

**LIBRARY BOARD OF TRUSTEE vs. ROSALIND LETT**  
**Public Hearing on 06/26/2018**

CLAYTON COUNTY LIBRARY BOARD OF TRUSTEES  
PUBLIC HEARING

LIBRARY BOARD OF TRUSTEE

vs.

ROSALIND LETT

CLAYTON COUNTY POLICE  
HEADQUARTERS  
7911 N.MCDONOUGH ST  
JONESBORO, GEORGIA 30236

JUNE 26TH, 2018  
6:00 P.M.

PRESIDING OFFICER

DR. GWENDOLYN WIGGINS  
CHAIR

1 APPEARANCE OF THE PANEL FROM LEFT TO RIGHT

2

3 SHERRY HAMILTON, MEMBER

4 STUART LANGE, MEMBER

5 DR. GWENDOLYN WIGGINS, CHAIR

6 COURTNEY MCFARLANE, VICE CHAIR

7 SHAVAUN P. SIMMONS, MEMBER

8 DEETRA POINDEXTER, MEMBER

9 BEJANAE KAREEM, MEMBER

10 ATTORNEY R. DAVID WARE

11

12

13

14

15 ALSO PRESENT IN ORDER OF PRESENTATION

16

17 DETRICK STANFORD, COO/CLAYTON COUNTY BOARD OF COMMISSIONERS

18 ALEX S. COHILAS, DCOO/CLAYTON COUNTY BOARD OF COMMISSIONERS

19 ATTORNEY GREGORY R. FIDLON, ON BEHALF OF ROSALIND LETT

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1 P-R-O-C-E-E-D-I-N-G-S

2 The Board having established a quorum, broke out into executive  
3 session from 6:08 p.m. until 7:43 p.m. whereupon the following  
4 commenced:

5 MR. MCFARLAND: Thank you for your patience, ladies  
6 and gentlemen. I just want to let you know this board  
7 meeting is now back in public session. Our Chair is  
8 present, and I will officially turn this meeting over to the  
9 Chair.

10 MS. WIGGINS: Welcome, everyone. I understand we have  
11 two presentations that we are going to hear tonight. They  
12 are about 15 minutes a piece. So we ask that the county  
13 come forward, and then we ask that Ms. Lett, your counsel  
14 come next. Thank you.

15 MR. STANFORD: Good evening, Board, and good evening to  
16 our citizens. My name is Detrick Stanford. I am the chief  
17 operating officer for the Clayton County Board of  
18 Commissioners. It would be our stance to provide you an  
19 investigative file with regard to a hostile work environment  
20 that was put forth by an employee in the library services  
21 department. I will provide a summary and an overview of how  
22 we got here this evening, and then I will pivot to my deputy  
23 chief operating officer, Alex Cohilas. He will provide you  
24 more details as to the investigation.

25 The overview of the investigation, on February 23rd,

1 2018, Colin Dube, a library branch manager, contacted my  
2 assistant via telephone to voice complaints against library  
3 director Rosalind Lett. On February 24th, 2018, Mr. Dube  
4 sent an email requesting a meeting with my office. He was  
5 advised to submit a written complaint to HR outlining his  
6 specific allegations. Mr. Dube submitted a written  
7 complaint to HR on February 26th, 2018. In his written  
8 complaint, Mr. Dube alleged Director Lett was guilty of the  
9 following failures in leadership: One, creating and  
10 sustaining a hostile work environment. Two, cash handling  
11 improprieties. Three, not providing clarity to his role as  
12 the branch manager. Four, gender discrimination. Five,  
13 inconsistent work schedule and compensation policy. Six,  
14 retaliation against him, and seven, nepotism.

15 In his email, Dube also raised significant allegations  
16 of poor morale, high turnover in the staff and work schedule  
17 requirements, which appear to be a violation of the fair  
18 labor standards act and Clayton County civil service rules  
19 governing rights of exempt employees. Dube also stated that  
20 he previously reported to his supervisor grave concerns he  
21 had about cash deposits that took place on February 17th,  
22 2018. His specific concern was that circulation manager  
23 Nancy Lewis had altered documents to cover the fact that  
24 cash was missing.

