

BOARD OF TRUSTEES MEETING

March 16, 2011

6:30 PM

MINUTES

Millie Burns who presided called the meeting to order at 6:30 pm.

Present were: Julie Mills Worthey, Arlene Roberts Grant and Rodney Reynolds, Trustees.

Also present: Don Partrick, CSEA Labor Relations Specialist; Gary Newman, CSEA Unit President; Ruth Shire, Charlotte Schachter, Christine Gibson, Clara Grant, Friends of the Mount Vernon Public Library; Robert McDonald, Deborah Ramsey, Geraldo Soares, Rebecca Steere, Tamara Stewart, Na'im Tyson, library patrons; Cheryl Berent, Doris Hackett, Shawn Lucas Dunnom, Nishan Stepak, Cheryl Thomas, library staff; Opal Brown Lindsay, Director; Patricia Hansen, Interim Business Manager and Mary Harper, Administrative Assistant.

Millie Burns presented the brochure she developed for the Mount Vernon City School Legislative Summit on February 25, 2011. She said the brochure was pulled together in a short time by the library staff and administration. It was revised a couple of times.

She said that there should be image release forms on file at the library. Anyone pictured must sign a release.

Ms. Burns is working on a Spanish language version, as well as one in Portuguese with Brazilian dialect. Geraldo Soares said that both a Portuguese and Brazilian version is not needed since there are few Portuguese people in Mount Vernon, mostly Brazilians.

The brochure for the March 25 summit will have less photos and more information.

The summit was attended by Councilman, Yuhanna Edwards, City Council President, Karen Watts, Comptroller, Maureen Walker, Assemblyman, Gary Pretlow, County Legislator, Lyndon Williams, a representative from State Senator Ruth Hassell Thompson's office and Elias Gooziet as well as representatives from the educational field.

PERIOD OF PUBLIC EXPRESSION:

Gary Newman inquired about where the administration was in terms of the MVP alternative Health Insurance Plan the library had proposed.

He said that some staff was ready to sign up for the insurance.

Opal Brown Lindsay said that it was her understanding that the staff didn't want the plan.

Patricia Hansen said that it was her understanding that the union wanted an assurance in writing not to offer the plan to anyone else. This would be in direct contrast to the contract and would waive management rights.

Gary Newman said that he had no problem with people signing up, but needed to know that the plan would remain voluntary. Mrs. Hansen said that this would be altering the contract that remained in existence.

Gary Newman said if the library wanted to take the plan off of the table that would be fine.

Patricia Hansen said that the library wanted to offer the plan, but not if it ties the library's hands. She said that the library can obtain a substitute plan as long as it is comparable to the Empire Plan.

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Gary Newman said that he was glad the issues were finally on the table.

Julie Mills Worthey said she would like to have Gary Newman's response to the plan and Mrs. Lindsay's response to the plan.

Mr. Newman said that the union wants to preserve the Empire Plan. It does not regard the MVP plan to be equal. It would meet some staff needs; however there would be a dispute whether it were equal to or better.

Gary Newman said that CSEA went to the time and expense to do an analysis. Before it is released the union wants assurances that the Empire Plan will not be substituted.

Mr. Newman said that he fears that the library will use this as a stalking horse in negotiations after people have signed up.

He said there is nothing in the contract to prevent management from giving a statement that the plan is optional.

The plan was presented that the library would be paying the full deductible. The insurance managers said that it defeats the purpose if the library paid the full deductible. The library would not be permitted to do so. He said that a letter was needed from the insurance saying the library would pay the full deductible.

The plan is structured so the first amount is paid by the employees and everything above that is paid by the employer.

Gary Newman said that there is no option to opt out of the plan doctor or facility.

The Empire Plan deductible co-pay has a different meaning. With this plan \$3,000 is directly paid by the employee.

Arlene Roberts Grant said that typical high deductible plans are funded by the employer up front. Money is put on a debit card up front.

