



Library Board of Trustees

**Main Library
Dickson Boardroom
Thursday, September 16th, 2010**

Noon

TRUSTEES PRESENT

*Robin Branstrom, Chair
Bob Sink, Vice Chair
Charles Bowman, Treasurer
Molly Griffin
Renee Casali
Joan Martin
Belva Greenage
Sally Robinson (via tele-conference)*

TRUSTEES ABSENT

*Magdalena Maiz-Peña
Tami Simmons
Darrel Williams*

STAFF PRESENT

*Charles Brown, Director of Libraries
Karen Beach
Brian Beavers
Frank Blair
David Singleton
Linda Vitlar
Cordelia Anderson
Angela Haigler
Rick Ricker
Jenifer Daniels
Patrice Ebert*

OTHERS PRESENT

*Bob Stephens & Mark Kutny,
Hamilton, Moon, Stephens,
Steele & Martin PLLCJ
Jim Woodward, Chair, Task
Force
Sean Hogue, Library
Consultant
Members of the Press*

MINUTES

Chair Robin Branstrom called the meeting to order at noon.

Mrs. Branstrom then introduced Chair Dr. Jim Woodard of the Future of the Library Task Force. Chair Branstrom acknowledge his role is extremely important as the Task Force moves forward and his talents will be invaluable to the effort.

Dr. Woodward shared with the Board the charge of the Task Force and the process thus far including the application for Mecklenburg County citizens who are interested being part of the Task Force.

Charles Bowman joined the meeting at 12:20 p.m.

Chair Robin Branstrom asked the Board of Trustees for approval of the minutes of the June 24th, 2010 Library Board of Trustees meeting. On a motion by Bob Sink, seconded by Molly Griffin, the Trustees unanimously approved the minutes of the June 24th, 2010 meeting.

Chair Branstrom recognized Director Brown who talked about the Volunteer Point Person workshop he attended at the Hickory Grove Branch Library. Karen Beach, Director of Community Engagement, shared additional information on status of Volunteer Recruitment & Placement. (Report attached)

Director of Organizational Resources Brian Beavers began by presenting the Budget Adjustments approved at the Executive Committee. Mr. Beavers then delivered the FY 2010 – 2009 end of August Financial Report. Director Beavers also requested Board approval for Budget Adjustments #09-08; 09-08 B; 09-08 C; 09-08 D; 09-08 F; 09-08 G; and 06-30 C. On a motion by Molly Griffin, seconded by Renee Casali, the Trustees unanimously approved the Budget Adjustments.

Mrs. Branstrom proceeded with the Development Report (Report attached) and emphasized that now more than ever the Library will need to rely on outside sources for funding. Particularly that support programs focused on early literacy, ESL, and job help assistance. Director of Community Engagement Karen Beach shared with the Board that the Library raised close to \$2 M last year. Chair Branstrom went on to address the critical needs for this fiscal year. Mrs. Branstrom acknowledged Bank of America and the \$100,000 unrestricted gift to the Library and highlighted other programs sponsored by Bank of America to support the Library. Mrs. Beach also discussed other funding raising events and initiatives that will broaden the Library's base support. Trustee Joan Martin also added that the Friends of the Library are sponsoring a major Book Sale.

Director of Community Engagement Karen Beach delivered a summary of the "Stories under the Stars" fundraising event featuring Tom Wolfe on October 28th. (Report attached) Mrs. Beach explained that the funds raised will be used to enhance our literacy collection and programs. Chair Branstrom also encouraged Board members to attend as this will be an important evening to tell the story of the Library.

Director Brown informed the Board that the Beatties Ford Branch Library Project is preceding without any delays and discussions with the Charlotte-Mecklenburg Schools regarding the Freedom Regional Library are positive and planning logistics are ongoing.

Director of Organizational Resources Brian Beavers reported on the Maintenance/Security level and quality of services being provided by the Keith Corporation and Wackenhut since entering into a contract on July 1, 2010. Mr. Beavers has since encouraged the staff to note any changes in quality or level of service that are below standard. Director Beavers then informed the Board that representatives of both companies addressed the Library Manager's at a regularly scheduled meeting to answer any questions or concerns.

Director Brown spoke about the Reduction if Workforce Policy (RIF) already in place and the need to create an even stronger policy that addresses the reinstatement policy. In addition, due to the recent vote by the Board of County

Commissioners the definition of employee's dependents will change effect January 2011.

Deputy Director of Human Resources Rick Ricker stated the recent vote of approval by the Mecklenburg Board of County Commissioners' to recognize Same Sex/Domestic Partners as dependents and therefore covered by the employees' health insurance benefit. The definition of employee's dependents will change effect January 2011. The Library has traditionally mirrored the county health insurance policy and is counted as part of the County's benefits with regard to dental and eye insurance coverage. In order to maintain this relationship, the Library Board of Trustees will need to modify the Library policy to define Same Sex/Domestic Partners as dependents. If the Board decides not to add this language to the Library's policy, it will be necessary for the Library to contract with another insurance carrier. Mr. Ricker then requested the Board approve a resolution to amend the definition of a covered dependent to include same-sex partners as it applies to benefits provided through the group health insurance medical and dental plans. On a motion by Bob Sink, seconded by Joan Martin, the Trustees approved to amend the definition of a covered dependent to include same-sex partners as it applies to benefits provided through the group health insurance medical and dental plans. The vote was seven to one in favor.

Deputy Director Rick Ricker then recommended the following amendments to the Reduction in Force Policy; include "organizational impact" as a listed criteria in determining identification of employees to be separated from the Library, and in the qualification criteria in recalling employees; and that the Reduction in Force policy include direction on recalling pre-notified employees under certain circumstances. On a motion by Molly Griffin, seconded by Bob Sink, the Trustees unanimously approved to amend the Library's Reduction in Force Policy to include "organizational impact" as a listed criteria in determining identification of employees to be separated from the Library, and in the qualification criteria in recalling employees; and that the Reduction in Force policy include direction on recalling pre-notified employees under certain circumstances.

Director Charles Brown announced organizational changes to include fines and fees and the meeting room policy will be forthcoming.

Director of Library Experiences David Singleton talked about the process to revise the Library's meeting room policy that began with the challenge by the Alliance Defense Fund that questioned the prohibition of Religious groups' use of Library meeting rooms. Attorney Mark Kutny added that based on recent court decisions by the United States Supreme Court and Federal District Court; discussions with the office of Intellectual Freedom of the American Library Association, and review of policies of other libraries a recommendation to amend the meeting room policy to eliminate the prohibition as it relates to religious worship services is advised. Mr. Singleton further provided other revisions to the Board for their approval. (Meeting Room Policy & Fee Structure Attached) On a motion by Charles

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Bowman, seconded by Joan Martin, the Trustees unanimously approved the revisions to the Library's Meeting Room Policy and Fee Structure.

Mr. Singleton then reviewed the proposed schedule of hours for the Library system. (Handout Included)

Director Brown delivered the Director's Report highlighting the incredible amount of media coverage the Library has received. A link to full media coverage can be found at http://www.plcmc.org/about_us/in_the_news/press.asp

Vice Chair Bob Sink voiced his appreciation to all that Library staff has achieved with the recent reduction in budget and staff.

Director Singleton then moved forward with the proposed revised fines/fees structure. (Report Attached) On a motion by Joan Martin, seconded by Belva Greenage, the Trustees unanimously approved the revisions to the Library's Fines and Fees Policy.

The meeting adjourned at 1:50 p.m.

Respectfully submitted,

Charles M. Brown
Secretary to the Board