

LIBRARY BOARD OF TRUSTEES

REGULAR TRUSTEE MEETING

MEETING TRANSCRIPT

Date: March 18, 2026

Meeting Called to Order: 5:02 PM

Recording Started: 5:04 PM

Duration: Approximately 2 hours 51 minutes

Format: Hybrid (In-Person & Zoom)

PARTICIPANTS

Bridget Stone (Chair/Library Director)

Ben Chiappinelli (Trustee)

Sarah Savich (Trustee)

Kollene Caspers (Secretary)

Heather Dunsmore (Trustee)

Mindy Grange (Staff)

Brian Dunsmore

Kellie Bosenberg

Debbie Mann

Natasha Halverson (Public Comment)

TABLE OF CONTENTS

1.	Call to Order & Recording Setup	00:00:03
2.	Agenda Item 2: Public Comment	00:00:57
3.	Agenda Item 3: Additions, Deletions, or Changes to Agenda	00:15:31
4.	Agenda Item 4A: Approval of Minutes – February 18, 2026	00:15:40
5.	Agenda Item 4B: Approval of Minutes – March 10, 2026 (Special Meeting)	00:19:24
6.	Agenda Item 5: Treasurer Report	00:55:44
7.	Agenda Item 5B: 2026 Budget Discussion	01:02:56
8.	Agenda Item 6: Library Director Report – Personnel & Staffing	01:45:40
9.	Agenda Item 7A: New Business – HUD Grant Approval & Support Letter	01:51:57
10.	Agenda Item 7B: Committee Appointments	02:09:11
11.	Agenda Item 7C: Background Checks & HR Process	02:20:54
12.	Agenda Item 7D: Cleaning Company	02:26:34
13.	Agenda Item 7E: Social Media Policy	02:31:29
14.	Agenda Item 7F: Ethics Policy	02:39:38
15.	Agenda Item 7G: MOU with Town of Georgia	02:42:11
16.	Agenda Item 7H: Staff Job Descriptions	02:44:16
17.	Other Business & Motion to Enter Executive Session	02:50:09

Timestamps indicate start time of each section within the meeting recording.

MEETING TRANSCRIPT

1. Call to Order & Recording Setup [00:00:03]

- [00:00:03] **Bridget Stone:** It's so nice.
- [00:00:07] **Bridget Stone:** Okay.
- [00:00:09] **Bridget Stone:** Okay, yep. Perfect. There we go. And let me turn that off, and then I want to turn on...
- [00:00:18] **Bridget Stone:** Mm-hmm. Yep, um...
- [00:00:22] **Bridget Stone:** Nope, it's, um, right after public comment, unless there's a public comment. There we go. Let's see, let's start there.
- [00:00:40] **Bridget Stone:** Ben, you started the meeting, right? Started the meeting at 5.02. Okay, I'm gonna start the recording. We haven't done anything yet, so...
- [00:00:46] **Bridget Stone:** Beautiful, thank you very much. Alright.
- [00:00:49] **Bridget Stone:** All right, so we're calling this meeting to order... it was called to order at 502, but we're really getting started, I would say, now at 5.04.

2. Agenda Item 2: Public Comment [00:00:57]

- [00:00:57] **Bridget Stone:** Um, first item of business is public comment.
- [00:01:02] **Bridget Stone:** Yes. Um, hello.
- [00:01:05] **Bridget Stone:** Everybody stop.
- [00:01:07] **Bridget Stone:** I've been struggling to come up with, like, ideas on what to do, so I was wondering if there's, like, anything the library needs or wants that I could do.
- [00:01:16] **Bridget Stone:** That is super exciting. I was so happy when Mrs. Grim called me this afternoon to tell me about you. She said that you really love books, and that that was what you were most excited about, so...
- [00:01:28] **Bridget Stone:** I love that. I'm so excited you thought of us. I'm coming up with a list of ideas. I'm sure the people around the table, and maybe the townspeople, have some ideas, too. It would be really great to get everybody's input, right?
- [00:01:42] **Bridget Stone:** So, these are just brainstorm ideas. You know how brainstorm goes, right? Like, you can just say whatever. So, um, one idea I have is an electric fireplace. Can you imagine, like, reading your book in front of an electric fireplace? How cozy that would be?
- [00:01:59] **Bridget Stone:** And we're doing a big renovation on the library, hopefully, coming up, and that could be part of the new library space.
- [00:02:07] **Bridget Stone:** So, that's one idea I came up with. Um, here's another idea.
- [00:02:13] **Bridget Stone:** I was thinking about doing something called an edible landscape a few years ago, um, so that would include having some different berry bushes outside, and maybe having some Adirondack chairs outside, and that would work really well.
- [00:02:29] **Bridget Stone:** with the renovation on the library also. And then my final idea is, um, a little bit of a kitchen redo, so that people could use the kitchen at the library when they have things going on here, because right now.
- [00:02:44] **Bridget Stone:** We have a nice refrigerator, and we have a nice microwave and a coffee maker, but it would be really great to have a dishwasher, because.

- [00:02:54] **Bridget Stone:** Um, if you have the public eating on regular dishes.
- [00:02:59] **Bridget Stone:** then you really need to sanitize them afterwards, and we're all trying to be a little more environmentally conscious, right? So it's better to use real dishes than paper stuff. Um, and I would love to hear everybody's ideas. So, thank you so much for thinking of us.
- [00:03:15] **Bridget Stone:** Yeah, and reach out to me anytime, okay? I'd love to meet with you. Yeah, thank you. So, you wanna... you're gonna earn money to do a project for her, or did you want to physically come and do projects?
- [00:03:30] **Bridget Stone:** So, like, race...
- [00:03:32] **Bridget Stone:** through their meetings, like, I can get, like, donations and stuff to help with the project, and it's more of, like, a leadership project where I have to practice managing other people as they, like, work on... I just was confused whether... because.
- [00:03:46] **Bridget Stone:** normally Girl Scouts, Boy Scouts, they do hands-on projects. I didn't realize it was the money part of it, so... So, the money part doesn't necessarily need to be part of an ABLE project. So, an ABLE project is, um, them finding a need for some organization and providing that need, um, but the base around it is to teach him management.
- [00:04:10] **Bridget Stone:** and leadership skills. So, if he was to do, say, the edible garden, then he would be the one that would be managing the people.
- [00:04:22] **Bridget Stone:** uh, raising... he can raise money towards that to... to put in the gardens and, um, would manage a workday for it. Um...
- [00:04:32] **Bridget Stone:** there are some EGLE projects that are, um, completely done by the Eagle, and sometimes, um, beneficiaries can provide some of the cost, so they may say, I'll give you \$100 towards it, or whatever they come up with.
- [00:04:51] **Bridget Stone:** So, it's more of a conversation between the beneficiary and the EGLE candidate to be working on together. Okay, I just wasn't sure if that was the part of it.
- [00:05:01] **Bridget Stone:** I figured you would know, because you came up with the ideas and you guys had talked more about it. Just very briefly, I think that there's a lot of...
- [00:05:08] **Bridget Stone:** you know, fleshing it out to be done, and I'd love to hear other ideas, because I only have what I've got. Yeah! You could actually go to, like, greenhouses and ask for donations of bushes and stuff, and...
- [00:05:22] **Bridget Stone:** the dirt, the soil, whatever it takes to... We also have a great person who lives in town. His name is Coyote, and he used to work at the apple orchard at UVM.
- [00:05:34] **Bridget Stone:** he is like Johnny Appleseed. He knows everything about apple trees, and he, um, created a special apple tree for the library based on... I don't know, he can tell you all about it, but, um...
- [00:05:48] **Bridget Stone:** He would be a great partner, like, somebody to learn from and talk to about all of this if you decide to go with the edible landscape.
- [00:05:59] **Bridget Stone:** He would be all in, I bet you. Also, that one would... you could actually do that one without...
- [00:06:05] **Bridget Stone:** getting in the way of... Very true. I think that's my only concern with anything indoors is because of the renovation, and I know you're on a timeline to get Eagle done before Christmas Day, so... A year and a half. Yeah.
- [00:06:22] **Bridget Stone:** Yeah, because it could be... Yeah, I was thinking the front, yeah.
- [00:06:28] **Bridget Stone:** Absolutely.
- [00:06:30] **Bridget Stone:** So this... so this is just in the development part, and, and, you know, if you have more ideas, um, I, I know that, that, uh, Owen can leave contact information.
- [00:06:42] **Bridget Stone:** Um, to... that it... so it could be a multiple conversation back and forth, um, and... and he needs to kind of pick the project that not only benefits.
- [00:06:54] **Bridget Stone:** Here, the librarian helps the library, but one that he feels, like, motivated and drawn to as well.
- [00:06:59] **Natasha Halverson:** Um, I have a comment.

- [00:07:02] **Bridget Stone:** Could you introduce yourself?
- [00:07:05] **Natasha Halverson:** Hi, I'm Natasha Halverson.
- [00:07:08] **Natasha Halverson:** Um, I live here in town, I have a 9-year-old, and we're at the library no less than 4 times a week.
- [00:07:14] **Natasha Halverson:** Um, in the 5 days that it's open. Um, I know that third spaces, um, as they're called, like, places where there is nothing required of you.
- [00:07:25] **Natasha Halverson:** to access and use and be in the space, so movie theaters don't count because you have to pay admission. Um...
- [00:07:33] **Natasha Halverson:** But parks do, right? So, just as examples, are disappearing, um, especially.
- [00:07:39] **Natasha Halverson:** third spaces that young people are interested in and excited to use. Are there any thoughts with the upcoming renovation of.
- [00:07:48] **Natasha Halverson:** Kind of expanding our third space options within the library for our community.
- [00:07:56] **Bridget Stone:** That's a great thought. I love the way you think, Natasha. Um, so, I mean, the library itself is a third space, right? So...
- [00:08:07] **Bridget Stone:** I... like, a patio, right? The, uh, pavilion that we have.
- [00:08:13] **Bridget Stone:** Um... like, I would love to hear further ideas that you have.
- [00:08:19] **Bridget Stone:** If you have any? Yeah, I guess part of what I would ask is, what would be... Bridget, do you have any ideas at how we could best solicit ideas from the public? Is that something that...
- [00:08:21] **Natasha Halverson:** Uh...
- [00:08:30] **Bridget Stone:** Or is that something that we can leave contact information here to solicit some of those ideas? Like, what would...
- [00:08:36] **Bridget Stone:** So, we have a newsletter that goes out weekly. Like, perhaps the way to do this, Owen, would be for you to come up with.
- [00:08:45] **Bridget Stone:** the wording that you would like, and send it to us, and we can include that in our newsletter. We're also happy to use our social media to promote it.
- [00:08:55] **Bridget Stone:** And, um...
- [00:08:58] **Bridget Stone:** do you know about Google Forms? You could set up a Google Form. I think going a little bit different direction than what we're thinking is, is typically... so, it's not that he's soliciting to the public what... what does the public want to see in the library. Now, that is a different route that he can choose to go, but typically, it's between.
- [00:09:16] **Bridget Stone:** The organization and the scout to come up with something that they feel is needed.
- [00:09:23] **Bridget Stone:** Um, obviously, if you guys talk to the public or through, you know, word of mouth, what people are really wanting to see in our library is great.
- [00:09:33] **Bridget Stone:** Um, but I just don't want to funnel him into something that he might not necessarily want to do.
- [00:09:41] **Bridget Stone:** Yeah, I guess I... we would still probably, I would think, as the library, want to open this up for some other ideas, right? This seems like a great opportunity.
- [00:09:41] **Natasha Halverson:** Um...
- [00:09:51] **Bridget Stone:** I don't think we're going to commit him to any of these ideas. I mean, I understand that. I guess my question is, you came here looking for ideas.
- [00:10:00] **Bridget Stone:** We have an opportunity to gather a larger scope of ideas. I mean, we could even take those ideas and boil them down, and then present you maybe a more.
- [00:10:09] **Bridget Stone:** Targeted list? Is that something we would be willing to do as a board, do you think?
- [00:10:13] **Bridget Stone:** Is there a way we can get ahold of some collateral, like maybe, you know, a picture of you and some of that language so we can solicit for those ideas from the public and decide what we

might want to give you for ideas?

[00:10:25] **Bridget Stone:** You wouldn't have to... you wouldn't have to pick and choose from all these ideas, you wouldn't have to... you wouldn't be, like, a victim of us saying, we're going to do this, but I think this is an opportunity to involve.

[00:10:36] **Bridget Stone:** the whole town for a little bit of potential ideas, and, you know, we can narrow those down to one that makes sense for the library, I think, so... but I think using, like, your name.

[00:10:47] **Bridget Stone:** And your image and your own words would help get the best ideas for us.

[00:10:52] **Bridget Stone:** If you could maybe provide that for us. Yeah, I can do that. That'd be great. Okay. And I think if we take those steps of you providing that.

[00:11:01] **Bridget Stone:** And we can solicit the ideas, and then maybe we can talk about those ideas, and then would it be best to invite you back when we're ready for that as an agenda item?

[00:11:09] **Bridget Stone:** My guess is, like, maybe not the next meeting, but the meeting after, something like that. Is that a reasonable timeline?

[00:11:15] **Bridget Stone:** We meet once a month, so that would be, like, a meeting probably in May.

[00:11:20] **Bridget Stone:** Does that sound reasonable to everyone, please? Yeah, and oh, and let me offer this also. So, have you used Google Forms at all? Have you set one of those up?

[00:11:30] **Bridget Stone:** Okay, so that might be a really helpful management skill for you, so if you wanted to come in, we would love to work with you to do that, and, um, show you how to do it, and we can work together on it.

[00:11:44] **Bridget Stone:** Does that sound like a good idea? Okay, so let's find a time, and we'll make that happen, okay? All right, good.

[00:11:51] **Bridget Stone:** Did Natasha... Natasha, did you have something else?

[00:11:58] **Bridget Stone:** Are you still there, Natasha?

[00:11:59] **Natasha Halverson:** Yeah, I was just gonna follow up on my third space comment. Um, I think...

[00:12:04] **Natasha Halverson:** in general, I would say one of the most, um, like, accessed programs that I've seen tends to be the Storytime, which does have a lot of littles.

[00:12:15] **Natasha Halverson:** And I know that the arts and crafts are hugely popular, um, but another kind of.

[00:12:21] **Natasha Halverson:** adjacent piece of that is some of the libraries in our area are starting to add in, like, stepping stones and having, like.

[00:12:30] **Natasha Halverson:** Not necessarily a pickler triangle, but like little things that give kids an appropriate opportunity to move.

[00:12:37] **Natasha Halverson:** While at the library, and I know my kids would love that as well, um, and just help model for these young ones how to be in.

[00:12:48] **Natasha Halverson:** The library and still be able to wiggle and move in ways that are super fun and appropriate, and kind of channel them towards that, as opposed to.

[00:12:56] **Natasha Halverson:** Um, like, other modes. I know that the...

[00:12:59] **Bridget Stone:** Hmm?

[00:13:01] **Natasha Halverson:** Wall full of activities is super popular.

[00:13:04] **Natasha Halverson:** So, just maybe considering that, especially with the upcoming reserves...

[00:13:09] **Natasha Halverson:** renovations.

[00:13:12] **Bridget Stone:** Great idea. I have some...

[00:13:15] **Bridget Stone:** direction that I can go with that, Natasha, so thanks for reminding me of that, and um... we'll see if we can actually make that happen.

[00:13:23] **Bridget Stone:** Real quick...

[00:13:25] **Bridget Stone:** Bridget, um, there's two people in the waiting room. Oh, thanks for telling me.

[00:13:29] **Bridget Stone:** Alright, let's see... waiting room...

- [00:13:34] **Bridget Stone:** Participants 3.
- [00:13:38] **Bridget Stone:** Natasha... oh, there's Debbie.
- [00:13:42] **Bridget Stone:** Hi, Debbie!
- [00:13:49] **Bridget Stone:** Just tell her she's muted.
- [00:13:54] **Bridget Stone:** Debbie, are you muted? Can you unmute yourself if you'd like to say something?
- [00:14:03] **Bridget Stone:** Okay, do it.
- [00:14:06] **Bridget Stone:** Alright, well, um, since we're in public comment, and I think we...
- [00:14:12] **Bridget Stone:** address the issue you'd like to bring up? Do you feel like you have a good... you're in a good place right now with everything? Yeah.
- [00:14:17] **Bridget Stone:** Excellent. I... we're very excited that you've approached us with this project. Uh, you know, before we had a similar project with the school that I think went really well, so, um, I look forward to sharing ideas with you in an upcoming meeting.
- [00:14:29] **Bridget Stone:** And it sounds like you and Bridget will connect in the meantime. So, excellent.
- [00:14:33] **Bridget Stone:** Information website.
- [00:14:38] **Bridget Stone:** Thank you so much. Thank you. Thank you.
- [00:14:42] **Bridget Stone:** Um, any other public comment today?
- [00:14:45] **Bridget Stone:** Natasha, if you would like to enter more public comment?
- [00:14:54] **Bridget Stone:** Or were you all set after talking about the third space?
- [00:14:58] **Natasha Halverson:** Um, I... I'm mostly just wanting to listen in. Am I allowed to ask questions and interject in discussion throughout the meeting? In, of course, like, an appropriate level of interjection, since I'm not on the board?
- [00:15:10] **Bridget Stone:** So, I would say the way we play this is you... yeah, when we discuss the agenda item, that would be the time for discussion of items on the agenda. Public comment is for items not on the current agenda.
- [00:15:22] **Natasha Halverson:** Perfect. Understood. Thank you.
- [00:15:24] **Bridget Stone:** You're welcome.
- [00:15:26] **Bridget Stone:** Um, any further public comment? Seeing none, we're going to move on to...

3. Agenda Item 3: Additions, Deletions, or Changes to Agenda [00:15:31]

[00:15:31] **Bridget Stone:** Item 3, addition, deletions, or changes to the agenda. I would entertain any of those.

4. Agenda Item 4A: Approval of Minutes – February 18, 2026 [00:15:40]

- [00:15:40] **Bridget Stone:** All right, hearing none, we're going to move on to item 4, the approval of minutes. Uh, we have first the Georgia Public Library Trustee Regular Minutes from February 18th.
- [00:15:50] **Bridget Stone:** Um, I would take... I would entertain a motion to accept those minutes.
- [00:15:56] **Bridget Stone:** And then we can discuss after the motion is made. So there are only two people here on the board, but we're there, so...
- [00:16:02] **Bridget Stone:** I guess I'm a little curious to be, honestly, as well. You know, typically when it comes to meeting minutes, um, the whole board is welcome to chime in, not just those who have participated. Yeah.
- [00:16:16] **Bridget Stone:** Um, I mean, I don't really have... I feel like I could approve or deny the end of

this. I feel very much in an outstanding position. I was not part of that meeting. Um, I don't know if they reflect the flavor of the meeting.

[00:16:26] **Bridget Stone:** Um, but... Well, luckily, every meeting video is online now, so it does give people an opportunity who weren't able to make it to the meeting themselves an opportunity to watch the videos. The problem is that that meeting, the microphone wasn't really working well, so it was really hard to hear.

[00:16:44] **Bridget Stone:** Mm.

[00:16:46] **Bridget Stone:** Well, I would say, if you feel like we have to vote on this as a board, and people don't feel prepared, we could table approving these particular minutes, and just move on to the minutes that we were here for.

[00:16:57] **Bridget Stone:** So I would take a motion to table, uh, approving the minutes of February 18th until every board member feels like they...

[00:17:03] **Bridget Stone:** Can approve or deny those at the next meeting? This is the video that I watched, I think.

[00:17:08] **Bridget Stone:** the February 18th meeting? This was the previous one to our meeting, right? Okay, so I did watch this.

[00:17:16] **Bridget Stone:** Oh, well then, we do have a quorum of individuals. So we probably could, right. If you guys are comfortable with it. I'm okay to table if you'd rather watch the video and come back next meeting.

[00:17:25] **Bridget Stone:** Uh, I don't... honestly, I feel like we could get through approving these minutes with any luck. I mean.

[00:17:31] **Bridget Stone:** Hopefully they're...

[00:17:33] **Bridget Stone:** Pretty accurate to what happened, but let's see. Um...

[00:17:38] **Bridget Stone:** I mean, if there's discussion, I don't... how does this board prefer to do it? They prefer to take a proposal and then discuss, or do they prefer to try to make all the changes first and then make an approval with.

[00:17:47] **Bridget Stone:** amendments. Make a motion to accept and then go through, um, but...

[00:17:53] **Bridget Stone:** All right. Well, then I would take a motion to approve the regular minutes from February 18th.

[00:18:00] **Bridget Stone:** Awesome.

[00:18:02] **Bridget Stone:** One second. Alright.

[00:18:05] **Bridget Stone:** Further discussion? Um...

[00:18:08] **Bridget Stone:** I'm gonna show you there.

[00:18:12] **Bridget Stone:** 76... sorry, 7's the last bullet.

[00:18:23] **Bridget Stone:** Oh, brand management, which is, you know...

[00:18:28] **Bridget Stone:** Branch management?

[00:18:34] **Bridget Stone:** I need that.

[00:18:38] **Bridget Stone:** Yes, sir.

[00:18:45] **Bridget Stone:** I think that's all I have.

[00:18:50] **Bridget Stone:** So we only have one amendment to the minutes?

[00:18:54] **Bridget Stone:** Um, I would take a motion to accept those minutes with the amendment as proposed.

