



Wednesday, October 21, 2020 Regular Meeting

Wednesday
6:30 a.m.
Via Zoom

1. Meeting Opening

Subject **1.1 Call To Order**

Meeting Oct 21, 2020 - Regular Meeting

Category 1. Meeting Opening

Type Procedural

The Regular meeting of Wednesday October 21, 2020, via Zoom conferencing was called to order at 6:43 p.m. by Oscar Davis Jr.

Subject **1.2 Roll Call**

Meeting Oct 21, 2020 - Regular Meeting

Category 1. Meeting Opening

Type Action, Procedural

Trustees' present: Cathlin Gleason, Judy Williams-Davis, Hope Marable, and Oscar Davis Jr.

Also present was: Mike Hekle; Jackson Lewis Attorney, Terry Kirchner; WLS Library Director, Marcus Griffith; Prov. Accountant Clerk, Tom Terry,

Subject **1.3 Pledge of Allegiance**

Meeting Oct 21, 2020 - Regular Meeting

Category 1. Meeting Opening

Type Procedural

The Pledge of Allegiance

I pledge Allegiance to the flag
of the United States of America
and to the Republic for which it stands,
one nation under God, indivisible,
with Liberty and Justice for all.

Pledge of Allegiance was led by Judy Williams-Davis.

Subject	1.4 Acceptance of Agenda
Meeting	Oct 21, 2020 - Regular Meeting
Category	1. Meeting Opening
Type	Action
Recommended Action	Motion to approve the agenda

Upon a motion made by Judy Williams-Davis, seconded by Hope Marable, the Board approved the agenda for the Regular meeting of Wednesday October 21, 2020. The vote carried 4 yes and 0 no.

Trustee Davis questioned the correspondence category section not being listed on the meeting. The Administrator stated the correspondence this month is attached to resolution #0077-20 due to a monetary donation being attached. The Board mentioned there should be another correspondence added to the meeting, but because it was not given to the Administrator, it will be discussed during executive session.

It was decided during executive session, the correspondence from CSEA President Gary Newman, will be read into the meeting. The letter was read aloud by the Administrative Assistant and it will be added to the meeting in the executive session category.

2. Director's Report

Subject	2.1 Director Timur Davis Report
Meeting	Oct 21, 2020 - Regular Meeting
Category	2. Director's Report
Type	

File Attachments

Director Report October 2020 D1.pdf (232 KB)
interoffice memorandum B&G.pdf (180 KB)
img-201015142839.pdf (1,903 KB)
CSEA Contract 2014-2024.pdf (72,063 KB)
September Circulation report.pdf (276 KB)
ProposedProgramsNovemberDecember2020.pdf (229 KB)

3. Board Committee Reports

Subject	3.1 Building & Grounds Committee
----------------	---

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

Trustee Davis Reported;

- The community garden was a success, thanks to Brother Muhammad, and the public response was great
- Future planning- received funding from E-rates
- Re-wiring to take place in some ares
- New filters will be put in place
- Re-visiting working on the new teen lab, starting to design the lab
- Funding from the NYS grant will allow the purchase of new windows, cameras
-

Subject 3.2 Finance Committee

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

Trustee Gleason reported

Subject 3.3 Marketing Committee

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

Trustee Williams-Davis reported;

Working with the Director on a marketing plan to present to the Board

Subject 3.4 Personnel Committee

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

Trustee Williams-Davis reported;

The personnel meeting was the best one that they have had so far. Topics can not be ddiscussed openly.

Subject 3.5 Policy & Governance

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

The Director reported;

Committee is working with the attorney on a drafted COVID-19 policy for the employees and the patrons, with a focus on out of state travel and going to hot zone areas

Subject 3.6 Strategic Planning Committee

Meeting Oct 21, 2020 - Regular Meeting

Category 3. Board Committee Reports

Type

Trustee Marable Reported;

The strategic planning committee will give a report in November of 2020 that will carry us through 2021 and all the way through 2024 complete executions.

4. Board Minutes

Subject 4.1 September 16, 2020 Regular

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

Subject 4.2 September 14, 202 Working

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.