Mr. Newman said if that's the way it works, then a letter is needed from the insurance company saying so.

Gary Newman said that it was presented that way by the salesman. CSEA contacted the company and they said they would not let any company pay insurance in full because of the low cost. CSEA would need a letter from MVP attesting to what they say.

Mrs. Roberts Grant said that most organizations are moving toward this plan. There are options in the high deductible plan to do everything in the current plan, network in or out.

Patricia Hansen said that there is no out of network

Arlene Roberts Grant said that the plan was cheaper. Gary Newman said that cheaper is not always better.

Mrs. Hansen said that the plan is being offered as an option. Mr. Newman said then give the letter.

Don Partrick said that what Mr. Newman is saying is as long as the plan is being given as an option that is fine. He said Mrs. Hansen indicated that she is looking to replace the Empire Plan.

Patricia Hansen said what she indicated was if the library goes looking in the future, they did not intend to tie their hands.

Don Partrick said that Gary Newman was looking for assurances that no one would be forced to take the plan.

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Millie Burns asked that the Board have an opportunity to review the plan. Opal Lindsay said that she had sent it to the board. Julie Mills Worthey said that Mrs. Lindsay had sent several, but she did not know which one was being offered.

Geraldo Soares said that he worked at the library for 28 years. He had built his career there and had retired due to the situation.

He said that it got to a point in the library where it had to have a united front. He said that before, the library was falling apart and everything was out of order. There were many grievances. Here comes Mrs. Lindsay who made a big change in the status and elevated. Programming has been built up at the library and the place looks nice.

Mr. Soares said that the library was faced with the story of putting the budget out to vote. He said that he was in the first meeting more than ten years ago.

Mr. Soares said that he was told to go to another department and do more for less. He said that he has gotten along with all of the directors.

He said that he was put there to do a job he was learning.

Mr. Soares said that he thinks that it is time for a unified front and not time to throw another director out.

Mrs. Lindsay came with a mission and a whip. He said that he comes now to hear that Mrs. Lindsay's days are counted and is disturbed by this.

The place was out of control when the last director left.

Julie Mills Worthey said that this board is not about delaying decision making. She asked Mr. Soares where he got his information. Mr. Soares said that there were rumors in the library that presented a bad atmosphere.

Mrs. Mills Worthey said that to hear that Geraldo Soares has a commitment to the library and supports the library is encouraging.

FRIENDS REPORT:

Ruth Shire said that she and the membership of the Friends were at the meeting to again request that the library be opened on Saturdays. She said that the library is in terrible straits, no books and demotions and layoffs.

Mrs. Shire said that there are a lot of databases in the library and she would like to know how much they cost and how often they are being used.

She suggested that the present cost of opening on Saturdays be presented to the comptroller and the library should request a grant.

Millie Burns said that she had followed up Mrs. Shire's request with an email to say that the board would explore the possibility of opening on Saturdays. She said it was important that Ruth Shire know that she was not the only one. This was mentioned as a big topic at the summit. The city officials want this too. It is not possible at this time.

Ruth Shire asked if it were possible to present a Saturday budget to the comptroller.

Patricia Hansen said that the comptroller has received about 18 different versions of the budget. The one we have is the one we have.

She said that the budget for electronic services was cut by 60%.

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Rodney Reynolds asked what it would take to open on Saturdays. Patricia Hansen said that she would have to check the budget. She said that the library would need more bodies.

Julie Mills Worthey asked, are you saying the staff we have now cannot cover.

Geraldo Soares asked why they couldn't take a day off during the week. Mrs. Hansen said we are stretched that thin and it would offset the library hours.

Tamara Stewart said that the library has the same number of hours and the same number of staff.

Opal Lindsay said that prior to opening on Saturdays she would have to talk to the union.

Robert McDonald said that he was a working man and could not get to the library during the week. He said it would be convenient for the community if you could work Saturdays in. You are defeating the community you are trying to serve. He said that he is sure that the library could come up with some creative ideas in order to open.