[00:19:01] **Bridget Stone:** Okay, I'll make the motion. Okay, and we have a second. Uh, any further discussion?

[00:19:08] **Bridget Stone:** Hearing none, I would take a motion to approve the minutes from February 18th of 2026.

[00:19:13] **Bridget Stone:** All those in favor? Aye.

[00:19:15] **Bridget Stone:** Excellent. All those against?

[00:19:17] **Bridget Stone:** Those abstaining, I'm going to abstain.

[00:19:20] **Bridget Stone:** Um, excellent. Alright, meeting minutes are approved.

5. Agenda Item 4B: Approval of Minutes – March 10, 2026 (Special Meeting)

[00:19:24]

[00:19:24] **Bridget Stone:** All right, uh, item B is to approve the meeting minutes from March 10th of 2026, a special library trustee meeting. I will take a motion to approve those minutes.

[00:19:35] **Bridget Stone:** Um, second. Second. Excellent.

[00:19:41] **Bridget Stone:** Um, I would open this up to discussion, um, and actually add in a piece of discussion. My name is spelled inconsistently throughout it, so it... the correct spelling is probably somewhere, I hope, but it's CHIA.

[00:19:55] **Bridget Stone:** PPIN ELLI, and I think even just a good, like.

[00:20:00] **Bridget Stone:** quick search through, there's a few... I think I maybe noticed 2 or 3 times, it just wasn't looking...

[00:20:06] **Bridget Stone:** The first one's right. The one up on top is right, is right.

[00:20:11] **Bridget Stone:** And then here is right, but they're... I think, um, I mean, yeah, here, I can... I can just circle through on that one. Let me circle through and just see where it's spelled, but...

[00:20:22] **Bridget Stone:** Yeah. Um, but...

[00:20:27] **Bridget Stone:** Perfect. Um, and yeah, it is a totally small... 2, can you just put...

[00:20:35] **Bridget Stone:** So you can just see it. Well, you know, I wanted to make sure that everyone was completely butcher.

[00:20:45] **Bridget Stone:** I'm an equal opportunity. Is your name right?

[00:20:52] **Bridget Stone:** I was... I'm scanning, because I was... wasn't looking closely at my...

[00:20:59] **Bridget Stone:** All right. Um, other than misspellings of names, are there further amendments we would like to make? Yes, Bridget?

[00:21:06] **Bridget Stone:** So, just an overall curiosity point. Um, I find it a little interesting.

[00:21:14] **Bridget Stone:** Um, that, Colleen, you're reporting on...

[00:21:18] **Bridget Stone:** your boss and his perspective, um, and his desires for the library in these minutes, and I'm wondering.

[00:21:27] **Bridget Stone:** if that is appropriate, if that... if there could be a conflict of interest there. Um, I... I just... I'm not sure how proper that is.

[00:21:39] **Bridget Stone:** Well, Doug is not my boss, first and foremost. We are co-workers, um, and I feel as though, yeah, I had captured exactly what we had discussed line by line, including everyone's concern. So, you're the assistant zoning administrator? No, I'm Zoning clerk.

[00:21:57] **Bridget Stone:** Oh. Or co-workers.

[00:21:59] **Bridget Stone:** I report to Stacy. Oh, interesting. I did not know that, thank you. No, I do. And minutes are supposed to be what is said, correct? Correct.

[00:22:08] **Bridget Stone:** Yeah. So if there's something inconsistent, we can certainly change that. Okay, so, um...

[00:22:14] **Bridget Stone:** Let's see...

[00:22:23] **Bridget Stone:** So, the first bullet, um, it says there's a locked down... oh, first bullet on the second page.

[00:22:33] **Bridget Stone:** So, this may have been said, however, it is inaccurate that there's a lock on all exterior doors at the library.

[00:22:45] **Bridget Stone:** Um, there's not a lock, uh, the lockdown button does not lock the food shelf.

[00:22:53] **Bridget Stone:** area? Oh, okay. So, what does the lockdown button...

- [00:22:58] **Bridget Stone:** It locks that door. The main door of the library? Yeah. Okay.
- [00:23:06] **Bridget Stone:** Um, also, uh, later on, it says he explained how these security features work. There was certainly conversation about, um, the fact that there's no confirmation.
- [00:23:19] **Bridget Stone:** From the security company that they received the alert.
- [00:23:23] **Bridget Stone:** And that was a concern.
- [00:23:26] **Bridget Stone:** So you want that to be... Yes. Please.
- [00:23:31] **Bridget Stone:** Um, the next bullet down...
- [00:23:36] **Bridget Stone:** I noticed in the Select Board minutes, um, the visit by FIFO was referred to as an annual check.
- [00:23:43] **Bridget Stone:** So, I was hoping that we could have some consistency between those minutes. To me, a service call indicates that there's a problem that they're coming to fix, whereas an annual check, um, is something that's done on a routine basis, and I was hoping, and it is my understanding.
- [00:24:00] **Bridget Stone:** That they are going to be coming back annually to review the system and make sure that it's working properly.
- [00:24:06] **Bridget Stone:** Got it.
- [00:24:10] **Bridget Stone:** Uh, that next bullet...
- [00:24:14] **Bridget Stone:** Um, says something about a camera at the entryway for slip and fall incidents. We already have one outside.
- [00:24:21] **Bridget Stone:** At the front door.
- [00:24:24] **Bridget Stone:** Oh, okay, I thought that that was articulated that it was indoor for slip and fall.
- [00:24:30] **Bridget Stone:** Yeah, it's for indoor.
- [00:24:33] **Bridget Stone:** Let me put indoor cameras? Okay, indoor camera at the entryway for slip and fall incident.
- [00:24:39] **Bridget Stone:** I find it...
- [00:24:42] **Bridget Stone:** Interesting, and I'd love to talk about this at another time in the meeting.
- [00:24:47] **Bridget Stone:** Um, so Philo Security, this is their business. They get money by getting contracts to do things.
- [00:24:55] **Bridget Stone:** Um, and it's not surprising that they would think that we need more cameras, right? Um, I think that what would make sense is to have multiple bids, and to also.
- [00:25:07] **Bridget Stone:** have a committee form to do an actual study. So this feels like we're getting outside the minutes. Yeah, we're getting into discussion now, so is it... no, no, no, but the minutes should reflect what we've discussed. So if we discuss that, we should add it in the minutes. Otherwise, I think that falls under... we do have, I believe, a security safety discussion and old business at 8, so that's...
- [00:25:27] **Bridget Stone:** if you have an opinion on the minutes, that's the time to discuss that, and I'd be... Okay. That's totally appropriate. But, right, this should just be, like, the sum-up of what was said. So, if somebody said something about the security company that you didn't hear, or you think is inappropriately captured.
- [00:25:42] **Bridget Stone:** this is the time to cover that. But the actual discussion of the... of what was said, or an amendment to, like a...
- [00:25:49] **Bridget Stone:** further exploration of that topic would fall under the actual agenda item, is the way I would approach that. Okay.
- [00:25:54] **Bridget Stone:** Does that help? Yes, thank you very much. Um, so, discussion on vagrancy and drug use.
- [00:26:01] **Bridget Stone:** the library has experienced in the past. That sounds really provocative to me, and.
- [00:26:06] **Bridget Stone:** I worry that people would feel like the library is an unsafe place to visit. Just to interject really quickly, when I write things down, it's because that was.
- [00:26:16] **Bridget Stone:** articulated verbatim, so I think that when we had brought that up, someone had

said vagrancy and drug use, so that's why I use those terms. Um... It happened several years ago, and I think it would be important to note that so that.

[00:26:30] **Bridget Stone:** People aren't getting the misimpression that there is currently vagrancy and drug use going on all the time at the library.

[00:26:38] **Bridget Stone:** also happened outside the IRH, I think, is important, too.

[00:26:43] **Bridget Stone:** So how would you like that to read?

[00:26:50] **Bridget Stone:** There was a discussion on security concerns at the library.

[00:26:56] **Bridget Stone:** I... well, I think the reason why there was a security concern was because of the vacancy in drug use.

[00:27:03] **Bridget Stone:** So, I know the whole thing is security concerns, so do you just want to strike the whole comment?

[00:27:09] **Bridget Stone:** I'm fine. It is very negative towards...

[00:27:13] **Bridget Stone:** The safety of this.

[00:27:15] **Bridget Stone:** All right.

[00:27:19] **Bridget Stone:** Who made the comments, do we know?

[00:27:22] **Bridget Stone:** It was done? Yeah.

[00:27:25] **Bridget Stone:** Um, I mean, could we make a comment that Dee Bergstrom referred to incidences at the past.

[00:27:31] **Bridget Stone:** Of, you know, something that... incidences that have happened several years ago.

[00:27:38] **Bridget Stone:** you know, um, I don't know how you would want to... the inside-outside, I'm not sure...

[00:27:44] **Bridget Stone:** what he was saying, I mean, like, the other thing is we can't go back and put words into Doug's mouth, you know what I mean? Like, that's not the point of this, so I would be hesitant to put in, like, correcting details there.

[00:27:55] **Bridget Stone:** So that's why I think almost maybe sometimes less details can be more in this regard. The minutes should be something that someone can refer to to see what we've talked about, and then we have recordings.

[00:28:05] **Bridget Stone:** we're gonna have transcriptions. I don't know, I'm not sure what we do with the transcriptions, but we have other means that they can then go and dig deeper into these issues with, um...

[00:28:14] **Bridget Stone:** So, I mean, to some extent.

[00:28:17] **Bridget Stone:** Um... I don't really recall the entire conversation. I remember that Doug brought that up, but it would almost be like, if we really want.

[00:28:25] **Bridget Stone:** We really want those things to come incorrect in the record, we need to confront them in public at the time. So if Doug said things incorrectly at the time here, and then we corrected him at the time here, that should be caught in the minutes correctly. Yes.

[00:28:39] **Bridget Stone:** if we only capture what Doug says, and don't capture the counter to that, that is... that's a little sloppy on our part, that we should capture both of that. So without getting into the exact details, because I don't know if we discussed the exact details.

[00:28:52] **Bridget Stone:** Is there a way that we can comfortably express what Doug said, or maybe just credit it to Doug saying it?

[00:28:58] **Bridget Stone:** So that it doesn't look like the library itself is saying this, or that it looks more like it was brought to us.

[00:29:04] **Bridget Stone:** Um, what would be things that would make people comfortable with that?

[00:29:07] **Bridget Stone:** The other option would be to go back and actually, you know, look at transcripts and revise these minutes.

[00:29:14] **Bridget Stone:** If we really feel like they're not, uh, capturing something accurate, but... I think adding that to that.

[00:29:20] **Bridget Stone:** helps. It would read Deed Bergstrom made comments on past incidents the library has experienced and recent threats and concerns for staff and patron safety. There you go.

[00:29:31] **Bridget Stone:** So you took out the...

[00:29:33] **Bridget Stone:** The vacancy.

[00:29:36] **Bridget Stone:** Mm-hmm.

[00:29:38] **Bridget Stone:** I'm comfortable. I think there are plenty of other issues beyond just vagrancy and drug groups that were brought up in that conversation, so we could either list as many as we could, or just leave them out. I think for the minutes, it's.

[00:29:49] **Bridget Stone:** Totally acceptable, those kind of details.

[00:29:52] **Bridget Stone:** So that works for me. Is that alright for you, Bridget? Sounds great, thank you very much. Yeah. Excellent.

[00:29:57] **Bridget Stone:** Next bullet. Um, uh...

[00:30:01] **Bridget Stone:** So, it says gathering information from other libraries. What I recall Kelly saying was that, um, she visited Enusburg and spoke with the library director there. Could we correct that to say gathering information from Enusburg?

[00:30:20] **Bridget Stone:** I'm assuming that's what she said since she's sitting there. Okay, um...

[00:30:27] **Bridget Stone:** Next bullet. Uh, you credit me with saying that interior cameras would not help in immediate situations and could potentially escalate a situation.

[00:30:38] **Bridget Stone:** What I actually said was, um, that if someone wasn't cogent, that having a security camera would not inhibit their behavior.

[00:30:49] **Bridget Stone:** behaviors like peeing in the corner, which teens were doing at the Brownell Library.

[00:30:55] **Bridget Stone:** is inhibited by having a camera on the corner. So, um...

[00:31:00] **Bridget Stone:** I would strike the sentence that says would not help in immediate situations and could potentially escalate a situation.

[00:31:08] **Bridget Stone:** Then it goes on, the last sentence of that bullet, she asked about other options, such as de-escalation training. I also mentioned self-defense training.

[00:31:16] **Bridget Stone:** And that the safety need matched the resolution.

[00:31:32] **Bridget Stone:** Um, I think in this instance.

[00:31:36] **Bridget Stone:** I'll go back and look at the transcript to make sure that that was specifically mentioned, because I don't have... I know de-escalation training and self-defense.

[00:31:44] **Bridget Stone:** But the safety, um...

[00:31:47] **Bridget Stone:** need... meeting the resolution, I don't know. I don't want to put it in there if I don't know for sure that it was mentioned, so...

[00:31:55] **Bridget Stone:** Okay, I think that our... Let me make a suggestion here. I think that we might need to table these minutes until the next... I know we just...

[00:32:03] **Bridget Stone:** Oh my, I'm trying to table these minutes like mad, but I see two things. I see a lot of notes over here, Bridget, which I think is totally reasonable.

[00:32:11] **Bridget Stone:** But I would love it if we could... these minutes are not... they don't need to be edited immediately here, I don't think. I mean, can you accept amendments so that the minutes are ready for us with.

[00:32:22] **Bridget Stone:** like, how does that work, I guess, is my question. Are approved by the board. Yeah. If someone.

[00:32:29] **Bridget Stone:** gives me minutes' suggestions for change. Yeah. The board has to agree on those changes.

[00:32:35] **Bridget Stone:** But we haven't approved anything, so could you take those changes ahead of time, and then propose the minutes with the changes to us, so that those changes are already incorporated, or do we have to read all these amendments based just on your minutes? I mean, I think... I guess the question is,

if we're.

[00:32:49] **Bridget Stone:** if we're trying to make corrections on the minute, the minutes should really, again, maybe we need to revise the way we're taking minutes, like, they really should just reflect.

[00:32:58] **Bridget Stone:** pieces of discussion at the meeting, and I'm... we're really almost getting into the nuances of how things were said, and I think that gets dangerous, because it's not really the goal of the minutes, I think. The minimum...

[00:33:09] **Bridget Stone:** are who was present, what we're voting on, and how we voted. Yeah. Um...

[00:33:16] **Bridget Stone:** typically, if I don't put something in, a lot of times.

[00:33:21] **Bridget Stone:** trustees or past trustees have asked for more information, so I've always given more information, but I'm certainly happy to scale it back. I can do bare minimum minutes, and we can.

[00:33:32] **Bridget Stone:** tell everyone to watch a video. Well, I guess my... I wouldn't mind going back to my first question, I guess, which is...

[00:33:39] **Bridget Stone:** As you're doing these minutes, whether they're...

[00:33:42] **Bridget Stone:** Complex or thin.

[00:33:44] **Bridget Stone:** Like, at what point do you feel like you can no longer take, um, any information from us before presenting them in a packet, or is that just not even allowed?

[00:33:54] **Bridget Stone:** Yeah. Yes, thank you.

[00:34:00] **Bridget Stone:** posted with it, but that's the only thing that's said about them, you can find. So, I would love to propose that we get a very rough draft of those minutes out as early as possible, and then we all have a chance to get as many amendments in, locking that in before that time period, which is, again, 5 days before...

[00:34:19] **Bridget Stone:** It has to be approved in a warned meeting.

[00:34:23] **Bridget Stone:** So, minutes that... I'm not saying we're approving it. I'm saying you're bringing unapproved minutes that have at least been.

[00:34:30] **Bridget Stone:** Lightly edited, so that we don't have to edit every bullet point here, but then...

[00:34:35] **Bridget Stone:** open session. If the secretary takes minutes, they go up as a draft, we meet again, and as a board, discuss, and we make the changes. If we're making changes outside of a warned meeting.

[00:34:46] **Bridget Stone:** Those aren't approved minutes. The Select Board doesn't do that, do they? No. No. Nobody corrects their minutes until... Yeah, at the meeting.

[00:34:57] **Bridget Stone:** Yeah, yeah.

[00:35:00] **Bridget Stone:** I mean, I'm just... I guess I'm looking at 5.40, and I've rarely been in a meeting that has taken this much time to correct minutes. Uh, so I'm wondering if we're overdoing it, or if we're capturing information too much?

[00:35:13] **Bridget Stone:** Yeah. I think that you're absolutely correct. There's too much information given. Right. Um, and that... and too many changes being made, um, and most of the time, the information is correct.

[00:35:26] **Bridget Stone:** It's an issue of tone or other... other things. So, um, I'm happy to... let's bust this out and get it done, and the next minutes will be.

[00:35:37] **Bridget Stone:** much more succinct. And I think that's what you do for the select board, right? I do minutes for select board, the DRB submitting the submission.

[00:35:45] **Bridget Stone:** Correct. Well, as you can recall, you've been on the board as long as I have, minutes used to be very succinct, and then it was, we need more information, and it just got to be more and more and more.

[00:35:56] **Bridget Stone:** I also don't think we were recording.

[00:35:59] **Bridget Stone:** So, I think that's the reason we wanted... Well, let's continue to move through these minutes, though. Let's see if we can get through these today, but I... I would... I would...

[00:36:07] **Bridget Stone:** I would suggest we find a way to make these minutes less onerous, if possible, and if that means.

[00:36:13] **Bridget Stone:** capturing something closer to what the state requires that is... is alright with me. I don't want to lose information for the community, but I also... the minutes should not be the end-all be-all for a community member coming here to look at what we've discussed. Honestly, I think my suggestion is, unless there's something blatantly.

[00:36:30] **Bridget Stone:** Wrong, or misspelled?

[00:36:33] **Bridget Stone:** Yeah. And I mean, this isn't... I don't want this to be a transparency issue, this is a functionality issue. Like, we need to be able to move on beyond our minutes and do new business, old business in a reasonable manner, and I just...

[00:36:45] **Bridget Stone:** I mean, if I were to put a time minute on minute approvals, it should be, like, 5 minutes in most meetings, I would think, but... If you watched the last meeting.

[00:36:53] **Bridget Stone:** A huge chunk of it was done on that, and I'm like, oh god, please don't let this be every meeting.

[00:36:59] **Bridget Stone:** I mean, it took me a long time to watch that meeting. So, um...

[00:37:05] **Bridget Stone:** Prior to 2 years ago, it was the practice for the secretary to send the minutes to me, and we would have a conversation about the minutes before they got posted as a draft.

[00:37:18] **Bridget Stone:** Um, I don't know that that is wrong, necessarily. It is wrong, because you're making changes on minutes that the board... we are the ones in on, right?

[00:37:29] **Bridget Stone:** So... But I'm not making changes, I'm... excuse me if you could let me finish, please. It's the board that...

[00:37:38] **Bridget Stone:** is ultimately responsible for what is said in the meeting. So, I have a question. So, this feels like...

[00:37:44] **Bridget Stone:** when I would do, um, record holding and drafts, right, you would have.

[00:37:49] **Bridget Stone:** um, you would save all the comments in the draft. So, like, you would have a draft presented, and then you would have all the comments saved, and you would save those in a record.

[00:37:58] **Bridget Stone:** So that way, when you go to approve them there, then... You're brilliant, I love it. You're doing the comments thing. Yes. I will send out a Word document to everyone at the time. And then we put... there's comments in there, and then we address those comments only in the meeting.

[00:38:13] **Bridget Stone:** And... Nothing else. And nothing else. So that way we don't need to belabor everything. Okay, so track changes and comments is what I would... yeah. So it wouldn't make any changes. No, but I'm just saying you want to turn those on just in case somebody.

[00:38:27] **Bridget Stone:** Oh, see, I'll just put it in comments. Yeah, I would say... I don't want to change anything, but you would want to... You'll have the opportunity to comment, and then... Yes.

[00:38:36] **Bridget Stone:** Well, make sure that before the meeting. Oh, so that we can actually comment, is what you're saying. Yeah, I do that, I do that in my writers.

[00:38:43] **Bridget Stone:** Yeah. Okay, for feedback. Which makes a whole bunch of undertaken. And as long as that's in the record, right, like, in your draft... Well, we're not actually changing it until we meet that. Right, right.

[00:38:52] **Bridget Stone:** Right. Bridget, what did you want to add?

[00:38:56] **Bridget Stone:** So, when you post the draft, it will not include the comments? No. Would it posted in the...

[00:39:03] **Bridget Stone:** For the public, it will... it will have the draft, and the draft will be available in, um...

[00:39:11] **Bridget Stone:** You know, for anybody to see for that month until, but it's just an internal document for us, because we can't.

[00:39:17] **Bridget Stone:** Make those proposed changes and give them to the public, because it's not a draft and it's not approved.

[00:39:22] **Bridget Stone:** It's in that middle ground, so we would... But just... but just...

[00:39:27] **Bridget Stone:** People's weighing in and thoughts isn't changing anything, it's just expressing what people's thoughts are.

[00:39:35] **Bridget Stone:** Right, which we'll do when we're together as a board, because only board

business can be.

[00:39:40] **Bridget Stone:** done in a warm meeting. But why can't...

[00:39:44] **Bridget Stone:** we have the notes from people in the draft that's posted. With business days, I'll have to bust out minutes. Typically, job, kids, other things going on.

