

South Central Regional Library Council
Board of Trustees, Minutes
March 7, 2008, Clinton Hall, Ithaca

Present:

Susan Bretscher
Steve Crandall
Karen Creenan
Deb Gagnon
Nan Hyland
David Karre
Elizabeth Wavle
Ristiina Wigg
Marc Wildman
Stephanie Wilson

Excused:

Bernadette Hodge
John Meador
Boodie McGinnis
Ann Voorhees

Staff Present:

Jean Currie

Presiding: Wavle called the meeting to order at 1:50pm.

Doc.#2008- 17 **Agenda:** Approved by unanimous consent.

Doc.#2008 – 18 **Minutes of February 15, 2008 Conference Call:** Approved by unanimous consent.

President's Report: Wavle thanked the Board, the Search Committee, and especially Steve Crandall, for the excellent, smoothly run Executive Director search.

Doc.#2008 – 19, **Treasurer's Report:** Motion by Creenan to approve Bill Sheet #6, seconded by Crandall. Carried.
26 Motion by Creenan to approve Bill Sheet #7, seconded by Wildman. Carried. Creenan explained the format of the various reports for new Board members. Currie noted that in the future, all credit card payments will indicated by *Visa: product/service paid* in order to clarify each payment.

Doc. #2008 – 20 **Personnel Committee report:** Crandall explained that a previous vote related to salary increases had been tabled and the issue is now brought back to the Board with the additional information requested: current salaries, education, years at the Council, new & old job descriptions, comparative NY3Rs salaries. Discussion included:

- § Should action be taken today or held over for more time to review the proposal – consensus was today.
- § When would any raises take effect – retroactive to January 1?
- § One time bonuses might be an option, or a combination of a % increase plus bonus.
- § If a NY3Rs has an Assistant Director, they have few other professional staff. If there is no Assistant Director, there are more professional staff.
- § Reasons offered for not increasing any salaries: not an equity issue, impact on future budgets, sustainability, longevity not a reason, not fair to offer same amounts, not a market issue, salaries are similar to other Upstate NY3Rs, only one major responsibility change.
- § Reasons offered to increase salaries: compression issue, fair because equal amounts are different percentage raises, there is some inequity compared to other NY3Rs, should use one of the proposed percentage increases in Doc.#20, there is money saved from the previous Administrative Assistants salary line, we have the money and the flexibility to do it now, one-time funding will not be used, one major change in responsibilities.

The question was called. Motion by Crandall to increase the salaries of Nora Hardy, Kathleen Jackson, and Danna Harris by \$5,000 each, retroactive to January 1, 2008, seconded by Bretscher. Vote 6 aye, 3 nay. Motion carried.

- Doc.#2008 – 21 Safe Deposit Box:** Motion by Crandall to approve the resolution: Resolved that Mary-Carol Lindbloom, Executive Director and Diana Capalongo, Administrative Assistant, are hereby authorized to enter the Safe Deposit Box of the South Central Regional Library Council at the Tompkins Trust Company, The Commons, Ithaca, NY effective 1 April, 2008, seconded by Wildman.
Roll call vote: Susan Bretscher, Steve Crandall, Karen Creenan, Deb Gagnon, Nan Hyland, David Karre, Ristiina Wigg, Marc Wildman, Stephanie Wilson aye. Bernadette Hodge, John Meador, Boodie McGinnis, Ann Voorhees absent. Motion carried.
- Doc.#2008 – 22 Renovation Plan:** Currie explained the renovation plan for the digitizing and training rooms, and the kitchen. The landlord has agreed to cover half the cost of upgrading the kitchen sink area. The built-ins will be purchased and contracted through Lowes. The Board took a tour of the office to see what impact the renovations would have. Currie will proceed with the plans using funds budgeted from the one-time funding in 2007-2008, LSTA funds for laptops, and funds from the disbanded SCRLC Trust Inc. The Training Room will be named after John H. Martin.
- Doc.#2008 – 23 Moving Expenses:** Currie noted the final accounting of expenses for moving the office to the Clinton Hall.
- Doc.#2008 - 25 Executive Director Search:** Currie noted the final accounting for the search. It did not cost as much as budgeted.
- Doc.#2008 – 24 Executive Director's Report:** Currie reported that the staff is investigating remote storage back-up companies instead of using back-up equipment in the office. She will be going to Albany for Library Lobby Day on March 11.

Adjourn: Motion by Hyland to adjourn, seconded by Crandall. Carried

Respectfully Submitted
Nan Hyland
Secretary

After her final Board meeting, the Board honored Currie on her retirement with a clock, a song, and a dinner!