

Members Present: Xan Gallup, Rhonda Gurney, Lois Gallup, Lisa Bozogan, Faith Reney, Tracy Nangeroni, Barbara Chalmers
Alternates Terri Jillson White and Ryan Goold, Director John Walden

Members Absent: None

Attendees: Katie Richardson, Mario Capozzoli, Robin & John Mapley, David & Jennifer Cahill, Dan Banks, Catherine Bushueff, Betsy & Dick Katz, Rosemarie Spinelli, Ruth Lundner, Sue & Jim Gottling, Mary Epremian, Betty & Derek Tatlock, LuAnne Cori, Paula Tilsen Conrad, Karen Atwood, Anne & Stephen Nilsen, Dennis Kohn, Jean & John Wilson, Judy Kohn, Nancy Chamberlain, Sharon Montambeault, Jessica Herrera, Gidget Ducharme, Shirley & Heather Weir, Lois Konon, Lillian Deane, Katie Ortiz, Amanda Rechisky, Mariann Hayes, Cheryl Summerton, Paul Pratt, Sally Southard, Betty Reid, Linda & Peter Urbach, Martha Walden, Alan Dicken (sp?), Nancy Clark

From: Barbara Chalmers, Secretary

On the above date, those noted above met at the Town Hall meeting room for a special meeting called by John Walden to reconsider the Trustee's Oct 20 vote on the proposed 2010 library budget.

1. Reconsideration of Trustee Vote on 2010 Library Budget:

- a. John Walden thanked those in attendance and explained that his proposed budget up 4.3% over 2009 budget, met the "level funding" request of the Town Manager with no new staff or spending items, but with attendant increases to current spending categories. He noted the After School Program (ASK) intern staff cut made by the Trustees was unexpected, should be put back in the budget and that the Trustees should support and fight for the budget as presented. John wanted the intern to replace his participation in the ASK program which would allow him to work on other projects.
- b. Lois Gallup made a motion that John Walden's originally proposed budget be approved as originally written by the Trustees and sent on to the Selectmen and Budget Committee; 2nd by Xan. Discussion was the following:

Barbara Chalmers reiterated her comments from the October board meeting that the 2010 budget should not increase at all over the 2009 budget given the tough economic times many people are experiencing. Without many places to cut, she had suggested reducing new book purchases, eliminating the new ASK intern position and keeping John's involvement in the program with some volunteer assistance.

Lisa Bozogan stated she too is concerned about any increases to the budget this year and that it takes courage to make spending reductions. She noted that her understanding of the new position was an internship, connected with the high school or Colby Sawyer College. In addition, the \$10.61/hr wage is much more than she expected for an intern. John noted the title of intern was an error on his part and should have been children's aide. (The secretary read the October 2008 Board minutes from that vote.) Paid staff brings consistency and reliability that volunteers don't always provide. John Walden stated he wants a paid position, someone who will work on a regular basis with the children, not a volunteer to assist ASK. He noted his appreciation for library volunteers. He said 2 high school students applied but were not the right fit.

Lisa Bozogan noted that we do not know the full cost of the basement mold remediation and rebuild costs and that as part of necessary expenditures they should be considered in our overall budget discussion. Lois Gallup disagreed. Repair cost are best handled in a separate warrant, and not part of the operating budget discussion.

John Walden would prefer an across the board cost reductions rather than making cuts in just a couple of areas, if cuts must be made.

Xan Gallup asked what "level funding" actually means. Lisa Bozogan responded that she had discussed this with the Town Manager and that no increases were to be made unless offset by new revenue. The Library does not generate revenue, except for fines and annual book sale.

John Walden complained that no compromise was offered to eliminating the position at the last meeting. In response, Rhonda Gurney stated that she had suggested extending the intern position to June 2010 as another alternative to full year funding. She also noted that a 10 hr/week aide for children's programs was hired in 2007, and hours for the Children's librarian expanded in 2006. Rhonda stated it bothers her that more volunteer help isn't utilized.

Trustee alternate Terri White stated her son participates in the ASK program and that what matters is if the program is working well. Staff created their own summer program, not the State Library program, which was successful. Cutting the position would be counterproductive and she doesn't support volunteers in the children's program. They will not be consistent or reliable.

Gidget Ducharme spoke in support of the After School Program and against any cuts. She doesn't think volunteers should work with the children because of inconsistency and suggested freezing staff pay rates if necessary to save funds.

Mariann Hayes reported she had removed her children from the ASK program due to inadequate staffing, and now feels the program is adequately staffed.