Millie Burns said that decisions are being made. She said that the board is not closed to the idea. Patricia Hansen said that the board hears you, but our purses are controlled by city hall.

Mr. McDonald said that the library is worth trying to keep open.

Millie Burns said that the things that Mr. McDonald is saying can dovetail with what the board is saying. She said that he can go to the city council and send emails.

Mr. McDonald said that he had been to meetings and representation was lacking.

Gary Newman said that he needed to clarify the union's position on Saturdays.

Mr. Newman said that the library was opened for decades on Saturdays and it wasn't overtime or time and a half.

The objection that the union had was that staff be compelled to work every Saturday. The library was shut one day during the week and everyone had to work on Saturday. He said that there is no problem with going back to every other Saturday.

He said that he was a senior employee and worked every other Saturday until last year.

Julie Mills Worthey asked if it were conceivable with the staff left that the library could be opened every other Saturday.

Mr. Newman said that he was not sure. There is a loss of three librarians.

He said that he didn't like to hear from Opal Lindsay that she had to talk to the union.

Mrs. Lindsay said that she is trying to find a way so the library can open on Saturdays. Gary Newman said that the library was open on Saturdays two months ago.

Arlene Roberts Grant said that when you had the flexibility to open every other Saturday it was because the library had more staff.

Gary Newman said that the current staffing leaves no margin with vacations and people getting sick. He asked how much it was costing to stay open on Sunday at time and one half.

Arlene Grant said that the budget years are not comparable. Mr. Newman said that the budget is not comparable, but the costs are.

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It was suggested that ways of opening the library on Saturdays in April be discussed.

A variance may be needed to reduce the library hours. Millie Burns said that she had looked into a variance. If the library chooses to do what it wants, it must file one with the state. She said that you can apply for a variance, but it is a risk.

Julie Mills Worthey said that she is interested in having some informal conversation to do the work of various budget scenarios and have the union at the table.

Christine Gibson said that lives have changed in the new millennium. She said that the employees are supposed to be serving the community. What good is the library if they are not working hours that serve the community?

There is a community of children that don't have access to the library. The facility is not opened late on Fridays or on Saturday.

The number one goal is how the people in Mount Vernon live.

Julie Mills Worthey said that as a board the mission is to serve the community and also fundraising responsibilities. The library cannot break the contract, cause legal activities or disrespect the agreement with the staff. We must be cognizant of that as we move forward.

Rebecca Steere said that she had been laid off twice in 2010, once in July 2010. She had an understanding that her job would be through the end of 2010, but was laid off in November.

Ms. Steere said that it is her understanding that West Law costs a lot of money and only nine people are using it. She asked if West Law was an extravagance that perhaps the library could do without. Rebecca Steere said that she thinks the printed books are good.

Julie Mills Worthey said that she would not describe it as an extravagance, but it made Mount Vernon Public Library unique within the system.
She said that she understood from Patricia Hansen that the contract had expired.

Patricia Hansen said that the library will be billed for West Law. If we cannot get an agreement then the money will be refunded. She said that you cannot use the books without the computer.

Cheryl Thomas said that it was said that there are certain laws that cannot be broken. There is a thin line between supply and demand.

There are many laws as we work and operate today that are being broken. She asked how we can do our jobs if we cannot get the supplies we need.

Ms. Thomas said that she was talking about laws and policies.

Tamara Stewart said that she loves the new lights.

The survey is a good idea, but needs more promoting and a deadline.

Ms. Stewart asked about materials ordering. She said that she had put something on hold at Mount Vernon which was on order since November. There are six other people on the list and the item is still on hold.

She asked if there were provisions being made to inform people that this is not going to happen. She said that she has heard complaints from other people.

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Ms. Stewart asked had the library contacted the city about its decision to postpone the budget vote until 2013. She asked was the city okay with this.

Millie Burns said that the city was fine with this. She said that Elias Gootziet was an advocate and big supporter. We are going for the vote in 2012 with the exception that in 2013 the budget will have been approved.

