

Haston Library Trustee Meeting Minutes

November 9th, 2023 @6pm

Town Clerk's Office

Call to order: Called to order at 6:02pm by Chair Deb Grennon

Agenda Amendments: none

Attendance: Deb Grennon, Corinna Stanley, Millie Richard, Brenna Sturtevant, Allison Franklin, Jen Raynak, and Library Director Josh Worman.

Absent: Victoria Jacobs

Public Comments: none

Review and Sign Warrants

Correspondence: none

Approval of Previous Meeting Minutes: Moved by Corinna to accept the minutes, Seconded. Members liked that the link to the recorded portion of the meeting was included. Carried unanimously to accept as written.

Treasurer's Report: M Brenna to accept the report as written. There was brief discussion and clarification of a few budget categories. SC unanimously.

Library Director's Report/Strategic Plan Updates:

Numbers are looking good compared with previous years, and the voracious reader is still reading voraciously. Josh estimated at least 150, and possibly as many as 175 kids attended Trunk or Treat. We ran out of books, having brought only 120.

Tai Chi with Nilah Côté was well received, as was Dinoman! There was discussion about whether the library has a "clicker" counter. Maybe we do.

Cassie has resigned from the clerk's job. Sierra Tibbetts has interviewed for the position, and will be offered the job. She works at the State Park in the summer, which could create collaboration opportunities.

The talk on Vermont Women in the Civil War has been rescheduled for November 18th at 2pm.

Josh has organized a tour of five Franklin County Libraries on November 17th, which is open to library employees and trustees. Only one person has signed up so far, but Josh is hopeful that others will join.

On December 2nd at 1:00, Mercedes de Guardiola will present a talk at the St. Albans library on her book "Vermont for the Vermonters; The History of Eugenics in the Green Mountain State". The board discussed whether transportation is a barrier to attendance, and if there was any way we could know. It was generally agreed that we should not get into the business of busing people to events.

Greg Overacker, author of "The Hunt for Brianna Maitland: The Relentless Pursuit of Answers to One of Vermont's Biggest Mysteries" declined an invitation from Josh to do a talk due to "security issues".

Additional details are available in the report.

Committee Updates:

Policy Committee: The committee presented an updated "General Policies" document. Changes from the previous version included removing sections that now have their own policies, and adding a few sections that were found in other Vermont library policies.

M Millie to accept as written.

There was considerable discussion about the idea of enforcing the overdue item consequences in the Circulation section. In general, Josh and the board are not in favor of penalties for keeping books; however, there could be some mechanism for the board to take action if needed.

Allison asked about adding in language about student cards, and there was an in-depth discussion regarding the legal issues around both student cards and patron confidentiality. More research and rewriting is needed.

The motion was rejected and the policy will go back to committee for revision.

Personnel Committee: The committee will meet next week to start working on Josh's evaluation, and he will start working on his self-evaluation, and on Val's. Deb remembers there being a template somewhere for these, and she and Josh will look for it on Monday.

Old Business:

Strategic Plan for 2024-2026: No report. Jen will make a When-Is-Good to schedule a meeting.

Budget for 2024-2025: A draft budget was presented, which included last years actuals. The town has moved away from percent increases, but without any replacement method. This makes budgeting difficult

The salary line in the draft includes raising the Clerk's wage to \$16/hour, which the board was fully in favor of.

The committee discussed using some of the money in the carry-over fund to add hours and responsibilities for the Clerk position, with the idea that that person could cover more programming and some additional outreach, marketing, and development. Lisa estimated that increasing the position to 12 hours a week at \$17/hr would add \$7,000 to that line of the budget. The committee recommends this change, pointing out that meeting our strategic goals of increased engagement without increasing staffing would spread Josh very thin. The board is in favor of including this in the budget.

Allison had a question about the books we give away, and Josh explained that the money for those comes from the reserve fund.

Millie received a copy of the Vermont Municipal Compensation and Benefits Report from Lisa, and noted that some small libraries have more employees.

The committee will create a narrative to present at the Select Board meeting on December 20th.

FCS Summer Reading Program: No report.

New Business:

Operation Happiness: This is a program through the United Way in partnership with Franklin County libraries. Josh will coordinate requests and donations at the library.

Tree Lighting Ceremony 12/1/23, 6pm: Josh and Jen will sing. There may be an opportunity to have something inside the library. Brenna will reach out to Steph Ho about what they're already doing and look for a way to supplement inside the library.

Josh reminded the board that someone should attend the Rec Department meetings leading up to these events.

Holiday Gathering hosted by Select Board 12/20/23, 6pm: As many board members as possible should attend. The Select Board has requested that attendees bring a dessert to share.

Polar Express 12/22/23: This will happen at the church again, and will be followed

by the Lighted Parade. We can discuss details at the next meeting.

Other Business: Allison will send Josh a link to purchase a branded tablecloth for events.

Member Concerns: none

M Corinna SC unanimously to adjourn.

Adjourned at 7:35pm.

Submitted by Jen Raynak

The next meeting will be December 14th, 2023, at 6pm in the Town Clerk's Office.