

The Board met in Executive Session 1/20/2015 and discussed the following:

A former employee has sent a letter from a law firm stating her intent to sue the library for age and race discrimination. Elizabeth Frazier worked for nine years at the library before being terminated. There were ongoing issues with Ms. Frazier and the library kept detailed records of those. The letter received is not an official document; the library is not currently being sued. Mr. Bertrand gave all of the documentation to the city's assistant attorney, Pat Power. Mr. Power advised the city sees these types of letters often and they typically settle to avoid going to court. Mr. Bertrand does not feel right about settling because there is no evidence for the claims. Mr. Conway asked if the employee's performance reviews included how she could improve her marginal performance. Mr. Bertrand replied that they were noted in the reviews as well as other email exchanges. The board discussed the letter in more detail. Mr. Bertrand does not think Ms. Frazier or the law firm know that we have the city's legal power behind us. There was no further discussion. Mr. Olszewski motioned to come out of the executive session. Mr. Conway seconded the motion. The board agreed unanimously.