Tamara Stewart asked how the public would get the results. She asked could the survey be put on paper copies or on the website.

Opal Lindsay said that there was a deadline.

Arlene Grant said that putting a deadline may limit feedback.

Tamara Stewart said there needs to be more clarity on what is going to happen with the survey. She said it would be good if it were posted on the web what was going to happen with the survey.

Opal Brown Lindsay said that it was part of the plan for the next ten years.

Ms. Stewart said that she hears time and time again that people in the community do not feel like they are being heard.

Rodney Reynolds said that his company does surveys all the time and they are usually open ended. You always want to get feedback from people.

It was asked if a disclaimer could be put on the survey. Could it be put on the website that the data will be posted at a certain time?

There was discussion regarding the time frame for changing the data and whether to put a disclaimer on the website so not to build up disappointment or make people feel that their concerns are not being heard.

Opal Lindsay said that she would speak to the staff regarding material ordering. She asked if Tamara Stewart had spoken to anyone on the staff.

Patricia Hansen said that materials were still being order in November.

Millie Burns said that this begs the question; where do we stand with ordering. Opal Lindsay said that nothing is being ordered.

Tamara Stewart said that she was glad to know the status that no materials are being ordered. She asked could the information be shared with other libraries in the system.

Millie Burns asked if Opal Lindsay had a sense of when the ordering would be done. Mrs. Lindsay said that she is talking with the staff.

Gary Newman said that Mrs. Lindsay had not spoken to him.

GRIEVANCE:

The six individual Step II grievances (Out of Title Pay) were presented to the Board. A tentative date to informally discuss the grievances was set for March 29th.

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MINUTES:

The minutes of the meeting of January 19th 2011 were approved upon a motion by Millie Burns, seconded by Rodney Reynolds.

The minutes of the meeting of February 16, 2011 were approved upon a motion by Rodney Reynolds, seconded by Julie Mills Worthey.

OFFICIAL DESIGNATIONS:

The 2011 official designations were approved upon a motion by Julie Mills Worthey seconded by Rodney Reynolds.

COMMUNICATIONS:

Millie Burns received an email from Terry Kirchner regarding State Senator Susie Oppenheimer and Governor Cuomo's competitive fund for school districts.

An email was received from Ruth Shire regarding the status of Saturday openings.

New York State Library must be contacted regarding a waiver to avoid losing Central Library aide if the library does not get 95% of its budget for the previous year.

Opal Brown Lindsay said that the only thing to do is to reach out to the state. Millie Burns said that she is in contact with Richard Thomas.

Mount Vernon Public Library is only one of two New York libraries to be awarded the Sony Reader grant.

Millie Burns said that the board will need something in writing regarding Opal Lindsay's conversation with the foundation.

Ms. Burns received an email from Mary Harper regarding changes to administrative vacations.

Millie Burns said that she will continue to look for additional funding for the library. She noted that the governor is cutting funding to the schools.

The board received a copy of the Amani support letter.

Millie Burns sent a copy of the summit brochure to Legislator Lyndon Williams.

Millie Burns said that she received the minutes and financials from the foundation.

Millie Burns said that she sent a jpg. for the library website. She suggested that the library make its graphics for the rest of the year eye-catching.

Ms. Burns attended the Neighbors that Care meeting. She had a lot of questions. People really want to support the library.

Millie Burns is still trying to get a meeting with Senator Kristen Gillebrand.

Rodney Reynolds and Millie Burns met with the new trustee applicants.

Emails were sent to the Tech committee regarding training.

16, Mar 11 – 8 –

Millie Burns hopes to reach out to Geraldo Soares to get the summit brochure in the Brazilian dialect of Portuguese.

Ms. Burns said that everyone is credited in the brochure; she is looking forward to getting the releases for the photos in the brochure.

It was clarified that the staff is working on grant proposals.

