

KENT PUBLIC LIBRARY  
BOARD OF TRUSTEES  
MINUTES OF MEETING OF January 15, 2019

The meeting was called to order at 7:10 PM by President Mike Mahoney.

**Present:** Mike Mahoney, Present, Carol Donick, Library Director, Irene Rohde, Michele Ment, Mike McDermott, Tom Maxson, Beth Herr, Marty Collins, Katie D'Angio and Florence Ratti.

**Minutes:** The minutes of the November and the December meetings were reviewed. A motion was made by Tom Maxson and seconded by Beth Herr to accept the November minutes as amended to add Beth Herr's name to those present at the meeting. All in favor. A motion was made to accept the December minutes by Irene Rohde and seconded by Marty Collins. All in favor.

**Treasurer's Reports:** The November and December treasurer's reports were reviewed and a motion was made by Mike McDermott and seconded by Mike Mahoney to accept the reports. All in favor.

**Check Register Reports:** Reports were reviewed, questions were asked and most were answered. One item will be looked into and the answer e-mailed to the board. A motion was made by Marty Collins and seconded by Irene Rohde to accept the reports pending the receipt of requested information. All in favor.

**Library Directors Report:** Carol announced that there were a few updates to her report that should be mentioned first. One was that we have already received our year's funding from the Town of Kent. The second item was that Library Advocacy Day will be February 27, 2019 this year. Board members are invaluable on this day. Visiting the senators is always more productive if Board members participate. It is a long day with an early start but a bus is provided. Just let Carol know if you want to attend. Third, the Basketball Shootout will be on February 23, 2019 and our usual champion, Marty Collins, cannot attend this year. She will get all the information to Carol to distribute to board members to see if they can recruit someone to stand in for her. **Item Discussion:** Carol discussed in detail the retirement of our full-time employee who has been out on disability and advised by her doctor not to return to work. Many personnel issues were discussed which included the new minimum wage increases that go into effect this year and continue for the next few years. In order to be able to be competitive in the job market we must offer a salary that is competitive. Carol suggested that we eliminate the full time position and replace it with a part time position, increase the hours of a few part time staff members and re-distribute the work-load. This way we can increase salaries to compensate for the elimination of the full time position. Carol provided the board with a chart showing her plans to increase salaries. In order to attract and keep good staff, we must adjust our hourly rate upward now and plan for future increases also. **Item Discussion:** Conference attendance was discussed. There are two conferences in Washington D.C. coming up, one in March and the other in June. Carol asked the board if they had any preference as to which she attended. The board advised Carol to pick the one she wanted to go to and offer the other one to Eric Mahollitz, Youth Services Librarian. **Item Discussion:** The 2018 Budget Aid from Senator Sue Serino was finally received in December in the amount of \$9,000. It will be used for programs, e-books and audio books. **Item Discussion:** February 2, 2019 is the Winter Festival which runs from 11:00 AM to 3:00 PM. We also have a Town Meeting afternoon with Assemblywoman Sandy Galef at 1:00 PM. AARP Tax help begins on February 7, 2019 but you must call AARP to make an appointment. A motion to accept the Library Director's report was made by Marty Collins and seconded by Mike Mahoney. All in favor.

**Report of Standing Committees:** Committees A through H had no reports.

**Old Business:** The Ad Hoc Committee formation tabled in November was discussed. It is the feeling of the board that since we have been at level funding from the Town for approximately eleven (11) years and the price of everything has increased, that we cannot, in good conscience, continue this way. It has been only because of budget funds received, the hard work of the Friends and donations from patrons that we have been able to keep up with the demands of the public we serve. With this in mind, the board will go on a fact finding mission over the next two months with an eye towards preparation for a 414 vote in November. Any board members available will try to meet again in a few weeks (hopefully

by February 11<sup>th</sup> or 12<sup>th</sup>) to discuss information received. Carol will try to get someone from Mid-Hudson Library to meet with us at that meeting in order to start us on our journey towards a 414 vote

**New Business:** Conferences discussed and settled.

The next board meeting will be February 19, 2019 at 7:00 PM

A motion to adjourn the meeting was made by Flo Ratti and seconded by Mike McDermott. All in favor

Meeting adjourned at 8:35 PM

Respectfully submitted,  
Florence Ratti