

Sharon Slarsky

Ayer Library Board Open Session Meeting Minutes: May 19, 2022

Sharon Slarsky, president, presiding. Meeting called to order at 6:02pm

Trustees present: Becky Campaner – vice president, Maggie Durand, Susan Kennedy – treasurer, Cyndi Lavin – secretary, Rebecca Myers, Deb Pedrazzi, Sharon Slarsky – president, Robert Gardner (remote)

Trustees absent: Debra Faust-Clancy,

Also present: Samantha Benoit – Assistant Director, Barbara Cheeks – Head of Adult Services (remote), Amy Leonard – Head of Youth Services (remote)

Agenda Items: Call to Order

Review and approval of agenda: No changes

Motion: A motion was made by Becky Campaner and seconded by Cyndi Lavin to approve the agenda. Vote: unanimous

Approval of Meeting Minutes: No changes made

Motion: A motion was made by Maggie Durand and seconded by Becky Campaner to approve the meeting minutes from April 28, 2022. Vote: unanimous

Announcements:

Rebecca Myers was elected for the 3 year Trustee position, and Deb Pedrazzi was elected for the 1 year position on the Library Board.

Samantha Benoit reported that Eben Goldman resigned from his position and that Nadia Nalesnik has picked up the extra hours and benefits, creating no change in the wages/benefits being paid.

The money for the ceiling repair project has been released, and Chuck Shultz will be overseeing it. The two Dean paintings will be borrowed by a museum during construction, so there will be no moving or storage fees.

Agenda Items: Reports

Treasurer's Report: The only change in the accounts was interest received.

Samantha mailed out the proof sheets from the warrants and they were discussed.

There was a short discussion on the 4 dead shrubs, which will be replaced. The new trees were added by the State during the road construction on Main Street.

Motion: A motion was made by Becky Campaner and seconded by Cyndi Lavin to approve the Treasurer's report. Vote: unanimous

Director's Report: At the Annual Town Meeting, the omnibus, ceiling repair, and CPC funds for digitization all passed.

The hours were increased from 35 to 38 per week, which is where they will stay until the end of August, when it will be revisited.

The Children's programs are growing, and Becca Kranz is doing some for the older

children/teens.

The earlier opening time on Saturdays has been popular.

The staff are taking different MBLC classes.

The sprinkler system is on a timer until the new grass is established. This was approved water usage.

The circulation desk will be repaired.

Motion: A motion was made by Becky Campaner and seconded by Maggie Durand to approve the Director's report. Vote unanimous

Agenda Item: Old Business

Director search: The notes from Amanda have all been sent out. Sharon Slarsky expressed optimism about the candidates. According to the planned timeline, interviews will be set for June 8, 9, 10, 13, and 14. Rebecca will set up an on-line link for scheduling the interviews.

Library hours: Sue questioned why the Library was still not back up to 41 hours. She felt that there were enough staff-hours available. Samantha explained that it would be difficult to add more hours until a Director is hired, due to vacations, the management team covering the Director's jobs, and the limited hours some of the staff are available. Deb Pedrazzi asked why the Library couldn't hire temps, and Rebecca asked if the Board could authorize the management team to hire a temp. Samantha believes that a 28 hour year-round clerk would help, and could be hired by the team, but the money would have to come from the negotiating budget for hiring the new Director.

Agenda Item: New Business

Telescope project: Laurie Sabol and the Friends of the Ayer Library facilitated getting a telescope for the Library to lend out. It was free from Aldrich Astronomical, who will come to show staff how it's to be used. The Friends would like to fund some of the programs that Aldrich offers. The telescope should arrive in July.

Employee resignation protocol: The management team will write up a policy and exit interview strategy for the future. While there has always been an informal understanding of how it's to be done, the protocol has not always been followed.

Agenda Item: Library Staff Pay Scale

There was a long discussion on all the various issues concerning the new pay scale grid and its implementation, considering that there will soon be a new Director who may want to make certain changes. The issues were teased out into four motions.

Motion: A motion was made by Sue Kennedy and seconded by Cyndi Lavin to approve the new grid as the basis of staff wages at the Ayer Library. Vote unanimous

Motion: A motion was made by Rebecca Myers and seconded by Sue Kennedy to postpone enacting the grid until a new Director is employed and can assess the proposed grades and steps. 7-1-0, Cyndi Lavin voting in the negative

Motion: A motion was made by Sue Kennedy and seconded by Becky Campaner to provide the staff with the usual 2% cola increase plus \$300 each, starting July 1, 2022. The management team will each receive a 3% wage increase, starting July 1, 2022. Vote unanimous

Motion: A motion was made by Rebecca Myers and seconded by Becky Campaner that wages set by the new Director, using the approved grid, will be retroactive to July 1, 2022. Vote unanimous

Agenda Item: Public comment

None.

Next Meetings: June 23, 2022 at 6:00pm

Adjournment:

Motion: A motion was made by Becky Campaner and seconded by Cyndi Lavin to adjourn meeting at 8:23pm. Vote unanimous