25 On February 19th, 2018, Ms. Lett, alleged, changed his

1 work schedule thereby treating him unlike other similarly  
2 situated exempt employees. Furthermore, on February 23rd,  
3 shortly after having contacted SEALS (phonetic) office, Mr.  
4 Dube was transferred from his position as the headquarters  
5 branch manager to the Lovejoy branch by Ms. Lett. Both acts  
6 according to Dube constitute retaliation for his reporting  
7 of cash discrepancies. On March 1st, 2018, my office met  
8 with Mr. Dube regarding his alleged treatment at the  
9 library. After the meeting, my office assigned an  
10 investigation to the Deputy COO, Chief Cohilas.

11 Just a matter of practice, anytime there is any  
12 allegation brought forth against any executive level staff  
13 within Clayton County government, I assign that work to the  
14 Deputy COO's office primarily because the HR Director is  
15 looking at doing an investigation with her peers, and so we  
16 thought it was beneficial that anytime those type of  
17 allegations come forth, those allegations would rise to my  
18 office for further investigation. Based upon that both  
19 acts, according to, again, Mr. Dube, constitute retaliation  
20 from his reporting the cash discrepancies. As of March 1st,  
21 the investigation proceeded under the direction of the  
22 Deputy COO, from that point forward with assistance from the  
23 HR department including Director Pamela Ambles and Internal  
24 Audit Supervisor Stacy Merit (phonetic).

25 Before I bring Mr. Cohilas to the microphone, I would

1 like the audience to know that some of the information that  
2 we are providing is pretty graphic. It provides a lot of  
3 details about some of the allegations that came forth post  
4 the pivoting of some of the allegations brought by Mr. Dube.  
5 So, we want to make sure that the audience was aware of that  
6 before we moved forward. Thank you.

7 MS. WIGGINS: Thank you.

8 MR. COHILAS: After the investigation was assigned to  
9 me, I continued on with the assistance of Ms. Ambles and Ms.  
10 Merit, and I asked them to conduct an initial interview of  
11 Mr. Dube on March 23rd. The purpose of their initial  
12 interview of Mr. Dube was to determine the extent of his  
13 allegations in reference to the cash handling component of  
14 his complaint. I was debriefed by them, both Merit and  
15 Ambles, on March 27th. Based on their report, I determined  
16 that the cash handling procedures of the library system  
17 warranted investigation. However, it was decided first to  
18 proceed with the investigation into the HR claims, which  
19 were leveled by Colin Dube against Director Lett.

20 On April 10, 2018, Ms. Amples, our HR director,  
21 notified Director Lett in writing that a formal hostile work  
22 environment complaint had been filed against her. In this  
23 correspondence, Ms. Amples explained to Lett how the  
24 investigative process would proceed and further warned Lett  
25 about the county's position on retaliatory actions,

1 specifically, not to take any retaliatory action against the  
2 complainant during the course of an investigation.

3 On April 10th, 2018, DCOO Cohilas and HR Director  
4 Ambles conducted their initial interview with Dube. The  
5 purpose of this interview was to determine the extent of his  
6 allegations, identify potential witnesses and begin the  
7 fact-finding process. In written and verbal form, Dube  
8 alleged that he had been personally subjected to gender  
9 discrimination as well as a toxic and hostile work  
10 environment. Dube repeated his contention that he had been  
11 subjected to escalating retaliatory actions against him once  
12 he raised concerns about how Circulation Manager Nancy Lewis  
13 had quote, corrected a cash shortage in monies for fines,  
14 fees and printing costs received at the circulation desk of  
15 the headquarters library branch on Battle Creek Road.

16 According to Dube, on February 17th, 2018, he and Lewis  
17 conducted their morning count of the register money to  
18 compare it against the transaction report from the previous  
19 day. Lewis reported that her count of the money reconciled  
20 with the transaction form. Dube, counting behind her,  
21 disagreed as his count revealed that there was a shortage of  
22 \$148.60. Lewis acknowledged Dube's count was accurate but  
23 stated to him quote, don't worry I will fix it, end quote.

24 Lewis, according to Dube, disappeared back into her  
25 office only to reappear shortly thereafter claiming that the

1 reconciliation form now matched the cash on hand. Lewis  
2 attempted to persuade Dube to sign off on the new quote  
3 reconciliation form. He refused then called his immediate  
4 supervisor Robin Saint-Paen to report the shortage.  
5 Saint-Paen, in turn, reported the shortage to Lett. Lett  
6 told Saint-Paen in effect not to worry about it. That if  
7 quote, Nancy said she fixed it, it's okay, end quote.

