

EXECUTIVE SESSION (ES) CONFIDENTIAL

The ES was part of the Wenham Board of Selectmen (BOS) **SEPTEMBER 1, 2015** posted meeting. Pursuant to Open Meeting Law, M.G.L. c. 30A, § 22 (f) the minutes of any ES, the notes, recordings or other materials used in the preparation of such minutes and all documents and exhibits used at the session, may be withheld from disclosure to the public in their entirety under sub clause (a) of clause Twenty-sixth of Section 7 of Chapter 4, as long as publication may defeat the lawful purposes of the ES, but no longer; provided, however, that the ES was held in compliance with Section 21. These minutes will not be released until approved for release by the Selectmen and notice of such approval has been entered into the regular minutes.

The purpose of the ES was to negotiate a three-year contract with Jan Dempsey, the Director the Hamilton Wenham Library.

Selectmen Present: Catherine Harrison; Jack Wilhelm; John Clemenzi
Also Present: Peter Lombardi, Town Administrator; Catherine Tinsley, Recording Secretary
Jan Dempsey, Library Director; Trustees Pat Purdy, Chair; Gwen Holt

The Selectmen reviewed the current contract with Ms. Dempsey, which terminated June 30, 2015. The Selectmen observed they had not seen any of the director's evaluations and requested the Trustees provide them with a copy (s) of Ms. Dempsey's evaluations.

It was agreed to clarify specific language in the contact; most edits were general in nature. There was a detailed discussion regarding the "termination for cause" statement in the contract and who has the authority to terminate the Director. It was the Selectmen's opinion the Board of Trustees has hiring authority but termination" as determined by the Town" refers to the Board of Selectmen. Also clarified was that the Board of Trustees recommends to the BOS any salary changes. The final vote to make any adjustments to salaries is authorized by the BOS.

The Trustees provided the BOS with a recommended Director's salary based on the wage and salary study done by the Town of Hamilton. A discussion followed that the Towns of Hamilton and Wenham include their allocation of the library funding in the town budget. The Town of Hamilton included the Director position in the step system; Wenham did not recommend the Director be a part of the step system, citing the step system was for non-union employees.

All parties agreed the language clarification. The BOS will further discuss the Director's Salary. The Selectmen agreed the Director will receive retroactive pay to July 1, 2015 on any negotiated salary increase.

Ms. Dempsey, Ms. Purdy, and Ms. Holt left the meeting at 9:21 PM

The BOS requested the Town Administrator review all relative information and provide the BOS with a written recommendation regarding a three- year contract.

Mr. Clemenzi moved, and it was seconded, the BOS return to open session to adjourn. The motion carried unanimously by roll call vote

Respectfully submitted by

Catherine Tinsley
10.22.15