[00:39:54] **Bridget Stone:** I'm gonna put those minutes up, and I'm not gonna look at them again until we all meet. In the meantime, they will go out to you for... at your leisure, because you guys are busy, too, within that month, or two weeks, or whenever we meet again. Those changes will be made. Those will go out to everyone.

[00:40:09] **Bridget Stone:** three or four days. Actually, I'd like to talk more about organization of board meeting, um, agenda and such beforehand, and... but getting those out to you to make sure you see everyone's changes, or you'll have access to it already, um, just to prepare you for the meeting that's upcoming.

[00:40:24] **Bridget Stone:** Mm-hmm. So, but the... my challenge with that is that, um...

[00:40:32] **Bridget Stone:** It's like first touch in a soccer game, right? Um, Colleen, the last time I tried to speak, you interrupted me, and I'd really like to speak this time, if I may, please. Thank you.

[00:40:42] **Bridget Stone:** Um, it's first touch in a soccer game, and so the draft that goes out is what people are going to look at. If people are very interested in what's going on at the library, they're waiting for those minutes to come out.

[00:40:54] **Bridget Stone:** And if it's misrepresenting things, or if the slant is in a certain direction on things, then that's what people are going to hold on to. I really don't.

[00:41:06] **Bridget Stone:** Imagine that people go back and read the approved minutes for corrections all that often.

[00:41:12] **Bridget Stone:** That's how it's done with the Select Board and any other Planning Commission, all of them, right? I'm not sure why it wouldn't be possible to include people's.

[00:41:23] **Bridget Stone:** Tracked edits in the version that's posted, as long as they are done within.

[00:41:29] **Bridget Stone:** the time frame.

[00:41:31] **Bridget Stone:** Well, I'm following it, though. I see what you're saying, Colleen, is you... you need to post these within 5 days. Once they're posted, the public's allowed to look at them. Once the public's allowed to look at them, we can't make amendments to them until... and it's unfair to maybe put pressure on you to...

[00:41:47] **Bridget Stone:** get those out to us within a day or two. Reasonable all around. I'm really just tempted to say let's, like, slim down the minutes for now, if that is where we're at, because I think... I think it's...

[00:42:00] **Bridget Stone:** like any email, no matter how nicely written, it's so hard to hear the right tone. We always hear the worst tone in the written word from other people, and so I think if.

[00:42:10] **Bridget Stone:** If the minutes we feel are detrimental to the library with more detail, let's pull that detail back and...

[00:42:17] **Bridget Stone:** and make it less detrimental, I guess I would say. I agree. And I... and with the board's permission, um, at every minute, I can also put, please see.

[00:42:28] **Bridget Stone:** the library's website for a full video of... Yeah, I think that is also appropriate, yeah. And I think if we feel like they are getting too thin, we can come back and revisit this, but...

[00:42:39] **Bridget Stone:** I think for the sake of functionality, it would be better to move forward with things that we know are safe for these minutes that don't.

[00:42:46] **Bridget Stone:** Necessarily suffer from tone or suffer from attitude, and can just be accepted as.

[00:42:52] **Bridget Stone:** the record, the public record of what happened here. I think that's important.

[00:42:57] **Bridget Stone:** Yeah, and I think it'll hopefully stop, you know, put a cessation on those first impressions of the notes feeling.

[00:43:06] **Bridget Stone:** unpleasant, so... um...

[00:43:10] **Bridget Stone:** Excellent. It's been a very... it's been a good discussion. Let's move forward with other notes on this week's minutes and see if we can get through it then today.

[00:43:18] **Natasha Halverson:** Um...

[00:43:18] **Bridget Stone:** Bridget, I can... oh, go ahead, I'm sorry, we have a quick public comment, yes?

[00:43:20] **Natasha Halverson:** Sorry, I have... I have a super quick suggestion. As you are doing the more succinct minutes, which I love as a former.

[00:43:29] **Natasha Halverson:** uh, board vice president and secretary at a non-profit. Um...

[00:43:34] **Bridget Stone:** Yeah.

[00:43:34] **Natasha Halverson:** May I suggest, because it's recorded, as you switch bullet point topics, just making note of the time.

[00:43:41] **Natasha Halverson:** In the recording, so that people can quickly jump to certain sections of the meeting if they're really interested in a particular topic.

[00:43:47] **Bridget Stone:** Mm-hmm.

[00:43:50] **Natasha Halverson:** Um, because that would help everyone, community members, you guys, when you're going back in time, all of.

[00:43:50] **Bridget Stone:** Yeah. Okay. Great idea.

[00:43:52] **Bridget Stone:** Yeah.

[00:43:56] **Natasha Halverson:** The above.

[00:43:58] **Bridget Stone:** Alright. I think the only problem with that is, is I can do the... the time we start.

[00:44:03] **Bridget Stone:** and then the time we move on from subject to subject, because I'm not running the Zoom to say it's 1 minute, 40 seconds, or whatever. No, no, no, I think just say... We say time, yeah, we moved on to... No, no, no, we're not gonna do... we're not doing that now.

[00:44:08] **Natasha Halverson:** Yes.

[00:44:11] **Natasha Halverson:** Yeah.

[00:44:18] **Bridget Stone:** No, I think that it's even as simple as to say, you know, we're moving on to the next topic at the time. I can try and help with that. Yeah, I can try and help just make it a habit tree to have it tumble out of my mouth there.

[00:44:29] **Bridget Stone:** Thank you, that's an excellent suggestion, Natasha.

[00:44:32] **Bridget Stone:** Or... No, that was Natasha. Yeah, I didn't know. Alright, so, uh, alright, continue with amendments. Thank you. Number 9, second bullet, town meeting day is not a paid holiday for any staff other than the Highway Department is listening to that.

[00:44:49] **Bridget Stone:** Um, so...

[00:44:52] **Bridget Stone:** Could we change the wording, please, to say town office staff work at town meeting? Um, in the past, library staff had the opportunity to exercise their civic responsibility.

[00:45:03] **Bridget Stone:** But it wasn't said. I said it. I know I said it. I am quite sure I said those exact words. So, just look it up.

[00:45:10] **Bridget Stone:** I would say Town Meeting Day is not a paid holiday for...

[00:45:17] **Bridget Stone:** It's not a paid holiday.

[00:45:19] **Bridget Stone:** Well, because the issue was that my staff weren't able to exercise their civic duty this year because the library was forced to be open, and I don't think that that's okay.

[00:45:32] **Bridget Stone:** I don't think that it was the intention of the Select Board, as I recall, at the meeting that we had in the basement when we were discussing the personnel policy, and we did mention that at the meeting last time, um, for them to.

[00:45:45] **Bridget Stone:** To upend somebody's civic responsibilities.

[00:45:53] **Bridget Stone:** Because we are so short staff, this means... So, would it be amiable to change this to Town Meeting Day is not a paid holiday for library staff, period.

[00:46:03] **Bridget Stone:** The trustees discussed approaching the Select Board for a policy change to allow staff to participate in Town Meeting Day, because that encompasses the civic responsibility, etc, etc.

[00:46:14] **Bridget Stone:** The issue is that historically, library staff have been able to participate in Town Meeting Day, and that's not captured in this statement, and that is what I said. And I don't know if that's true.

[00:46:24] **Bridget Stone:** Well, perhaps you could believe me. I... I'm not sure why you wouldn't. I'm just

saying, it could possibly be true, but we have no authority here at the board, and I don't think any of the select board know, too, the past history of that, so...

[00:46:41] **Bridget Stone:** To be generic, it does... we talked about it, the staff doesn't have the... the day off, and you did discuss approaching the select board for the policy change.

[00:46:52] **Bridget Stone:** And what we discussed was not approaching the select board for the policy change, but we talked about the fact that if the library wants to make amendments to the personnel policy.

[00:47:02] **Bridget Stone:** That is how the Select Board suggested that we approach it, rather than, um, than changing the entire personnel policy.

[00:47:10] **Bridget Stone:** And do you remember that?

[00:47:13] **Bridget Stone:** Oh, gosh, I sure do.

[00:47:16] **Bridget Stone:** Um, I kind of remember us talking about just doing for the library, but, like, um...

[00:47:21] **Bridget Stone:** All those words, I don't remember.

[00:47:24] **Bridget Stone:** But I think what you're trying to get at is, because I can understand, you know, if my staff is concerned about not being able to participate.

[00:47:31] **Bridget Stone:** I want to make sure they want, you know, I want to make sure that I brought it forward, right, to us, so I understand why...

[00:47:38] **Bridget Stone:** So...

[00:47:40] **Bridget Stone:** Um... I do remember you saying it was... it was not this.

[00:47:47] **Bridget Stone:** Particular meeting day, so maybe we can add, um... it's not a paid holiday for any other staff... for any staff.

[00:47:54] **Bridget Stone:** Period. And then how Bridget had discussed how it's, um...

[00:47:59] **Bridget Stone:** it was a holiday off in the past, or something like that, something about how... I think that's your concern, right? Is that this is not precedent. Right. It could be a floater, or it, like...

[00:48:09] **Bridget Stone:** I'm not saying that people necessarily need to get paid, like, that's not the issue. The issue is that they need to be able to be at town meeting.

[00:48:19] **Bridget Stone:** Though I have it as Pound Meeting Day is not a paid holiday for library staff.

[00:48:25] **Bridget Stone:** In the town's personnel policy.

[00:48:27] **Bridget Stone:** Beaststone discussed past that it was a holiday in the past, and uh... approaching the Select Board for a policy change to allow staff to participate in Town Meeting Day in the future.

[00:48:38] **Bridget Stone:** I didn't say it was a holiday in the past. I said that staff were able to go to town meeting day. Okay, sorry, I wrote verbatim what you said, so this is just a bit frustrating. Okay, so beast on.

[00:48:51] **Bridget Stone:** How would you like that worded?

[00:48:54] **Bridget Stone:** How's staff being able to go to Town Meeting Day?

[00:49:00] **Bridget Stone:** Let's hear it how it reads first. I want to just, like... I'd like to hear how this goes. So, what does it read now, currently asked?

[00:49:08] **Bridget Stone:** Um, town meeting day is not a paid holiday for library staff, as listed in the town's personnel policy.

[00:49:16] **Bridget Stone:** Beaststone discussed staff being able...

[00:49:21] **Bridget Stone:** town meeting day in the past.

[00:49:30] **Bridget Stone:** The trustees discussed approaching the Select Board for a policy change to allow staff to participate in Town Meeting Day in the future.

[00:49:40] **Bridget Stone:** Um, I can move forward with those minutes in the sense that it brings up the topic we discussed. I think, Bridget.

[00:49:48] **Bridget Stone:** Gives you the sentence you put out there, and even though... even though you didn't ask us to go forward with a policy change with the select port, we discussed.

[00:49:57] **Bridget Stone:** potentially doing a policy change. We didn't move forward with it, but we discussed it, so it does have to be.

[00:50:03] **Bridget Stone:** part of the minutes that we discussed that. We didn't... it was one of the options we discussed, so I think that that can remain as well. It's not...

[00:50:11] **Bridget Stone:** again, this doesn't capture the whole discussion. This captures part of what we discussed, and then it moves along without necessarily having everyone's motives that they brought things forward with, or things like that. So.

[00:50:23] **Bridget Stone:** if we can feel comfortable that, again, we laid out the topic, we laid out part of what was said, and then we laid out part of what was discussed, I think that would be good. Is everyone comfortable with the wording currently?

[00:50:33] **Bridget Stone:** I need to ask a question. Can I just interject here?

[00:50:40] **Bridget Stone:** I don't know if this is the correct interpretation of the holiday. So there are 3 home baby.

[00:50:46] **Bridget Stone:** days that...

[00:50:49] **Bridget Stone:** uh, our asterisk that holidays that weren't be used as a floating holiday. Like, I just feel like this is about minutes, and, like, not about the actual topic. I feel like we're trying to solve the problem right now, and the only problem we should be solving is, what did we discuss?

[00:51:06] **Bridget Stone:** And as far as I'm concerned, we brought up a topic.

[00:51:10] **Bridget Stone:** Bridget, you gave your opinion, which I thought was well-spoken, and then we did discuss going to the... like, because I saw that, I was like, we didn't say we were going to do that, but we did discuss it.

[00:51:19] **Bridget Stone:** And then we thought that it had things that sounded like it didn't end there, but we didn't make any decisions last meeting. We discussed a lot. So I think that that, as it stands, captures the discussion, if everyone is comfortable moving on with that.

[00:51:33] **Bridget Stone:** I'm seriously not okay with keep changing all this stuff.

[00:51:37] **Bridget Stone:** I thought minutes...

[00:51:41] **Bridget Stone:** Do you think we put anything in the minutes yet that has been... That's the thing, I don't know. I think that was... And that's my problem. What I was trying to articulate before is... Yeah.

[00:51:52] **Bridget Stone:** Things might...

[00:51:54] **Bridget Stone:** The wording of things might be changed, but nothing that was said has been wrong.

[00:51:58] **Bridget Stone:** Yeah. I just...

[00:52:01] **Bridget Stone:** I... I'm not comfortable to keep making changes. If things are said, and it doesn't sound the way it's supposed to sound.

[00:52:11] **Bridget Stone:** I don't know, I just... I watched the last meeting, and this went on for almost an hour, too, and it's like, this is just... So I know we're gonna... I think the problem of, like, the minutes that we've solved, because we've already decided we're not going to be taking this kind of detail because we... so that's good.

[00:52:27] **Bridget Stone:** What we need to do is figure out, can we get through tonight's minutes as a board or not, do you think?

[00:52:32] **Bridget Stone:** Yeah, and I think, and I think, Heather, I appreciate what you're saying. You could always vote... Right, and I totally appreciate what you're saying, and I think you could always vote to not approve these minutes, and it may still pass on a...

[00:52:45] **Bridget Stone:** on a quorum, but let's see if we can get through the amendment section of it before we move on. Is there anything that... about this particular amendment that somebody would like to.

[00:52:54] **Bridget Stone:** continue working with that might get anyone else comfortable with it. But otherwise, I would like to see how many we can get through, or... well, I'd like to get through all of them if we could, but... yes.

[00:53:04] **Bridget Stone:** Yes, Bridget? I'm going to ask your grace. Um, I would really love to respond to Heather, and I know it's not really about the minutes, but just to give a little perspective on where I'm coming from on this, which I think might be helpful for everybody. Thank you, I appreciate it.

[00:53:19] **Bridget Stone:** So, um, I work really, really hard, and we fight every year for our budget, and we fight for the data and the stats to justify our budget.

[00:53:33] **Bridget Stone:** and to keep things going, and to keep things strong, and I know what we need to do to have the programming to get people in, and to have the staff to make that programming happen, and it's very personal to me. Like, I work really hard.

[00:53:47] **Bridget Stone:** And when things reflect negatively upon the work I do, it's really, really hard to not personalize that.

[00:53:55] **Bridget Stone:** And, um, I care about how the library is presented to the community, and the impression that the community is getting, and the impression that the select board and the people in power are getting, and.

[00:54:06] **Bridget Stone:** it just all matters very deeply to me. I get that. Thank you. I think we can all say we're all here.

[00:54:13] **Bridget Stone:** Yeah, it's just volunteers, because we're...

[00:54:18] **Bridget Stone:** invested in.

[00:54:23] **Bridget Stone:** Um, so no, I think... I appreciate that you don't want the library to see it in a bad light, which is why I think we're moving away from the kind of detail that's in the minutes currently, so we can maybe present.

[00:54:34] **Bridget Stone:** At least these minutes in a more...

[00:54:36] **Bridget Stone:** dare I say, professional light, if that's what we feel is not being done here, so... but if we can continue to move through... I don't mean... I didn't mean to, like, throw that as an insult, as much as maybe I meant, you know.

[00:54:50] **Bridget Stone:** succinct, something along those lines. So, yeah, um, if... but again, if we can maybe power through the amendments on these minutes, which are in a previous style, we still do need to get through these today.

[00:55:03] **Bridget Stone:** So that we can either... so we can move on to...

[00:55:07] **Bridget Stone:** to so much. So... That was my last... That was your last one?

[00:55:14] **Bridget Stone:** So, I appreciate it. Um, so I would now take a motion to approve the minutes with the amendments as made.

[00:55:22] **Bridget Stone:** If we can. Terry has moved that forward. Do I have a second?

[00:55:28] **Bridget Stone:** All right. All those in favor of approving the minutes as they stand with the amendments say aye.

[00:55:34] **Bridget Stone:** Aye. All those opposed say nay.

[00:55:37] **Bridget Stone:** And he abstained.

[00:55:40] **Bridget Stone:** Alright, the ayes have it.

6. Agenda Item 5: Treasurer Report [00:55:44]

[00:55:44] **Bridget Stone:** At 6.58, we are moving on to item 5, uh, the Treasurer report. 658. Oh, 5.58.

[00:55:55] **Bridget Stone:** Yeah, sorry.

[00:55:58] **Bridget Stone:** At 5.58, we are moving on to item, uh, item 5, the trigger Report.

[00:56:05] **Bridget Stone:** Grand update.

[00:56:09] **Bridget Stone:** We had a meeting, Bridget and I had a meeting, Bridget and I and Lori had a meeting with United Way people.

[00:56:16] **Bridget Stone:** Um, and I'm gonna read you how this actually came about.

[00:56:21] **Bridget Stone:** Um, around the 23rd of February, I had a call with United Way regarding our inability to secure outside contractors for programming.

[00:56:30] **Bridget Stone:** Bridget and I had talked, we were a long way from getting contractors, um...

[00:56:36] **Bridget Stone:** They suggested a Zoom to discuss this, and was scheduled for March 9th, was because Bridget was away until March 5th. All of this happened.

[00:56:44] **Bridget Stone:** in between two meetings. Okay. Um...

[00:56:48] **Bridget Stone:** At that time, we suggested a new scope of work and budget. We discussed, and they asked for us to send both to them. They have our new budget. Bridget is working on a new scope of work that mostly includes books.

[00:56:59] **Bridget Stone:** If approved, we will have used \$17,590, or 49% of the original budget. This is not finalized. The money we have not spent will be provided to.

[00:57:11] **Bridget Stone:** other entities who can use it. Um, and I...

[00:57:16] **Bridget Stone:** have the new budget proposal for people. Sorry for the awful paper. Is what we're giving back. Nope, that's what we're gonna use. That's what we can use.

[00:57:30] **Bridget Stone:** And how much of that we already get? Um, 10,824.

[00:57:37] **Bridget Stone:** No, it's fair to...

[00:57:39] **Bridget Stone:** The difference is that, you know.

[00:57:45] **Bridget Stone:** This is their butt. This is what they wanted.

[00:57:50] **Bridget Stone:** to... and so we're requesting a total of \$17,590, of which we have spent \$10,824. So we have \$6,766 to use.

[00:58:01] **Bridget Stone:** Uh, primarily in books, such as under materials and supplies.

[00:58:07] **Bridget Stone:** Um, background checks, you put a little money in.

[00:58:11] **Bridget Stone:** And, uh, personal expenses to order the books and.

[00:58:16] **Bridget Stone:** Uh, get the books into circulation.

[00:58:20] **Bridget Stone:** What are fringe benefits?

[00:58:22] **Bridget Stone:** Uh, that's a 15% that they allow us to charge on the total.

[00:58:29] **Bridget Stone:** So, 15... they... they allow us up to 15%. Oh, no, I thought that.

[00:58:35] **Bridget Stone:** Oh, sorry, fringe benefits up here is, uh, Social Security and Medicare. Oh, okay.

[00:58:47] **Bridget Stone:** Um, so that's where we are with the United Way grant. Alright. Is that just...

[00:58:52] **Bridget Stone:** a fact. Like, that's just how things are gonna play out with this. Alright.

[00:58:57] **Bridget Stone:** Does that, um... does that affect...

[00:59:01] **Bridget Stone:** Things in the future?

[00:59:03] **Bridget Stone:** Not being able to complete this grant, or is it just mean we don't do... that grant was for specific programs, the programs never materialized, so... it's a wash other than the fact that we didn't have them.

[00:59:13] **Bridget Stone:** Yeah. You should.

[00:59:17] **Bridget Stone:** No, so... happens, I should hope the whole board is able to weigh in before big decisions are made. I agree, except that they were under.

[00:59:27] **Bridget Stone:** They made us be under this time crunch.

[00:59:31] **Bridget Stone:** So, it was, I don't know, within a week?

[00:59:36] **Bridget Stone:** 10 days. I know this was the...

[00:59:39] **Bridget Stone:** grant that could have gone on for two more years? No. No, it ended July. June 30th. In the... in the paperwork for the grant, it says there's the potential for.

[00:59:51] **Bridget Stone:** Uh, grant renewal for 2 years. Oh, I...

[00:59:55] **Bridget Stone:** I'm unfamiliar with that. And, um...

[01:00:00] **Bridget Stone:** And, yeah, and I hope that this doesn't hurt us for other United Way grants in the future.

