

BRIDGEVIEW PUBLIC LIBRARY
BOARD OF TRUSTEES
MINUTES OF CLOSED SESSION
December 12, 2016

Open
ARV
5/14/18

President Carben called the meeting to order at 7:55 p.m.

Upon roll call the following Trustees were present: Nick Lamnatos, Marwan Al Safadi, Alice Vilimek, Randy Carben and Gary Lewis. Trustees Lila Marek and Arlene Jaguszewski were absent. Also present Acting Director Kinzel, Acting Assistant Director Sebuck and Attorney Katherine Ellis.

President Carben asked that Ms. Julie Soto, Ms. Lori Kinzel and Ms. Chris Sebuck leave the closed session meeting.

President Carben opened discussion regarding disciplinary action taken against 2 employees by Acting Director Kinzel. He explained to the Board that he had received a phone call from Ms. Kinzel which was followed up by numerous e-mails. The issue pertained to the time clock and that the 2 employees had told their supervisor they were going to assist in punching the other out due to the other employee having her hands full. She was advised by President Carben to make a verbal warning. After several more phone calls from Ms. Kinzel she sent an additional e-mail stating she did not agree with his recommendation and that she had terminated the 2 employees.

Ms. Soto was requested to join the closed session. Ms. Soto explained to the Board what she said to Ms. Kinzel regarding the timeclock issue and that she did not agree with the termination of the 2 employees by Ms. Kinzel.

Ms. Kinzel was requested to join the meeting regarding the disciplinary action taken against the 2 employees. She explained to the Board what her interpretation of the handbook meant. The misguided decision was discussed.

The Board further discussed expanding the hours of the library within 6 days not including any Sundays. The budget will have to be discussed to include these extra hours.

There was further discussion regarding the termination or suspension status of the 2 employees previously discussed whether they would be paid or not. Information on their schedules would need to be provided before reaching a decision.

Motion by Trustee Lewis and seconded by Trustee Al Safadi to adjourn.
Upon voice vote with all ayes and no nays, **Motion Carried.**

The meeting adjourned at **9:24 p.m.**

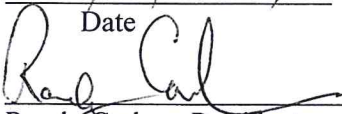
Respectfully submitted,



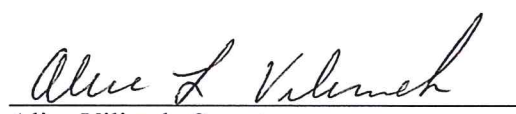
Vicki Choate, Recording Secretary

APPROVED:

1/9/2017
Date



Randy Carben, President



Alice Vilimek, Secretary