

DRAFT

Rockingham Free Public Library
Board of Trustees Meeting
Tuesday October 25, 2016

Present: Doreen Aldrich, Ellen Taetzsch, Martha Rowley, Leslie Lassetter Ray
MAssucco, John Bohannon, Heidi Lauricella, Gary Fox, Celina Houlne

Other's present: Staff Mary

Absent: Carol Blackwood

I. Meeting called to order at 6:20 am

II. No additions to the agenda

III. No Public Comment

IV. Approve Minutes of September 27, 2016 Trustees Meeting:

Ray moves and Ellen Seconds; Directors Report correction to the library staff

Discussion - Nancy Tusinski

All in favor, except – Doreen Abstains, motion carries

V. Director's Report – Saturday November 12, 2016 – State Library conference –
let Celina know if anyone wants to go.

Finance Committee recommends approving the budget as presented. Martha provided an overview of the proposed budget. Primary increase is the salary increase for the Library Director, which was approved by the board last month in order to bring the pay to a level commensurate with Library Directors in similar libraries in the state of VT and to bring the salary in line with Town Staff pay grades and positions within the town's pay scale.

We increased hours of full timers due to new state law. Chip builds in 3% each year for Town Staff increases. Celina built in 1.5%, which is CPI for Northeast. The Tech budget has an update (correction) from the previous handout.

When Celine came on board as the RFPL Director, she first aligned the staff compensation levels through pay grades, and did not get to the point of aligning the directors, but only did COLA adjustments for the Library Director until now, in conjunction with adjustment for law regarding exempt employee salary amount.

Celina will put together a bullet list / summary sheet of comments (assumptions) for the budget to review at the November 29th Board meeting.

Sequence of events for the RFPL budget:

- Approve the budget at tonight's board meeting.
- Send to the Rockingham Selectboard at its first December meeting on December 6, 2016.
- Put into the Town Report which is produced in January, then voted on at Town Meeting in March.

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Heidi moves to accept the budget as presented. Leslie seconds.

Further Discussion: Ray recommended that Celina forgo the \$852.68. December 1, 2016 is a 25% increase; If the budget does not pass, and we need to have a special meeting, then that will cost \$2,000 charged to the Library.

Celina recommended cutting the \$6,594 to level fund the budget. We will review this option as needed. Call the vote:

6 in favor, Ray and Doreen against, motion carries.

VII. Other Business

VIII. Review and approve warrants

IX. Action Items and proposed agenda for next meeting

X. Next Meeting November 29, 2016

XI. Executive Session:

John moves to find that premature general public knowledge of the details concerning a personnel matter involving an RFPL employee will clearly place the employee and the board at a substantial disadvantage by disclosing the personal details of this topic. Ellen Seconds, no discussion, motion carries unanimously.

Ray moves for the board to enter into executive session to discuss a personnel matter where premature general public knowledge would clearly place the RFPL at a substantial disadvantage, and that the director not be invited to attend. John Seconds, no discussion, motion carries unanimously.

Came out of Executive Session at 7:20 PM

John moves and Ray seconds, to present the evaluation packet as written.

Motion Carries unanimously.

XII. Adjourn at 7:22 pm

Respectfully submitted,
Gary Fox, Secretary