Patricia Hansen clarified that the contract for the Ricoh copier/printer was signed in March 2007 by the former director. It is a 60 month contract that runs through 2012.

WLS REPORT:

Chris Hansen attended the WLS Trustee meeting the week of February 24th. There was no news to report.

FINANCIALS:

Millie Burns said that \$.26 per week is spent for each patron to use the library. She thinks this is a good number for people to have in their head to know how much they are getting. She said she is hoping people will see how quickly we can blow through 3.5 million dollars.

Patricia Hansen said that finances are not done on a weekly basis.

Ms. Burns said Maureen Walker is now asking for that. Mrs. Hansen said she is not getting it. She said Maureen Walker knows how the library records are done.

Julie Mills Worthey said that the comptroller is concerned about the manner the library books and financing are being kept.

Patricia Hansen said that the system here is not that sophisticated. Information is not put in everyday. We do not operate that way.

She said that the library needed a more sophisticated accounting system. She was it and she wears other hats.

Julie Mills Worthey suggested that the library respond to the comptroller in the positive.

Arlene Grant suggested that the library respond by saying they will give the report monthly.

Millie Burns suggested we try and find a way to comply with the comptroller's request.

Patricia Hansen said in the summer the electricity goes up. If you give a number, it would be skewed.

Arlene Grant said the point is, there is seasonal fluctuation.

Millie Burns said that it is part of keeping a dialogue and showing we are responsible.

Patricia Hansen said that the bank accounts had not been reconciled in over 60 years. She is working on correcting the entries. She is the only one doing this.

Mrs. Mills Worthey asked was the reconciliation beneficial. Patricia Hansen said yes. We need to reconcile. She said that she has discovered over \$100,000 in corrected entries that need to be balanced. Julie Mills Worthey asked would a project of this type require additional resources. Going forward would this bring the library up to date?

Patricia Hansen said that she cannot give a two week estimate. She is the only one doing this and it cannot get done. She said that it is an unreasonable request. The comptroller knows the more she asks for and the less the library can provide, the worse we look to the community.

Julie Mills Worthey said that she would not suggest that the comptroller is making requests that are designed to fail.

She said if we got the request, we should respond.

Patricia Hansen said that the comptroller may have a more sophisticated accounting system. Right now the library is on a cash basis. Going forward we must be on accrual to reserve funds. The state report and the report to the city is on a cash basis.

Julie Mills Worthey asked if we had the software at the level we should be operating at, could it only be used for finances or could other systems be incorporated.

Arlene Roberts Grant said that the library needs a midsized financial database. She said when you run a conversion system it is run parallel. It could take months or a year to convert.

Mrs. Mills Worthey asked if Patricia Hansen agreed that the library does not have the level of expertise here. Does she agree that we wait? Mrs. Hansen said yes.

Julie Mills Worthey said then we would be using the old accounting system alongside the new one when we enter into the new governance. She asked why.

Mrs. Roberts Grant said typically you would change systems at the end of the fiscal year. Typically in June you would start working with a consultant.

Patricia Hansen said that there isn't a computer in the library that would support the financial system needed. The comptroller forgets the library software is different.

There was further discussion about the new financial system. Arlene Roberts Grant said that the new system could cost about \$250,000. Patricia Hansen said it would be cheaper if the library could piggyback on the city.

Julie Mills Worthey asked when Mrs. Hansen would be clearing her responsibilities where she could foresee what the library will need to get to where we want to be.

Patricia Hansen said that she could not answer. She was finishing reconciling 2009, 2010 and 2011.

Julie Mills Worthey said she would email a conversation regarding how much time would take for us to get the resources, to reach out to someone.

Arlene Roberts Grant said that this issue is critical to the new governance issue.

Julie Mills Worthey said that this needs to be on the to do list. We need to know when we could look at that aspect of our plan.

