

Richmond Library Trustee Meeting Minutes

Thurs., June 16, 2022 at 10:00 am

Attendees: Katherine Keenum, Nanci McConnell, Kathryn Wilson, Kristin Smith, Candy Mountain

Approval of May 19 2022 meeting minutes -- approved

Director's Report:

- **Library Personnel:** Nanci will cover for 3 of Kristin's vacation dates, but Kristin still needs vacation coverage on 8/2. Library evening hours in the winter may be scaled back (maybe closing at 6 pm instead of current 7 pm) because fewer patrons come after dark in the winter. We will still be able to make state requirements for hours/week and evening hours/week. TBD at a future date.
- **Covid19 updates:** masks are suggested, not required. Bathrooms still not open to the public because we would not be able to sanitize between patrons.
- **New Library website upgrade:** in progress. Yola website will be canceled in August before annual fee is due. New website will be up and running by August.
- **New business:** Kristin is updating policies and looking at resources from ALA, etc.
- **Upcoming events:**
 - Lively World event: author Betsy Dovyvenas -- June 23 at 4 pm
 - Lively World: author Kevin O'Hara -- Thurs. July 7 at 4 pm
 - Animal Experience: Sat. July 9th at 11am
 - South Berkshire Kids reading program – each Tuesday in July (10 am)

Phase 2 Building Committee update:

- **Progress report :** GC has started with fencing and site prep
- **Next steps :** Groundbreaking ceremony/photo at 6:00 pm on 7/12.

New Business:

Trustees will look into pay equity for Director and Asst. Director salaries to be in line with other town employees, and with library Directors in other Berkshire towns. Kristin gets paid \$10 more per hour at RCS than as Library Director! Katherine will ask town officials (Danielle, Paul, etc) what steps we should take to pursue this. Questions for Danielle and Bob Gniadek: can Kristin and Candy get vacation days and sick days? How do we campaign for increased salaries? Kristin had a contract on her first year in 2003 as Director and hasn't had another contract since. Candy has been here for more than 30 years, often as Acting Director. Minimum wage is now \$15/hour and so part time new employees make almost as much per hour as Kristin and Candy! (Kristin works 20 hours/week in total between the library and RCS. Candy works 9 hours/week at the library.) Kathryn will investigate salaries of Library Directors at other libraries in our area.

Friends update: Annual meeting was held on June 11th. Membership year is July 1 – June 30 annually.

Next meeting: Thursday, July 14, 2022 at 10 am

Meeting adjourned: 11:35 am