8       During his interview, Dube stated that Lett's treatment  
9 of him began shortly after he started his position as branch  
10 manager at the HQ branch library sometime in September of  
11 2017. This treatment escalated to the point of becoming  
12 unbearable and culminated with him contacting COO Stanford  
13 and HR Director Ambles. Dube's primary complaints centered  
14 on these areas. His work hours were assigned to him by Lett  
15 as if he were a nonexempt employee rather than exempt,  
16 unlike other branch managers. Point two, his work schedule  
17 was being personally dictated by Lett as opposed to his  
18 direct supervisor, unlike other branch managers. Point  
19 three, he was being forced to carry out service duties --  
20 courier service duties, unlike other branch managers. Four,  
21 he was forced to use a full day of sick time in lieu of  
22 being off for a portion of the day and coming in late as is  
23 allowed under the provisions of managerial time for exempt  
24 employees. Five, he had been ordered by Lett at the last  
25 minute from participation in a read-in at Kilpatrick

1 Elementary School on February 22nd, 2018. His participation  
2 had been approved by his supervisor weeks in advance.  
3 Lastly, he had been transferred to the Lovejoy branch by  
4 Director Lett for reasons he felt not only unjustified but  
5 retaliatory.

6 Dube was asked to provide a list of potential witnesses  
7 to be interviewed that could potentially corroborate his  
8 allegations against Director Lett. Starting with the  
9 original list provided by Dube, other leads were developed  
10 as other more serious allegations arose from the original  
11 testimony of witnesses. In total, 17 witnesses including  
12 Dube and Lett were interviewed. Some, several times. Those  
13 questioned to date regarding this matter and the subsequent  
14 issues arising therefrom are as follows: Colin Dube;  
15 Rosalind Lett; David Thrash; Robyn Saint-Paen; Scott Parrin  
16 (phonetic); Lawansa Griffin (phonetic); Rebecca James  
17 (phonetic); Sherry Stanley, now as Sherry Stanley Bromfield;  
18 Kenneth Wayne Thompson (phonetic); former police chief  
19 Joseph Woodall (phonetic), retired; Sergeant Kenneth White,  
20 CCPP, retired; Major Johnny Robinson, Clayton County Police  
21 Department; Assistant Chief Brian Danekes (phonetic),  
22 Clayton County Police Department; Clayton County Police  
23 Chief Kevin Roberts; Pamela Everette, attorney for Clayton  
24 County; Pamela Ambles, Clayton County HR Director; Detrick  
25 Stanford, Clayton County Chief Operating Officer.

1 All witnesses were warned against discussing the case  
2 with other employees and potential witnesses. Furthermore,  
3 all were warned that failure to answer all questions  
4 truthfully during the course of an investigation would give  
5 rise to disciplinary actions up to and including  
6 termination.

7 As the investigation unfolded, sufficient testimony  
8 arose in support of Dube's claim that Lett had imposed a  
9 different work schedule stipulation on Dube than others  
10 similarly situated. Lett denied all allegations by Dube.  
11 However, her denials were in contrast to that provided by  
12 the assistant director of branch services and that of other  
13 exempt employees.

14 Specifically, Robin Saint-Paen, Dube's direct  
15 supervisor, assistant manager of branch services,  
16 corroborated Dube's claim that other branch managers were  
17 able to work their schedule as true exempt employees without  
18 the direct scrutiny by Lett that she, Lett, had subjected  
19 Dube to. Saint-Paen attested to Dube's work ethic,  
20 productivity, passion for his work, which caused her to  
21 question all the more Lett's apparent obsession with Dube.  
22 Saint-Paen also corroborated Dube's account of the cash  
23 shortage issue of February 17th, 2018 and was puzzled at  
24 Lett's response. In her estimation, the matter should have  
25 at minimum been referred to Clayton County's internal audit

1 division if not to Clayton County Police Department for  
2 investigation. Additionally, Saint-Paen corroborated Dube  
3 regarding the last-minute cancellation of the Kilpatrick --

4 MS. WIGGINS: Mr. Cohilas, your 15 minutes is just  
5 about over. So if you could...

6 MR. COHILAS: All right. As we went on, a more serious  
7 allegation arose. The most serious allegation -- I didn't  
8 realize I was limited to 15 minutes.

