

Statement of No Confidence in the Leach Library Board of Trustees

On October 6, 2025, the Leach Library staff made a majority vote of No Confidence in the Leach Library Board of Trustees, specifically Chair Liz Thomas, Treasurer Jan McLaughlin, Trustee Christine Fitzgerald, and Trustee Moira Ryan. Due to these Trustees' recent unprofessional and demeaning treatment toward Library Director Erin Matlin, the library staff did not invite Director Matlin to participate in the vote nor the writing of this statement.

Under their leadership, the Board's majority has placed undue strain on library staff and undermined the library's core mission, pursuing practices more aligned with a for-profit business model than the public service expected of a public library. Recent actions and decisions by the Board have damaged public trust, disrupted operations, and exceeded or misapplied the authority granted to them by law and by the community they serve.

Staff concerns have grown over the Board's handling of financial matters, including the oversight of their own funds. Despite receiving private donations for library programs, collections, and initiatives, the Board has repeatedly failed to financially support these efforts. The Trustees above also continue to wrongly accuse Library Director Matlin of mismanaging the library's annually appropriated Town budget despite the library returning funds to the Town every year under her oversight.

Proposed policy and procedure changes further exacerbate staff concerns. These changes would severely impact staff morale and limit the Director's and staff's ability to manage day-to-day operations effectively. Under the current leadership, the Board has created a work environment demanding compliance rather than collaboration. The Leach Library and its patrons deserve a Board that partners with its staff to promote and advocate for library services with transparency, respect, and accountability.

The Leach Library staff respectfully requests the Board of Trustees take the following actions:

1. Publicly acknowledge this letter and respond to these concerns in writing as a Board. Reschedule the mediation meeting with the staff, Town Manager, and Town Council Liaison within 45 days to have an open dialogue and address all staff concerns.
2. Reconsider policy changes that limit the Director's and staff's decision making, particularly policies that impose micromanagement, create service delays, and waste taxpayer funds, such as the extensive tracking of used book donations.
3. Recognize the importance of library outreach and allow management staff the necessary administrative time to represent the library in classrooms and at Town meetings and community events.
4. Commit to holding all regular, special, and committee meetings in public to the extent possible under NH RSA 91-A to promote transparency and actively seek input from the staff and public. Restore the second public comment period at all meetings, as requested by Londonderry voters.

5. Ensure Board members seek approval from the majority of the Board in a public meeting before independently representing or speaking on behalf of the Board's goals, initiatives, or interests.
6. Take accountability for Board decisions after a vote, no matter which Trustees were not present for the vote. Repeatedly revisiting or overturning decisions causes delays in service and confusion among both staff and the public.
7. Empower staff by celebrating their contributions, achievements, and progress. Commit to supporting professional development opportunities that enhance staff skills, morale, and job satisfaction.
8. Issue a public apology to Director Erin Matlin who has been publicly blamed and privately badgered by the Board's majority for insubordination despite following the Board's own policies and historical practices in relation to staff salaries and evaluations, hiring, library expenses, library programs, contract renewals, acquisitions and gifts, and more.

This statement is submitted in good faith, with the hope that these concerns will lead to positive change and restore a healthy, functional working relationship between library staff and the Board. If these requests cannot be met by any member of the Board, the library staff respectfully request their resignation as these steps are key to rebuilding the trust they have broken with library staff and the Londonderry community.