

Providence Community Library
Board of Directors Minutes
July 22, 2013
South Providence Library

1. Welcome and Call to Order

President Mark McKenney called the meeting to order at 6:08 pm, and welcomed Silaphone Nhongvongsouthy, a mayoral representative, to the Board.

Secretary Joan Dagle took the roll call of the board members, noting that 15 trustees were present making a quorum.

Present: Yamil Baez, David Berman, Christian Caldarone, Joan Dagle, Deborah Del Gais, Althea Graves, Alan Gunther, Linda Kushner, Mark McKenney, Silaphone Nhongvongsouthy, Patricia Raub, Deborah Schimberg, Ellen Schwartz, Cyndie Wilmot, and Ken Wise. Rochelle Lee arrived after the roll call.

Absent: Kai Cameron, Avital Chatto, Elena Chiaradio, Gonzalo Cuervo, Dale Gorton, Almas Kalafian, Ann Keefe, Matthew Lawrence, and Marcus Mitchell.

2. Minutes: A. Graves moved that the board minutes from June 17, 2013 be accepted as recorded. The motion to approve the minutes was seconded by A. Gunther and passed unanimously. (And thanks to Sue Gibbs for stepping in as acting secretary on 6/17.)

3. President Mark McKenney reported that the 6/19 breakfast with corporate leaders was a great success, and he will talk with Steve Kumins and others about following up and building corporate sponsors. He reminded the Board that there is no meeting scheduled for August.

4. Report of Executive Committee (Mark McKenney)

-M. McKenney reported on the July 15 meeting of the Executive Committee and its unanimous vote to recommend to the Board that it increase the salary of the Executive Director to \$90,000. He explained that the EC took into consideration three factors: the Executive Director is in effect doing two jobs (ED and assistant ED) and doing them extraordinarily well, as noted in her excellent performance review; other comparable library systems pay a far higher ED salary than does PCL; we cannot afford to hire an assistant ED right now, but we can at least to some extent deal with the salary disparity. He noted that the EC also reviewed the salary of the previous ED (\$93000) and took into consideration that it was paid in addition to the salary of an assistant ED. He then announced that the proposal from the EC was now on the floor and invited discussion.

-Discussion focused on: concerns about fairness to the staff and the difficulty of justifying a large raise when other money is so tight; questions about where the money

would come from; the desire to retain a talented administrator; market realities; the need to have a secure and strong administration; and ways to secure funding for raises/increases in compensation to the entire staff.

-The Board then voted on the recommendation before it to increase the salary of the Executive Director to \$90,000. . Voting in favor: Y. Baez, D. Berman, C. Caldarone, J. Dagle, D. Del Gais, A. Graves, L. Kushner, R. Lee, S. Nhongvongsouthy, P. Raub, D. Schimberg, E. Schwartz, C. Wilmot, and K. Wise. Opposing: None. Abstaining: A. Gunther.

5. Director's Report

None.

6. Program Coordinator's Report (S. Gibbs)

-as submitted

7. Finance Report (E. Schwartz)

-E. Schwartz reviewed the Preliminary June 30th income statement, noting that money and bills were still coming in so the final statement for the year would not be in until August.

8. Development Report (L. Kushner)

-as submitted

9. Personnel Report (K. Wise)

-The committee is working on objectives for the Strategic Planning group for August.

10. Facilities Report (C. Caldarone)

-The work on the KML steps started today and will take 4-6 weeks.

-Bids for the work at SHL have gone out; decision will be made next Tuesday. A.

Graves expressed concern about the timetable and the start of school. P. Raub noted that given that this is PCL's first big project, the committee and staff are doing a great job.

-Danny Lopes, retired from RIPTA, will be the driver for the mobile library bus.

-C. Caldarone thanked Mike and crew for their AC work.

11. Governance Report (Patricia Raub)

-P. Raub reminded committee chairs that the Strategic Planning group needs their responses by August 1.

-A workshop on PR issues is planned for the fall.

-D. Schimberg, for the Strategic Planning group, reported that a survey asking about possible times for a retreat would be forthcoming.

12. Advocacy Report

-None.

13. New Business

-L. Kushner announced that the Executive Committee had unanimously recommended that PCL join the Fund for Community Progress, noting that we can pull out after the first year.

- D. Del Gais suggested PCL give an award to Paul Campbell, city archivist, for his work on the KM collections. C. Caldarone suggested we might want to have a committee look into creating other awards (staff, donor, volunteer of the year). The Board approved recognizing Paul Campbell with a Certificate as Volunteer of the Year, with R. Lee abstaining.

-D. Berman asked if the proposed language change for the new staff contract had been accepted. K. McAninch replied that it would not be taken up until the maintenance contract is settled.

-D. Schimberg and Y. Baez asked that we continue the discussion of a fundraising campaign or other means of raising staff compensation. There were suggestions to refer this to the Development C and the Finance C.

14. Public Comment

Maureen Romans applauded the great programs being carried out at the SH annex, as reported by A. Gunther. She also underscored the point made earlier in the meeting by A. Graves that PCL needed to find a way to provide services to SH during any closure in September since the annex might not be available.

15. Adjournment

R. Lee moved to adjourn the meeting; A. Graves seconded the motion. The motion passed unanimously. The meeting adjourned at 7:40 pm.

Respectfully submitted,

Joan Dagle
Secretary