9 MS. WIGGINS: 15 minutes for both sides. I'm sorry. I  
10 thought you were informed.

11 MR. COHILAS: All right. The most serious allegation  
12 that arose from one of the witnesses was that a sexual  
13 offense had taken place on July 1st, of 2017. That a minor  
14 had been molested by an adult male employee of the library  
15 on July 1st of 2017, and Director Lett directed the staff  
16 not to report it to the police. That she would handle it  
17 herself and would contact the county, and staff reported to  
18 her through internal memos and verbally, exactly that the  
19 employee had confessed to having sexual intercourse with a  
20 female minor of 14 years of age in the library. It was not  
21 reported properly. It was not reported in accordance to the  
22 state law regarding mandatory reporter law within 24 hours.

23 When it was reported on July 5th by Rebecca James, it  
24 was reported to DFACS, and they were told that the police  
25 had, in fact, been contacted when, in fact, they were not

1 contacted. What they were told was that the police had been  
2 called when, in fact, they were not called about the  
3 molestation because what they were called about was that  
4 there had been an intrusion alarm that had been tripped on  
5 July 1st. On July 1st it was not known that the molestation  
6 had taking place. The employee confessed on July 3rd.

7 On July 3rd, Ms. Lett knew about it. She was told by  
8 her staff. She was briefed fully by her staff. She was off  
9 duty. She was called in a conference call. Three witnesses  
10 provided it. Ms. Lett confessed in the interview that she  
11 knew about it. It is in your report. Those facts are not  
12 in dispute. She admitted that she knew about it. She said  
13 that she contacted the police, but she could not provide any  
14 evidence as to which officer she called. She said that she  
15 spoke to an officer. Can't name who. There is no record  
16 that she contacted anyone. She did not call any officer  
17 even though she had the police chief's personal cell phone  
18 number. There is no record that she called anyone. She  
19 said that the police officer that she called -- that she  
20 called the main line here at police headquarters, and that  
21 she was told by that officer that only the victims could  
22 report the crime.

23 MS. WIGGINS: Mr. Cohilas, we are going to have to move  
24 on. Can you give me the time? We are going to try to make  
25 sure we have time for each person on both sides.

1 MR. COHILAS: I didn't see the clock, so I am not able  
2 to manage my time.

3 MS. WIGGINS: If you could go ahead with some  
4 concluding comments.

5 MR. STANFORD: Madam Chair and Board, the summary  
6 findings, and I want to submit as a matter of record, there  
7 were some scrivener errors on the first report that we sent  
8 to you. I want to make sure that you got those changes.  
9 (Presenting to the Board).

10 In closing, based on the witnesses' statements and a  
11 preponderance of evidence, it is clear that Dube was treated  
12 differently than other exempt employees pertaining to his  
13 managerial time and rights of exempt employees. Also,  
14 Director Lett's changing of Dube's work hours and subsequent  
15 transfer in such proximity to his reporting the cash  
16 shortage is highly suspicious.

17 While there is no sufficient evidence to sustain a  
18 claim of hostile work environment, gender discrimination per  
19 se, there was sufficient testimony to support Dube's claim  
20 of being treated differently than other exempt employees  
21 similarly situated. Therefore, Dube's original claims  
22 regarding work schedules, use of sick leave and cancellation  
23 of attending the read-in at Kilpatrick Elementary, I find  
24 his allegation as to how he was treated differently are  
25 sustained.

1           As to the central incident regarding Director Lett's  
2 claim that she contacted the police department is  
3 untruthful. As a result of Lett's decision, actions and  
4 directives to staff, the video evidence of what took place  
5 that day was lost. Furthermore, Director Lett violated the  
6 directive not to speak to others during this investigative  
7 process. Lastly, Director Lett's action appear to have been  
8 designed to hide the real facts of what had transpired from  
9 the HR director, county legal staff and the COO as you will  
10 see in the report.

11           Based on all the referenced findings, I find that  
12 disciplinary action is warranted and that the investigation  
13 into library systems cash handling practices be continued in  
14 the cash shortages of February 17th, 2018 be remanded as it  
15 has been to the CCPD for investigation. So it is our  
16 findings and our recommendation to this board that Director  
17 Lett be terminated.

18           MS. WIGGINS: Thank you.

19                   (Discussions had off the record.)

