



# Library Advisory Board Meeting Monday, August 19, 2024 Via zoom

<https://us06web.zoom.us/j/83819780963?pwd=OFkraXEyamdRL2tEbFNXcDJZOWswZz09>

## MINUTES

Members Present: Adam Groves, Annie Rosenthal, Kara Murphy, Quyen Aoh

Members Absent: Mari Howells

Others Present: Jessica Stefano, Deana Cooper, A. J. Rao, Kathleen Horan, Anitra Gates, Matthew Yaw, Mary Rennie, Anna McCartney, Gretchen Blough, Rock Copeland

### 1. Call to Order

Meeting called to order by President 12:02p

### 2. Approval of Minutes – July 15, 2024

Adam motioned to approve July minutes, Annie second. Kara abstained Motion

### 3. Public Comment (Limit to 15 Minutes)

Mary Rennie spoke regarding her opposition to the library re-organization. Shared concern regarding valuable library space being transformed into a more theme park display. She doesn't support what is happening and believes it's time that the people's voice is heard. Anna McCartney spoke in agreement with Mary in regards to permanent display use within the library versus partnering display spaces.

### 4. Library Reports

a. Staff Report- none

b. Report of the Director- Jessica Stefano

Jessica highlighted some topics within the agenda. Her report focused on the review of the proposed library re-organization of personnel and positions that she presented to Council. She explained how the Advisory Board has been a part of this planning process. The re-org mostly effects library management structure and allows for more mindful spending of tax payers dollars. The re-org partly came about from responses from a library staff survey. Staff are concerned about job security and limited opportunity for growth within the current organizational structure. This re-organization does propose the elimination of 3.5 vacant positions. These eliminations are not administration driven but are a strategic attempt to bring the library closer to our state minimum to help ensure job security for staff. Removing these library positions does not undermine the staff, it protects them. Jessica reminded the aboard of the difficulties faced by the library over the past two years and as the library continues to be pulled into controversy, she wants staff to feel satisfied, secure and happy in their jobs. You cannot be happy in your position if you do not feel secure. This is our attempt to make the library better. We are trying to move forward as an organization to be stronger.

Adam asked Jessica to clarify what state minimum means in regard to staffing. Jessica explained that per state standards we cannot fall below our minimum staffing requirement. If we can operate closer to our minimum

efficiently and effectively, this is essentially job security for staff. This re-organization does not jeopardize our state funding. Numerous conversations with the state have occurred throughout this process. We are and will continue to meet standards.

#### Statistical and Other Reports- Deana Cooper

Statistics provided in agenda. Deana reviewed statistics and pointed out the programming numbers for July and the outstanding programs held through the summer.

#### c. Review of Financial Report- Deana Cooper

Financials attached to agenda and reviewed. Slightly under budget but is expected due to staffing. Library will be making some larger purchases in the next couple months such as cash registers and copiers.

#### Review of District Consultant

Provided in agenda. State graph included in report to show how funding is rewarded. District is looking at new shipping options and delivery.

### 5. Board and Committee Reports

#### a. Report of County Council Liaison- Councilman Horton

No report.

#### b. Report of ERLF- Patrick Miller

No report but Jessica pointed out that the Foundation had a record number of Erie Gives donors and recently had a fundraiser at Six Pack House of Beer with the highest turnout.

#### c. Report of Friends of the Library- Kathleen Horan

Friends are not doing a book drive in September due to construction on the Bayfront and the limited warehouse space available. There is a sale coming in October that should help open up the space in warehouse. They plan to have a book drive in the spring.

### 6. Unfinished Business-none

#### a. September – in person meeting time and location

The Board will meet in person on Wednesday, September 18 at 9:00am at Lincoln Branch. Kara motioned to approve time and location. Adam seconded. Motion passed.

### 7. New Business

#### a. 2025 Library Calendar

Annie motioned to approve the 2025 Library Calendar. Kara second. Calendar approved.

### 8. Adjournment

Kara motioned to adjourn. Annie second. Meeting adjourned 12:45p.

### 9. Appendix

- a. **Announcements – Next Board meeting will be Wednesday, September 18 at 9:00am. Meeting will be held in person at the Lincoln Branch Library**