



BERWYN PUBLIC HEALTH DISTRICT  
REGULAR MEETING MINUTES of May 14, 2018  
Closed Session – Released May 13, 2019

1. President Pechous made the motion, seconded by Paul, to go into closed session for the purpose of discussing an employee disciplinary matter. The motion passed by a unanimous voice vote.
2. The board members entered the closed session at 5:45 p.m.
3. On the Call of the Roll, Pechous, Avila and Paul answered present. Also in the room was Health District board attorney Lawrence Zdarsky.
4. President Pechous began the discussion of a disciplinary issue she is experiencing with employee Tina Kloess who is the Health District nurse. E-mails exchanged between President Pechous and Ms. Kloess between May 3, 2018 and May 6, 2018 were passed to the board members. An additional e-mail dated May 11, 2018 sent by Ms. Kloess and addressed to Pechous with an attached letter dated April 5, 2011 (referenced in the e-mail) was also distributed. Attorney Zdarsky provided an opinion memorandum that he prepared on the matter of the Appropriate Display of the American Flag. The board members reviewed the materials. Questions and discussion ensued.
5. The board discussed the President's authority to deal with discipline and personnel matters. It was the unanimous opinion of the board members that Pechous, in her capacity Health District President, has the day-to-day management authority over the employment of Ms. Kloess and day-to-day management of office standards of the physical space itself. Therefore, Pechous has authority to discipline Ms. Kloess from reprimand to dismissal.
6. **Adjournment:** Pechous made the motion, seconded by Paul, to end the closed session of the meeting and return to the open portion of the Health District meeting. The motion passed by a unanimous voice vote.
7. The closed session was adjourned at 6:17 p.m.

Respectfully submitted,

Margaret Paul, Secretary  
Berwyn Township Health District