X	_____	_____	Judy Williams-Davis
X	_____	_____	Cathlin Gleason
X	_____	_____	Hope Marable

Subject 4.3 August 25, 2020 Special

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X	_____	_____	Oscar Davis, Jr.
X	_____	_____	Judy Williams-Davis
X	_____	_____	Cathlin Gleason
X	_____	_____	Hope Marable

Subject 4.4 August 5, 2020 Special

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X	_____	_____	Oscar Davis, Jr.
X	_____	_____	Judy Williams-Davis
X	_____	_____	Cathlin Gleason
X	_____	_____	Hope Marable

Subject 4.5 July 27, 2020 Special

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X	_____	_____	Oscar Davis, Jr.
X	_____	_____	Judy Williams-Davis
X	_____	_____	Cathlin Gleason
X	_____	_____	Hope Marable

Subject **4.6 July 15, 2020 Re-organizational**

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

Subject **4.7 July 15, 2020 Regular**

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

Subject **4.8 July 13, 2020 Working**

Meeting Oct 21, 2020 - Regular Meeting

Category 4. Board Minutes

Type Minutes

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approve the minutes collectively for agenda items 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.7, and 4.8. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

5. Finance

Subject 5.1 Funds Transfer Resolution #0095-20

Meeting Oct 21, 2020 - Regular Meeting

Category 5. Finance

Type

**MOUNT VERNON PUBLIC LIBRARY
BOARD OF TRUSTEES FUNDS TRANSFER
RESOLUTION #0095-20**

WHERE AS: The Mount Vernon Public Library ("MVPL") maintains a money market account at Sterling National Bank with an account number ending in 8241 for the purpose of depositing and holding the tax levy money remitted by the citizens of Mount Vernon via the Mount Vernon School District.

FURTHERMORE: The Mount Vernon Public Library ("MVPL") maintains an operating account at Sterling National Bank with an account number ending in 0601 for the purpose of dispersing various amounts in the ordinary course of business to both employees for payroll and related costs and various amounts to third party vendors for expenses incurred each in accordance with the approved budget.

THEREFORE: It is the recommendation of the Management of the MVPL that the Board of Trustees authorize the transfer of exactly \$370,750 (Three hundred-seventy thousand – Seven hundred Fifty dollars) from the Sterling National Bank MVPL Money Market account ending in 8241 into the Sterling National Bank MVPL Operating account ending in 0601.

BE IT RESOLVED: The Board of Trustees of the Mount Vernon Public Library ("MVPL") hereby authorizes the transfer of \$370,750 (Three hundred-seventy thousand – Seven hundred Fifty dollars) from the Sterling National Bank MVPL Money Market account ending in 8241 into the Sterling National Bank MVPL Operating account ending in 0601.

Upon a motion made by Hope Marable, seconded by Cathlin Gleason, the Board approved and adopted resolution #0095-20. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

Subject 5.2 Check Signing Resolution#0096-20

Meeting Oct 21, 2020 - Regular Meeting

Category 5. Finance

Type

**MOUNT VERNON PUBLIC LIBRARY
BOARD OF TRUSTEES
CHECK SIGNING RESOLUTION #0096-20**

WHEREAS: The Mount Vernon Public Library ("MVPL") submitted a budget for the fiscal year ending June 30, 2021, which was affirmatively voted by the majority of the citizens of the City of Mount Vernon.

FURTHERMORE: The Administration of the MVPL has prepared various checks for various third parties, dated August 24, 2020 and September 16, 2020 as payment for goods and/or services duly received by the MVPL in the ordinary course of business, which are within the approved budget for the fiscal year ended June 30, 2021. A listing of such checks is attached to this Resolution and includes consecutive check numbers 15435- _____ totaling \$130,748.21 After grouping these checks according to their respective purpose a summary of expenses were as the attached spreadsheet.

FURTHERMORE: The Administration has reviewed the checks and underlying documentation and makes the following affirmation:

The Administration has reviewed each check and related underlying documentation and certify that each check has been prepared in accordance with such documentation, for the amount of the related invoice and matching purchase order and that such expenditure is solely for Library purposes and is within the annual budget amount for the particular budget line item.

THEREFORE: It is the recommendation of the Administration of the MVPL that two signers on Board of Trustees sign all such checks.

BE IT RESOLVED: The Board of Trustees of the Mount Vernon Public Library ("MVPL") hereby authorizes and empowers either one of the Trustees authorized to sign checks, to sign each of the checks delineated on the attached check register in accordance with the policies and procedures of the MVPL.

Upon a motion made by Cathlin Gleason, seconded by Judy Williams-Davis, the Board approved and adopted resolution #0096-20. The vote carried 3 yes and 1 abstained.