- [01:00:06] **Bridget Stone:** Hmm.
- [01:00:08] **Bridget Stone:** We can all just call a special meeting the next time, right? Like we did...
- [01:00:12] **Bridget Stone:** Last week. We only need 24 hours notice for a special meeting. Okay.
- [01:00:17] **Bridget Stone:** what would that look like? What would we have discussed? Like, forcing vendors into work? I guess I'm curious, like, what happened? Was it not being familiar with the situation and.
- [01:00:28] **Bridget Stone:** Looking at it, you know, with the retroactive advantages, or, you know, what would we...
- [01:00:33] **Bridget Stone:** What are we talking about, I guess? Like, um... Well, I'm still short-staffed. Um, just hired a new staff person. She's been here less than a week, so still very green in training.
- [01:00:44] **Bridget Stone:** Um, so having staffing to cover the regular duties of the library, um, and cover all the shifts, we don't have enough people to cover all the shifts right now.
- [01:00:57] **Bridget Stone:** So, um... extra programming on top of that.
- [01:01:03] **Bridget Stone:** Um, and then there's all the usual, unusual things that happen on a day-to-day basis.
- [01:01:11] **Bridget Stone:** Um, yeah, it's just... it has... Do we feel that we could have taken different actions to save this? I guess that's what I'm asking, because to me, when I'm hearing.
- [01:01:21] **Bridget Stone:** we could have... we wish this was brought before the board at a different... in a more timely fashion. Was that so we could have taken better action? We knew we were in trouble, and we needed to...
- [01:01:30] **Bridget Stone:** At first, I thought that it was canceled because we couldn't find the contractors, but now we're being told it's because the staff.
- [01:01:37] **Bridget Stone:** Well, it works in conjunction. Well, no, I meant, like, you know, when it comes to trying to find the mental health professionals or the individuals who can run the programming, I think that was something that when.
- [01:01:50] **Bridget Stone:** Falling short, you know, of people pulling our resources together, knowing, you know, people may be outside of.
- [01:01:57] **Bridget Stone:** You know, what you've reached to would come to us. But you still have to have the people internally.
- [01:02:04] **Bridget Stone:** Right, and that wasn't mentioned. This was the first... So, to Ben's point, um, I think that what could have saved this situation is if we had been assured that we would have the budget that we needed to have adequate staff, and that we could have hired adequate staff without waiting.
- [01:02:22] **Bridget Stone:** 3 months, um, it has been a real hardship to not know what our budget is, and to know that our budget is going to be as slim as it is this year.
- [01:02:34] **Bridget Stone:** So are we not hiring other individuals based on the budget? I thought we would...
- [01:02:39] **Bridget Stone:** We haven't approved the budget yet, and therefore, I don't know if I can hire the other staff person that I need to hire yet. So I guess to finish up this grant.
- [01:02:49] **Bridget Stone:** To talk about with this brand. Some laments. Yeah, laments.

7. Agenda Item 5B: 2026 Budget Discussion [01:02:56]

- [01:02:56] **Bridget Stone:** Uh, maybe we can move on, then, to item B, the 2026 budget, since it sounds like we're bleeding into that item already.
- [01:03:02] **Bridget Stone:** So the first two pages reflect the budget and.
- [01:03:08] **Bridget Stone:** Um, how I came up with library salaries with raises, and the last two are not giving me raises at all.
- [01:03:21] **Bridget Stone:** And also, yeah, not getting any... not getting any raises. Each one includes.
- [01:03:27] **Bridget Stone:** A 15... an extra 15-hour-a-week person that we do not have right now.

- [01:03:32] **Bridget Stone:** It's... should be 18.5 hours.
- [01:03:40] **Bridget Stone:** Each one of them, though? You said each budget has that person in it? Yeah. Okay.
- [01:03:45] **Bridget Stone:** But 15 hours has to be 18. 18.5. That's gonna change by, like...
- [01:03:53] **Bridget Stone:** I don't know, 48... \$50 times 39 days. You got it?
- [01:03:58] **Bridget Stone:** So, pages 2 and 4.
- [01:04:02] **Bridget Stone:** 50 times daily.
- [01:04:05] **Bridget Stone:** And I know I mentioned this at the last meeting, when it comes to...
- [01:04:12] **Bridget Stone:** setting a budget, I know we've got...
- [01:04:15] **Bridget Stone:** One opportunity at \$192.629, and another opportunity at 18803, but that also is putting in those grant funds.
- [01:04:25] **Bridget Stone:** Both of them. Both of them. And I know impact seeds is something that we know is going to be there, so I'm comfortable with.
- [01:04:35] **Bridget Stone:** Our level-funded budget plus the impact fees?
- [01:04:41] **Bridget Stone:** I guess I don't... I don't want to set a budget for...
- [01:04:45] **Bridget Stone:** 192 or 188 with those grant fees.
- [01:04:49] **Bridget Stone:** I guess I'm kind of shy about these grant fees. Are we going to have those in the future?
- [01:04:55] **Bridget Stone:** just based on what's just happened, you know? I suggest we don't put grant funding in our budget. Oh, but I was nobody in town to put grant funding out of it.
- [01:05:05] **Bridget Stone:** No, you have to account for it, but it's not in your operating.
- [01:05:15] **Bridget Stone:** Okay.
- [01:05:18] **Bridget Stone:** Because it's Christina, that was Christina's.
- [01:05:23] **Bridget Stone:** Because that's an off... that's those counts we were talking about, so that's not part of your operating budget. So if you look at what was approved at town meeting day, there's no grant.
- [01:05:34] **Bridget Stone:** So I don't get to put in courier grant or summer meeting grant, right, those are off-balance fee things, but it's not, it's not something that we, the town, is funding.
- [01:05:45] **Bridget Stone:** But if it's your budget, the budget that you're asking from the town has to be the 180... No, I understand that. I understand. But on top of that, we're getting impact fees. This is my... Correct, for the library. Okay, yeah. So this is for the library, and we are including.
- [01:06:02] **Bridget Stone:** United Way, um...
- [01:06:04] **Bridget Stone:** salaries and indirect charges to the United Way grant, and we are including impact fees, and we're including courier grant and summary program.
- [01:06:15] **Bridget Stone:** On top of that, unless you want to talk a little bit. Go for it.
- [01:06:20] **Bridget Stone:** Georgia Market is giving another, um, raising funds for us this weekend. Good.
- [01:06:26] **Bridget Stone:** Yeah. Sunday? Uh, is it Sunday? Yes, Serving Sunday. Oh yeah, Serving Sunday.
- [01:06:32] **Bridget Stone:** And the last time, it was \$3,300. It was a match last time with a chiropractor in town, um, but I would love it if we could all talk that up, that would be great, yeah.
- [01:06:45] **Bridget Stone:** Okay. So the grants, do we get those every year? We get the courier grant and the Summer Reading Program grant every year. The same amount.
- [01:06:55] **Bridget Stone:** It only goes up. It goes up, okay. Not always, but, you know, like, maybe every 5 years. I don't think it's going down.
- [01:07:03] **Bridget Stone:** So, those two, if we consistently have got them, I don't mind putting them in. The United Way one, I don't feel comfortable, especially if we just turn down.
- [01:07:15] **Bridget Stone:** Money. Whether we're gonna get it again is my...

- [01:07:22] **Bridget Stone:** my accounting background is you don't use money that you don't know you have. Because next year, if for some reason, God forbid, the town does the same thing that they did this year.
- [01:07:32] **Bridget Stone:** where are we going to come up with that money if we increase stuff? So... Do you know what I'm saying for the 5100? Sure, that totally makes sense.
- [01:07:42] **Bridget Stone:** But I'm getting at next year, so if you add... if you add expenses this year, and we don't have the funds next year, what are we gonna do?
- [01:07:52] **Bridget Stone:** You know what I mean? You can't cut people. So they're buying... we're buying books with the money.
- [01:07:59] **Bridget Stone:** And because we're buying additional books with the money, those additional books.
- [01:08:04] **Bridget Stone:** Cost additional resources in supplies and labor to process them and catalog them.
- [01:08:11] **Bridget Stone:** Um, and so if you don't have the additional books with the additional money, then it wouldn't be an issue the next year.
- [01:08:18] **Bridget Stone:** It would if salaries go up and we don't have the money to fund it.
- [01:08:25] **Bridget Stone:** But the grant isn't making salaries go up.
- [01:08:30] **Bridget Stone:** The grant is buying books. Right. It's helping with the salaries and indirect charges that we charge to the grant.
- [01:08:40] **Bridget Stone:** that we are using for other purposes.
- [01:08:45] **Bridget Stone:** Yeah. Yep. Next year. I understand. You know what I'm saying. So, if the money is not there next year, even if you're not buying the books, the salaries have already gone up.
- [01:08:57] **Bridget Stone:** how are we coming up with the difference, is what I'm getting at. Do you see what I mean? I do, and how are we going to keep getting grants and keep doing all of the things if we're not increasing people's wages? So if you go to the third page where it says no wages, let's just... let's just tell you this a little bit. Okay. We take the \$5,100 out. Third page?
- [01:09:19] **Bridget Stone:** Yeah, yeah, says my raises at the top. We take 51.8 off. The number at the bottom, 38, 25, 58.
- [01:09:27] **Bridget Stone:** Is the difference between our revenue and our expenses, which means we have an extra \$3,800 to spend.
- [01:09:35] **Bridget Stone:** Because of impact fees and the two little grants. This one and this one.
- [01:09:40] **Bridget Stone:** That little number... Oh, right down there, okay, yeah. This and this. Okay. If you take the 51 out, then we're going to be over budget by what?
- [01:09:51] **Bridget Stone:** Well, \$1,300.
- [01:09:54] **Bridget Stone:** Where do we cut \$1,300?
- [01:09:59] **Bridget Stone:** With this campaign?
- [01:10:01] **Bridget Stone:** No, no. Would you like it? I don't know if I don't.
- [01:10:07] **Bridget Stone:** Mm.
- [01:10:09] **Bridget Stone:** I did.
- [01:10:13] **Bridget Stone:** So now, you... if we're not going to give raises.
- [01:10:19] **Bridget Stone:** And we're gonna have to cut \$1,300 out of this budget.
- [01:10:24] **Bridget Stone:** Where do we do that?
- [01:10:26] **Bridget Stone:** And are you comfortable with not getting raises?
- [01:10:31] **Bridget Stone:** Because I'm not.
- [01:10:33] **Bridget Stone:** Um, okay, so one... Lindy just got a raise, right? That's... she's not... she's in here as \$19, just what she gets.
- [01:10:43] **Bridget Stone:** But there's proposed...
- [01:10:46] **Bridget Stone:** The first person.

[01:10:49] **Bridget Stone:** To go up on beginning and end. So, this isn't the first page and the second PA- the third, fourth page of the same? Oh, sorry. Aren't they exactly the same, or no? This one and this one?

[01:10:59] **Bridget Stone:** Okay, all right, so which one are we looking at now? So we were looking at the no raises. Okay.

[01:11:08] **Bridget Stone:** Okay, so that would be just where you go.

[01:11:11] **Bridget Stone:** This is the one I was looking at. Page 3. Yeah. Page 4, yeah. Page 5.

[01:11:17] **Bridget Stone:** Oh, it already flipped over. Sorry.

[01:11:21] **Bridget Stone:** Uh, and then we gotta add 1950 because of... Yeah. Yes. So it's another 2,000.

[01:11:29] **Bridget Stone:** So you think about 12,500?

[01:11:34] **Bridget Stone:** You said added 2,000? Yeah, but I'm just adding 2,000 to this. Oh, okay.

[01:11:40] **Bridget Stone:** So now we're down to 1,825, and you've got to take 51 out of it, so now you're looking at 31.

[01:11:47] **Bridget Stone:** \$3,100, that was worth.

[01:11:50] **Bridget Stone:** That's without raises. What if we gave raises? We're a lot more short. Sure. Okay.

[01:11:56] **Bridget Stone:** I'm just curious.

[01:11:58] **Bridget Stone:** Well, I know, just in the exercise of going through all of the time, especially looking at, you know, the changes over the year, based on the comment of, you know, utilities.

[01:12:09] **Bridget Stone:** being here, I know that the library itself has run, in 2021, just operating expenses, meaning books, programming, and incidentals.

[01:12:20] **Bridget Stone:** Um, 19,300. It dipped in 2022, 16,000. It wasn't really reported in 2023.

[01:12:28] **Bridget Stone:** Um, 14,000, um, in the 2024 report.

[01:12:33] **Bridget Stone:** \$17,800 in 2024, and in 2025, \$20,500, so we're level funded again, so \$20,500.

[01:12:41] **Bridget Stone:** for, um, you know, our operating expenses. And we just... we can't run a library of \$20,000. This... that number needs to be so much higher.

[01:12:52] **Bridget Stone:** And no cuts can come from the operating budget, is what I... I'm saying. So, the only cuts we can make are to SAP.

[01:13:02] **Bridget Stone:** So, who's gonna do the operations of the library if we don't pay for stuff?

[01:13:09] **Bridget Stone:** Well, I'm not saying we don't pay for staff, I'm saying if we want to maintain programming, maintain two people in the library at all times, staffing safely for everyone, um, we're gonna have to cut hours that the library's open.

[01:13:25] **Bridget Stone:** And I know it's...

[01:13:25] **Natasha Halverson:** So... is... is...

[01:13:27] **Bridget Stone:** I know it's not preferred, but I also know that looking at hours of other rural libraries with cardholders less than 2,000.

[01:13:36] **Bridget Stone:** Many of them don't operate on 38, 39 hours a week.

[01:13:42] **Bridget Stone:** Many... it's about 36 hours.

[01:13:46] **Bridget Stone:** So there's an economy of scale on this. Um...

[01:13:52] **Bridget Stone:** I don't think that we're going to gain, uh, staff.

[01:13:59] **Bridget Stone:** There's the same amount of work to be done, whether we are open.

[01:14:05] **Bridget Stone:** 35 hours a week, or 39 hours a week. The books are still coming in the Dropbox, they need to be checked in, the books are still going out through interlibrary loan, like, there's all of that work.

[01:14:16] **Bridget Stone:** There's the cataloging, there's the shelving, there's the programming. You're not going to have less work.

[01:14:25] **Bridget Stone:** If you're open less hours.

[01:14:31] **Bridget Stone:** But our staff costs will be less hours when the library's open. So, when staff are

getting paid.

[01:14:38] **Bridget Stone:** the small amount that the support staff in this library are getting paid, I'm not sure that it's going to make all that much of a difference in the budget. Um...

[01:14:48] **Bridget Stone:** And it concerns me that, um...

[01:14:56] **Bridget Stone:** That we're fighting for crumbs here, you know, like, like, the scale of things the library is working on, like, we're talking about closing the library for a few thousand dollars when other.

[01:15:07] **Bridget Stone:** departments, right? Like, we're just such a small portion of the Georgia budget.

[01:15:13] **Bridget Stone:** We aren't buying a big truck, we're not, like...

[01:15:17] **Bridget Stone:** you know, we're not putting in fire hydrants, we're not the school, we're not the town office buying \$46,000 worth of software. Like, we want \$3,000 for staff?

[01:15:28] **Bridget Stone:** And we... it just... it's... that's hard.

[01:15:34] **Natasha Halverson:** Um, as a community member, I have a question on this.

[01:15:39] **Natasha Halverson:** Is the conversation regarding having to cut hours due to the comfort level around.

[01:15:47] **Natasha Halverson:** The ability to secure future grants.

[01:15:52] **Bridget Stone:** Oh, no, I don't think so. No, we want to maintain that all staff are safe.

[01:15:58] **Bridget Stone:** and can work at least two pay staff members at all times while the library's open. So that's one of our main concerns.

[01:16:04] **Bridget Stone:** Of course, being an advocate for the library itself, programming and books are necessary, so I... that's why I don't want to cut anything in the operating portion.

[01:16:17] **Bridget Stone:** So, the operating...

[01:16:19] **Bridget Stone:** Portion, the books, specifically, are offset by impact fees.

[01:16:25] **Bridget Stone:** Right? It can be. Which we were told we can add into this budget.

[01:16:31] **Bridget Stone:** Yeah, we have it in there. And they increase, like, it could be much more than 40. And the cost of books are increasing, so I suggest putting all of that impact money into books.

[01:16:42] **Bridget Stone:** Yeah. We have to. We have to. There's nowhere else that we can put it. Right, exactly. No, I meant in addition to the line items that are currently there.

[01:16:51] **Bridget Stone:** I don't know if anybody... maybe this math is coming from a weird place, but...

[01:16:57] **Bridget Stone:** We have people making \$18 and \$19 an hour, and you're saying reduce the hours by.

[01:17:03] **Bridget Stone:** 3. Say 3, okay. Sure, let's keep going with the math, please. Okay. Let's see what you're doing here.

[01:17:11] **Bridget Stone:** the total of those two people. Correct.

[01:17:16] **Bridget Stone:** Times 52. Times 52. It's actually times 40, because we are 3 months in right now. Right.

[01:17:25] **Bridget Stone:** But is that what we want to do? Do we want to...

[01:17:28] **Bridget Stone:** Can I... I don't know if this is something that's supposed to be done during executive session.

[01:17:33] **Bridget Stone:** um, actually discussing... and I'm asking, I'm not, um, like...

[01:17:39] **Bridget Stone:** This individual.

[01:17:42] **Bridget Stone:** I was told, just got a raise in, like, October, November of \$2. That's a huge raise, and we're gonna increase again.

[01:17:50] **Bridget Stone:** No. This budget says no increases. No, but I just meant the other one. Like, you're talking you want to have salaries. I'm just trying to justify, because I know a lot of people in Georgia didn't get... I don't think we're even on that page right now, with that number. I think we're on...

[01:18:06] **Bridget Stone:** are we going to give raises at all if we're going to reduce the hours? What I'm getting at is, do we have to give raises across the board?

- [01:18:14] **Bridget Stone:** 2. No? That's what I'm coming at. We don't.
- [01:18:21] **Bridget Stone:** That's the only reason I asked that question. That's my frame of mind, is I was just curious.
- [01:18:26] **Bridget Stone:** If that was true.
- [01:18:28] **Bridget Stone:** That they did get a raise, and why 3 months later, or 4 months later, doing another month, and no raises one.
- [01:18:36] **Bridget Stone:** Right, I'm just trying to justify if we gave raises to some, and I mean, you just said that we could do some and not all, or do we have to go all the way across? Like, I don't know, I've never been on this board, so I don't know.
- [01:18:48] **Bridget Stone:** I don't know what the... what we would do if it's all across the board or not. I'm just saying, I'm focusing on no raises. Okay.
- [01:18:56] **Bridget Stone:** And they still don't have enough money, so... Right. If you were to cut the budget, then the staff hours, um, the 3 hours.
- [01:19:04] **Bridget Stone:** And you're open for 52 weeks? Oh, yeah. Oops, sorry. 52, yeah. So that's gonna save you almost \$6,000.
- [01:19:13] **Bridget Stone:** Who are you cutting? I'm just saying, you're taking \$19 an hour... And \$18. \$3 an hour, you have 2 people?
- [01:19:22] **Bridget Stone:** We have a 19 and an 18.
- [01:19:24] **Bridget Stone:** Okay, but two of them.
- [01:19:26] **Bridget Stone:** that would no longer be working those 3 additional hours. Right, a \$19 an hour, and then...
- [01:19:33] **Bridget Stone:** The 37... 57.
- [01:19:36] **Bridget Stone:** 52.
- [01:19:39] **Bridget Stone:** And 52.
- [01:19:41] **Bridget Stone:** It's 108 times 32 weeks, 5,668.
- [01:19:56] **Bridget Stone:** I don't know that.
- [01:19:58] **Bridget Stone:** So math is not my strong suit, this is why I'm liberating. Um, but... I'm, like, listening, and I'm absorbing. But it's, like, it's hard for me. Yeah, 100%. No, I get that, but...
- [01:20:12] **Bridget Stone:** I'm still back on...
- [01:20:14] **Bridget Stone:** the budget with the raises was a balanced budget using impact fees, correct? And the United Way grant. And the United Way Grant. So the United Way Grant is.
- [01:20:27] **Bridget Stone:** the sum of \$5,000 that we have not yet received. We have received...
- [01:20:36] **Bridget Stone:** Um, I can't remember what it is now. You said 10,000-something, right? No, no, I mean, we billed them in December, and we got some money this, uh, in this quarter. I think it was around...
- [01:20:47] **Bridget Stone:** A total of 3. So where I'm going with this is, I... to Heather's point, right, that... Can't guarantee it. Yeah, so, but...
- [01:20:58] **Bridget Stone:** we're gaining \$5,000. Are... do we really think that we can't increase our budget by \$5,000 next year on the town level? Because there are things that increase our budget, like the background checks.
- [01:21:12] **Bridget Stone:** Like, um... I don't know, sorry, but your, you know...
- [01:21:19] **Bridget Stone:** Uh, your HRA administrative fees we now have to pay for, so that increased it.
- [01:21:27] **Bridget Stone:** Um, and various other things, right? That different, uh, things cost more. Different memberships cost more than they used to, that we need.
- [01:21:37] **Bridget Stone:** Um, so...
- [01:21:40] **Bridget Stone:** I think that the town is gonna have to...
- [01:21:43] **Bridget Stone:** I would hope be able to come up with a few thousand dollars more for us next year. But they couldn't.

