

Pawlet Public Library
Special Meeting of Board of Trustees

DRAFT MINUTES

September 19, 2025

Present: Trustees in attendance: Lauren Herbert, Grace Larson, Joni Lee, Cori Rail, Sue LaPorte

Members of the public present: Arena Heidi, Joanne Van Meter, Gordon Dossett, John Lee, Karen Huerta, Heather Thomas, Hannah Herbert, Stacey Allen, Michael Allen

7:00 Call to order

- Cori reads Operating Norms.
- Public comment:
 - o Arena– The staff & volunteers have done a tremendous job, even with a lot of tension they have hung in there. It's unusual for such a small library to have so many volunteers. It doesn't seem that staff and volunteers are being heard. As a public library it is important that everyone be heard, and important to hire people who represent all of the public. It doesn't seem that things are moving in an open, public way.
 - o Heather – last time I spoke it was about comments made in open meeting about employees, now she would like to draw attention to the national labor relations act, specifically section 7, also the civil rights act which protects employees' speech. You should consult these labor laws before having any further discussion here.
 - o Gordon – asks about the agenda.
 - o Cori – we are not expecting action after executive session.
 - o Joni – If we are not expecting action why call this meeting, why not wait until the regular October meeting? This seems very strange to me, to call an emergency meeting for this.
 - o Cori – this wasn't known when the meeting was called.
 - o Grace – what has changed since the meeting was warned? The warning includes actions. What happened between making this agenda and what you're saying now?
 - o Cori – Lauren asked for a special meeting with the possibility of that. I'm not anticipating action, it is proper to warn action in case it happens.
 - o Joni – open meeting law says the chair can call a special meeting, not any board member.
 - o Lauren – this is very disrespectful.
 - o Cori – our bylaws state that a trustee can ask for a special meeting. What was revealed to me in the context of that was something that needed the possibility of action. I'm just letting the audience know that I'm not anticipating action tonight. There is a discussion that is necessary and that's what is going to happen. A trustee can request a special meeting and I prepared an agenda that represented those needs. Doesn't expect to be attacked for that.
 - o Gordon – after the closed session, there may or may not be an explanation of what was discussed?
 - o Cori – Does not expect an action or announcement.
- Sue moves that the board find that premature general public knowledge regarding the discussion of a personnel matter would clearly place the individual or public body involved at a substantial disadvantage. Lauren seconds.
 - o Cori, Lauren & Sue vote aye, Joni and Grace abstain. Motion carries.
- Sue moves that the board enter Executive Session pursuant to 1 V.S.A. § 313(a)(3) discuss personnel matters. Lauren seconds.

- Cori, Lauren & Sue vote aye, Joni and Grace abstain. Motion carries.
- 7:11 enter executive session.
- Sue motions to leave executive session, Grace seconds, motion carries.
- 8:02 out of executive session. No action taken.
- 8:04 Operating Norms – Cori
- Public Comment:
 - Gordon – anything to report?
 - Cori – no.
 - Arena – any update on hiring?
 - Cori – no.
- Sue motions to adjourn, Lauren seconds, motion carries.
- 8:06 meeting adjourned.

Next regular meeting: October 7, 2025, 6:00 pm at the Pawlet Library.

Dated September 23, 2025, Grace Larson, Secretary.