

Please use a black or blue ink pen to mark your ballot. To vote for your choice in each contest, completely fill in the box next to your choice.

RECALL BALLOT - PRIEST LAKE LIBRARY TRUSTEE
Lori McReynolds

(Vote FOR or AGAINST)

Argument FOR: recall ballot of Priest Lake Library Trustee Lori McReynolds For May 19, 2020 ballot

District library board trustees are elected officials and are obligated to follow state law, as well as district policies. As a board trustee, Lori McReynolds voted to fire the Priest Lake Library director on September 10, 2019, without cause or disciplinary action, and therefore without benefit of due process. The director's subsequent termination was a violation of both state law and the Priest Lake Library District policies.

Per Idaho statute 33-2721(2), "The board shall discharge any library director for cause."

Per the Priest Lake Public Library personnel policy, "Employees of the district will not be discharged from their positions except for cause."

Per a letter from the board of trustees to the library director's attorney, dated September 23, 2019, the director's "employment with the Priest Lake Library District was not terminated for disciplinary purposes, and was not terminated for cause." This fact is also reflected in the board meeting minutes from September 10, 2019.

Lori's actions in this matter have resulted in a lawsuit against the district, filed October 9, 2019. Lori has treated the voters, patrons, and general public of the District in a condescending manner. She has failed to fulfill the duties of her office.

Argument AGAINST:

I, Lori McReynolds, holding the office of Priest Lake Library District Trustee of the Priest Lake Public Library District would like to express appreciation for the support from residents throughout the Priest Lake Library District.

I am one of the (4 out of 5) trustees who released the Library Director from her position without stating the cause, as she is an "at will" employee per Idaho State Law. The public library is a major contributor to the community's quality of life, it is important for the Director to administer and manage library services working effectively with patrons, employees and the Board of Trustees.

As a Board of Trustees we set library policy; set and oversee the library's budget; hire, supervise, evaluate; work as a team with the library's director; and represent the community.

It is unfortunate for our community when those who voluntarily take on the work of the Board of Trustees, are attacked by a faction who disagree with a decision. Of course some won't agree with our decisions but we didn't do anything to warrant a recall. Our decisions are made by weighing various perspectives with the best interest of patrons, employees, community and the library itself.

☐

FOR recalling Lori McReynolds who holds the office of Trustee, Priest Lake Library District

☐

AGAINST recalling Lori McReynolds who holds the office of Trustee, Priest Lake Library District

RECALL BALLOT - PRIEST LAKE LIBRARY TRUSTEE
Nancy Bushman

(Vote FOR or AGAINST)

Argument FOR: recall ballot of Priest Lake Library Trustee Nancy Bushman For May 19, 2020 ballot

District library board trustees are elected officials and are obligated to follow state law, as well as district policies. As a board trustee, Nancy Bushman voted to fire the Priest Lake Library director on September 10, 2019, without cause or disciplinary action, and therefore without benefit of due process. The director's subsequent termination was a violation of both state law and the Priest Lake Library District policies.

Per Idaho statute 33-2721(2), "The board shall discharge any library director for cause."

Per the Priest Lake Public Library personnel policy, "Employees of the district will not be discharged from their positions except for cause."

Per a letter from the board of trustees to the library director's attorney, dated September 23, 2019, the director's "employment with the Priest Lake Library District was not terminated for disciplinary purposes, and was not terminated for cause." This fact is also reflected in the board meeting minutes from September 10, 2019.

Nancy's actions in this matter have resulted in a lawsuit against the district, filed October 9, 2019. Nancy has treated the voters, patrons, and general public of the District in a condescending manner. She has failed to fulfill the duties of her office.

Argument AGAINST:

I, Nancy Bushman, a trustee of Priest Lake Public Library District would like to thank the community for their support.

Voters in the Priest Lake Library District are being asked to vote on the recall of the trustees of the District. A very small group of people are behind this recall attempt, and the effort to remove the trustees is a retaliation against us for exercising our discretion and deciding to terminate the District's former library director.

On September 10, 2019, the trustees, by a vote of 4 to 1, removed the former director, believing that the removal was in the best interest of the library and the citizens of the District. The improvements in the quality of service, atmosphere, and management of the library, as well as a dramatic increase in employee morale, all serve to reinforce the fact that the decision to terminate the former director was both reasonable, appropriate and within the duties of office.

To protect the improvements that the Priest Lake Library has achieved in the last 6 months, please vote AGAINST the recall of Nancy Bushman.