20           MS. WIGGINS: 20 minutes. Good evening. Introduce  
21 yourself. Thank you, sir.

22           MR. FIDLON: Good evening. My name is Gregory Fidlton.  
23 I'm an attorney, and I represent Ms. Lett.

24           MS. WIGGINS: Thank you.

25           MR. FIDLON: Given the limitations of this meeting,

1 understanding that it is not a full fact-finding hearing,  
2 what we would like to do is respond to what we consider to  
3 be the most serious allegations made against Ms. Lett. I  
4 would like to state first, generally, that we find the  
5 investigation and the report to be flawed in the sense that  
6 not all relevant witnesses were interviewed. There are some  
7 facts that are cherry-picked, is the word I'd use, to show  
8 one side of the story but not necessarily tell the full  
9 story, and there are some instances that were brought up in  
10 the investigation that took place when Ms. Lett was either  
11 off duty, on vacation or not present, and it appears that  
12 some of the allegations made against her might be better  
13 made against others who actually were personally involved  
14 and present at the time.

15 With that said, first, the individual who made the  
16 report that prompted all of this, Mr. Dube, I would describe  
17 as a disgruntled employee. First, Ms. Lett does not  
18 directly supervise Mr. Dube and did not at the time. She  
19 had minimal contact with him. However, she has had an  
20 opportunity to speak with his direct supervisor, Robyn  
21 Saint-Paen, about his work performance, and in those  
22 discussions, she has learned that there were problems with  
23 Mr. Dube learning and taking direction and training about  
24 how to reconcile the library's money. He declined or  
25 refused to sit with the technical services supervisor to

1 learn to order the books and has not been doing so  
2 appropriately. He was not scheduling information services  
3 staff, and often they came to the circulation desk for  
4 coverage. He was trying to insert himself into the youth  
5 services area even though that was not his role and that he  
6 had requested a schedule adjustment, which Ms. Lett and  
7 others approved for him to come to work at 8:30 and leave at  
8 5:30, which was different than other managers who typically  
9 worked from 9 a.m. to 6 p.m., but despite having that  
10 accommodation, he was not arriving consistently at 8:30. He  
11 was arriving at 9 o'clock and still leaving at 5:30.

12 He was not providing necessary training for staff on  
13 critical changes to the cataloging system and not providing  
14 the guidance that Ms. Lett would have expected from someone  
15 whose resume indicated that he had been a manager for ten  
16 years and who for a short period of time had been a library  
17 director.

18 So I said that we would discuss the most serious  
19 allegations, and in our view, those are twofold. First,  
20 that Ms. Lett allegedly retaliated against Mr. Dube because  
21 he brought to his direct supervisor's attention what he  
22 believed to be a cash handling problem that occurred on  
23 February 17th, of this year. First of all, Ms. Lett was not  
24 working at the library that day. She was attending a  
25 meeting downtown. Ms. Lett, contrary to what you heard

1 previously, was not made aware by Mr. Dube's supervisor that  
2 he had reported a cash handling concern. The decision that  
3 Ms. Lett made shortly thereafter to change Mr. Dube's hours  
4 from 9 a.m. to 6 p.m. to be consistent with other managers  
5 had no bearing on any such report about cash handling  
6 concerns.

7 In fact, Ms. Lett did not learn that Mr. Dube had made  
8 a complaint about cash handling procedures or had made a  
9 complaint about a hostile work environment or discrimination  
10 by Ms. Lett until May of this year when she was informed of  
11 this investigation. So the decision she made in March to  
12 transfer him temporarily to the Lovejoy branch and the  
13 decision she made in mid-February, I believe it was February  
14 19th, to require him to work the same schedule as other  
15 managers could not have been retaliatory decisions. Could  
16 not specifically have been decisions that were made to  
17 retaliate against Mr. Dube for reporting a cash handling  
18 problem or a hostile work environment or discrimination.  
19 That Ms. Lett was not aware of until May when this  
20 investigation began. In other words, she could not have  
21 retaliated against him based on something she was not aware  
22 of.

23 The second and perhaps the more serious incident that  
24 has come up was an incident involving a library volunteer,  
25 who was a minor. I believe the volunteer was 14 years old,

1 and this was an instance in which on July 1st of 2017,  
2 apparently the female volunteer voluntarily consensually  
3 engaged in some type of sexual act with a 19-year-old  
4 library employee who was terminated because of the incident.  
5 Again, Ms. Lett was on vacation. She was not working on  
6 July 1st when the incident occurred. The incident was  
7 discovered over the next several days through reviewing  
8 security video, through interviewing witnesses involved  
9 including the 19-year-old male that was involved and  
10 ultimately confessed to engaging in this conduct.