Mrs. Mills Worthey said that we have to go back to the comptroller. We need to frame a positive response. If Pat Hansen were at a meeting with the comptroller anyway, perhaps it could be addressed. Millie Burns said it is an issue of what we want, how we want it and can the consultant do it. You don't have to be an expert to know what you want. The person has to be an expert in order to give it.

Julie Mills Worthey said she is asking when we maybe able to produce an outline, so the board can have a conversation.

Patricia Hansen said that she can do the February statements and say this is the library's position as of February 28th. The library does not have the ability to give a two week report.

16, Mar. 11 -10 –

Millie Burns asked how far Mrs. Hansen could go into March. Patricia Hansen said that she had not done March bills yet.

Ms. Burns said that people needed to see this is how we go through 3.5million dollars so quickly.

Julie Mills Worthey said you cannot put it in the brochure. We are looking for something more dramatic to present.

The February 2011 Bills and Payrolls totaling \$426,146.92 properly certified by the Director and reviewed by Millie Burns and Julie Mills Worthey were approved by the Board of Trustees and requested paid.

The checks are numbered #020579-020610 (payrolls), #-056586-056618 (payrolls, petty cash), and #-031264-031294 (bills).

DIRECTOR'S REPORT:

Opal Brown Lindsay reported the following:

The library has a Twitter account. Librarian Nishan Stepak is currently tweeting about the library activities and calendar of events.

Art Culture has awarded the library an Art Book Collection grant. The library will receive 12 to 14 unique art books that do not normally appear in the library. The books are being sent to underserved communities. The books will become part of the library collection.

Millie Burns said that a patron had come to an exhibit reception and found a rare art book. The person was impressed with the library. We would want to capitalize on that.

Nishan Stepak suggested that a flicker gallery of pictures could be created for the library website.

Julie Mills Worthey asked if Nishan Stepak were suggesting that a memorandum of understanding be included in the request to be able to put pictures on flicker. Mr. Stepak said even without an agreement it is needed. Mrs. Mills Worthey asked if this was one of the items on the wish list.

Opal Lindsay said that library is looking at a Pepsi Refresh Grant, Build a Bear Grant, National Education Grant, and a Jenny Jones grant.

Millie Burns asked, does looking at mean applied for? Opal Lindsay said that some were applied for, Art Books and Build a Bear; the Build a Bear for summer reading. The grant started in March and there is no end date. The Jenny Jones grant is being looked into.

Julie Mills Worthey asked if Mrs. Lindsay was saying there aren't grants that have been completed and submitted. Opal Lindsay said no.

Habitat for Humanity will have an Earth Week event on April 29th.

Mrs. Mills Worthey asked who the Community Renewal Task Force was. Was it initiated by the city planning department? Rodney Reynolds said that the Task Force came out of a series of meetings

started because of violence. Opal Lindsay said that the task force includes the planning department, Robin Meyers and a couple of other community members.

Julie Mills Worthey asked how the Earth Week plan impacted what is planned for First Avenue.. What about the ArtsWestchester project?

Opal Lindsay said that it doesn't interfere. The planning department is keeping in mind the other plans.

Opal Lindsay said that she didn't know what ArtsWestchester was planning to do. Millie Burns asked where this fit into the conversation that was had with Janet Langsam during the meeting with the planning commission.

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Opal Lindsay said that she had a meeting with the Girl Scouts and Robin Meyers in February. She said that the Task Force Plan was created by Robin Meyers at the meeting on the 23rd.

Millie Burns said that she thought Jeffery Williams created the plan. Opal Lindsay said that she did not know.

Pat Hansen said that it is possible she thought they were two different things.

Julie Mills Worthey asked Opal Lindsay what her understanding was of what the Task Force is supposed to be doing on April 25th.

Mrs. Lindsay said that Habitat for Humanity is helping the task force to prep and will be donating a bike rack. Frank Fraley will be doing gardening on Saturday and the Williams elementary school will be doing gardening.

Millie Burns asked was all of this in writing.

Opal Lindsay said that she had the minutes for the Earth Week events and would share.

