

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  
Nancy Bushman

(Vote FOR or AGAINST)

**Argument FOR:** recall ballot of Priest Lake Library Trustee Nancy Bushman For March 10, 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

22260