

**OFFICIAL MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES
OF THE NORTH BABYLON PUBLIC LIBRARY HELD ON
THURSDAY, SEPTEMBER 25, 2025**

The meeting was called to order by President Ms. Hare at 6:00 p.m. Mrs. Ziegler, Ms. Atlas, Mrs. DeBlasi, Mrs. Nicolazzi, Librarian III, and Miss Scharf, Administrative Assistant, were present. Mr. Hester, Vice President, was absent with notice.

Twenty-eight guests arrived for the start of the meeting at 6:00 p.m.

On a motion by Mrs. DeBlasi, seconded by Ms. Atlas, it was unanimously agreed to adjourn to executive session at 6:01 p.m.

At the Board of Trustees' request, Mrs. Nicolazzi and Miss Scharf exited the executive session at 6:01 p.m.

On a motion by Mrs. DeBlasi, seconded by Mrs. Ziegler, it was unanimously agreed to adjourn from executive session at 6:49 p.m. and resume the regular business of the meeting.

On a motion by Ms. Atlas, seconded by Mrs. DeBlasi, it was unanimously agreed to approve a resolution to clarify the prior Board of Trustees' action taken on January 21, 2003 waiving the cap on the Director's vacation time accruals as only being applicable to the year 2003 and is not applicable to vacation time accrued after December 31, 2003; and to the extent necessary to effectuate the current Board's clarification, the prior Board's action taken on January 21, 2003 is hereby rescinded.

At 6:56 p.m. Ms. Hare, President, read a statement on behalf of the Board of Trustees addressing public and staff concerns of the Library Director and the investigation therein.

On a motion by Ms. Atlas, seconded by Mrs. Ziegler, it was unanimously agreed to adjourn the meeting at 7:02 p.m.

Respectfully submitted,

Ms. Laurie Atlas
Secretary

NORTH BABYLON PUBLIC LIBRARY

BOARD RESOLUTION

WHEREAS, Marc Horowitz has served as the Library Director for the North Babylon Public Library since on or about January 19, 1999, and as the Director, is provided vacation time, amongst other employment benefits; and

WHEREAS, a question has arisen regarding Mr. Horowitz's vacation entitlements, including payout upon retirement, if any; and

WHEREAS, the current Board has received documents relevant to Mr. Horowitz's terms and conditions of employment, including vacation; and

WHEREAS, minutes from a Board meeting held on January 21, 2003 reflect that the prior Board waived the cap on the Director's vacation time accruals in 2003; and

WHEREAS, the current Board has concluded that such waiver of the accrual cap was only for the 2003 calendar year, and has no impact on Mr. Horowitz's accrual of vacation time in subsequent years, nor does it entitle Mr. Horowitz to receive any payment for his accrued, but unused vacation time or other paid time off upon retirement or separation from employment with the Library; and

WHEREAS, the current Board is unaware of any documentation providing for Mr. Horowitz to receive a "payout" of accrued paid time off upon retirement; and

NOW, THEREFORE, BE IT RESOLVED that the current Board hereby clarifies that the prior Board's action of January 21, 2003 waiving the cap on the Director's vacation time accruals was only for his use in 2003, and was not applicable to Mr. Horowitz's vacation time after December 31, 2003;

BE IT FURTHER RESOLVED that to the extent necessary to effectuate the current Board's clarification immediately above, the prior Board's action on January 21, 2003 is hereby rescinded;

BE IT FURTHER RESOLVED that in recognition of Mr. Horowitz's service to the Library, Mr. Horowitz shall be eligible to receive, upon his retirement from the Library, a payout of his unused vacation time accrued during the one-year period immediately prior to his retirement, at his rate of pay in effect at the time of the accrual;

BE IT FURTHER RESOLVED that Mr. Horowitz shall not be entitled to receive this payment if his separation is involuntary;

BE IT FURTHER RESOLVED that Mr. Horowitz shall not be entitled to receive any additional amounts or monies related to accrued but unused paid time off of any kind (*e.g.*, sick, personal, etc.) upon his retirement or separation from employ with the Library;

BE IT FURTHER RESOLVED that the Board expressly reserves the right to rescind, or add to, or delete from, or otherwise modify in any way, this Resolution and/or Mr. Horowitz's terms and conditions of employment at any time.

Dated: September 25, 2025

Moved by: Laurie Atlas

Seconded by: Theresa Deblasi

Votes: Unanimous

Ayes: 4

Nays: 0

Statement in Response to Change.org Petition

The Library Board of Trustees is aware of the Change.org Petition filed on September 17, 2025 seeking the immediate removal of the Library Director.

Please know that the Board takes any and all allegations very seriously. To that end, upon first becoming aware of concerns that were brought to us in July, the Board assigned a third party to promptly and thoroughly investigate the matter. The investigation concluded in August, and as a result, certain corrective actions were taken by the Board. As with any personnel matter, it is confidential and cannot be discussed further.

However, we would like to note that there was at least one allegation raised by an employee at the September 16th meeting, that the Board was not previously aware of and that was not included in the investigation. Therefore, the Board is having the third party investigators look into this new issue.

Additionally, the Board must address the allegation raised in the Petition that quote ... “funds are not being utilized for programs, books, updating the Children’s room, etc.” Please be advised that the Board is unaware of, and has no evidence of, any financial improprieties. This Board is dedicated to using library funds to better the facility and serve the public.

The Library remains steadfast in its commitment to maintaining a work environment that is free of harassment, discrimination, and retaliation. If an employee feels that they are being treated differently because they, “in good faith,” filed a complaint against the Director or participated in the Library’s investigation, they should immediately notify the Board, as retaliation is strictly prohibited and will not be tolerated.

Thank you to all who have come forward. Members of the Library’s Trustee Board are always available to meet with employees individually to learn about any concerns that they are not comfortable bringing to their supervisor’s attention. We look forward to continuing to serve this great community in which we live.