Julie Mills Worthey asked how Mrs. Lindsay knew these things were going to be done and who would be doing them.

Mrs. Lindsay said they would be working in front of the children's room area.

Mrs. Mills Worthey asked if detailed information was in the plans. Millie Burns asked who has the responsibility. What are the details and the liabilities?

Nishan Stepak said that the library had done an Earth Week program. It would have turned out better if something was in writing. The agreements did not go through the way they told us. They did not deliver the plants and flowers.

Julie Mills Worthey asked who did the labor. Nishan Stepak said volunteers who planted flowers in small plots.

Opal Brown Lindsay said that Robin Meyers is heading the Task Force.

Julie Mills Worthey said that there should be real clarity on the extent of the project and who is going to be working on it; so they are clear and we are clear.

Millie Burns said that in a conversation with Terry Kirchner, he indicated that he had spoken with library consultant Libby Post who seemed to have an understanding that the library was going to hire her.

Ms. Burns said that she does not know if the library will be hiring Libby Post.

Ms. Burns said that she feels the cost will be two to three times as much as stated and thinks that the money could be better spent training staff.

There is concern turning over the job to someone when we don't have what we need here.

Millie Burns said she had an issue with Libby Post considering changing the band for the Central Library.

Arlene Roberts Grant said she thought that Libby Post was the consultant on the change of governance. She thought that she was going to do a community wide campaign. She asked if Millie Burns thought the task could be done internally.

Millie Burns said that she thinks it can, she does not think that the consultant is the best use of the \$50,000 at this time.

Arlene Grant asked what staff Millie Burns was referring to.

Millie Burns said the director and staff.

Rodney Reynolds said that the library is going to need a professional consultant.

Julie Mills Worthey asked how the library is going to justify it when we have made the representation we have about our finances.

16, March, 11 -12-

Julie Mills Worthey said that she had made an inquiry to the Board of Ethics. As a confidential employee to a sitting judge, she is not allowed to advocate for a vote. The gift funds could be utilized to advocate to persuade the electorate. She said that she must abstain from that vote.

Patricia Hansen said that the funds could be used to educate the community on what life would be like without the library.

Arlene Roberts Grant said that the idea was that we would have a campaign in place. The conversation started before all present were on the board.

Julie Mills Worthey said she agrees, but the conversation probably took place before the current budget situation.

Rodney Reynolds said that it was presented to the board that someone professional was needed in that capacity in order to push the vote forward.

Arlene Grant said when Lisa Areford made her presentation she pointed toward the Libby Post website. To do an effective job, you need a strong leader

Julie Mills Worthey said that she has a very strong opinion, but is not in a position to say yes or no to the money. If other pieces are not in place, then how effective could it be.

Millie Burns asked did we have anything signed by Libby Post. Opal Lindsay said not yet.

Arlene Roberts Grant said she thought that because we met with Libby Post and she gave the presentation we were going to hire her.

Millie Burns said that she does not think it is the way to go at this time. It is going to cost much more. The money is better used to support the staff.

Ms. Burns said that she thinks the grievances prove staff dedication to the job and the library. Nishan Stepak has proven what you are willing to do. The capability is proven. She said that she doesn't see Libby Post being able to be effective coming in making requests. Ms. Burns said that she felt Ms. Post would not be able to get what she needs from the library within the time frame required for the cost she initially proposed and the cost would wind up being considerable more. Substituting generic stock photos or creating content is not a viable option. Ms. Burns said she has a problem seeing Libby Post or any professional doing this for the money being asked. If she is going to do effectively, it is going to cost more.

Nishan Stepak said that there are issues of how we are related to the community. People in the community not being supportive is not political, just customer service issues. People complain of terrible customer service. Maybe we should listen to the people and they might support us.

Millie Burns said its being able to be truthful with people and giving the best information possible.

Arlene Roberts Grant asked if Millie Burns knew of any libraries that have changed their governance and did so internally.