- [01:21:50] **Bridget Stone:** They couldn't or they wouldn't.
- [01:21:54] **Bridget Stone:** But... I...
- [01:21:58] **Bridget Stone:** I have an accounting background just like you.
- [01:22:01] **Bridget Stone:** I don't feel comfortable living on what could happen, just because I have to see everything balance, and that's just because I have an accounting background.
- [01:22:11] **Bridget Stone:** Has nothing to do with this whole situation, whatever, it's just me internally. I don't balance my books that way at home. Yeah. I don't feel comfortable balancing.
- [01:22:20] **Bridget Stone:** The library's books that way, without having guaranteed money.
- [01:22:25] **Bridget Stone:** I have about 3,000 of that 5100 guaranteed. It's already in...
- [01:22:30] **Bridget Stone:** Right, but next year. Nope, I get it. That's what I'm getting at. It's not this year. So, here's another perspective.
- [01:22:38] **Bridget Stone:** I feel very strongly that it is the staff that make this place, and that, um, we need to.
- [01:22:48] **Bridget Stone:** Value and support our employees, and they will value and support the library and make it the amazing place that it is.
- [01:22:57] **Bridget Stone:** If we're... if we just hired somebody, and we're talking about reducing hours, if we're not able to hire a person for 15 hours, they're not gonna...
- [01:23:09] **Bridget Stone:** They're not going to retain the information that they need, there are going to be mistakes made, we're going to be cleaning up.
- [01:23:15] **Bridget Stone:** those issues repeatedly, and it's gonna be a drain. So, I think you need to invest in your staff, and.
- [01:23:23] **Bridget Stone:** if I had to choose a place for money to come from so that we can balance the budget, because I hear you, Heather, um, this is a hard one, and here's what I'm gonna tell you.
- [01:23:36] **Bridget Stone:** reduce inter-library loan to one a week. That's a possibility. I don't like it. I really don't like it. Yes, ma'am, and that's... Yep, and here's what happens. If we reduce that, then we're going to reduce our circulation numbers, and then we're not going to be able to justify.
- [01:23:59] **Bridget Stone:** our budget next year with the Select Board as well. So... right? I don't love it. Um...
- [01:24:06] **Bridget Stone:** I don't think we can take any money... you need to be adding more money to that effort. Any non-profit, and I know, Natasha, you said that you worked for a non-profit, too.
- [01:24:16] **Bridget Stone:** You know, you look through GuideStar, you look and see what your administrative costs are versus what your operating costs are, and as if this library were a non-profit, no one would invest in us, because our administrative costs are way too high. We really need to focus more on.
- [01:24:35] **Bridget Stone:** what our library... the books, the open hours, the programming, the interlibrary loan, what we can get on Libby Palace.
- [01:24:43] **Bridget Stone:** You know, our online services, being open.
- [01:24:48] **Bridget Stone:** reasonable hours, and even if we have to cut, I'm not saying cut 10, 12 hours.
- [01:24:54] **Bridget Stone:** Cutting 5 hours, 3 hours, um, that will still allow patrons to come in and use the computer and get the books that they want.
- [01:25:02] **Bridget Stone:** So here's another idea.
- [01:25:06] **Bridget Stone:** Kind of crazy. Um, what about if we closed for a few weeks during the summer?
- [01:25:13] **Bridget Stone:** staff take their vacations at the same time, and I mean, it's not going to impact high school students who would be getting off the bus here in the afternoon. I don't like the idea.
- [01:25:25] **Bridget Stone:** But I think it might be better to lump those hours together than to...
- [01:25:33] **Bridget Stone:** divide them throughout the weeks. I don't hate it as a proposal. I mean, I don't love that we're in this position. I know. As a parent, and Summer Reading Program is our busiest season... Yep, it is. Most people come. Mm-hmm.
- [01:25:50] **Bridget Stone:** That's when the kids are not in school and parents are pulling their hair out to try

and find things to do with them. I don't think that that's a good idea.

[01:25:58] **Bridget Stone:** And what about... aren't we a sanctuary if it's too hot? Can we actually... Right. So, I don't know if that would actually work.

[01:26:07] **Bridget Stone:** But...

[01:26:09] **Bridget Stone:** Well, you're gonna say something. No, I just... because even for sanctuary, that wouldn't... Well, not sanctuary, no, no, like, a wall center pool, then that... the burden wouldn't be on the library's budget. Well, they still have to be open, because you can't have...

[01:26:23] **Bridget Stone:** They're not open every day right now, are we? No. Right, right. So what if it's Sunday or Monday when it's really hot? Yeah, so I feel like that, that can't possibly, like, affect itself. Yeah.

[01:26:36] **Bridget Stone:** Because we'd have to be, like, available 24-7 if that was the case, so yeah, I could see that. Yeah.

[01:26:43] **Bridget Stone:** I think that's why they did that, it's because so many libraries have open hours, so...

[01:26:48] **Bridget Stone:** What if we closed on vacation weeks?

[01:26:52] **Bridget Stone:** I know. School vacation weeks? I don't know. Just listening, yeah.

[01:26:58] **Bridget Stone:** Busy, and people go on vacation those weeks.

[01:27:02] **Bridget Stone:** Sometimes grandparents are in town to watch the kids, and they want something to do, so they want to go to the library. Like, it's great that they want to do it. We're trying to help them.

[01:27:15] **Bridget Stone:** forgot to give us some money, you know? Yeah, so, I think that only full-time staff has paid vacation.

[01:27:25] **Bridget Stone:** And I'm the only full-time staff. So, other staff wouldn't get paid. Other staff also are taking vacation anyhow, so...

[01:27:35] **Bridget Stone:** Yeah. When do they... well, you don't know, because they're all probably new, so you don't have any idea when they actually really take their vacation. I have a question, Bridget. How often do you just suddenly find yourself.

[01:27:48] **Bridget Stone:** With, like, one staff member, and you are either forced to close, or...

[01:27:53] **Bridget Stone:** like, I guess I'm asking a bit, like, what is it like already with the staff you have? Like, what would happen if you just have one person? Does the library just close at that point? So...

[01:28:04] **Bridget Stone:** Thanks for asking. As a matter of fact, Mindy looked that up for me today. Um, it happened twice over the last year, and one time it wasn't for a full day.

[01:28:13] **Bridget Stone:** So, um, yeah, that's... So you have a pretty robust...

[01:28:16] **Bridget Stone:** A coverage program, it sounds like. Awesome, yeah. And, um... and yeah, we are not staffed at two people. This budget is not two people on staff at all times.

[01:28:28] **Bridget Stone:** So, note that, clearly, like, we are still way behind on where we should be funded to do the... the...

[01:28:37] **Bridget Stone:** what we said we were gonna do for having staff in here. So, yeah, I mean, I...

[01:28:42] **Bridget Stone:** We tried really hard to make it happen.

[01:28:45] **Bridget Stone:** Are you still going to the town next year? Like, this renovation project that I know is going to be a discussion at some point, but, like.

[01:28:55] **Bridget Stone:** I mean, we're talking about investing in this library, right? Like, that's what that is all about.

[01:29:00] **Bridget Stone:** Like, that renovation project has got to be substantial monies, right?

[01:29:05] **Bridget Stone:** But we don't know. We don't know, because we haven't talked about it, yeah, but I... I guess I'm just... I mean, part of me...

[01:29:12] **Bridget Stone:** like, I hear the side of, like, we have to be able, like, flow from this budget, but I also hear that.

[01:29:19] **Bridget Stone:** We're not just talking about, like.

[01:29:21] **Bridget Stone:** laying this library wither away. We're talking about, like, major investments in this

infrastructure, so...

[01:29:27] **Bridget Stone:** the idea that we would put major bond size investments in this infrastructure and not be able to staff it for a few thousand dollars is kind of an absolutely mind-blowing situation to be in, and I know... I know that we're all suffering the same exact situation, but it's, like, really awkward to...

[01:29:44] **Bridget Stone:** apply any logic to that situation, you know? Yeah, what have you got, Terry?

[01:29:48] **Bridget Stone:** Kelly. So, in the town's report, the entire town overspent by \$109,000 last year.

[01:29:55] **Bridget Stone:** the entire town spent... So all of the... all of everybody's budgets versus actual added up to 109...

[01:30:02] **Bridget Stone:** 8 of over... they were over budget. Okay. Where does that money come from?

[01:30:09] **Bridget Stone:** where does that... how do you fund that? So, some of that \$109,000, um, that I think that we were still waiting on a town highway grant.

[01:30:18] **Bridget Stone:** that, that, so it's a large portion of that. You had already spent money, but you hadn't gotten the grant. Correct. Okay. Yep, yep.

[01:30:26] **Bridget Stone:** Um, but everything else is... yeah, if we have...

[01:30:32] **Bridget Stone:** And a bank account that holds money, and if there are...

[01:30:38] **Bridget Stone:** Overages, it would be from that. Right.

[01:30:45] **Bridget Stone:** So, am I hearing from you that you think we should overspend our budget? No! Okay, I don't know what I'm aware of. No, but I think, um, but I think, you know.

[01:30:58] **Bridget Stone:** there's a difference between not overspending your budget and, like, do you think the town knows the situation this library's in? Do you think they really know that we are on the desk door like that?

[01:31:08] **Bridget Stone:** I don't mean the officials, because that's only a few votes in the select board. I mean, like, the people who are voting for this.

[01:31:19] **Bridget Stone:** library. Do you think they understand how dire this situation is, that they might lose this library?

[01:31:26] **Bridget Stone:** And I wonder, uh... I don't, you know, I wasn't here to build this budget, I've just been given it, but, like, I wonder how we got to a point where...

[01:31:35] **Bridget Stone:** Where we just didn't ask for that \$3,000. I mean, like, in a budget out of whatever it was, 2 point-something million for the town? Is that... It was suggested that we had gotten increases in the past. Yeah.

[01:31:47] **Bridget Stone:** Yeah, and I appreciate that we have to, like, pull things back, but it really just feels like we somehow...

[01:31:54] **Bridget Stone:** like, chewed our own arm off by accident here, like, you know? Then Chair Chris Cerner at all of the budget information meetings, because we did get a lot of supporters.

[01:32:05] **Bridget Stone:** from the library come in and ask questions, and I know Terry was one of them, you know, kind of asking, you know, how did the board come to this decision? And I know she had brought up, um, two, three years past, you know, different investments prior boards have made, um, to.

[01:32:20] **Bridget Stone:** salaries, um, and few other, you know, areas. Um, plus, you know, the revitalization grants, plus the increase in, in, um.

[01:32:30] **Bridget Stone:** impact fees, so I think the culmination came to level funding the library while assessing kind of safety issues, um, from the...

[01:32:41] **Bridget Stone:** Um, fire department and another with... when it comes to roads.

[01:32:47] **Bridget Stone:** So we were just, like, at the bottom of the totem pole. I'm sorry, you can say it better than me.

[01:32:53] **Bridget Stone:** You can ask all the partners to come in at 40%. Right. And you guys present a budget of 12. Right.

[01:33:00] **Bridget Stone:** We knew... I mean, sure, and then I think I said, where would you like us to cut? Yeah.

[01:33:05] **Bridget Stone:** And I guess the... and again, too. Um, but previous budgets that had been presented, library budgets.

[01:33:15] **Bridget Stone:** Had been altered in a way that...

[01:33:18] **Bridget Stone:** was not...

[01:33:20] **Bridget Stone:** favorably moved upon. Altered.

[01:33:23] **Bridget Stone:** the budgets, your line items within those budgets. You mean at the end of the day.

[01:33:29] **Bridget Stone:** We overspent or underspent. No, no, no, just how you, how you move bunnies around.

[01:33:34] **Bridget Stone:** So it was punitive that we didn't get... It's punitive? No, no, we just felt that, um, and that's what we...

[01:33:44] **Bridget Stone:** I don't understand moving money around, that comment.

[01:33:51] **Bridget Stone:** I don't... I don't know if I... I don't want to discuss those kind of topics openly, but...

[01:33:56] **Bridget Stone:** There were salaries that were...

[01:33:58] **Bridget Stone:** increased substantially. Right. Yep. And that was never presented in our budget.

[01:34:04] **Bridget Stone:** That was presented to the town and to the Select Board.

[01:34:08] **Bridget Stone:** I believe that the library board has the purview to determine where the allocation.

[01:34:18] **Bridget Stone:** is, um, right. I totally agree with you.

[01:34:22] **Bridget Stone:** However, we still have... we still present a budget with those line items to the public.

[01:34:29] **Bridget Stone:** And those monies were altered.

[01:34:32] **Bridget Stone:** Substantially.

[01:34:34] **Bridget Stone:** Do you mean, like, that... that the incoming board.

[01:34:40] **Bridget Stone:** Change the different amounts that were in different lines.

[01:34:45] **Bridget Stone:** because... yeah. That's what I'm hearing. Yeah, so what typically happens is that.

[01:34:52] **Bridget Stone:** There's a board... there's the budget that goes into the town report, but...

[01:34:58] **Bridget Stone:** the previous board doesn't feel it's right to hamstring the new board. And that, that is, that is...

[01:35:05] **Bridget Stone:** Not. That's not the case. That's not what you're talking about.

[01:35:09] **Bridget Stone:** Because if I... if I go to... I... I'm a newly elected select board member. They... I come in the same time when this new budget has been presented. I have to abide by that budget.

[01:35:21] **Bridget Stone:** I feel like this is kind of an MOU, honestly, when I was looking at it today. Right, but I'm talking about between 23 and 24. We presented a 2024 budget.

[01:35:32] **Bridget Stone:** And we stuck to that, because that's what was... we matched what was in the town report.

[01:35:37] **Bridget Stone:** And Lori gave me those numbers. So I don't know how we...

[01:35:43] **Bridget Stone:** over or underspent in salaries, since we match that. As a matter of fact, I think we're under...

[01:35:48] **Bridget Stone:** Might have been under budget and salaries.

[01:35:58] **Bridget Stone:** Okay, but... But here we are, right? So here we are, we've got...

[01:36:03] **Natasha Halverson:** So, um, excuse me, there's...

[01:36:04] **Bridget Stone:** 1300 over budget for what we do, right? Yes.

[01:36:06] **Natasha Halverson:** There's someone in the chat...

[01:36:09] **Bridget Stone:** Oh. No.

- [01:36:09] **Natasha Halverson:** Um, making comments, and...
- [01:36:11] **Bridget Stone:** Oh, sorry. Sorry. Yeah, we've been...
- [01:36:13] **Natasha Halverson:** Wants them to be known.
- [01:36:16] **Natasha Halverson:** Um, so I... I am not the one type chatting, but I...
- [01:36:16] **Bridget Stone:** Yep.
- [01:36:20] **Bridget Stone:** Alright. Yeah, yeah, no, no, I see. Thank you.
- [01:36:24] **Bridget Stone:** Um, alright, so we have some comments here, yeah.
- [01:36:30] **Bridget Stone:** Let me scroll down, hold on, sorry.
- [01:36:39] **Bridget Stone:** Right.
- [01:36:41] **Bridget Stone:** So, since we're talking about my salary, um, I have an advanced degree, I have 15 years experience, I'm the lowest paid full-time town employee.
- [01:36:54] **Bridget Stone:** But you are at the median library income for the state of Vermont.
- [01:37:01] **Bridget Stone:** I don't know that that's true.
- [01:37:06] **Bridget Stone:** If you look at the independent study that was conducted by the Vermont Library Association 2 years ago, I think that you might see different numbers.
- [01:37:18] **Bridget Stone:** I think that's common practice amongst VLCT, is every...
- [01:37:24] **Bridget Stone:** Department bases that salary on what was currently the norm for all of.
- [01:37:32] **Bridget Stone:** that, um...
- [01:37:34] **Bridget Stone:** You know, so public works directors, the treasurers, the town clerks, the librarians.
- [01:37:40] **Bridget Stone:** VLCT comes up with a list every year that says this is what everybody's making, and then they have an average and a median for that. So, I believe that's standard practice for any town to use VLCTs.
- [01:37:52] **Bridget Stone:** Guidance for salaries.
- [01:37:55] **Bridget Stone:** Is that what the town does? So, yeah, I'm curious about that. So, other positions in the town, are those all at the median for VLCT?
- [01:38:04] **Bridget Stone:** Uh, I couldn't tell you that. Oh, okay.
- [01:38:10] **Bridget Stone:** Um...
- [01:38:13] **Bridget Stone:** I mean, we don't... yeah, we don't have to do this today.
- [01:38:20] **Bridget Stone:** I mean, I haven't given you any report for the first 3 months, well, for the first 2 months.
- [01:38:25] **Bridget Stone:** Um, by around the 10th of April, I'll get information from Lori about.
- [01:38:30] **Bridget Stone:** March, so I can give you then a quarter, so maybe... but then are we now...
- [01:38:36] **Bridget Stone:** having another month without a budget, right? Well, we have a budget. Yeah, yeah, right. Well, at this point, are we just talking about reallocating, or allocating, sorry.
- [01:38:48] **Bridget Stone:** Those grant funds and the, um...
- [01:38:53] **Bridget Stone:** So, let's say we have a budget. We're operating on this budget. We just need to figure out where are we putting our impact fees in the grant fund.
- [01:39:03] **Bridget Stone:** And my question is, like, this weekend, um, Georgia Market is doing that. Do we put that right into programs?
- [01:39:10] **Bridget Stone:** is that what they usually intend it to be? I'll tell you, the last time that they gave us a donation, there was a recognized need in the library to upgrade hardware.
- [01:39:20] **Bridget Stone:** Uh, computer hardware. So that's what you did? So that's what the board had agreed on, that this was a necessary funding for that. So, I like the idea of us kind of keeping that, because.
- [01:39:31] **Bridget Stone:** Throughout the year, we don't know what's going to come up. Right, that's true. So just having it as a cushion. Yeah, for sure.

- [01:39:39] **Bridget Stone:** Since it is a small budget. So, I was really hoping that we could arrive at a place where you could tell me I can hire this other person, and...
- [01:39:52] **Bridget Stone:** I'm concerned that they're not going to stick around forever. They're going to be looking for a new job. They've already hung around waiting for.
- [01:40:01] **Bridget Stone:** quite a few weeks. Um...
- [01:40:04] **Bridget Stone:** So... I would love to be able to move forward on that.
- [01:40:10] **Bridget Stone:** So is that the 18... 18.5.
- [01:40:21] **Bridget Stone:** My personal opinion, um, given the math mapping for everybody who's in math, um, that 56.68 and cutting 3 hours a week from 2, so if we hire her for a 15-hour-a-week position.
- [01:40:35] **Bridget Stone:** Um, I'm comfortable with going that route. Wait, was it 18.5 or 15? Well, if we cut the 3 hours, it was 18 and a half, if we cut it down to 15?
- [01:40:47] **Bridget Stone:** I'm not sure if she's still interested. I'm not sure she's still interested either, and what that means is that...
- [01:40:55] **Bridget Stone:** we... potentially...
- [01:40:58] **Bridget Stone:** don't have coverage on Saturdays. So, the idea was for the new... two new hires to alternate Saturdays.
- [01:41:07] **Bridget Stone:** Um, it's a 4, 5 hour shift, and um, so that would be 2.5 each, and if.
- [01:41:15] **Bridget Stone:** We're reducing 3 hours from her, then that's Saturdays.
- [01:41:20] **Bridget Stone:** Essentially.
- [01:41:22] **Bridget Stone:** But we don't know, because we don't know when she has... she would love to not work Saturday. She's not gonna work on Saturday. Got it.
- [01:41:35] **Bridget Stone:** Okay.
- [01:41:40] **Bridget Stone:** So I, I guess I can do another re... I was like, how about the forward? How about I do something.
- [01:41:46] **Bridget Stone:** With all of this. And my thing is, is because you have this urgency, which I recognize.
- [01:41:54] **Bridget Stone:** Could we then have a social meeting? Yeah, absolutely.
- [01:41:59] **Bridget Stone:** That'd be great. So that we're not putting this off for another month? I think that's an idea for a special meeting. Okay.
- [01:42:05] **Bridget Stone:** Sure. Yeah.
- [01:42:07] **Bridget Stone:** So, we're basically charging Terry to come back with a budget that includes a new hire, but somehow balances. Is that what's happening? She's gonna be a miracle worth it.
- [01:42:17] **Bridget Stone:** But I mean, that's... that's what we're saying, we're tabling this to have that potentially happen. Thinking we're gonna do the thing where we said either vacations or...
- [01:42:28] **Bridget Stone:** Do you know what I mean? Like, we had discussed that, and then kind of dropped it. How many weeks off do you get right now? Because we don't want to do more than that, because you don't want to be an unpaid person, right, for a week?
- [01:42:40] **Bridget Stone:** Correct. Um, I have 5 weeks of vacation. We're not closing for 5. I took one. I took one, so I have 4 left.
- [01:42:48] **Bridget Stone:** Right. We weren't talking about 5, we were talking about 3 weeks, right? Yeah. Or two? I don't know, I was thinking... I mean, I can do the calculation for 3 weeks. Like, if we did February and April and made it clear that...
- [01:43:01] **Bridget Stone:** What about August? Like, the last two weeks of August, before school starts again?
- [01:43:08] **Bridget Stone:** We typically do not have summer reading program those last two weeks of August. I just do that little window when there's no summer reading. I don't... my kids don't use the library anymore, so I have no idea when it's, like...
- [01:43:21] **Bridget Stone:** Well, I think that's when school starts, and we don't want to interrupt the kids who

are getting bused here, too. The two weeks before school starts. Yeah. Yeah, two weeks before school. It'd be the middle of August, yeah.

[01:43:35] **Bridget Stone:** And you said there's no summer program then? No, I mean, honestly, it is...

[01:43:42] **Bridget Stone:** We are up to our armpits and alligators during summer reading program. We are straight.

[01:43:48] **Bridget Stone:** out making it happen, and 6 weeks is all we can do. Like, we are fried at the end of that, and it would work really well. I don't know how that would work, so what are we thinking?

[01:44:00] **Bridget Stone:** That we would have them...

