

BOARD OF LIBRARY TRUSTEES FOR BALTIMORE COUNTY

MINUTES OF THE HEARING

July 21, 2026

A hearing before the Board of Library Trustees was convened on Tuesday, July 21, 2026, at the Towson Library, pursuant to the Board's Hearing Procedures Pursuant to MD. Code Ann., Educ., § 23-406(e). Its purpose was to provide an employee with a meaningful opportunity to be heard regarding the Board's decision to dismiss them from employment.

The meeting was called to order at 8:00 am by Board President Ms. Ganguly. Other Board members present were Ms. Cheikh, Ms. Walsh David, and Ms. West. Ms. Cruz, Dr. Lin Chen, and Mr. Netzer were absent.

Also in attendance: Erin Baker, Chief Public Services Officer; Ann Beegle, Chief External Affairs Officer; Christina Bolmarcich, BCPL Legal Counsel; Jen Evans, Executive Assistant; Jessica Faulkner, Reisterstown Library Manager; Amanda Leitch, Human Resources Business Partner; Michelle Romney, Director of Human Resources; Tom Malley, Digital Equity and Virtual Services Coordinator; Don Osborn, party appealing; and Matt Zernhelt, attorney for Mr. Osborn.

Ms. Ganguly shared how the hearing would be conducted. The Board would consider relevant and reliable information, the hearing would be specifically and solely focused on the Board's reconsideration of the dismissal decision, and testimony or argument that fell outside the proper scope of the proceeding would be redirected.

The Employee would present first and be followed by BCPL's presentation. Each side was allotted thirty minutes to present its case, and no cross-examination of witnesses was permitted.

After the presentation of evidence, the Board intended to deliberate, and deliberations would occur in closed session. The hearing would then reconvene in public session, and the Board will vote to affirm or reverse the dismissal decision.

Mr. Osborn's position was that his role legitimately required travel throughout the library system. That management approved his flexible schedule, and he communicated his whereabouts to his staff. Mr. Osborn stated he was never formally warned, disciplined, or informed of attendance concerns before termination. Mr. Osborn called no witnesses.

Ms. Baker shared that Mr. Osborn failed to maintain adequate departmental presence during probation. Mr. Osborn's time sheets did not accurately reflect hours worked and door access card swipes and security footage showed discrepancies between reported and actual work hours. Visits to library branches were often unrequested and did not substitute for supervisory responsibilities in his department.

Mr. Malley shared that staff he supervised struggled to locate Mr. Osborn. Ms. Faulkner stated that Mr. Osborn was frequently at the Reisterstown Branch, with no known business there.

CLOSED SESSION

Ms. Ganguly called for a motion to close the public portion of the meeting at 8:52 am under General Provisions Article § 3-305 (b) (1) to consider personnel matters related to a specific employee or employees **(West/Cheikh)** Aye: Cheikh, Ganguly, Walsh David, and West. Absent: Ms. Cruz, Dr. Lin-Chen, and Mr. Netzer.

Resumption of Open Session & Vote

Open session resumed at 9:14 am and Ms. Ganguly called for a motion to vote on the final decision of the appeal. Ms. Walsh David motioned to vote to uphold the termination of Mr. Osborn, Ms. West seconded **(Walsh David/West)**. Voting aye: Ms. Ganguly, Ms. Cheikh, Ms. Walsh David, and Ms. West. The Board members present voted unanimously to uphold the termination. Absent: Ms. Cruz, Dr. Lin-Chen, and Mr. Netzer.

ADJOURNMENT

Ms. Ganguly called for a motion to adjourn and the meeting adjourned at 9:15 am **(Cheikh/Walsh David)**.

Submitted by

Anne West

Secretary to the Board of Library Trustees