11 The confession and investigation of this individual  
12 took place on July 3rd. Ms. Lett was still on vacation at  
13 that time. The managers who are also mandated reporters  
14 took it upon themselves to interview these witnesses while  
15 Ms. Lett was on vacation. Ms. Lett did not direct them to  
16 do this investigation. Did not have input into how the  
17 investigation was conducted. However, after the fact, these  
18 individuals did contact Ms. Lett and briefed her on what had  
19 happened. At that point Ms. Lett immediately sought counsel  
20 from the county attorney, Pamela Everett, and the county HR  
21 representative. County attorney, contrary to what is in the  
22 investigation report, did not instruct Ms. Lett that she had  
23 to report this as a crime to the police chief. In fact, in  
24 an email, which is in the investigation binder that I  
25 believe you have, after asking Ms. Lett whether or not the

1 incident had been reported to DFACS and whether or not Ms.  
2 Lett had contacted the police chief, Ms. Lett indicated yes,  
3 the DFACS report has been filed, and she indicated that the  
4 police had been contacted but did not state that the police  
5 chief had been notified.

6       Shortly thereafter, this is on July 6th at  
7 approximately 4 p.m., County Attorney Pamela Everett sends  
8 an email to Ms. Lett stating to the effect that it might be  
9 better if the victim's mother invite the police to her home  
10 to discuss the incident with her in the privacy of her own  
11 home. So that certainly contradicts any implication that  
12 Ms. Lett was instructed by the county attorney that she had  
13 to immediately report this to the police chief.

14       Ultimately, Ms. Lett scheduled a meeting -- she  
15 returned to work on July 5th. Scheduled a meeting with the  
16 victim and her mother on July 6th in the evening and invited  
17 the police to have an officer attend. The reason she  
18 invited the police to have an officer attend was so that  
19 based on the conversation she had with the police  
20 department, the victim's mother, if she chose to do so,  
21 could make a report -- a criminal report to the police, if  
22 she chose to do that.

23       Ultimately, the police officer that Ms. Lett had spoken  
24 with did not show up to that meeting. Ms. Lett accurately  
25 reflected to the victim's mother what she had been told by

1 the police which was that if she chose to make a report that  
2 she could invite the police to come out to her home and do  
3 that on her own, and although she had that meeting on July  
4 6th and a follow-up discussion with the victim's mother the  
5 next day, the victim's mother never indicated to Ms. Lett  
6 that she planned to file a police report, expected the  
7 library to file a police report or really that she had made  
8 up her mind on what she wanted to do.

9 It is also important to point out that contrary to what  
10 is in the investigative report, Ms. Lett was not briefed by  
11 any of the managers including Kenneth Thompson that the  
12 19-year-old male employee had admitted to having sexual  
13 intercourse with the 14-year-old volunteer. He did admit to  
14 engaging in some type of sexual touching of the victim and  
15 perhaps attempting to initiate a sexual intercourse with the  
16 victim but did not admit to having actually engaged in  
17 intercourse with the victim. That is in contrast to what is  
18 stated in the report.

19 In summary, Ms. Lett handled that incident the best way  
20 that she knew how to handle it, given the advice that she  
21 was receiving from the HR department and the County  
22 attorney. She immediately contacted them for advice. She  
23 immediately had her managers complete a DFACS report, and  
24 she met with the victim and her mother the very next day  
25 after she returned from vacation and gave them all the

1 information she was given about their right to report this  
2 to the police. if they chose to do so. The perpetrator, the  
3 19-year-old, was immediately terminated. I believe he was  
4 terminated on July the 5th. The same day that Ms. Lett  
5 returned from vacation.

6 I think that covers what we consider to be the serious  
7 allegations made against Ms. Lett. We understand that Ms.  
8 Lett, if need be, will have an opportunity to appear before  
9 a civil service board, call witnesses, introduce evidence.  
10 There is a tremendous amount of evidence that could be  
11 gathered by Ms. Lett to respond to these specific  
12 allegations, if need be, that she does not presently have  
13 access to, including for example, phone records on her  
14 county-issued cell phone, on the library's landline phone  
15 that would reflect the phone calls she made to the police  
16 when the incident occurred, including the recording of the  
17 interview that Mr. Cohilas did of Ms. Lett, which she  
18 contends is not accurately reflected in the report, but the  
19 recording obviously would show what she actually said during  
20 that interview and including emails that she does not have  
21 access to because she is currently suspended. Would you  
22 like to add anything?

