

TOMPKINS COUNTY PUBLIC LIBRARY  
MINUTES OF THE BOARD OF TRUSTEES  
OCTOBER 27, 2020

TCPL Board Members Present: Luca Maurer, President; Blix Taetzsch, Jamie Loehr, Shelley Wong, Anthony Martinez, Liam Murphy, Ingrid Jensen, Jason Moore, Don Trotter, Martha Hardesty, Thompson Terry, Nina Miller, Nina Scholtz

Also Present: Annette Birdsall, Library Director; Mary McKeon, Administrative Manager; Michelle Benjamin, Business Manager; Sarah O'Shea, Head of Youth Services; Suzanne Smith Jablonski, TCPL Foundation Director; Kerry Barnes, TCPL Foundation Assistant Director, Amanda Champion, County Liaison; Laura Larson, Foundation Board Liaison.

With a quorum now present, meeting convened at 4:08 p.m.

ACTION ITEMS

APPROVAL OF AGENDA DOC 20-82

A **MOTION** was made by M. Hardesty and seconded by I. Jensen to approve the agenda. Approved unanimously.

APPROVAL OF SEPTEMBER 27, 2020 DRAFT MINUTES DOC 20-83

A **MOTION** was made by N. Miller and seconded by J. Moore to approve the minutes. Approved unanimously.

ACCEPTANCE OF RECOMMENDED OCTOBER 2020 BUDGET AMENDMENTS DOC 20-84

Accepted with one abstention.

NOMINATING COMMITTEE

Ingrid Jensen reminded trustees for recommendations, suggestions and ideas for the upcoming vacancies on the board. She has several recommendations from Trustees, and those that may not be able to serve at this time will be asked to join the Community Relations and Outreach Committee. Trustees eligible to renew their terms will be presented at the next Board meeting.

APPROVAL OF BILLS

I, Treasurer, Thompson Terry, in keeping with New York State Education Law, certify that I have reviewed payrolls #20 dated 9/24/20, #21 dated 10/8/20 and #22 dated 10/22/20 totaling \$143,446.86. I have reviewed all vouchers presented for payment, and that all disbursements are within the approved operating budget of the library, and therefore recommend that the Board of

Trustees approve for payment October 2020 bills in the amount of \$193,207.56 as listed in Abstracts #29, #30, #31 and #32.

### DIRECTORS REPORT

Director Birdsall highlighted her written report briefly discussing the need to emphasize the welcoming environment encouraged in our equity statement in this charged political climate, referenced the new minimum standards requirements, and shared staffs concerns regarding reopening for browsing. She then announced her retirement effective May 1, 2021, and asked Trustee Jensen to give an update on the Search process. Director Birdsall said that she has been honored to serve at TCPL and is grateful to all that contribute to the library's success from staff and trustees to library and community partners.

### LIAISON REPORTS

County – A. Champion reminded everyone she had to leave early to attend the voting meeting for the 2021 budget. The last voting meeting an amendment restored support for the Community Outreach Worker program, while an amendment supporting new Chief Sustainability Officer Position vote was postponed to tonight's meeting.

Foundation - Smith Jablonski reported that the Foundation is actively recruiting for the Board of Directors, and requested that trustees consider potential members and send names to her as possible. Trustee Miller suggested looking to book club members for possible nominees. Smith Jablonski noted that 2020 fundraising is on track to meet the reduced goal. 2021 fundraising planning is underway. Factors at play include decreases in major gifts by several longstanding donors; the inability to hold in-person events; and changes to library activities that may affect grantseeking. Barnes gave a brief update of the Foundation's first Virtual Fundraising Event; Trivia Night. Barnes announced the event had 83 participants and spoke of their enthusiasm with creative literary costumes and team names such as For Whom the Zoom Tolls, she especially thanked Annette Birdsall, Don Trotter and Laura Larson.

Friends – D. Trotter happily reported on well the friends are doing, with a third weekend coming up. Donations will be accepted November 21.

A **MOTION** was made by M. Hardesty and seconded by N. Miller to adjourn at 5:00 PM.  
Approved unanimously.

### EXECUTIVE SESSION

A **MOTION** was made by M. Hardesty and seconded by T. Terry to go into Executive session at 5:02 p.m.

The first item of business was to review the draft contracts for the SSA and PSA. At 5:30 p.m., the board voted to approve both contracts.

The board then discussed the compensation and benefits policy for Management and Confidential employees, who are not represented in the collective bargaining units. The board reviewed a draft of a revised policy that proposed aligning confidential employees' salary and benefits with those negotiated by the PSA. The board decided to send the draft back to the Finance and Personnel committee to revise the draft to add language that would give the board flexibility with respect to the position of the Library Director. The board then voted to approve a 1% salary increase for 2020, retroactive to January 1, 2020, and a 2% salary increase for 2021, effective January 1, 2021, for all confidential employees, with the exception of the director.

The final item for discussion was director compensation. The board voted to give the director a 3% salary increase, effective January 1, 2020.

A MOTION was made by J. Moore and seconded by M. Hardesty to come out of Executive Session at 6:25 p.m.

Recorded by Mary McKeon  
Administrative Manager

Endorsed by Blixy Taetzsch  
Secretary