

Library Trustees Board Meeting

November 29, 2016, 7:00 PM



Present: Kristian Connolly, Sarah Despina, Anne Hatch, Erik Volk, Diane Kreis

- Meeting started at 7:02 PM
- **Agenda Approve/Amend**
 - Erik requested that we table the Trustee vacancy topic until next meeting to focus on budget. Kristian indicated that he wanted to speak at least briefly about it and the agenda item was retained.
 - No further agenda items were added and the agenda was approved.
- **Elect Treasurer's Liaison**
 - Kristian volunteered to serve until March since he is in frequent contact with the Treasurer due to his Recreation Committee work. His nomination was approved by all Trustees present.
- **Trustees Vacancy**
 - Due to Alissa's resignation, a spot has opened up on the Board. Anne had indicated that Sue Murray might be interested. Diane expressed concern that the handicapped parking spaces are often blocked with non-handicapped resident vehicles and the back entryway is often cluttered with toys and other items which could hinder Sue's ability to reach the upstairs conference area. Sarah indicated she would be happy to speak with the residents in question about the access issue if Sue is officially nominated. Kristian indicated he will speak to Sue further regarding her possibly serving on the Board.
 - Kristian reminded the Board that Sarah has indicated her intention is only to complete the current interim term and does not intend to a subsequent full term. This will require us to find another Board member to fill Sarah's vacancy.
 - Kristian also expressed concern that there is also the possibility that Erik might leave the Board due to his previous email comments. Erik clarified that his intention is to complete his term barring unforeseen circumstances. Diane indicated she is in a similar position to Erik and intends to complete her term barring unforeseen circumstances.
- **Budget Decisions/Salary Discussion**
 - Kristian provided additional data and analysis relevant to comparative Librarian salaries and that his analysis shows that our Librarian salary appears to still be on the low side.
 - Discussion ensued on the topic and Sarah and Erik reminded the Board that a vote was already taken to raise the Librarian salary by 2% at the last meeting although a vote was not taken on the final budget request. No motion was made to rescind or revote on the salary increase and the 2% raise decision remained.
 - Kristian provided further analysis of the budget figures and reiterated his belief that the full 91.2% funding request from the town was needed. He also pointed out that the Library's percentage of the overall budget has decreased over the past years.
 - Erik questioned as to whether our non-salary expenses had generally increased over time. Anne provided historical information showing that generally, other than salary and a few special expenses, our general expenses have remained the same or increased only marginally.
 - Further discussion ensued about the impact on taxpayers, comparisons to other libraries, nature of expenses, etc.
 - Erik said he would like to see a more concrete description of how wage increases for the Librarian are determined with certain percentages based on performance that could be used as a guide in future years to minimize the difficulty in determining Librarian wage increases each year. Anne agreed this could be a good idea but the description must take into account other factors such as educational achievement, certifications, number of hours worked, etc. In addition, Anne indicated that this must

also address how a beginning salary would be determined if a new Librarian was hired in the future. Erik agreed to compile his ideas and present them to the full Board for discussion at the next meeting.

- **Meeting Adjournment**

- Erik made a motion to close the meeting. Diane seconded. All voted in favor and the meeting closed at 8:20 PM.