RUTLAND FREE LIBRARY BOARD OF TRUSTEES
September 20,2023
Meeting at Rutland Free Library Fox Room

Attending: Jennifer Bagley _X_; Joe Bertelloni___A____; Candice Britt___X__; Matt Britt_X__;Barry Cohen _X_; Clare Coppock _X_; Sharon Courcelle _X_;Allyn Kahle _X__; Sarah Marcus_A____; William Notte _A_; Matt Olewnik__X____; John Skinner_A_; Ken Watson_X__; Randal Smathers_X_; Amy Williams _X_ (X is present, A is absent)

Presiding: _Barry Cohen__Secretary: __Clare Coppock

Guests: Jude Endrizal

Acceptance of Meeting Minutes: Matt B moved/ Allyn seconded the approval of August minutes which were approved unanimously.

Financials (report and committee): Barry reported that the budget is virtually flat with very small variances, again staffing expenses are under due to open positions, and tech expenses are higher, as 6 new computers were bought to replace the patron computers.

Randal has met with Mayor Mike Doenges to discuss FY25 budget. Reviewing previous years' increase, ranging from 0% to 5% last year, has given Randal a starting point. The FY25 budget is pretty well delineated, and is relying on a healthy increase in contributions/grants, pushing up the annual campaign and the need for a special event, taking $60,000 from the Fox Fund balance sheet, having a full staff, and a big hike in program spending, with a significant increase in children and young adult programs. The final budget proposal will be brought to the October meeting for full board approval.

Jennifer moved/Sharon seconded to accept the financial report which was approved unanimously.

Director & Assistant Director Updates:
Amy: has been emailing with Monika from Rutland County Pride to discuss their request for $2500 from the library. This was to include the $1492 overage from the Ira Go Fund Me which the board had already approved to be used to address LGBTQ+ issues. The additional $1000+ would be taken from the Fox Fund as it meets the criteria for programming resources. Rutland County Pride wants to use the money to provide resources for a loaning library and a book club kit addressing LGBTQ+ issues. Amy will continue to communicate with Monika to further clarify the request needs from the Rutland Pride Center. Discussion revolved around the need for the library to be aware of political events, and how we need to be careful when dispersing library funds to outside organizations. Jennifer moved/Candice seconded to give a total $2500 to Rutland Pride Center. Proposal was approved with 6 yeas, and 2 nos.
Matt O referred to the policy committee to develop a policy regarding future requests for monies.

Randal: is taking a vacation and returning Oct 28th, the day of the Halloween parade. He is looking for a volunteer with tech skills to help Randal's son design and build a large disco ball for the float. He is also looking for volunteers for the night of the parade to distribute candy.

Committee Reports and Actions:

Executive: Clare reported the executive committee continues to meet to work on the policy for non-union employees.

Personnel: Matt O reported they did not meet, but the three issues on the table include
1. Sick Bank response from the Union
2. Need to identify a lawyer to work on labor issues
3. Director evaluation (still in executive committee)

Development: Matt B reported they did not meet. He is working on ideas for the annual campaign postcard, and plans to have one ready to go by the next meeting.

Building: Randal reported the library was left out of the recent energy efficiency grant the city received (he met with Mike Doenges about this). The elevator still needs to be fixed, and work with Alliance to fix the leak from the flood. He continues to meet with Elisabeth Kulas regarding the building upgrade/grant work. She has suggested meeting with GMP and VEIC for potential energy efficiency/HVAC grants.

Policy & Planning: Allyn presented the revised association bylaws to be presented at the association meeting in October for approval. Changes include: Article 1 Membership: staff can become members, but cannot serve on the board. Article 2 Section 2 Appointments: board members from outer towns are chosen "in consultation" with the various towns' select boards. Article 2 Section 6 Removal: added this section regarding how to remove a trustee from the board.
Matt B moved/ Candice seconded and the proposed revisions were approved to be presented at next month's association meeting.

Executive Session: Sharon moved/Candice seconded going into executive session with Randal and Amy to discuss personnel and board member issues at 6:20.

Matt B/Candice moved out of executive session at 7:00

Adjournment: 7:00PM

Next Board Meeting: Wednesday_October 18, 2023_@ 5:15 pm