

Providence Community Library
Board of Directors Minutes
March 19, 2018
Rochambeau Library

Welcome and Call to Order

President Cyndie Wilmot called the meeting to order at 6:10 pm.

Secretary Joan Dagle took the roll call, noting that 12 trustees were present constituting a quorum.

Present: Kendra Brewster, Elena Chiaradio Joan Dagle, Deborah Del Gais, Margaret Gardner, Althea Graves, Judanne Hamidzada, Rochelle Lee, Patricia Raub, Deborah Schimberg, Ellen Schwartz, Pam Vogel, Cyndie Wilmot. Matthew Lawrence arrived after the roll call, making the quorum 13.

Absent: Tony Aguilar, Avital Chatto, Althea Graves, Patience Landford, and Ken Wise.

Minutes: R. Lee moved that the board minutes from February 26 be accepted as amended to add “and salary” to the phrase “adjustments to the budget regarding health and security and salary” in the second item of the Finance Committee Report. Second: P. Vogel. Vote to approve: 12-0. Unanimous.

President's Report

C. Wilmot thanked everyone for their work on or attendance at the City Hall reception. J. Cannell added his thanks to the staff for their work. Ten City Council members attended.

Director's Report

Jeffrey Cannell and Steve Kumins gave updates on “Over the Edge” and discussed recruiting strategies.

J. Cannell explained the plan to move “library managers” into “library supervisor positions.” He noted that the impetus included the loss of some staff who wanted more responsibility, and the difficulty of “off-site” supervisors under the current “regional librarian” system. He reported that Bob Brooks, our labor attorney, has advised that the change is legal. He also reported that the union disagrees and has filed a grievance; the National Labor Relations Board will issue a decision. E. Schwartz asked why the board wasn't consulted before the decision was made; J. Cannell replied that the decision fell within the responsibility of the director. Some board members expressed disagreement or uncertainty over what role, if any, the board has in such instances. In response to a question about hiring for open library manager positions, J. Cannell noted that this would be dependent on the NRLB decision; there will be a plan for coverage in the interim.

Finance Committee Report

S. Gibbs reviewed the Income Statement ending February 28, 2018. D. Schimberg asked why we weren't hiring more subs. S. Huber explained the logistical issues that govern our use of subs. P. Raub moved to accept the 2/28/18 Income Statement; D. Del Gais seconded. **Vote:**

11-0-1. R. Lee abstained. (E. Schwartz left the meeting prior to vote bringing the attendance back to 12.)

Facilities Committee Report

As submitted. C. Wilmot asked about the estimate for asbestos removal at OLN. S. Gibbs responded that the roof will need remediation and there will need to be a bid for that work.

Governance Committee Report

P. Raub reported that the committee is reviewing the by-laws including suggestions received from board members. She encouraged members to continue to send suggestions to her or to C. Wilmot.

Public Comment

Deb Furia, Jennifer Romans, and Alan Gunther spoke of their concerns about changing library manager positions to supervisory positions, especially in small libraries. Karen McAninch noted that she believes negotiations with the union should have taken place before the decision, and because that didn't occur, union decided to file a grievance with the NLRB.

Adjournment

M. Lawrence moved to adjourn the meeting. Second: M. Gardner. **Vote:** 12-0.
The meeting adjourned at 7:55 pm.

Respectfully submitted,

Joan Dagle
Secretary