

Agreement between the Sudbury Town Manager and the Goodnow Library Board of Trustees

Purpose:

To ensure that Goodnow Library will continue to serve the citizens of Sudbury as effectively as possible, the Town Manager and the Library Board of Trustees (Trustees) agree to the following:

Hiring:

Recruitment to fill the position of the Library Director will be done collaboratively. At a minimum, one member of the Trustees (to be selected by the Trustees) and the Town Manager will jointly conduct the hiring process. In connection with a given search, the designated Trustee and the Town Manager will confer on how best to involve the other Trustees.

Discipline and Termination:

The Town Manager and the Chair of the Trustees shall confer before imposing any discipline and/or involuntarily terminating the Library Director, except that the Town Manager may unilaterally place the Library Director on administrative leave if prior consultation is not feasible given the need for immediate action. In every case, the Town Manager and Chair will work in good faith to seek to agree on an appropriate course of action and, if they cannot agree, they will devise an appropriate process for resolving their disagreement. If, following that process, they continue to disagree, the Town Manager will have final decision rights.

Evaluations:

The Town Manager and the Trustees will jointly compile the annual evaluation of the Library Director. The final version of the evaluation will be shared with the Trustees and the final version will be placed in the Director's personnel file.

Library Policy and Program:

The Trustees are responsible for setting library policy and program (e.g., book collection policy, establishing standards for patron behavior, determining appropriate use of library space, determining operating hours). The Town Manager is encouraged to provide input on program and policy issues of interest or importance to him or her.

Other:

The Town Manager shall remain in control of all administrative and budgetary functions of the Town Library, including funding from the tax levy and revolving accounts, personnel issues not documented within this agreement, and organizational functions also not documented in this agreement.

Miscellaneous:

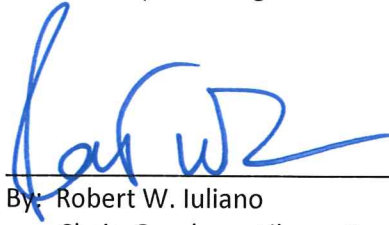
This agreement may be terminated on one-year's notice by either of the Town Manager or the Trustees, but only after consultation with the other. Nothing in this agreement should be read to compromise the

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position of either the Town Manager or the Trustees about their respective rights and responsibilities under the Sudbury Town Charter.



By: Melissa Rodrigues  
Town Manager

Dated: April 20, 2017



By: Robert W. Iuliano  
Chair, Goodnow Library Board of Trustees

Dated: April 27 2017