RUTLAND FREE LIBRARY BOARD OF TRUSTEES
April 19, 2023
Meeting at Rutland Free Library Fox Room

Attending: Jennifer Bagley _A_; Joe Bertolloni_A__; Chris Booth _A__; Candice Britt_A____; Matt Britt_X__;Barry Cohen _X_; Clare Coppock _A_; Sharon Courcelle _X_;Allyn Kahle _X__; Sarah Marcus__X___; William Notte _A_; Matt Olewnik__A____; John Skinner_X_; Ken Watson_A__; Randal Smathers_X_; Amy Williams _X_ (X is present, A is absent)

Presiding: __Barry Cohen_____Secretary: __Allyn Kahle____________________

Guests: Amanda Münch, Yvonne Brunot, Caroline Marotti, Andrew Richardson, Jeanette Langston

Agenda Addition(s): Andrew Richardson from the organization Social Tinkering presented a proposal for RFL funding of his LGBTQ podcast with the money from the Go Fund Me campaign that was left after the Ira allotment was paid. He has already presented two seasons of the podcast and is planning another to begin in June for Pride month. He stressed that currently there are only a few podcasts about minority groups in Vermont and they are a necessary way for people to connect and to understand the barriers LGBTQ people face. Andrew presented a rough budget of $400 initially for equipment (headphones, editing software, mics, stands, etc.) and $40 month for ongoing expenses. Randal expressed the thoughts of some board members that it might be a better fit with RFL's mission if we funded a podcast studio in the library for the whole community as well as the LGBTQ podcast. When asked what would be required to set up a podcast studio, Andrew listed some items that might be needed (sound proofing boards, visuals, LED lights, etc.) He will write up a possible budget for Randal. Jeanette Langston from Social Tinkering questioned how the LGBTQ community might view this alternate use of the Go Fund Me funds. She added that marketing the podcast would help make a greater impact and Andrew said he would put together a possible marketing budget for Randal.

Acceptance of Meeting Minutes: There was no quorum to approve the minutes of the March Board Meeting.

Director & Assistant Director Updates:
Randal:
- Randal reported that he will be meeting with Casey Gecha of NBF Architects on April 20. They will discuss long term building planning and preparation for the VTLIB grant. There may be as much as $500K available. The VTLIB grant may be more feasible than the MERP energy grant because the City of Rutland is applying for the MERP grant for City Hall.
- A Circulation Supervisor has been hired, Gabriella Turney. She is a well-qualified candidate with managerial experience.
- Discussion of security at the library centered around the question: Is the library equipped to handle people in crisis? The consensus of the board was that they are not, and the recent incidents around this issue are keeping the staff from performing the duties they are trained and hired to do. Barry will set up a meeting, within the next week, with the police, mental health, and the mayor, to iron out what the expectations are surrounding

these types of events. Amy stated that the library often takes on these social service type activities with pride, but that the library needs to draw the line when a job is beyond their capacity. In the past a Rent-a-Cop has been used, but Randal stated that paid staff is better if you have a guard, because you have more control over their behavior.

Amy:

- There will be an OC (pepper spray) training for staff on April 20. However, liability insurance covering employees carrying and using pepper spray is not in place yet.
- Security cameras are almost operational. We still need a cloud account for footage.
- Julia Purdy is doing a wonderful job scanning library original source local history items. She has found much interesting ephemera in the notebooks. She would like to hold a seminar when she finishes about how to access the materials.

Committee Reports and Actions:

Financials (report and committee): With 75% of the fiscal year complete, the budget, both income and spending, is right on target. A follow-up mailing was done for the annual campaign which is ahead of last year at this point. We haven't started the website project yet which has kept spending lower than projected. The stock market is up so investments have improved. The new CPA firm has been filing reports in a timely manner, but we still haven't received the financial recap that we ordered. Barry will look into this. There was no quorum to approve the financials.

Executive: Nothing to report

Personnel: The committee met and discussed the Sick Bank Policy which Barry has given to the union. The security camera side letter has been signed by the union, but Matt O was not available to bring it to this meeting.

Development: Matt Britt outlined the discussion the committee had around an event to coincide with the Aug.11, 12 Book Sale. Ideas included having programming on the lawn to help draw people to the book sale in the basement, a cocktail party inside with a silent auction and other possible ideas. Katye Munger will begin working on the website design soon and there should be something to report at next month's meeting.

Building: New air conditioners have been installed in three windows. Randal will be meeting with Casey Getch April 20th.

Policy & Planning: Committee did not meet. They will be working on the Harassment Policy next. The Finance Comm. is working on the Investment Policy.

New Business: Barry reported that he has met with Dick Weis, a Poultney artist, and has been talking with him about replacement artwork for the Fox Room. Barry showed pictures of some large colorful banners that could be a possibility. Another possibility is rehanging some of the Nella Fox carpets. Dick Weis is coming to look at the space and Barry will continue to research this project.

Adjournment: 6:37 PM

Next Board Meeting: Wednesday__May 17th__@ 5:15 pm