Yea	Nay	Abstain	Trustees
_____	_____	X_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

6. Old Business

Subject 6.1 Funds Transfer Resolution #0091-20 Amended

Meeting Oct 21, 2020 - Regular Meeting

Category 6. Old Business

Type

**MOUNT VERNON PUBLIC LIBRARY
BOARD OF TRUSTEES FUNDS TRANSFER
RESOLUTION #0091-20 AMENDED**

Item TABLED until next regular meeting of November 2020

WHERE AS: The Mount Vernon Public Library ("MVPL") maintains a money market account at Sterling National Bank with an account number ending in 8241 for the purpose of depositing and holding the tax levy money remitted by the citizens of Mount Vernon via the Mount Vernon School District.

FURTHERMORE: The Mount Vernon Public Library ("MVPL") maintains an operating account at Sterling National Bank with an account number ending in 0601 for the purpose of dispersing various amounts in the ordinary course of business to both employees for payroll and related costs and various amounts to third party vendors for expenses incurred each in accordance with the approved budget.

THEREFORE: It is the recommendation of the Management of the MVPL that the Board of Trustees authorize the transfer of exactly \$852,692 (Eight hundred-fifty two thousand – Six hundred Ninety two dollars)(**FIGURE WILL BE UPDATED**) from the Sterling National Bank MVPL Money Market account ending in 8241 into the Sterling National Bank MVPL Operating account ending in 0601.

BE IT RESOLVED: The Board of Trustees of the Mount Vernon Public Library ("MVPL") hereby authorizes the transfer of \$852,692 (Eight hundred-fifty two thousand – Six hundred Ninety two dollars) from the Sterling National Bank MVPL Money Market account ending in 8241 into the Sterling National Bank MVPL Operating account ending in 0601.

Upon a motion made by Hope Marable, seconded by Cathlin Gleason, the Board will support the approval of Resolution #0091-20 noting that the Chief Accountant Clerk will only transfer what is calculated and make amendment of this resolution to presented at the next Board meeting. The vote carried 3 yes and 0 no.

*****Figures are not complete yet the #'s will be updated before the regular meeting of 11/2020 *****

Subject 6.2 Check Signing Resolution #0090-20 Amended

Meeting Oct 21, 2020 - Regular Meeting

Category 6. Old Business

Type

**MOUNT VERNON PUBLIC LIBRARY
BOARD OF TRUSTEES**

CHECK SIGNING RESOLUTION #0090-20 AMENDED UPDATE

Item TABLED until next regular meeting of November 2020

WHEREAS: The Mount Vernon Public Library ("MVPL") submitted a budget for the fiscal year ending June 30, 2021, which was affirmatively voted by the majority of the citizens of the City of Mount Vernon.

FURTHERMORE: The Administration of the MVPL has prepared various checks for various third parties, dated August 24, 2020 and September 16, 2020 as payment for goods and/or services duly received by the MVPL in the ordinary course of business, which are within the approved budget for the fiscal year ended June 30, 2021. A listing of such checks is attached to this Resolution and includes consecutive check numbers 15335 - 15434 **AMENDED** total \$**503,074.80** After grouping these checks according to their respective purpose a summary of expenses were as follows:

Payroll Taxes and Deductions	\$ 3,947.51
Books Expenses	12,739.79
Audio Visual Expenses	2,767.16
Periodicals Exp	1,414.99
New Technology	2,690.91
Programs Adjusted to	918.69
Supplies	2,163.97
Computer Adjusted to	808.00
Telephone	8,408.03
Postage	187.00
Office	158.00
Professional Development	1,412.00
Equipment Maint. Adjusted to	8,999.58
Memberships	320.56
Professional Fees	27,632.50
Custodial Supplies	3,139.48
Repairs to Building	145,753.90
Security	11,783.94
Service Contracts	4,026.02
Miscellaneous	10,483.57
Insurance	14,468.50
Hospital & Medical	202,167.73
Dental	2,221.77
TOTAL	\$ 503,074.80

FURTHERMORE: The Administration has reviewed the checks and underlying documentation and makes the following affirmation:

The Administration has reviewed each check and related underlying documentation and certify that each check has been prepared in accordance with such documentation, for the amount of the related invoice and matching purchase order and that such expenditure is solely for Library purposes and is within the annual budget amount for the particular budget line item.