[01:44:04] **Bridget Stone:** Okay, so we're doing this two-week thing so that we can give salaries, is that what we're saying, or I'm not sure how it's working. You know what I'll do? I'll come up with whatever the difference is at the bottom. Oh, we have this amount of money to spend, maybe we can give some salaries.

[01:44:17] **Bridget Stone:** Perfect. Uh, increases, okay? Is it, um... I know we're, like.

[01:44:22] **Bridget Stone:** pinching such pennies, is it worth even looking at, like, the holiday schedule? I mean, if we have a Saturday or a day that's closed, are those just incorporated? That's a good idea. So, like, there's gonna be days that...

[01:44:33] **Bridget Stone:** this library closes, that you'll get the holiday, but the... all the part-time staff won't, so those will be days that we do or we don't. We cover them?

[01:44:41] **Bridget Stone:** the part-time person is scheduled to work that day, and it's a holiday, like a Christmas, that they do get paid.

[01:44:48] **Bridget Stone:** Great, I... like, maybe we could add a couple of days in front of Christmas, or add a couple of days in front of... right?

[01:44:56] **Bridget Stone:** Yeah, like, instead of, like you're saying, maybe still lump it, but don't do two straight weeks, do a little holiday surrounding or something like that.

[01:45:04] **Bridget Stone:** I don't think we need to figure that part of it out. I think we need to come up with a time amount, and then plug it in. That's smart, Heather.

[01:45:19] **Bridget Stone:** That would work. Correct. I think we could move on from the treasurer report.

[01:45:26] **Bridget Stone:** Um... That was painful. Yeah, we're moving on, and so now it is 6, uh, this is actually 640-something, 6.47.

[01:45:35] **Bridget Stone:** Let's say... We kind of did the personnel and staffing, though, didn't we?

8. Agenda Item 6: Library Director Report – Personnel & Staffing [01:45:40]

[01:45:40] **Bridget Stone:** Uh, that's my part. On to, uh, item 6, Library Director Report.

[01:45:50] **Bridget Stone:** Um, starting with personnel and staffing. Thank you. So, um, the new person is doing great, super excited, unflappable has been used to describe her, and we are super...

[01:46:03] **Bridget Stone:** thrilled. Um, uh, love to begin the process of hiring a second new person.

[01:46:09] **Bridget Stone:** Also, under, uh, personnel and staffing, um, I am really interested in the HR process in this town. Um, we don't.

[01:46:20] **Bridget Stone:** have... like, as I understand it, the town administrator fulfills HR functions.

[01:46:26] **Bridget Stone:** Um, it seems to me that, um, there's a lot that is undefined, and there's a lot that, um...

[01:46:36] **Bridget Stone:** I'm really uncomfortable with, and I would like to recommend that.

[01:46:42] **Bridget Stone:** We form an HR committee. What I'd really love is for us to hire an HR consultant.

[01:46:48] **Bridget Stone:** I think that, um, we are heading into a very...

[01:46:54] **Bridget Stone:** Dangerous place. And, um, that, that investment in some HR consultancy might save.

[01:47:03] **Bridget Stone:** the library and the town some money in the future. So that's something you have to bring to the select board, right? You're not talking about the library hiring it.

[01:47:12] **Bridget Stone:** Or are you? I don't know which one... I don't know. Like, I don't know, I just really think it needs to be done. I think it's overdue. I think that...

[01:47:21] **Bridget Stone:** Um, things could be going a lot better. So, if we did form a committee and come to the site board that I.

[01:47:31] **Bridget Stone:** Right, because we don't have anywhere in a budget to hire a HR consultant right now. That's why I was just like, wait a minute. Well, and I would imagine most of the HR stuff's going to live at a town level. Right. Library's under all the town policies and so forth, so it does sound like a very strong, like a suggestion we would strongly make to the board, yeah.

[01:47:49] **Bridget Stone:** No. What would that committee be tasked to do when you say working on it? Like, pricing some of that out? Like, looking at what it would be...

[01:47:59] **Bridget Stone:** I see it, yeah.

[01:48:05] **Bridget Stone:** Um, so are we talking about, like, forming a committee then, we're saying? And...

[01:48:11] **Bridget Stone:** Well, so... Oh, I see, yeah.

[01:48:16] **Bridget Stone:** Um, so that's my personal staffing section. Facilities, um...

[01:48:23] **Bridget Stone:** So, I asked...

[01:48:25] **Bridget Stone:** Several times, um, about how...

[01:48:30] **Bridget Stone:** concerns about the cleaning crew are tracked, and, um, because I know that this board.

[01:48:38] **Bridget Stone:** Brought several concerns to the town administrator about the cleaning company, um, over numerous years.

[01:48:45] **Bridget Stone:** numerous town administrators, and um... and so I asked that question myself twice over the last couple weeks, and have not gotten a response.

[01:48:57] **Bridget Stone:** I'm concerned that, um...

[01:49:00] **Bridget Stone:** The response that...

[01:49:03] **Bridget Stone:** we're going to break out the utilities and the cleaning contract from the library feels punitive rather than, um, transparent. Like, I'd really like to know... and it's not just the cleaning company, right? So.

[01:49:18] **Bridget Stone:** If there's a challenge with...

[01:49:21] **Bridget Stone:** any service that's done at the library, if our phone's not working, like, if, um, the HVAC isn't working, right? Like.

[01:49:30] **Bridget Stone:** What is the process for addressing that, and what do you do when you bring it to the town numerous times, and nothing's getting...

[01:49:39] **Bridget Stone:** Yeah. And, like, how is that being tracked? And... right? So, um...

[01:49:44] **Bridget Stone:** So, uh, that. Yeah, yeah, so I wonder, um, about that, and also... It's a big question that the HR committee's asking, like, why are these things tracking?

[01:49:58] **Bridget Stone:** Maybe this is a library advocacy committee. Yeah, so, um, somewhat branching off from that, like.

[01:50:08] **Bridget Stone:** Um, I've noticed that on a couple of recent occasions, folks, um, in the select board or on this board have.

[01:50:16] **Bridget Stone:** um, done some research on things. That's fine. I've been here for 10 years, I have 5 years prior experience, I could have answered those questions like that, we could have had a conversation, we could have grown, we could have built things, and it...

[01:50:32] **Bridget Stone:** I really would love to get to a place where we have better communication and more open-flowing communication and.

[01:50:42] **Bridget Stone:** It feels like, um...

[01:50:45] **Bridget Stone:** like, that's like, I'm gonna find something out, and we're gonna nail the library with

it, right? Instead of, like, hey, what's going on with this, right? Like, let's talk it through and see what's going on. And, um, I just think that's a...

[01:51:00] **Bridget Stone:** better way to be. Um, we get farther that way.

[01:51:06] **Bridget Stone:** That's that. Uh, programming. Crafternoon is going blockbusters, um, and Mindy is amazing.

[01:51:15] **Bridget Stone:** So, she has put a lot of love into that program. Last week, we had 20 people here for Crafternoon. Can you imagine? And today, we had 18 people, so there's a little bit of consistency forming in the crowd for that. So, super impressed, and kudos to Mindy.

[01:51:35] **Bridget Stone:** Mindy is passing the torch to Sarah, who has mad skills in the arts department. Um, yeah, so I'm super excited to see where it goes from there.

[01:51:46] **Bridget Stone:** That's all. Excellent.

[01:51:49] **Bridget Stone:** Thank you for the report. Thank you. Uh, alright. Item 7, new business.

9. Agenda Item 7A: New Business – HUD Grant Approval & Support Letter [01:51:57]

[01:51:57] **Bridget Stone:** All right, what have we got? First, we have the HUD grant approval and support letter.

[01:52:04] **Bridget Stone:** So, I know that, yeah, this was discussed at a prior meeting before the board changed.

[01:52:10] **Bridget Stone:** Um, to... it's necessary for the library to approve and give a letter of support.

[01:52:17] **Bridget Stone:** Um, to, uh, apply for the HUD grant. This is something that we had to approach the Select Board for approval because the.

[01:52:25] **Bridget Stone:** town of Georgia owns the building, and the renovations are with the building, um, but the town cannot apply for the grant. It has to come from the library. Um, so I offered.

[01:52:37] **Bridget Stone:** To, um, to do the grant, and we need a paper saying that, yes, the other trustees approve that we should apply for this grant.

[01:52:46] **Bridget Stone:** I have a couple of, um, concerns.

[01:52:51] **Bridget Stone:** We don't... we don't have, um, the terms and conditions of the grant.

[01:52:57] **Bridget Stone:** As a board, have we read those?

[01:53:01] **Bridget Stone:** Um, because it says we agree to accept them. Yeah.

[01:53:06] **Bridget Stone:** Um... I know that they are part of the... all of that information that I sent yesterday, so I understand if we need to table this for everybody to become familiar with the grant paperwork. The actual terms and conditions are in what you sent to us?

[01:53:23] **Bridget Stone:** Right, so everything is laid out, and it's not just what's in the, um, the application, but the second link that I sent out is for, um, like, Q&A and other, um, common questions, and kind of, um, the Department of Libraries walking you through how to apply for those. Um, so all of that is addressed in there. Right, but the terms and conditions, where...

[01:53:44] **Bridget Stone:** Of this grant agreement. Like, what do we have to do to, um...

[01:53:50] **Bridget Stone:** make sure that we're adhering to the grant, and I don't... I don't know if we have those terms and conditions yet. Well, the... the grant is actually very narrowly focused, so it's only on.

[01:54:03] **Bridget Stone:** existing libraries, so it can't be a new library, it can't be, um, an addition to a library, it can be a renovation to the library, it can be asbestos, anything on the inside. So it can't be anything outside, because I looked, could we do the parking lot? Right. And that's not...

[01:54:18] **Bridget Stone:** You know, so it has to be... so it is very narrowly focused, and so any grant funding has to be...

[01:54:25] **Bridget Stone:** Um...

[01:54:28] **Bridget Stone:** Your... if anything that we, um, give them for our ideas of renovations.

- [01:54:33] **Bridget Stone:** they'll have to say, okay, this is something that falls under this very narrow, you know, and then once that occurs, I'm assuming if we're given the... given the grant, we're going to get all of the conditions. I know that it has to be completed by December 31st, 2028.
- [01:54:51] **Bridget Stone:** It has to begin by January 1st, 2027, you know, things of that nature.
- [01:54:57] **Bridget Stone:** And that's all articulated in the grant paper.
- [01:55:01] **Bridget Stone:** Um, I would be worried about the start date of that.
- [01:55:04] **Bridget Stone:** I don't... well, I'm sorry, it can start no earlier than... Oh, okay, sorry, sorry. I don't know...
- [01:55:18] **Bridget Stone:** Because it says here, should we receive the funding, we agree to accept the terms and conditions, but I would like to read those.
- [01:55:28] **Bridget Stone:** Before I sign. Um...
- [01:55:31] **Bridget Stone:** Also, I think I read in some of that narrative of the application that.
- [01:55:36] **Bridget Stone:** they keep, um... I forget what it's called.
- [01:55:40] **Bridget Stone:** Um...
- [01:55:42] **Bridget Stone:** they want to know that the library is continuing to be used as a library for ex... like, indefinitely. Actually, there were indefinite look-backs for that.
- [01:55:51] **Bridget Stone:** So, we have to be sure that that's the case as well. Right. And to be perfectly clear, and I know this is something that I talked about with, um...
- [01:56:00] **Bridget Stone:** I sent a quick note, I don't know if you've seen it yet, in their email, when it comes to... the Select Board also has to give a letter of support and approval as well, but it's been an ongoing conversation with the Select Board.
- [01:56:12] **Bridget Stone:** do we build a new library? Do we find a new space? So, I'm not even sure they're on the page of wanting this to continue in perpetu, too.
- [01:56:22] **Bridget Stone:** So, when you said, you know.
- [01:56:25] **Bridget Stone:** um, you know, what... how far have we gotten with the grant and things, this is pretty much as far as we've gotten, because we still don't know if we're even going to continue this building as a library, and I know that's something that's on the agenda for Monday's select board meeting. Yeah, that was the other thing that I had. That's kind of a big deal, like, you just dropped the bomb, Colleen.
- [01:56:44] **Bridget Stone:** Oh, no, it's open meetings, like, it's in all of the minutes, it's on all of the videos. I haven't told you anything that hasn't been in open session select board meetings, so... But I'm going to go back to... I want to go back to here first.
- [01:56:59] **Bridget Stone:** Um... where did the \$1.2 million estimate come from? That was from the, um...
- [01:57:07] **Bridget Stone:** the architects or the civil associates during their first presentation of the original plans back in... Right, right, right, that's why it's an approximate. But the grant itself is no more than \$400,000, so we can only identify certain things.
- [01:57:25] **Bridget Stone:** Um, the other statement is the board has reviewed and approved the proposed project.
- [01:57:31] **Bridget Stone:** Which proposed project? What you're applying for, or this entire thing? Because we haven't...
- [01:57:37] **Bridget Stone:** We don't have anything to approve yet.
- [01:57:41] **Bridget Stone:** As a board. Mm-hmm.
- [01:57:44] **Bridget Stone:** Yeah, and I think we...
- [01:57:47] **Bridget Stone:** We had originally had a deadline of December, January, so that we would know going into the town report and town meeting day to be able to... and then we pushed that back. Yeah, so... So, unfortunately, yeah, we don't.
- [01:58:00] **Bridget Stone:** Okay, we don't have... so I can't... I mean, for myself, I don't think I can sign this.
- [01:58:05] **Bridget Stone:** stated the way it is. That's fine. Um...
- [01:58:09] **Bridget Stone:** As to the... using the library, or maybe the library won't be here in the...

[01:58:14] **Bridget Stone:** In the future. Um, I would have really loved to have known that was going to be a part of the discussion, and I know I should read the agenda, but I don't always get to the agenda, so I would really love it if you could tell us.

[01:58:28] **Bridget Stone:** Um, when we're subject of discussion at the select board. So yeah, and I usually try and, you know, any...

[01:58:37] **Bridget Stone:** Anything that comes up, I usually really try and... I bring that knowledge and information. No, beforehand, so I go to the meeting and say, what do you mean? We're going to be removing the lives, right?

[01:58:47] **Bridget Stone:** If you'd like, I know that I always message out to Select Board their agenda ahead of time. I can include the trustees on the board. Yep, that would be great. Thanks.

[01:58:58] **Bridget Stone:** Well, and it would even be nice, like, if there's conversation going on that, you know, we're thinking that maybe the library should be moved, then maybe there should be a little lunch chat between a select board member and a library board member, instead of waiting for a big...

[01:59:16] **Bridget Stone:** It's not definite or anything. Sure you are. The way that... so, I was gonna say, I didn't hear anything. I didn't look at the agenda for the next one, but I did look at the meeting minutes.

[01:59:27] **Bridget Stone:** It sounds like it was part of discussion. Okay. And so, but it's... but there's no action or anything coming up. So, Selectward always has unfinished business, and the Library revitalization Committee is on... because it's unfinished. Right. So it's something that's always discussed, and Brian and Kelly being on that committee.

[01:59:48] **Bridget Stone:** We'll always give a report of what's going on. Okay, so you guys... so there's nobody from the library that go... from that committee, you.

[01:59:57] **Bridget Stone:** I'm not on the committee, no. So there's nobody from the committee that goes to the select board to give that update? Well, I mean... Oh, you're on it! Yeah, Ron is on it.

[02:00:10] **Bridget Stone:** Okay, so, so we're... yeah, we... we... Yeah, okay, I'm just trying to get my ducks in a row.

[02:00:18] **Bridget Stone:** Fast forward, we did always have a board member, whether it be, um, Chair Nicole or Terry, um, available at the meeting, so that, yeah, there could... and then sometimes...

[02:00:31] **Bridget Stone:** Yeah, that... yeah, that's true.

[02:00:34] **Bridget Stone:** Um, I just want to express a little concern about something that was discussed at the Select Board about the ADA renovation. Somebody named T. Hardy, I don't know who that is.

[02:00:46] **Bridget Stone:** explained money was set aside for ADA compliance back when she was last on the Select Board in 2016. She's our new Select Board. Okay, so did... and so someone's going to look up to see.

[02:00:56] **Bridget Stone:** Was there money set aside? Is there money still there? Or where did it go? Yeah.

[02:01:02] **Bridget Stone:** That was just brought up at the last meeting, so... Okay, I wanted to tell everybody around the table... I saw that in the minutes, too, is Tammy Hardy. That's her name.

[02:01:14] **Bridget Stone:** Yeah, that would be an interesting thing to note.

[02:01:18] **Bridget Stone:** Um, I mean, from what I'm hearing from you, Terry, I agree, like, how could we sign this if it's asking us to have, like, approved plans, and we don't have approved plans, even? Like, that sounds...

[02:01:29] **Bridget Stone:** What's the... is there a reason to be putting our foot on the gas on this particular... The HUD grant is due on March 31st.

[02:01:37] **Bridget Stone:** And that's potential \$400,000 that our town would receive in federal funding going towards specifically building renovations for the library.

[02:01:46] **Bridget Stone:** Um, that was a model letter of approval and support. If someone wants to change the letter to just say, we give our support and approval for Colleen to.

[02:01:58] **Bridget Stone:** I don't know what will be accepted as a letter, but I know, um, library has a support and approval letter, the, uh, select board has a support and approval letter, there's a bevy of other documents, and all of it.

[02:02:13] **Bridget Stone:** if you've had a chance, and you probably haven't, to go through that. Um, a lot of

it is.

[02:02:18] **Bridget Stone:** a rubric, essentially, that says, is the library open these hours? You get so and so many points for this. So my initial.

[02:02:26] **Bridget Stone:** I did a, like, a webinar in December, and we hit so many of those points. We're open on the weekends, we're open late, you know, we serve this community, we're a rural community, you know, all of these things that made it look as though we were a very good candidate.

[02:02:42] **Bridget Stone:** Which is why we initially had a change. Are they going to look for, like, approved plans from us as part of this?

[02:02:50] **Bridget Stone:** would they ask for that? Is that part of the submission process? And like I said, it's very narrow. It only covers asbestos removal, electricity, roofing, you know, and then the ADA compliance of it. So, um, trying to do... because we had so much more.

[02:03:08] **Bridget Stone:** specifics on the parking lot, and actual estimates, I tried to do it for that, because we had all of those plans, and parking lot would not be an approved.

[02:03:21] **Bridget Stone:** It's just for building, so... So it's not approved? It's not approved for that, no. So, we'll have to go through the architect to say.

[02:03:30] **Bridget Stone:** what is, um, you know, something that can get you around \$400,000? You should come to me. Yeah. Or Kelly. Well, Kelly will do that. Yeah, yeah. Yeah. Okay.

[02:03:44] **Bridget Stone:** So we could address that with them, maybe tomorrow. But it's the get something.

[02:03:50] **Bridget Stone:** put it in a box and say, hey, this... It's this much money within the scope of what... Yeah. With what is allowed, yeah. And I think it gives you that list.

[02:04:02] **Bridget Stone:** Yeah, I was thinking about that.

[02:04:06] **Bridget Stone:** Yeah.

[02:04:06] **Natasha Halverson:** I... I have a quick question.

[02:04:08] **Bridget Stone:** Hmm. Yes.

[02:04:09] **Natasha Halverson:** Um, listening to, and obviously I missed some meetings, um, but in listening to this, it kind of sounds like it is for renovations. You said that it is not... doesn't cover expansions or new builds. Um, Bridget, is the size of our facility.

[02:04:25] **Natasha Halverson:** sufficient to meet the needs of our community, or do we kind of need a larger facility and expansion? Obviously, pie in the sky, I would love to have a library the size.

[02:04:36] **Natasha Halverson:** of the world's biggest gymnasium, but that's not realistic. Um, so, like, would it cover.

[02:04:43] **Natasha Halverson:** renovations, and then we could also tag on an expansion if need be, or does it limit the scope of what we can do.

[02:05:01] **Bridget Stone:** Um, it's a great question. You know, I adore the food shelf, and um, I think that they provide a vital service. I think the people who run it are absolutely amazing. I think the town needs the food shelf.

[02:05:15] **Bridget Stone:** I would love it if the food shelf could have a really nice facility in another location, and this building could be dedicated solely to the library. I think it would open some possibilities.

[02:05:26] **Bridget Stone:** In terms of having a really nice makerspace, like, a really dedicated teen space.

[02:05:32] **Bridget Stone:** And please note that if we have a dedicated team space in the garage, we're gonna need staff, and, um, that costs money. So, um...

[02:05:43] **Bridget Stone:** Yeah, I think that...

[02:05:46] **Bridget Stone:** it... I think there's a lot of this story that's still being written. I think that, um, the committee... the architect and the committee are still looking at how we can.

[02:05:59] **Bridget Stone:** Put the shelving that we need into the new space with little neighborhoods for kids and quiet and teens.

[02:06:07] **Bridget Stone:** Um, but yeah, more space is great. Do we need it? Is it a need or a want?

[02:06:14] **Bridget Stone:** I don't know, like, we can be fine with the renovation as proposed without the

food shelf area.

[02:06:21] **Bridget Stone:** Um, and I love those guys, and I totally support their work, so...

[02:06:26] **Bridget Stone:** And I also think we have to be cognizant of the fact that we have to apply for a bond. Yeah.

[02:06:32] **Bridget Stone:** And how would... how is that going to be, you know, like, we say we need 1. I hope we don't say we need \$1.2 million, but I don't know.

[02:06:42] **Bridget Stone:** So my question is, we're going to have a special meeting for you. Right. Um...