Sally Southard commented that running the kids program in the basement can be tough and appropriate staffing is important. The Board should let the Director determine any cuts to the budget.

Heather Weir who is a library aide and works with ASK program said with 20 or more children per afternoon (60 to 70 children each week), 3 staff are needed for proper supervision. She noted John should be free for other duties.

Mario Capozzoli noted he had just served on the Strategic Planning Committee with a number of the trustees and didn't understand why the Strategic Plan hadn't been considered prior to the budget discussion.

In response to a question, Tracy Nangeroni noted that she had volunteered to help with the ASK program in lieu of the intern. Her sons are in the program.

Xan Gallup stated she supports no budget cuts prior to presentation to the Selectmen and BAC and if cuts are necessary they should be across the board. She noted that Selectmen had indicated if the position is cut it may not be reapproved.

Martha Walden commented on John's competence to run the library. It is the Board's job to support the Director.

Rhonda noted the Board's October vote on the budget included \$2000 for building maintenance which has not been included in the budget for a number of years and she felt its inclusion was important.

Vote on motion: Xan, Lois and Tracy; Yes, Barbara, Lisa, Rhonda and Faith: No. Motion failed.

- d. Motion made by Rhonda, 2nd by Tracy to bring the Director's proposed budget as originally written, adding \$2000 for building maintenance to the Selectmen for their review, for a total increase over 2009 budget of \$14,800. Vote: Rhonda, Xan, Lois, Tracy, Faith: Yes. Barbara, Lisa: No. Motion passes.
- e. Linda Urbach stated she thinks the Board's actions are ridiculous, threaten the library and ensure its inability to raise the funds necessary for a new library. The Board should let the Director run the library.

2. Financing for Major Building Maintenance Needs:

- a. John Walden recommended we forego the annual capital reserve warrant article and instead have a warrant article to cover costs of mold remediation and repairs. Lois urged requested funds for building repair and mold needs by separate article. Rhonda noted if it doesn't pass, at least we have added some funds in the operating budget for maintenance.
- b. Xan Gallup reported on the recent Selectmen's meeting where she advised them of the mold problem. Selectmen agree that covering the costs of fixing the mold problem is the Town's responsibility. Emergency funds of \$2000 to \$3000 are available now from the town to assist with immediate costs. Selectmen advised Trustees to use the Library's Trust and Fines account of approximately \$11,000 first, then town emergency funds will be available. They support a warrant article that will cover these costs and reimburse the Trust and Fines account, which is the Library's emergency fund. Friends of Library can't assist in these costs because of how their accounts are set up.
- c. Xan Gallup suggested that the carpet might remain in place until funds are available later next year. Barbara commented that there is a risk of continued mold readings if not removed now.
- d. Ryan Goold asked if the Trustees are looking to set up a reserve fund for on-going maintenance that could be added to from year to year. Xan Gallup responded in the affirmative. An additional article to expend may be required. Barbara Chalmers noted a new building maintenance policy with maintenance schedule is being drafted and will be presented to the Trustees soon for discussion.
- e. Motion by Xan to present to Selectmen & BAC a warrant article for a \$25,000 building maintenance capital reserve fund for lower level repairs; 2nd by Rhonda. Discussion: We need to be sure we get authorization to spend and replenish the Trust & Files account. Town Manager will need to assist in proper writing of the warrant so that funds are appropriated and expendable, and that the Trust and Fines account is replenished. Peter Urbach suggested a smaller group of Trustees meet with the Town Manager to refine the warranty language. Lisa Bozogan preferred to discuss this as a full Board again next month. Vote: Unanimous.

3. Mold Remediation Company

- a. Xan Gallup reported that the selected company, Granite State Environmental of Bedford NH cannot schedule the work until December 7. ASK program finishes on Dec 21 and starts back up in early January, so it might be workable. Barbara Chalmers urged work start ASAP to minimize impact on library and allow time for coordination with the various contractors involved. She recommended the Board engage DecTam, for very similar cost who can start work next Monday and finish before the end of the week.

Motion by Lisa Bozogan to hire DecTam for mold remediation due to scheduling issues with Granite State; 2nd by Rhonda, vote unanimous.
- b. John will organize volunteers to help the Trustees with the packing and removal of books to the Safety Services building by the end of the weekend. John noted unless mold is visible on books, they are ok to keep; about 2000 books to move. Boxes are needed. John reported Craig Heino will help with furniture and built-in bookcase removal on Monday, so a Tuesday start for remediation is better. Barbara will contact DecTam.

Meeting adjourned at 8:30 pm