THEREFORE: It is the recommendation of the Administration of the MVPL that two signers on Board of Trustees sign all such checks.

BE IT RESOLVED: The Board of Trustees of the Mount Vernon Public Library ("MVPL") hereby authorizes and empowers either one of the Trustees authorized to sign checks, to sign each of the checks delineated on the attached check register in accordance with the policies and procedures of the MVPL.

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board has approved and adopted Resolution #0090-20 with the following amendments until the necessary. All programming checks are being removed until the MOU agreement are reviewed; Dawn Halasz, John Gallagher, Flor De Maria, Budding Buddhas, Jason Reilly, April Armstrong, and Graham Clarke. Checks for Daiken Applied, Custom Computer Spec., and Communication Analysis are also being removed until verification of service has been provided.

The vote carried 3 yes and 0 no. Oscar Davis, Jr., Cathlin Gleason, Hope Marable

*****Figures are not complete yet the #'s will be updated before the regular meeting of 11/2020 *****

File Attachments
[CheckExpenditure Aug Sept 2020.pdf \(74 KB\)](#)

7. New Business

Subject **7.1 Donation Resolution #0077-20**

Meeting Oct 21, 2020 - Regular Meeting

Category 7. New Business

Type

**Mount Vernon Public Library
 Board of Trustees
 Board Resolution #0077-20**

A RESOLUTION TO ACCEPT A MONETARY DONATION

WHEREAS, the Director of the Mount Vernon Public Library recommends to the Board that they accept the Mauro Family monetary donation in the amount of \$50.00, in loving memory of Ms. Concetta (Connie) Mauro.

WHEREAS, Board of Trustees for the Mount Vernon Public Library must approve the donation,

NOW, THEREFORE, be it

RESOLVED, that the Board of Trustees for the Mount Vernon Public Library has approved, adopted, and authorized the acceptance of the monetary donation made by the Prince Family of \$50 dollars; check #3955 will be applied to the Gifts & Donation account #3011.01.

Upon a motion made by Judy Williams-Davis, seconded by Cathlin Gleason, the Board approved and adopted resolution #0077-20. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X_____	_____	_____	Oscar Davis, Jr.
X_____	_____	_____	Judy Williams-Davis
X_____	_____	_____	Cathlin Gleason
X_____	_____	_____	Hope Marable

File Attachments
 Donation Letter Connie Mauro Family.pdf (2,491 KB)
 Thank You letter for R. Mauro.pdf (1,498 KB)

Subject 7.2 ArtsWestchesterGrant Resolution#0093-20

Meeting Oct 21, 2020 - Regular Meeting

Category 7. New Business

Type

**Mount Vernon Public Library
 Board of Trustees
 Resolution # 0093-20**

A RESOLUTION FOR THE ARTS-WESTCHESTER- ARTS INITIATIVE GRANT- GRAFFITI DENIM JACKETS WORKSHOP

WHEREAS, the Director of the Mount Vernon Public Library recommends to the Board the approval resolution to allow and accept the award to Mount Vernon Public Library a Cultural Services contract for a Mount Vernon Arts Initiative grant in the amount of \$4,550.00 for "Graffiti Denim Jackets Workshop".

WHEREAS, the Director of the Mount Vernon Public Library recommends to the Board the approval of Graffiti Denim Jackets Workshop: Series of four graffiti/lettering workshops lead by Smithsonian artist Manuel Acevedo in March 2021 at the Mount Vernon Public Library. The agreement by the contractor will commence no later than July 1, 2020 and shall be completed no later than June 30, 2021.

WHEREAS, Board of Trustees for the Mount Vernon Public Library must approve these recommendations,

NOW, THEREFORE, be it

RESOLVED, that the Board of Trustees for the Mount Vernon Public Library has approved, adopted and authorized the ARTSW – ARTSWESTCHESTER, Mount Vernon Initiative Cultural Services agreement for Graffiti Denim Jackets Workshop: Series of graffiti/lettering workshop.

Upon a motion made by Cathlin Gleason, seconded by Hope Marable, the Board approved and adopted resolution #0093-20. The vote carried 4 yes and 0 no.

