

1 **SAN JUAN ISLAND LIBRARY DISTRICT BOARD OF TRUSTEES**

2 Conference Room, San Juan Island Public Library

3 December 18, 2008

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5 **Members Present:** Fred Henley, Tom Metke, Susan Rosenberg, Lynn Weber/Roochvarg,  
6 and Marie Johansen

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8 **Members Absent:** none

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10 **Staff Present:** Laura Tretter, Adrienne Bourne, Floyd Bourne, Heidi Lewis (recorder)

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12 **FOL Present:** none

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14 **Guest Present:** none

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16 Susan Rosenberg called the meeting to order at 11:31 AM.

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18 **Public Access**

19 None

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21 **Agenda Approval**

22 Special session to discuss the library's hiring policy regarding employment and the  
23 creation of an anti-nepotism policy.

24 **MSC** Tom Metke moved and Fred Henley seconded to approve the agenda.  
25 Passed.

26  
27 Board members discussed the background to this special meeting. Adrienne Bourne had  
28 requested the special meeting to ask the board to reconsider a decision made at their last  
29 regular board meeting on December 9<sup>th</sup> 2009 regarding Adrienne's interest in applying for  
30 the Youth Services/ Assistant Director open position. Laura had brought Adrienne's  
31 interest in the position to the board's attention since Adrienne is related by marriage to  
32 Floyd Bourne.

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34 Susan Rosenberg read line 189 through 194 of the December 13, 2005 board report  
35 minutes when the board agreed that they did not have an issue with Adrienne's hire in  
36 relation to having a family member on staff. Tom Mettke remembers that there was no  
37 determination of policy at that time. Adrienne noted that during her interview with then  
38 director Lauren Stara that Lauren asked if Adrienne would have any issues working with  
39 her husband Floyd and that Adrienne had said no. After more discussion, Fred said that  
40 Adrienne would like to present her argument to consider her as an applicant for the open  
41 Youth Services/Assistant Director position.

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43 Adrienne thanked the board member for all attending the meeting despite the weather.  
44 When Laura had recently explained to her that she may not be able to apply for the open  
45 position because of her marriage to Floyd, she felt very sad. Adrienne noted that she has  
46 an MLS and had hoped to one day be a children's librarian. She then went on to give her  
47 arguments as to why she should be considered as an applicant like any other applicant.  
48 Adrienne compiled various resources which she showed and read to the board to back up

49 her argument. She quoted from several articles, including from Sharon Rabin-Margalith's  
50 "Love at work," Jack L. Howard's "Balancing conflicts of interest when employing spouses,"  
51 and the University of Rhode Island's ADVANCE Resource Center's "Rational for a dual  
52 career hiring program." She also handed out copies of examples of non-discriminatory  
53 nepotism policies.

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55 After Adrienne's presentation, more discussion ensued by the board.

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57 Marie motioned that "We, as the board, have determined that Adrienne Bourne may be  
58 considered for the open position irrespective of her marital status and that we will  
59 reconsider and set policy at a later date and that a special committee will be established to  
60 do that."

61 **MSC** Marie Johansen moved and Lynn Weber/Roochvarg seconded. Passed

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63 The sub committee will consist of board members Lynn Weber/Roochvarg and Susan  
64 Rosenberg and Library Director Laura Tretter.

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66 **ADJOURNMENT**

67 **MSC** Susan Rosenberg moved and Tom Metke seconded to adjourn at 12:29 p.m.  
68 Passed.

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73 Respectfully submitted: \_\_\_\_\_  
74 Board Secretary

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77 Approved: \_\_\_\_\_  
78 Board President