Ms. Burns said that at a meeting she attended in Greenburgh there were people who had done so themselves.

Mrs. Grant said she does not know if the process has been done successfully.

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Millie Burns said that they do exist. A point of reference is what is seen here internally. She said she is hard pressed to see Libby Post doing it for \$50,000.

Ms. Burns said that she would like to think if certain things here were made better and certain things were healed, most of the staff would be on board.

Julie Mills Worthey said that passing the budget is the only way we can get those positions back.

Arlene Roberts Grant said that without a consultant she doesn't know how serious it would be in getting things done.

Millie Burns said that the goal is to start educating people. People see the library as not the positive it really is. She said she thinks the problem is that people do not have the information they need. Libby Post did give a formula.

Tamara Stewart said that as the person who spearheaded the petition, there is a lot of support for the library. She said that she kept hearing about a disconnect. She said she does not feel there is a dialog between the library and the community. It is important to give people accurate information. She said that she hopes there would be an effort to heal.

Ms. Stewart said that the institution is special in that most of the people who work here live in the community. She said she thinks the staff members are the best people to have on Board to take the budget out to vote.

She said she thinks the community can be utilized. The first step is to acknowledge what people have been doing all along and to move from there.

Ms. Stewart said to give the staff the opportunity. If they don't really care, then the library has a bigger problem than getting the budget passed.

Cheryl Thomas said that if a consultant is brought in that the community doesn't know, then you are contradicting yourselves. You are saying you don't have the money, now you are paying money for a consultant.

Millie Burns said that Elias Gootzeit and the Neighbors that Care Community organization are interested in helping the library.

She said that she belongs to Mount Vernon Neighborhood United and thinks the organization will be supportive.

Nishan Stepak asked who is going to support us. Millie Burns said the school. They have a vested interest in supporting us.

Julie Mills Worthey said that the concept of Libby Post was to rebrand the library using the library as a source of material to mold and utilize in an effective way.

Doris Hackett said that she thinks the library is important to all of us. She can agree with everyone, but the bigger question is can we afford it.

Nishan Stepak asked had we looked at smaller organizations that do this kind of thing.

Millie Burns said that all of that is possible.

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Ms. Burns said that she does not ever remember participating in a conversation that Ms. Post was going to be hired.

Julie Mills Worthey said that you need clarity on whether or not there was a vote on hiring Libby Post.

Gary Newman said to know who is for us is just as important as knowing who is against us.

TRUSTEE REMARKS:

Rodney Reynolds said that he reached out to Dennis McDermott of Chase Bank. They do not fund libraries, but they have funded centers such as the one in New Rochelle.

It was asked if New Rochelle would be open to having a meeting with the Board and the Director.

Julie Mills Worthey asked if Mr. Reynolds saw any possibility to create a proposal in order to enhance or engage the staff to participate.

Julie Mills Worthey said that she has not yet met with Billy Riccaldo of CSEA.

Mrs. Mills Worthey said that she had a conversation with Helen Blackwood regarding the creation of the library foundation. One of the issues raised was the issue of the physical plant. There are concerns about the ability to recreate the physical plant in a way that it could move forward.

She said that she would like to investigate and bring in professionals to review the plant.

OLD BUSINESS:

Millie Burns said that she needed points answered from the email situation with the Girl Scouts.

Gary Newman said that talking about all acquisitions has ceased. He said that he would like to know who was involved.

Opal Lindsay said that the staff has been asking her. Mr. Newman said, so there has been no real discussion.

Millie Burns said that she would like to come in and meet with the staff.

EXECUTIVE SESSION:

The Board entered Executive Session at 11:05 pm. The Board returned to Public Session at 12:09 am and recorded these decisions:

Approved the appointment of Winston Maharaj and Na'im Tyson to the Board of Trustees to fill the unexpired terms of Danna Wood-Webb and Susan Capeci.

ADJOURNMENT:

The meeting was adjourned at 12:10 am.

Respectfully submitted

Secretary