Yea	Nay	Abstain	Trustees
X			Oscar Davis, Jr.
X			Judy Williams-Davis
X			Cathlin Gleason
X			Hope Marable

File Attachments
 MVPL Contract Packet.pdf (3,168 KB)
 W-9 Blank Form(1).pdf (119 KB)

Subject 7.3 A+ Technology Resolution #0094-20

Meeting Oct 21, 2020 - Regular Meeting

Category 7. New Business

Type

**Mount Vernon
 Board of Trustees
 Resolution # 0094-20
 New York State Department of Education Grant**

A+ Technology & Security

WHEREAS, the Administration of the Mount Vernon Public Library recommends to the Board of Trustees, to use contractor A+ Technology & Security to complete Phase 4 of the installation of Camera and Electrical Additions, Burglar Alarm, Windows, Add on Doors, and preventative maintenance for the safety and security for employees and residents of Mount Vernon Public Library and the City of Mount Vernon, New York. The Mount Vernon Public Library was approved for \$186, 777.00 from the New York State Education Department/New York State Library Project # 0386-20-8601. The Mount Vernon Public Library is responsible to match the grant in the amount of \$63,098.00 which total expenditures for the project is \$249,845.00

WHEREAS, Board of Trustees for the Mount Vernon Public Library, must approve this recommendation,

NOW, THEREFORE, be it

RESOLVED, that the Board of Trustees for the Mount Vernon Public Library has approved, adopted and authorized the contractual agreement with A + Technology & Security. The total cost will not to exceed \$249,845.00 and will be expensed from the Building repair funds account #6000.01.

Resolution #0093-20 has been pulled, this resolution should be to accept the NYS State grant first and then a resolution should be produce for the contracting company. This should be re-written for the next working meeting review

File Attachments
 A+ Technology PO#11006 10192020.pdf (2,083 KB)
 A+ Technology Quote Phase 5.pdf (37,719 KB)

8. Personnel

Subject 8.1 D. McQueen Step Correction Resolution #0088-20

Meeting Oct 21, 2020 - Regular Meeting

Category 8. Personnel

Type

**Mount Vernon Public Library
Board of Trustees
Resolution # 0088-20**

**A RESOLUTION TO APPROVE THE MERIT INCREASE FOR LIBRARY
ADMINISTRATIVE ASSISTANT**

WHEREAS, the Administration of the Mount Vernon Public Library recommends to the Board the following employee change,

WHEREAS, Board of Trustees for the Mount Vernon Public Library must approve these recommendations,

NOW, THEREFORE, be it

RESOLVED, that the Board of Trustees for the Mount Vernon Public Library has approved, adopted and authorized the following merit increase for the following employee:

BE IT ALSO RESOLVED, that the Board understands, that participating in the Union grants the full time employee bargaining rights only it does not replace the civil service rules for civil service positions and the yearly step increases as so stated on their exams, Doreen McQueen, will receive a merit increase effective October 12, 2020. An evaluation will be completed by the Director. This resolution will adjust Ms. McQueen salary to the most current pay-scale of 2020 pay-scale. Her annual salary of \$72,191 will be expensed from account 4600.01 Salaries –Administrative.

Upon a motion made bt Hope Marable, seconded by Judy Williams-Davis, the Board has approved and aopted resolution #0088-20. The vote carried 3 yes and 0 no.

Yea	Nay	Abstain	Trustees
X	_____	_____	Oscar Davis, Jr.
X	_____	_____	Judy Williams-Davis
_____	_____	_____	Cathlin Gleason
X	_____	_____	Hope Marable

9. Executive Session

Subject 9.1 Executive Session Request

Meeting Oct 21, 2020 - Regular Meeting

Category 9. Executive Session

Type

Upon a motion made by Cathlin Gleason, seconded by Judy Williams Davis, the Board entered into executive session at 8:07 p.m. to discuss personnel matters.

Executive session ended at 9:51 p.m.

Trustee Davis: The Board has agreed to allow the correspondence from Gary Newman CSEA President to be read into the meeting, the correspondence was read by the Director Timur Davis and the statement reading was completed by the administrative assistant.

Mr. Newman correspondence:

To the Board of Trustees:

Please accept this email as correspondence to the Board and read it into the minutes.

Allow me to ask upfront that you not insult our intelligence by telling us that the problem we are bringing to you is a day-to-day matter that should be addressed to the Account Clerk, Marcus Griffith. We are confronting a situation of managerial dysfunction of historic proportions that is unnecessarily causing both financial harm and emotional distress to your employees, has put the Library in violation of the law, and cries out for intervention and correction by the Library's governing body.

