XIII. Training Opportunities: None

XIV. Board Member Comment: None

XVII. Next Meeting April 8, 2023, 6:30 PM, In Person

XVIII. Motion to Adjourn Ibrahim Bangura, Second Chris Sperat. Motion carries.  
Meeting adjourned 8:14 PM.