- ☐ FOR recalling Nancy Bushman who holds the office of Trustee, Priest Lake Library District
- ☐ AGAINST recalling Nancy Bushman who holds the office of Trustee, Priest Lake Library District

RECALL BALLOT - PRIEST LAKE LIBRARY TRUSTEE
Laurel Smith

(Vote FOR or AGAINST)

Argument FOR: recall ballot of Priest Lake Library Trustee Laurel Smith For May 19, 2020 ballot

District library board trustees are elected officials and are obligated to follow state law, as well as district policies. As a board trustee, Laurel Smith voted to fire the Priest Lake Library director on September 10, 2019, without cause or disciplinary action, and therefore without benefit of due process. The director's subsequent termination was a violation of both state law and the Priest Lake Library District policies.

Per Idaho statute 33-2721(2), "The board shall discharge any library director for cause."

Per the Priest Lake Public Library personnel policy, "Employees of the district will not be discharged from their positions except for cause."

Per a letter from board of trustees to the library director's attorney, dated September 23, 2019, the director's "employment with the Priest lake Library District was not terminated for disciplinary purposes, and was not terminated for cause." This fact is also reflected in the board meeting minutes from September 10, 2019.

Laurel's actions in this matter have resulted in a lawsuit against the district, filed October 9, 2019. Laurel has treated the voters, patrons, and general public of the District in a condescending manner. She has failed to fulfill the duties of her office.

Argument AGAINST: Voters in the Priest Lake Library District are being asked to vote on the recall of the trustees of the District. A very small group of people are behind this recall attempt and the effort to remove the trustees is a retaliation against them for exercising their discretion and deciding to terminate the District's former library director.

On September 10, 2019, the trustees, by a vote of 4 to 1, removed the former director, believing that the removal was in the best interest of the library and the citizens of the District. The subsequent improvements in the quality of service, atmosphere, and management of the library, as well as a dramatic increase in employee morale, all serve to reinforce the fact that the decision to terminate the former director was both reasonable and appropriate.

To protect the improvements that the Priest Lake Library has achieved in the last 8 months, please vote AGAINST the recall of Laurel Smith.

☐ FOR recalling Laurel Smith who holds the office of Trustee, Priest Lake Library District

☐ AGAINST recalling Laurel Smith who holds the office of Trustee, Priest Lake Library District

RECALL BALLOT - PRIEST LAKE LIBRARY TRUSTEE
Debbie Sudnikovich

(Vote FOR or AGAINST)

Argument FOR: recall ballot of Priest Lake Library Trustee Debbie Sudnikovich For May 19, 2020 ballot

District library board trustees are elected officials and are obligated to follow state law, as well as district policies. As a board trustee, Debbie Sudnikovich voted to fire the Priest Lake Library director on September 10, 2019, without cause or disciplinary action, and therefore without benefit of due process. The director's subsequent termination was a violation of both state law and the Priest Lake Library District policies.

Per Idaho statute 33-2721(2), "The board shall discharge any library director for cause."

Per the Priest Lake Public Library personnel policy, "Employees of the district will not be discharged from their positions except for cause."

Per a letter from Debbie Sudnikovich to the library director's attorney, dated September 23, 2019, the director's "employment with the Priest Lake Library District was not terminated for disciplinary purposes, and was not terminated for cause." This fact is also reflected in the board meeting minutes from September 10, 2019.

Debbie's actions in this matter have resulted in a lawsuit against the district, filed October 9, 2019. Debbie has treated the voters, patrons, and general public of the District in a condescending manner. She has failed to fulfill the duties of her office.

Argument AGAINST:

I, Deb Sudnikovich, a trustee of Priest Lake Public Library District would like to say thank you to my community for their support over the past months.

September 10, 2019, the trustees, by a vote of 4 to 1, released the library director, believing that the removal was in the best interest of the library and the citizens of the District. This was not done lightly, without many considerations or cause. The release was not a surprise to the former director who had been under review since November of 2018.

Recent improvements in the quality of service, atmosphere, implementing systems and management of the library, as well as a dramatic increase in employee morale, serve to reinforce the decision to terminate the former director was both reasonable and appropriate.

Voters in the Priest Lake Library District are asked to vote on the recall of the four trustees who were doing their job. There is a small group of people behind this recall attempt, I feel our decision was not fully understood and this is retaliation for exercising our discretion.

To protect the improvements that the Priest Lake Library has achieved, please vote AGAINST the recall of Deb Sudnikovich and other trustees.

☐

FOR recalling Debbie Sudnikovich who holds the office of Trustee, Priest Lake Library District

☐

AGAINST recalling Debbie Sudnikovich who holds the office of Trustee, Priest Lake Library District