[02:06:48] **Bridget Stone:** when are we thinking we were gonna do that? Like, how long do you need to come up with your magic.

[02:06:54] **Bridget Stone:** Oh, absolutely. Do we want to go back to that? Well, no, I just want... I'm asking a question, because I'm thinking that maybe we can tie this to it if it's quick enough, and we can come up with actual numbers.

[02:07:05] **Bridget Stone:** Wait, my work on our budget? No, no, no, I think you're talking about consolidating more issues in one emergency meeting.

[02:07:14] **Bridget Stone:** Separate issue in one meeting. Next week, to see what you were thinking for your... I could do next week. Growing pains, right? If they can come up with an actual dollar amount, or what we could do, because you have a meeting tomorrow night, right?

[02:07:35] **Bridget Stone:** that would help alleviate this part of it. Well, we could just ask them, look, we need... we need something that's going to cost, what, \$400,000, is it? Up to 4. Up to 4. They're really sharp, I bet you they can do it. But, Colleen, is that going to give you enough time if we have a meeting.

[02:07:52] **Bridget Stone:** next week, actually, to the... Right, I mean, everything else can get done. I have...

[02:07:57] **Bridget Stone:** I have all of the other information, it was just this letter. Right. No, no, it's not just this letter, it's also, you know, what direction are we going to go?

[02:08:06] **Bridget Stone:** With the small scope of what we're allowed to do. Right, and we'll know more tomorrow night, is what we're thinking.

[02:08:13] **Bridget Stone:** And then we still need to wait for the Select Board to sign off on it next Monday. So, is it on the agenda for Monday? Okay, so do we think that that would be a good idea, to put both of them in that one special meeting? Sure. I think it's a great idea.

[02:08:28] **Bridget Stone:** I'm sorry, I was confusing, I was trying... I knew what I wanted to say, and I just didn't...

[02:08:35] **Bridget Stone:** I didn't put too much pressure on you if you couldn't do it by next week, that's what I was getting at.

[02:08:40] **Bridget Stone:** You can probably do it tonight. Yep.

[02:08:44] **Bridget Stone:** No, I just didn't want to do that to you, that's all. But I knew we needed to get it done sooner than we do.

[02:08:53] **Bridget Stone:** All right. Okay, that's a good idea. We'll figure out that date.

[02:08:58] **Bridget Stone:** Later.

[02:09:01] **Bridget Stone:** Um, alright, so we're gonna have some sort of emergency meeting next week where we'll get at least the budget and the grant approval talked about. Alright.

10. Agenda Item 7B: Committee Appointments [02:09:11]

[02:09:11] **Bridget Stone:** Committee appointments. Let's move on to item D.

[02:09:14] **Bridget Stone:** So... May I? Yes. Um, earlier in the meeting, in the inappropriate spot, I suggested that it might be a really good idea to have a safety committee to do a real unbiased.

[02:09:27] **Bridget Stone:** Study of what are the safety concerns at the library, what is.

[02:09:33] **Bridget Stone:** a, like, documented, researched, best approach to this concern. What are other libraries.

[02:09:42] **Bridget Stone:** doing about this? What does the ALA have to say about this and that with safety concerns? What are some civil rights issues related to safety concerns that we should be paying attention to?

[02:09:55] **Bridget Stone:** So, um, I would love it. I think the Building Revitalization Committee, it's a thing, yep, um, policies...

[02:10:04] **Bridget Stone:** pretty much okay right now. I think...

[02:10:06] **Bridget Stone:** if I may be so bold, where we really need to focus some attention is a safety committee and an HR committee.

[02:10:14] **Bridget Stone:** I just want to weigh in on that really quickly. Um, policies should be reviewed yearly, and that is part of our bylaws, so... Totally. I don't want to say it's not important. No, I'm not saying it's not important. Right, but I mean, like, focusing energies, it should.

[02:10:27] **Bridget Stone:** Energy should still be focused.

[02:10:30] **Bridget Stone:** Okay. So, let's say without removing committees, we're talking about maybe adding two more. Well, Building Revitalization committee, where is that? Yeah, please. I know that Deb...

[02:10:42] **Bridget Stone:** is no longer on this board, so she came off of it, but I would like to suggest that she.

[02:10:47] **Bridget Stone:** come back on as the, um, community member? Community member, community member, and she's here, and if she would like to...

[02:10:57] **Bridget Stone:** Deb, I saw you just unmuted. Did you want to speak?

[02:11:00] **Debbie Mann:** Um, I would like to decline that, thank you.

[02:11:03] **Bridget Stone:** Oh. Okay. Okay.

[02:11:05] **Bridget Stone:** Thank you for weighing in, Deb.

[02:11:08] **Bridget Stone:** Kelly Brian, two trustees, two community members. But only one community member now. Now you're the trustee, right. Okay. I can put my thinking cap on about that.

[02:11:21] **Bridget Stone:** I'm sorry? I can put my thinking cap on about that. So it's a community member that we are lacking right now? Yeah, assuming that I will be one of the... I'm gonna say this out loud without asking her.

[02:11:33] **Bridget Stone:** Mary O'Neill, I... do you know Mary? No. She is top notch. She works for the City of Burlington, she's got a background in historical preservation.

[02:11:44] **Bridget Stone:** Um, she is super-duper smart, former trustee. Um, I would love her on the Building Revitalization Committee.

[02:11:54] **Bridget Stone:** So I can reach out to her, too. Other... how are you...

[02:11:57] **Debbie Mann:** Can I weigh in on that? I think that it should... as a community person, I think that it... there should be a Georgia.

[02:11:59] **Bridget Stone:** Of course.

[02:12:04] **Debbie Mann:** Town community person on that committee, because this is involving.

[02:12:10] **Debbie Mann:** The town and our...

[02:12:10] **Bridget Stone:** Does she not live in Georgia? She lives in Georgia. Okay. Yeah, she lives in Georgia.

[02:12:13] **Debbie Mann:** Okay.

[02:12:15] **Debbie Mann:** Okay.

[02:12:15] **Bridget Stone:** I'm just curious as to when the community... when the Building Revitalization Committee opened it up for community members.

[02:12:23] **Bridget Stone:** how were those chosen and voted in? I think Bridget helped us with some names, and we came to...

[02:12:31] **Bridget Stone:** committee... I think we came to a meeting of that committee, and said, we have

these people.

[02:12:39] **Bridget Stone:** I don't know, it wasn't like a big vote or anything? I more or less appointed somebody. No, there weren't, but we talked about it on the committee. Okay, so it's not like you're turning anybody away that had had interest in it. Oh, no. Okay.

[02:12:52] **Bridget Stone:** I think that's what you were... Yeah, I was just trying to figure out, because I wasn't part of the committee, I wasn't sure how the community members were introduced. I wasn't sure if one needed to be.

[02:13:02] **Bridget Stone:** chosen by select board and won by the library, or, you know, if there was anything pretty informal. This goes towards the question here, um, he's...

[02:13:12] **Bridget Stone:** committees we're about to form. We're putting two library personnel per committee, is that the idea, so that they can meet without having to declare quorum, or... Typically, right, we had two on the, um...

[02:13:22] **Bridget Stone:** Policy Committee, it was Deb and I, two on the Building Revitalization Committee, which was Carrie and...

[02:13:29] **Bridget Stone:** Deb at the time, right, but Deb was on all the committees. Alright, and then we're talking, we're talking about adding a potential HR committee and a safety committee. Right.

[02:13:39] **Bridget Stone:** Great.

[02:13:41] **Bridget Stone:** Yes, but I mean, as far as appointing, what we have to... what we have to... what we have to do is business.

[02:13:48] **Bridget Stone:** Tonight is appoint two member committees.

[02:13:52] **Bridget Stone:** Right, so let's start with the Building Revitalization Committee. Um, and I know in the school board, we just kind of, like, assign these things without making a whole slew of motions. I wouldn't mind just, like, trying to assign them. Alright, wonderful.

[02:14:05] **Bridget Stone:** Thank you. All right. Who would like to be on this building revitalization committee? Perfect. So you want to stay on it, and everybody's comfortable with that?

[02:14:14] **Bridget Stone:** I think it's wonderful. It's like, yeah. Alright, so we got Terry and Sarah on that. Uh, policy committee. You said right now you're on that, Kelly?

[02:14:23] **Bridget Stone:** They're probably sitting with her.

[02:14:26] **Bridget Stone:** If you would like, yeah.

[02:14:28] **Bridget Stone:** Um... I am comfortable with that. Um...

[02:14:33] **Bridget Stone:** Sir, did you have experience with policy in your previous job? Yeah.

[02:14:38] **Bridget Stone:** Well, then you can do it if you want it.

[02:14:41] **Bridget Stone:** Which is this one for her? This is policies. Oh, policies. Yep. Do you...

[02:14:47] **Bridget Stone:** I mean, the nice thing is policies, let's remember, policies are going to come before this committee, they get multiple readings, they have to go before the public, like, you can't... the people who do the policy are not just gonna go in there and start scribbling, but it's like, do you... how involved in what level would you like to be involved in those things, you know?

[02:15:04] **Bridget Stone:** Um... Well, it sounds like we're also proposing to have an HR committee. Yeah, we have these two other committees as well, and a safety committee. And a safety committee. Anybody have any vested interest in a couple of these? What are people like?

[02:15:16] **Bridget Stone:** Safety? The safety, all right. So do you want the policy, too? Are things gonna run concurrent? Because I was thinking that maybe policy... I hear it is important, I recognize it's important, and maybe we don't have to really.

[02:15:31] **Bridget Stone:** start policy committee meetings for another month or two? Yeah, I think... So, I would say a few things, right? Like.

[02:15:38] **Bridget Stone:** This is, I'm going to speak from school board experience because I served on like 5 committees and out of those 5 committees, 1 met.

[02:15:45] **Bridget Stone:** every session sometimes. Sometimes two met every session. I was on a communications committee that had its times that it was important, but I mean, we met, like, once.

[02:15:54] **Bridget Stone:** a year to prepare for budget planning. We had a... I was on the policy committee at both the SU and the regular district level.

[02:16:04] **Bridget Stone:** We had an especially busy year, like, my last year there, because we were doing a complete audit with the School Board Association, but most years it was about.

[02:16:13] **Bridget Stone:** Touching upon the oldest policies, just to make sure that they didn't need to be revitalized, making sure that our... that we didn't have, like, a, um...

[02:16:21] **Bridget Stone:** You know, something that would cost us, um, you know, making sure we had all the policies in place we needed to that were mandated, is what I think I'm trying to say. So, you know, these committees.

[02:16:31] **Bridget Stone:** while important, do not have to be, like, the same burden of this. There were certain communities that stunk, right? Like, if you were on the SU board, you had, you know, once every, whatever, six weeks, we had an extra meeting there, and you knew that was coming. If you were on.

[02:16:45] **Bridget Stone:** Um, trying to think what the other heavy hitters... I mean, there were some committees that people shied away from because they were the bad committees, right? Buildings and Grounds, another one. Buildings and Grounds met every month before the other meeting because.

[02:16:56] **Bridget Stone:** just too much going on on that. If you didn't want to do a lot, get on the nutrition committee, or get on the, like, the transportation, because those are... those are the lighter lifts. So... so all that being said, I guess what I'm trying to say is, like.

[02:17:08] **Bridget Stone:** it is going to be up to your committees to decide your schedules, to decide what you need to do, decide to report back to us unless we charge you with something. I don't feel like.

[02:17:20] **Bridget Stone:** we're saying, like, policy committee, get to work. I'm saying policy committee we need in place for...

[02:17:26] **Bridget Stone:** what needs to happen this year? And you may want to do things, but that's your incentive at the time you have for it, I would say. I'm just trying to get to... Yeah, so with all that said, um, yeah.

[02:17:38] **Bridget Stone:** I think, um... for the Planning Commission, we went through all the town policies, and we've been submitting them back, too, so I'm familiar with it, but you're welcome to it if Bridget would rather have you on it. No, I just was thinking, because you have experience. Yeah, but I need to...

[02:17:54] **Bridget Stone:** be aware of overcoming. Right. Um, revitalization is a big one right now. I think of revitalization, and I think of safety, or those are two that are really important to you.

[02:18:04] **Bridget Stone:** Um, does anybody mind with Sarah serving on those two committees?

[02:18:08] **Bridget Stone:** Who, um, Terry, I know you said you were interested in safety.

[02:18:14] **Bridget Stone:** Heather, what do you want? Oh, you've got policy. That's great. Heather, I forgot you did that for the town. So you have policy, Kalina's policy, we have Terry and Saranto, so, um, that leaves HR.

[02:18:30] **Bridget Stone:** do one? You could divvy those up. I know I haven't taken one yet, but, um...

[02:18:37] **Bridget Stone:** But I don't know, pears don't usually drink a lot of cheer.

[02:18:42] **Bridget Stone:** I was just saying, I was considering, like, no, I agree with you. I'm not sure that chairs do often get involved in committees. I think that they... but I'm not positive.

[02:18:50] **Bridget Stone:** Right. I don't mind helping with HR, but I know... I think the only committee Carl was involved with on the school board is he was a member of the SU.

[02:18:58] **Bridget Stone:** He was involved in our Buildings and Grounds Committee at times, so I think it... I think it could be...

[02:19:05] **Bridget Stone:** Um...

[02:19:08] **Bridget Stone:** I mean, I... I love to serve, right? But I've got plenty of stuff I'm serving right now. I am happy to be on one of these if people feel like, um, they would like me to serve on it. I'm like, I'm also happy to be...

[02:19:21] **Bridget Stone:** from the school. Sure, alright, then I will hop on the HR committee. Thank you very much. All right. So, who's on HR? Uh, Colleen and myself. Yep.

[02:19:33] **Bridget Stone:** And the most you'd have to do is go to maybe a couple of select board meetings,

too. When I signed on to this thing, I was ready for more. That you're going to want to bring today. This is all still... well, I said, let's see how many... let's see how long the next meeting goes, but so far, so good. Still not as...

[02:19:49] **Bridget Stone:** Brutal as my last appointment. Um, alright, I feel like we have now gotten through the committee appointments, correct? Yeah. Alright.

[02:19:55] **Bridget Stone:** Yeah. Yeah, okay. So now we're on to C, background check, the new business.

[02:20:02] **Bridget Stone:** Do you want me to talk? Please. All right. So, I have the, uh, people's authorization to do the background check, and the background check have come back on everybody except for one person.

[02:20:16] **Bridget Stone:** little snafu, uh, hesitant to provide a social security number over the internet, or to use it as an identifying... Don't blame them. No, like, I get it, my mom is that way, you know, like...

[02:20:31] **Bridget Stone:** And, um, so I... we... I massaged the situation, and I think that we are in a good place, and that it is going to get done. Um, it... that... I am hoping to have results on by the end of the week, so...

[02:20:49] **Bridget Stone:** Fingers crossed, but it is all done. Um...

11. Agenda Item 7C: Background Checks & HR Process [02:20:54]

[02:20:54] **Bridget Stone:** Related to my concerns about HR, um, I... there's nothing to report on any of the background checks. Everybody is absolutely fine. They all came back good. Um...

[02:21:09] **Bridget Stone:** I really wonder about, um...

[02:21:14] **Bridget Stone:** What information should be kept within the library, and what information should be kept in a personnel file at the town office, and who has access to the records at the town office, under what circumstances?

[02:21:29] **Bridget Stone:** There is access to the records at the town office. When do things leave personnel files at the town office? What's the process for somebody to rebut something that's in their personnel file at the town office?

[02:21:41] **Bridget Stone:** What's the process for if something comes up to have a conversation with somebody about something?

[02:21:47] **Bridget Stone:** That, um, was reported. And so, given that that all seems a little bit wishy-washy.

[02:21:55] **Bridget Stone:** Um, I have concerns. I also know that we are paying for the background checks out of the library budget.

[02:22:02] **Bridget Stone:** Which is provided by the town of Georgia and, um, so, like.

[02:22:09] **Bridget Stone:** if the town wanted to pay for the background checks, right, then maybe it would be their information, and they would hold it. Sorry, I know that, um...

[02:22:18] **Bridget Stone:** Barry and I were both in the meetings when this came up, and a lot of this was because of the United Way grant mandated that all employees and volunteers.

[02:22:28] **Bridget Stone:** Get background checks prior to any of the programming being put in place here, which kind of accelerated why the Select Board chose to bring this up and put into the personnel policy. At the time, Bridget, you had said you weren't comfortable receiving any of the information and you didn't want to keep it, which is why Stacy... No, that's not what I said. There was a lot of miscommunication about this.

[02:22:52] **Bridget Stone:** Um, I think it was problematic beating an old dead horse, but, um, it's problematic that we were managing the situation and the select board grabbed it and.

[02:23:03] **Bridget Stone:** Did it. Um, that's all...

[02:23:06] **Bridget Stone:** Disagree with that. You, you definitely said you did not want to touch that image. If you didn't want to see it.

[02:23:13] **Bridget Stone:** You didn't want to... I had nothing to do with that. What I said was that I had no training. I asked repeatedly for training on doing background checks.

[02:23:21] **Bridget Stone:** And I said that I did not feel comfortable assessing the information that I got from background checks because I have no training in it.

[02:23:30] **Bridget Stone:** Um, yeah. So, and they are considered employees of the town.

[02:23:35] **Bridget Stone:** And because of that.

[02:23:38] **Bridget Stone:** They have to... we must keep those files.

[02:23:41] **Bridget Stone:** So, any employee that we have... Who can access those files? That, I do not know exactly who has the privileges to do, but it is...

[02:23:52] **Bridget Stone:** Uh, our town administrator.

[02:23:55] **Bridget Stone:** is the folder of that information, right? But that would be a good thing to know. This sounds like it could go on the laundry list for the HR committee. It's like, these are the exact kind of concerns that I think would fall under that. So we should be bringing these up in our... like, it sounds like we're gonna have.

[02:24:10] **Bridget Stone:** A good laundry list in the first meeting, yeah. Yeah.

[02:24:14] **Bridget Stone:** Hmm.

[02:24:16] **Bridget Stone:** Check, does that include all of our volunteers, right? Um, so here's the thing.

[02:24:23] **Bridget Stone:** do we want everybody... do we want the guy who comes in to water the plants on Tuesdays to have a background check? Right. We have said, and it's explicitly said in the policy, in the explanations, which I put in the packet, that it's anyone who has ongoing.

[02:24:42] **Bridget Stone:** work with the children on a one-on-one basis. Right, so I was gonna say that, um... Great, I was gonna say that, but you jumped right in there, Colleen.

[02:24:55] **Bridget Stone:** than anyone who's doing these programs, so they have been background checks.

[02:25:00] **Bridget Stone:** Um, there is one volunteer who has not been background checked, which I discussed a few minutes ago. Okay.

[02:25:07] **Bridget Stone:** Um, also, we did put in \$500 to... into the United Way grant for backgrounds. Mm-hmm.

[02:25:14] **Bridget Stone:** So hopefully that's been covered, at least for now, right? How much are they about for a person?

[02:25:22] **Bridget Stone:** I think it was \$35. Yeah, \$35.

[02:25:27] **Bridget Stone:** We'll probably choose the 500.

[02:25:30] **Bridget Stone:** Oh, I'm sure, with volunteers and stuff, right? Mm-hmm.

[02:25:34] **Bridget Stone:** Do they take a long time to come back? No, no, like...

[02:25:38] **Bridget Stone:** I get them to sign the permission, and then I request, and then it comes back in 2 or 3 days. They must have still fingerprinted? No, they, um... Oh. No, they just run their name. Oh, yeah.

[02:25:50] **Bridget Stone:** Well, no, the fingerprinting, I had to do that when I brought kids overseas volunteering for a school trip. No, I mean, like, I'm just trying to think of... I'm sorry, not so much the level that the person being.

[02:26:06] **Bridget Stone:** check that. I'm trying to think of, like, what... That's also... That's also a much bigger... No, no, yeah, like, I've been... yeah.

[02:26:17] **Bridget Stone:** Yeah. Alright, so we, um... so background checks are up-to-date with the one issue that you said looks like it's going to be resolved, and then we're going to discuss some of the.

[02:26:27] **Bridget Stone:** the issues surrounding background checks, I think would be great. I'm curious about many of these myself, so...