Over three months ago the Library stopped remitting the funds it deducts from employee paychecks to their 403b pension accounts, holding on to that money instead. While the employees are being robbed of the interest and growth they should be receiving from that money in their pensions, the Library is gaining the interest on that money for itself. In addition, the Library stopped remitting the funds to employees' insurance plans. Under the threat of the plans being cancelled, employees have been forced to pay the plans directly, even though the premiums had already been deducted from their paychecks. Similarly, the Library stopped remitting the funds for loan payments to the New York State Retirement System, again keeping the money for itself. Because of the Library's actions, employees have fallen out of arrears and have had financial penalties imposed on them. Also, the Library stopped reporting our earnings to the New York State Retirement System, reducing the value of the pensions and creating potential problems for anyone looking to retire. Finally, the Library stopped sending the Union dues it collects from us to CSEA, and, I can tell you, CSEA is not happy. Let me emphasize that it is not the Library's money that we are talking about here. It's *our* money.

It's being said that the problem is that the Board President, Oscar Davis, Jr., has been refusing to sign the checks. I have no direct knowledge of this, but it does fit the facts as we know them. Although the problem appears to have begun in early July, the staff as a whole did not learn about the problem until mid-September, when I alerted them right after learning about it myself. We have learned, however, that at least one employee brought the problem to Marcus Griffith in mid-July. He said he would look into it but did nothing. In the meantime, undoubtedly aware that the problem with the remittances was staff wide, the Library kept it secret from the staff. It was a cover-up, pure and simple.

On September 16, the day that I first learned about the problem, I went to the Director, Timur Davis, with our Secretary-Treasurer, Chris Williams, and told him that if the problem was not corrected within two days, I would bring it to the attention of the press. Two days later he told me that the checks had needed to be signed, but they were signed now and had all been and mailed out. I should have asked him why the problem had gone on for so long if this was all that was needed to correct it, or why there had been any problem at all, but I didn't. I also made the mistake of believing him.

One month later, I have returned from vacation to find my email lit up with people whose money is still not being remitted by the Library. I have also been informed that CSEA is still not receiving our dues. I am starting to wonder if I was the only employee whose checks the Library sent out on September 18. Could someone possibly have believed that if they fixed the problem for me, I wouldn't care about anyone else? It's bizarre, and there are many disturbing, unanswered questions. Did the Library Director knowingly mislead me, or was he himself misled? Has Marcus Griffith been misleading the Director? The employees? The Trustees? This is a problem that has not occurred before in the history of the Library, so why has it occurred now? Has the problem been the

result of malice, or incompetence, or both? And what really has been the Board President’s role in all of this, keeping in mind that he is Marcus Griffith’s direct supervisor?

The members can readily believe that this situation has been orchestrated by Oscar Davis. We feel that he hates us all, and we know that he is relentless in his efforts to hurt us in any way he can, with or without the Board’s knowledge or agreement. At the last Board meeting we sent you a petition asking for his removal, which you kept out of the record using the excuse that it dealt with a current legal matter. You will note that I have not provided you with that excuse again. I’m sure, given the Board President’s creativity with these things, you could invent some other excuse to block this communication, but that would be a mistake. As for the petition you blocked, *you* read it, and your most important takeaway from it should be that it was signed by 100% of your full time, non-administrative staff. That is a powerful message that you should take very seriously. Our Library truly needs to be rid of this man.

It is urgent that you immediately address the matter of the remittances, and take whatever action is necessary to correct the problem. I would appreciate being informed by the end of this week of a specific date by which this will occur. Library employees are really upset about this, and I am sure that if this were happening to you at your places of employment you would be as angry as we are. Are we never again going to be able to trust the Library to properly carry out this basic fiscal responsibility, or, for that matter, any fiscal responsibility involving our money? It would behoove the Board to apologize to the staff, with a forthright explanation of what happened, and is apparently still happening, and your assurance that it will not continue or be repeated. As for the still growing financial losses being suffered by employees because of the Library’s negligence, that is a related matter which we will address in due time.

Please note that you will not need to send this email to your attorney, as I have done that for you.

Gary Newman
CSEA Unit President
Mount Vernon Public Library

The Board gave Mr. Marcus Griffith the opportunity to respond:

10. Meeting Closing

Subject	10.1 Meeting Adjournment
Meeting	Oct 21, 2020 - Regular Meeting
Category	10. Meeting Closing
Type	

11. New Category
