

Minutes of the Special Called Meeting of the
Sumner County Library Board
April 12, 2023

Present:

Jackie Wilber, Chair
Joanna Daniels, Co-Chair
Diane Johnson, Treasurer
Ruth Fennell
Beverly Hyde
Beth Key
Debbie Martin

Also present:
Eric Sitler, County Attorney
Steve Weiner, County Attorney
Lauren Rippy, Director WPL
Anita Lamberth, Director PPL
Gabby Cato, Director GPL
Amy Corbitt, Director MPL

Meeting called to order by Chair Wilber with a quorum present.

Public Recognition:

Gabby Cato, Director of Gallatin Public Library

Speaking to the letter sent to board concerning questions of her competence and behavior as

director. Gabby sent a letter to the board in response. This letter outlined the events and her

concerns as well as including an apology to those concerned. She asked for consideration concerning termination of employment. Any mistakes or lack of training relating to performance have been addressed and corrected.

Dr. Judy Bivens, Trevecca Nazarene University

Speaking on behalf of GPL. Dr. Bivens has worked for many years to make GPL the very best public

library for the community. American Library Association criteria was of key importance. GPL is amazing. She thanks Gabby Cato for the excellence of GPL.

Linda Daniels, President of Gallatin Friends of the Library

Speaking in support of Gabby Cato. Knowing the importance of libraries, she commends Gabby's

leadership and excellence of programming. Also speaking against termination as well as speaking on

behalf of the former library system bookkeeper. Gabby understands the mistakes she made and

Gabby should not be removed as Director.

Mary Theresa Ball, active in GPL and resident of Gallatin

Personally involved in GPL she sees Gabby as a great asset as Director. Gabby is competent, kind,

and generous to all she meets. Excellent with her staff. Professional and enthusiastic for her job.

Gabby has performed well with lack of training. No disrespect to others has ever been seen by Ms.

Ball.

Paul McCoy, deputy director of Grants for Public Programming for Humanities in Tn.

Speaking in support of Gabby Cato. He lives in Gallatin and cares deeply about the community. As a volunteer and member of Friends of the Library he has seen the diverse programming provided by GPL under the leadership of Gabby Cato. He has great respect for her and is very impressed with her job performance.

Tammy Hawks, resident of Gallatin and member of the Friends of the Library.
Speaking in support of Gabby Cato. Gabby is passionate about her job and knows what the community needs. She is thankful for her leadership.

Madolyn Lindsay, GPL weekly library volunteer since 2019
Speaking in support of Gabby. She has watched Gabby grow and excel in her new leadership position.

At this time a point of order was requested by Joanna Daniels asking for clarification if the letter in question was on the agenda. After clarification speakers were allowed to continue.

Christine Bornand, GPL Friends of the Library since 2013
Speaking on behalf of Gabby Cato. Supports Gabby and recognizes how very competent she is as director.

Laura Burt, part time employee at GPL.
Supports all that has been said on Gabby's behalf.

Marybright Young, library patron and on Gallatin Library Board since 1998
Speaking in support. She has observed the growth of GPL and knows how well GPL serves the community. GPL reaches out to the entire community to meet their needs. GPL is a beacon of light to Gallatin.

Ali Corson, GPL part-time employee for two years.
Life long library lover and supports Gabby. Gabby is doing a great job. Gabby calls on herself and her employees to be servants for the community. Ali sees Gabby as the leading servant for Gallatin and has great respect for her.

This ended the time of public recognition.

Approval of Agenda
Chair asked for a motion to approve the agenda.
Debbie Martin made the motion.
Diane Johnson seconds.
Motion passes.

Budget Report
Diane Johnson made a motion for presentation of Budget report.
Ruth seconds.
Motion passes.

Budget Process

Budgets accepted and no issues from directors.
Budget will go before County Budget Committee on May 4 @ 3:30 to review and make any necessary changes.

Diane also presented budget transfers allocating the non-payroll funds remaining in the Library System account for utilities, etc. to each library.
Also presented were transfers concerning payroll benefits. The county budget committee will need to approve payroll transfers during the May 4 meeting.
Joanna Daniels made a motion to accept the Budget report.
Ruth seconds. Motion passes.

Hendersonville letter

Diane made a motion to discuss letter from Mayor of Hendersonville concerning opening HPL on Fridays.
Ruth seconds. Motion passes.

Discussion included the following:

- Concern about impact on current and future employees of HPL

- When should this be implemented?

- How will this impact current and future library budgets?

- Point was made that the funding from the city of Hendersonville may require a resolution. This request will need continued discussion with Sumner County budget and finance.

- Even though the community wants this to happen there are many issues to consider.

Debbie made a motion to table consideration of the letter from the Mayor.
Joanna seconds. Motion passes.

Personnel Committee

- New members

Chair presents additional members of Personnel Committee.
Members added- Ruth Fennell and Debbie Martin.

Diane made a motion to approve appointments.
Beth Key seconds.
Motion passes.

- Job descriptions

All jobs posted except for Director of HPL.

Joanna made a motion to set a date for Personnel Committee to meet.

Beverly seconds.

Motion passes

Personnel committee will meet Tuesday, May 2nd 10:00 @ HPL

Letter concerning Gabby Cato.

Died from lack of motion.

- No action to be taken.

Alycia's compensation as interim director HPL

Diane made a motion to discuss compensation.

Joanna seconds. Motion passes.

Discussion concerning funds from remaining System payroll as compensation.

Concern over contract issues concerning pay as Interim director.
Alycia is working very hard as she is also operations manager.
After discussion a motion was made and then amended.
Debbie made motion as amended to pay Alycia \$8,000 remaining in Library System and to be retroactive to March 15 through June 30th.
Joanna seconds. Motion passed as amended.
Diane then stated this will go to Budget committee in May.

Bylaws

Joanna makes a motion to table discussion of proposed by-laws changes until the May meeting.
Motion fails for lack of a second.

Diane makes a motion to begin discussion of by-laws as time remains.
Ruth seconds.
Motion passed.

Changes discussed from By-Laws committee and by-laws changes presented by Joanna after input from some board members by email or discussion.

Discussion included clarification of authority under Article I B. Authority.
Article III Board Members concerning representation from a particular area.
Discussion also included Duties of the Board concerning termination of directors.

Considering time remaining Joanna agreed to send to the board a highlighted report which will show proposals different from the By-Laws committee submitted proposals.

Joanna made a motion to table further discussion.
Debbie seconds.
Motion passed.

Debbie made a motion to adjourn the meeting.
Joanna seconds.
Motion passed

Meeting adjourned.

Minutes respectfully submitted by Beth Key