23 MS. LETT: No, it's covered.

24 MR. FIDLON: Thank you very much for your time.

25 MS. WIGGINS: Thank you. I make a motion that the

1 board go into executive session at this point. I want to  
2 thank you-all for your presentations, and we will return.

3 MS. POINDEXTER: I second.

4 MS. KAREEM: I make a motion that the board go into  
5 executive session.

6 MS. WIGGINS: It has been moved and seconded.

7 UNIDENTIFIED SPEAKER: For what reason?

8 MS. KAREEM: To deliberate.

9 MS. WIGGINS: It has been moved and seconded that the  
10 board go into executive session. Can we get a vote? All  
11 ayes?

12 (Whereupon the vote was unanimous.)

13 MS. WIGGINS: Any oppose?

14 (No response.)

15 (Off the record at 8:21 p.m.)

16 (Back on the record at 9:25 p.m.)

17 MS. WIGGINS: Thank you all for your time. I know it's  
18 been a long night, but based on the actions taken in  
19 executive session, the Board is ready to take a vote. I'm  
20 going to make a motion that Ms. Lett be reinstated into her  
21 position. There are two conditions that we would like to  
22 see happen. That there be mandatory reporting training for  
23 all staff personnel and that there be mediation required  
24 between Ms. Lett and the complainant, Mr. Dube.

25 MS. KAREEM: I second the motion.

1 MR. LANGE: Second.

2 MS. WIGGINS: It has been moved and seconded that we  
3 take this vote for reinstatement of Ms. Lett. All those in  
4 favor?

5 (Whereupon, there were a chorus of ayes.)

6 MS. WIGGINS: Four "ayes." All those opposed?

7 MR. MCFARLANE: Aye.

8 MS. WIGGINS: One.

9 MS. HAMILTON: I am an aye.

10 MS. WIGGINS: You're an aye.

11 MS. HAMILTON: On the first one. I was a yes, "aye."

12 MS. WIGGINS: You are a yes, "aye"?

13 MS. HAMILTON: Yes.

14 MS. WIGGINS: Okay.

15 MS. POINDEXTER: There were six.

16 MS. WIGGINS: Thank you. So, there are six in favor of  
17 the Ms. Lett being reinstated and one opposed. So it  
18 carries that Ms. Lett will be reinstated to her position.

19 (Applause from the gallery)

20 MS. WIGGINS: That ends tonight's session.

21 MR. LANGE: I move we adjourn.

22 MS. WIGGINS: I second. It has been moved and  
23 seconded. All those in favor?

24 (Whereupon, the vote was unanimous.)

25 MS. WIGGINS: Any opposed?

1 (No response)

2 MS. WIGGINS: Thank you. Meeting is adjourned.

3 (Proceedings concluded at 9:31 p.m.)

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1 CERTIFICATE OF COURT REPORTER

2 STATE OF GEORGIA

3 COUNTY OF DEKALB

4

5 I hereby certify that the foregoing meeting was reported as  
6 stated in the caption and the proceedings were reduced to  
7 writing by me; that the foregoing 24 pages represent a true,  
8 correct, and complete transcript of the proceedings given on  
9 June 26th, 2018.

10 I certify that I am not disqualified for a relationship of  
11 interest under O.C.G.A. 9-11-28(c); I am a Georgia Certified  
12 Court Reporter here as a representative of Huseby Court  
13 Reporting Firm; I was contacted by Huseby Court Reporting  
14 Firm to provide court reporting services for this proceeding; I  
15 will not be taking this proceeding under any contract that is  
16 prohibited by O.C.G.A. 15-14-37(a) and (b) or Article 7.C. of  
17 the Rules and Regulations of the Board; I confirm that Huseby  
18 Court Reporting Firm is not a party to a contract prohibited by  
19 O.C.G.A. 15-14-37 or Article 7.C of the Rules and Regulations of  
20 the Board.

21 This 6th day of July, 2018,

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26



LaTasha D. Bethel  
Certified Court Reporter  
Georgia Certificate #2660

**LIBRARY BOARD OF TRUSTEE vs. ROSALIND LETT**

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