

Georgia Public Library
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Library Trustees
Margo Coy, Chair
Narda Carlson, Vice Chair
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Mary O'Neil, Secretary
Becky White, Member at Large

Georgia Public Library
Library Trustee Meeting
Minutes
June 6, 2016

Georgia Public Library Special Meeting called to order 5:56 PM by Chair, Margo Coy.

Present:

Margo Coy (Chair); Becky White, Narda Carlson, Mary O'Neil, and Dan Walter (by phone.) Also present: Sue Webster, Librarian.

Item of discussion is submitted resignation of Maureen Badger. She has accepted a new position at Derby. Need new employee; employee; Children's Programming Service Director. Her last day is June 17, 2016.

Librarian Sue Webster provides 2 draft job descriptions. Sue informs that Maureen still has 80.5 vacation hours, 104 hours of sick leave. Her understanding is that compensation can be provided for up to 30 days sick leave.

Narda Carlson – Will there be vacation compensation?

Sue Webster – Not sure.

Dan Walter – It's in the budget.

Sue Webster – This is carried over from several years. We spoke to her about not accumulating too much time.

Becky White – Who do we consult at the town?

Dan Walter – Amber. To whom has she submitted her resignation?

Sue Webster – to me.

Margo Coy – It was received May 25, 2016.

Dan Walter – Who else?

Sue Webster – You, Lara, the trustees.

Dan Walter to Margo – We inform the town tomorrow. Amber is scheduled to be in the office. Can bring up questions of compensation.

Mary O'Neil to Dan Walter – Do they require more notice?

Sue Webster – Never had to before.

Dan Walter – Today is 2 weeks. By sharing with the board, she is well within a reasonable time limit. A copy of original letter should go to Mike McCarthy.

Mary O'Neil – We will need to accept her letter.

Becky White – Motion to accept Maureen's letter of resignation.

Narda Carlson – 2nd.

Mary O'Neil – friendly amendment; accept her letter with regret.

Amendment accepted, Vote 5-0.

Margo Coy – reads two job descriptions.

Questions about differing job descriptions. Discussion of 2 positions versus one.

Salary and potential savings in salary.

Becky White - What are Lara's hours?

Sue Webster – 10/week one week, 14 hours the next. She makes about \$11/hour.

Mary O'Neil - suggests combining the jobs; there is overlap. More attractive.

Sue Webster – disagrees. It will be hard to attract people.

Discussion of hours.

Sue Webster – We are flexible. Salaries are at the bottom of the barrel.

Dan Walter – Suggest we advertise 2 positions, could be combined for up to 15 hours/week for the right candidate. We need to return to the Selectboard with question about salaries. We don't want a problem with equity.

Mary O'Neil – There is a scale?

Dan Walter – There is a current problem in Charlotte. Doesn't exist here; might be time to urge the town to adopt a scale. Can we do that? Suggests we identify candidate, bring other member along, no hurt feelings, equity, same job responsibilities.

Narda Carlson – Children's Services a higher position. Her experience is as a generalist.

Mary O'Neil – Where will be advertised?

Sue Webster – Town website, Milton Independent, maybe Facebook, Vermont Librarians' website.

Narda Carlson – There is nothing on the state library website right now. No competition.

Dan Walter – Motion to direct Sue to advertise both positions with provision that one person could fill both spots.

Becky White – 2nd.

Vote 5-0.

Sue Webster – what about the salary?

Dan Walter – Don't have to put that in the ad.

Narda Carlson – Commensurate with experience. Bad form to ask about salary at interview. We would ask their requirement.

Sue Webster – Want to do as quickly as possible.

Discussion about subs, interviews, notion to Selectboard.

Mary O'Neil – motion to adjourn.

Narda Carlson – 2nd.

Vote 5-0.

Meeting adjourned 6:28 pm.