12. Agenda Item 7D: Cleaning Company [02:26:34]

- [02:26:34] **Bridget Stone:** Um, item D under New Business Cleaning Company. Yeah, I can...
- [02:26:40] **Bridget Stone:** You want to take this one? Yeah, sure. Alright.
- [02:26:44] **Bridget Stone:** As Bridget mentioned, there's no tracking on the conversations we had about them.
- [02:26:49] **Bridget Stone:** But I took it upon... shoot, took it upon myself to look up cleaning services in Georgia, because Lori told me.
- [02:26:57] **Bridget Stone:** \$520 a month is what the library costs to have it cleaned. Okay. So... and the town did say they would pay that \$520 a month.
- [02:27:06] **Bridget Stone:** For us to go somewhere else. ...do it ourselves. So, is there anybody who would like to take on finding a new cleaning person, if we want to do that?
- [02:27:17] **Bridget Stone:** I'm home all day, so I can make phone calls. I'm just gonna find out what they do, so I need a list of what you need done. Right here, sister. Okay. Yeah, that thin piece of paper. Unless somebody else wanted to do it, I'm sorry.
- [02:27:37] **Bridget Stone:** No means nothing. No, something that we had talked about in, um, the conference, I think that was our February board meeting, prior to the new board coming in, we'll still need people that have that, um.
- [02:27:49] **Bridget Stone:** Oh, yeah. And is that on that sheet saying abounding? Yes. No. Okay, so can you just write that down there, too, so I can make sure that that is... cost per month, per week, per year, so that maybe if they want a year's contract, you know, whatever. I don't know if we want to feel comfortable doing a... Well, no, I don't... I mean, you guys can't come against me if...
- [02:28:10] **Bridget Stone:** They don't care. If they say they do certain things, and then it's just as bad as the other thing. Because I have never used any of these. Well, I'm sure there's more. Some of those are just residential. It was just something I put it up.
- [02:28:24] **Bridget Stone:** So you might wonder... Oh, that would be awesome. She's awesome. I know she is, and I know her because my children grew up with hers, or her children.
- [02:28:37] **Bridget Stone:** Okay. It's kind of stuff. Alright, uh, we feel good about cleaning company as a line item on this agenda. Sweet.
- [02:28:45] **Bridget Stone:** We're moving on to 8?
- [02:28:47] **Bridget Stone:** at 7.30, whatever, 2 maybe? And, um...
- [02:28:53] **Bridget Stone:** All business, Part A, safety discussion.
- [02:28:57] **Bridget Stone:** Can I finish writing? Yeah, finish writing, please. Okay, take a moment, everybody take a break.
- [02:29:03] **Bridget Stone:** That's gonna be...
- [02:29:06] **Bridget Stone:** Okay. Could be, that might be the best way to just approach that.
- [02:29:13] **Bridget Stone:** Yeah, yeah.
- [02:29:15] **Bridget Stone:** Okay. Okay.
- [02:29:20] **Bridget Stone:** So, um...
- [02:29:23] **Bridget Stone:** We had a little bit of discussion in the corner right there that I thought was pretty positive, that we have a newly appointed safety committee.
- [02:29:29] **Bridget Stone:** And it would be probably great if the newly appointed Safety Committee tackled that safety discussion first, and then brought it back. Does that work? Can you read my writing?
- [02:29:38] **Bridget Stone:** I just want to make sure I understand what it is that your group of work is.
- [02:29:44] **Bridget Stone:** So... I would say your scope of work, and unless you want to say something, did you want to...
- [02:29:50] **Bridget Stone:** Go ahead. Right? AA. Yeah.
- [02:29:54] **Bridget Stone:** So, what is... So, I would say 8A is, we are charging the newly formed safety committee.
- [02:30:00] **Bridget Stone:** to meet with at least the library director and discuss what safety concerns need to

be brought before the board.

[02:30:08] **Bridget Stone:** in a more... so that we don't have to spend all the time as the board discussing that in this open session. Gives the three of you the advantage of discussing concerns.

[02:30:16] **Bridget Stone:** in a slightly more, um, you know, private manner, and getting a chance to really come back to us with appropriate safety discussions for these meetings. Great. Yeah. Um, and... You can come with recommendations, you can come with.

[02:30:31] **Bridget Stone:** Uh, items that we should be talking about can be added to the agenda, things like that. So, you know, I would expect something like.

[02:30:38] **Bridget Stone:** this was a safety concern we have, this is kind of what we discussed. We might discuss back and forth, and then we would probably be looking for either a recommendation from you, or you may be looking for a recommendation from us, something like that. Love it. Does that sound appropriate? And they can all be, because...

[02:30:52] **Bridget Stone:** There's not a quorum, so they can meet. Exactly. That's why every committee has only two members, so we can always meet without, uh, violating any quorum.

[02:31:01] **Bridget Stone:** Um, but policies, we have a newly formed policy committee, but I think is this... what is this situation? Is it the same thing? Yeah, let's keep it up. Yep. I like it. Oh, do you think this is about...

[02:31:12] **Bridget Stone:** Given the... Sure. And I think the homework was for the... What were the discrepancies between the two policies?

[02:31:19] **Bridget Stone:** Yeah. I wonder... I am not as prepared as I'd like to be for this. Would it be possible to bump this to a future meeting? Um, it is okay with me as long as...

13. Agenda Item 7E: Social Media Policy [02:31:29]

[02:31:29] **Bridget Stone:** leaning into that. No. Alright, so we're gonna table the social media policy.

[02:31:34] **Bridget Stone:** And then, um...

[02:31:38] **Bridget Stone:** Yeah. Yeah, we're gonna read and compare the social media policies. That's my understanding, is there's two social media policies floating around, and we want to make sure, before we commit to the.

[02:31:47] **Bridget Stone:** town social media policy, that it is not what the discrepancies are? Is that the... the thought, or are we looking to sign on them?

[02:31:54] **Bridget Stone:** So, we... we've already decided to follow the personnel policy of the town, correct? Oh, for the personnel policy? Oh, it's on social media or personnel? No, it's another... still on social media, okay. So that's what I thought, too, because that's the one I went through. So, social media... the library uses social media a little differently than other town departments, and, um, I think... That's where you can talk about it next meeting.

[02:32:17] **Bridget Stone:** Yeah, so, yeah, so wait, so what we need is the...

[02:32:22] **Bridget Stone:** town social media policy, library social media policy. And Bridget will give us context for some of those differences. And a question I might want to... that I will probably want an answer to, and I don't know who would find this out, it might be me.

[02:32:41] **Bridget Stone:** Um, like, we know there's consequences for adopting a different personnel policy for the library. Are there any consequences for adopting a different social media policy?

[02:32:51] **Bridget Stone:** That I don't know, that might be a select board question. As employees, I know we have to opt into all of the policies to be employees, but at the same time, I think it's a reasonable request.

[02:33:03] **Bridget Stone:** for social media for the library to get out that information on our programming and when we're going to be closed because of inclement weather, you know, things that we rely on social media for. Um, and I don't know if that's been a conversation with the Select Board and how we're going to be a little bit different, or if we need to bring a proposal to the Select Board saying this is an addendum to the social... And I don't even know that answer tonight.

[02:33:27] **Bridget Stone:** that will be a question I'll have if we decide not to adopt the policy, is what the

consequences would be. So, can I charge someone with finding out those answers, or would you like me to do some research, or...

[02:33:38] **Bridget Stone:** There we go, our first... Yeah, there we go. Putting it to the policy... so, policy committee, if you could figure that out for me. Are we actually going to change the social, or are we just going to put an addendum to it, like, adding...

[02:33:50] **Bridget Stone:** We may find ours, it's just fine.

[02:33:53] **Bridget Stone:** And then what do we do? We adopt that as our policy. Okay. And if there's no consequence to being different from the town, then that's fine. Okay.

[02:34:04] **Bridget Stone:** I think, Bridget, it sounds like you have some input here that you would like to give at some point, so I think if the policy committee can have the opportunity to hear that, too, it may affect some things. So, I'm glad we're tabling this one for the moment.

[02:34:17] **Bridget Stone:** Um...

[02:34:19] **Bridget Stone:** Personnel policy?

[02:34:22] **Bridget Stone:** But we follow the town's personnel. That's what I've heard, right? There's some... We signed that policy at some point?

[02:34:28] **Bridget Stone:** Yeah. There's some little tweaks, like the town meeting day issue, and I think there are a couple others that I'm not...

[02:34:37] **Bridget Stone:** I think... so what... one thing I will say is I think the... the tweaks to the...

[02:34:43] **Bridget Stone:** personnel policy come with consequences, it sounds like. And so, I'm much more...

[02:34:49] **Bridget Stone:** interested, maybe, in how can we meet some of the needs that are differing without actual policy changing? Can we find other ways to circumvent some of that? I don't know exactly what that looks like, which is... and I don't necessarily want to dive completely into a discussion, because I'm not sure what those discrepancies.

[02:35:08] **Bridget Stone:** Aria, either.

[02:35:10] **Bridget Stone:** So, the meeting that we had in the basement, before the basement meeting, the basement sessions, um, before we... the town adopted the new personnel policy.

[02:35:23] **Bridget Stone:** As I recall, it was stated that there would be little differences in how the library.

[02:35:30] **Bridget Stone:** Um, saw things, and that it was not meant to be, um...

[02:35:36] **Bridget Stone:** that we could work with that, right? Like, that we could have conversations with the Select Board, and there might be an addendum, or an amendment, or there might be little ways that we could.

[02:35:49] **Bridget Stone:** Address specifics related to the library, um...

[02:35:53] **Bridget Stone:** While maintaining the overall compliance.

[02:35:58] **Bridget Stone:** So we would have to bring them to the select board. We just can't make the changes without having consequences. We would have to bring them to... Well, I think that's... that's exactly the question, right? Like, so what's the mechanism if there is a little difference in the way the library does.

[02:36:14] **Bridget Stone:** Business, versus how...

[02:36:17] **Bridget Stone:** Just a cra... here's a wild example. Um...

[02:36:21] **Bridget Stone:** the camera, right? So...

[02:36:25] **Bridget Stone:** if I am understanding what was said at the last meeting, if police come and want information from the camera, the town gives it to them.

[02:36:33] **Bridget Stone:** In the library, if someone wants information on anything, there must be a warrant.

[02:36:40] **Bridget Stone:** Um, like, it's a... it's a big deal in library law. I think it has to be in writing, though. They can't just come get it, right? The police... that has to be basically a warrant, too. They have to have a warrant? Yeah. Okay. Okay, all right, so that was just, like, one little... Because I knew they had to have some kind of paperwork, because somebody... So this is good. This is the kind of work I think can happen on the policy committee, just sort of back and forth, and then maybe...

[02:37:03] **Bridget Stone:** We can come back. Right now, it sounds like we have a signed personnel policy, correct? So we currently...

[02:37:09] **Bridget Stone:** Well, what did I just look at? Essentially, the new policy was adopted just prior to us adopting this, so I don't know if this... and this might be a select word question for Kelly.

[02:37:19] **Bridget Stone:** Does it run on the calendar year? Do we need to readop that in June, or with every new board, do we need to adopt that? I would have to... I feel like we read.

[02:37:30] **Bridget Stone:** Did we? Well, no, we... we... we... that is the ethics one that we have. Yeah, that is good.

[02:37:38] **Bridget Stone:** I think all the policies are just put in place, and you follow them. Specifically, I think, and it's in the... I don't know, it's in the town's policy that says.

[02:37:52] **Bridget Stone:** the trustees every year can re-evaluate and sign on, so I don't know if that means.

[02:37:58] **Bridget Stone:** We just, we can verbally say, yeah, we're good, or we need that formal paper that says this.

[02:38:03] **Bridget Stone:** Uh, because that might be something for the HR to make. Um, that would be in the policy, though, personnel policy, the frequency... Yeah, adoption, right? Yeah, we think so.

[02:38:14] **Bridget Stone:** Yeah, I mean, I have to... that is specific.

[02:38:19] **Bridget Stone:** I think, yeah, and I'm... I mean, again, I know... I know school board and...

[02:38:23] **Bridget Stone:** This position on apples to apples, but, you know, other than signing an ethics sort of statement, that was the only... it would have to be a change in policy that brought it forth.

[02:38:33] **Bridget Stone:** Yeah. Versus the policy. Yeah. Oh yeah, the ethics thing was, like, a nice thing to do. Oh, sorry.

[02:38:41] **Bridget Stone:** Yeah. But if there's a directive to sign policies at a certain frequency... Where is that directive? Yes. I didn't see it in here. Well, those wouldn't normally be together. You wouldn't have a policy with a directive. You might release them at the same time, and you could definitely.

[02:39:00] **Bridget Stone:** not marry them. Well, you shouldn't. All right, so it sounds like the policy committee, when they meet, it's also good to just see if there's any reason to re-examine the personnel policy, and...

[02:39:12] **Bridget Stone:** And, again, discuss, like, how we can either.

[02:39:16] **Bridget Stone:** make some compromises, or find some ways around things that are issues that are brought up in there, or are we happy with the personnel policy and all's hunky-dory? I have that highly. Yeah, and I think, again, I'd love to hear creative solutions, if we could.

[02:39:32] **Bridget Stone:** That don't directly involve policy writing, if we can. But, um, but we'll see. That's for them, yeah.

14. Agenda Item 7F: Ethics Policy [02:39:38]

[02:39:38] **Bridget Stone:** We can help when they come back, so... And then, um, ethics policy. What are we saying about the ethics policy today?

[02:39:47] **Bridget Stone:** Just that it's out there. It's out there? Yeah, if anybody had questions... I guess, you know, ethics always feels like something that is such a...

[02:39:56] **Bridget Stone:** important statement to me that I feel like there must... do we require at least new board members to sign the ethics policy, or... Well, it's mandated as elected officials on a non-advisory board, which the library is, that everyone complete the ethics training. So I think it's good for.

[02:40:16] **Bridget Stone:** three years, something like that? New board members need to go through an ethics training. And I don't know, did I already send that to you? I think I've seen this, but maybe... I pulled something from the library, and it might have been in there, but I'll... I'll do this.

[02:40:30] **Bridget Stone:** So if I did it on the Planning Commission, I don't have to do... You don't have to

do it again, yes.

[02:40:35] **Bridget Stone:** You get a certificate and everything, it's so much fun. Alright, so I need...

[02:40:43] **Bridget Stone:** Um, anything else about the ethics policy we need to discuss? Everybody else is probably up to speed.

[02:40:52] **Bridget Stone:** Alright. Um...

[02:40:55] **Bridget Stone:** Old Business C, Revitalization Committee update.

[02:40:59] **Bridget Stone:** Kind of covered that. Alright. Yeah, we're meeting today. And you've got your tasks for tomorrow night of what we need to... Yep.

[02:41:06] **Bridget Stone:** I think a little box that has \$400,000. Um, alright.

[02:41:12] **Bridget Stone:** Brian didn't know, so I don't know. I think I always have 4.30. Usually they're 4 or 4.30, right? Last time you and I had the wrong time, and Kelly, you had a different time, and I was like, oh, I don't know how that happened. Email Brian or text him and tell him it's 4.30, so I would forget and not put it on the calendar.

[02:41:30] **Bridget Stone:** He said he didn't have the time. He knows about the meeting, but he didn't know the terminal library. Kelly, 4.30? Yep, that's what I have on... I can't. Oh, no, we can't do that.

[02:41:48] **Bridget Stone:** Can we only have two of us show up for that, or is it warned?

[02:41:52] **Bridget Stone:** Tomorrow night's thing. Oh, they're not working as many meetings, so only two of us can. It's just the... oh, it's just your regular meeting.

[02:42:01] **Bridget Stone:** I didn't realize what was... I didn't know if it was a presentation or something, we were just having a committee meeting, sorry, never mind.

[02:42:06] **Bridget Stone:** But it's not a public presentation of any sort, okay. Um...

15. Agenda Item 7G: MOU with Town of Georgia [02:42:11]

[02:42:11] **Bridget Stone:** Alright, item D, MOU with the Town of Georgia.

[02:42:15] **Bridget Stone:** Who's brought this forth. I just included it in the packet, because I know it was mentioned at the last meeting, and I wanted everyone to have a copy. As far as I know, it's still with the attorney.

[02:42:24] **Bridget Stone:** Um, so now everybody knows what it says and what it encompasses, so when it comes... So has this not been signed yet, this MOU? It's not. Okay.

[02:42:31] **Bridget Stone:** Initially, I know Bridget had worked with a prior town administrator, and then it was brought up to have this put in place.

[02:42:41] **Bridget Stone:** And so the select board had worked on it, the library worked on it, the select board worked on it, the lawyer has it. From what I understand, once it's released from the lawyer with all of the lawyerly changes, um, and the lawyers have said that they're.

[02:42:55] **Bridget Stone:** best interest of the town in general, not the town of Georgia, but just, you know, the community. Um...

[02:43:02] **Bridget Stone:** we'll have an opportunity to go through that and make additional changes. And does it have to go back to the lawyer after we make changes? So, there was some concern.

[02:43:12] **Bridget Stone:** Um, with the prior board that, um...

[02:43:16] **Bridget Stone:** The library should have a lawyer looking at it.

[02:43:21] **Bridget Stone:** to reflect the library's best interest with the MOU.

[02:43:27] **Bridget Stone:** Do we have, like, legal fees set aside for these sort of things? Nope. Because the town is our...

[02:43:32] **Bridget Stone:** Legal counsel, so to speak.

[02:43:36] **Bridget Stone:** Um...

[02:43:38] **Bridget Stone:** I mean, there could be some things we need to discuss further on this, on this

piece. He comes back and says, yeah, this is, you know, this is a go.

[02:43:48] **Bridget Stone:** there's some things I'd like to discuss and add or subtract, so... what's the time frame for the lawyer?

[02:43:54] **Bridget Stone:** I don't know. Yeah, I think it said by the, um, end of February. Okay.

[02:44:01] **Bridget Stone:** Oh, alright. So, end of March. It's close! Alright. Okay.

[02:44:08] **Bridget Stone:** So... so, if I understand this correctly, we're waiting for this to come back, so we can decide what kind of action to take on. Alright, um...

16. Agenda Item 7H: Staff Job Descriptions [02:44:16]

[02:44:16] **Bridget Stone:** Uh, item E, staff job descriptions from old business. How... who's speaking to this?

[02:44:22] **Bridget Stone:** I'm not... I thought that we talked about that at the last meeting.

[02:44:27] **Bridget Stone:** We might have, um...

[02:44:29] **Bridget Stone:** I don't know what that means, though. So, what's on the agenda is as early as October, November 2025 for our board that kind of just kept getting pushed. The staff job descriptions that are currently in the policies online and located in our binders are years and years old. They have not been updated. Not yet.

[02:44:51] **Bridget Stone:** Well, I mean, this... but it's still online. It hasn't been changed from online, so until we come together as the board, and it is in our bylaws that the trustees.

[02:45:01] **Bridget Stone:** are tasked with the job description of the library director, um...

[02:45:06] **Bridget Stone:** Getting that other people, too, not just her, right? No, I create the job descriptions for my staff. Okay. So, Vermont State Statute says it's the job of the library trustees for the job description for the library director, so that... I don't know if that's a policy committee thing, where we.

[02:45:26] **Bridget Stone:** come together, then we agree on it, then we can change what's listed currently online. I also, like, it's curious to me that we have.

[02:45:37] **Bridget Stone:** job descriptions for library staff online. I don't see that that is the case with other departments, um...

[02:45:45] **Bridget Stone:** So, I don't think that job descriptions necessarily belong in the policies online.

[02:45:54] **Bridget Stone:** Because... Question for the HR department. Oh, interesting. You have a, you know, you have a library assistant, you have a library... what's another...

[02:46:03] **Bridget Stone:** programming... So those may change. Those descriptions may change. I mean, could change. So then, we've agreed to a description, and a month later, we have to hire somebody, but.

[02:46:15] **Bridget Stone:** she can't do one of the things, so the other person, you know, it's just... it's just a moving target, and I don't know... Do you know why the job description was put in the policies prior to, I think it was 2017 when they were last updated? I was hired in 2016, and so...

[02:46:34] **Bridget Stone:** it... that precedes me. Okay. But thanks for asking. I do appreciate it. So there's an issue that the staff job description is in a policy, and we don't particularly like it there? Is that what I'm hearing? Why? Yeah, that's part of it. I think that...

[02:46:48] **Bridget Stone:** you know, perhaps it resides somewhere formal, but I don't know that it needs to be in our policy manual. I think that's... Like, a job description should be... like, I mean, I don't know, I...

[02:47:01] **Bridget Stone:** and maybe I'm wrong with the way this works at libraries, but I mean, I think even, like, you know, I'm working for a public institution now, and, like.

[02:47:08] **Bridget Stone:** you know, they put up a job description based on what the job is at the time, and I've watched a job that had opened up above me change description 3 different times as they learned from candidate pools what they wanted and didn't want. So, I think we want that freedom to some extent.

[02:47:24] **Bridget Stone:** Yeah, well, I was just... I mean, those are all records, anyway, so... If somebody

wants them... Yes, sure, you can ask them for you, but, like...

[02:47:34] **Bridget Stone:** you know, no other job serve, you don't need... the description isn't posted. So, I would say it sounds like there's a request of the.

[02:47:41] **Bridget Stone:** Policy Committee to look at removing the job description from the...

[02:47:47] **Bridget Stone:** Right. From a policy somewhere there. What policy is it?

[02:47:54] **Bridget Stone:** It's in the library policies. So, can we still... I get getting it out of the policy itself, but as a trustee, it would be nice if even if we just had something in our binder.

[02:48:06] **Bridget Stone:** That has the job descriptions on it. You know what I mean? And it's not an actual policy that's online. So, my job description... this was a big topic of conversation last year.

[02:48:18] **Bridget Stone:** Um, my job description is...

[02:48:22] **Bridget Stone:** I mean, I have it. I can get it to everybody. No, I'm just saying that if we don't want it online, so it's not... just so that the directors have an idea.

[02:48:33] **Bridget Stone:** Of everything. I mean, and it would bode well with salary increases. So I handed it... it was in the information that I passed out last meeting. I don't really have it, I'm just... Yeah, for everybody else's job description, right? But...

[02:48:45] **Bridget Stone:** Right, if I don't hire this 18.5-hour person, then those jobs get shifted to somebody else. Right.

[02:48:54] **Bridget Stone:** I'm not saying having it in the policy and having it online, I'm just saying having it for the new trustees, so that they have an idea of who's on. That was what I was getting at. Yeah, yeah, that makes sense. We should still have the job description available.

[02:49:07] **Bridget Stone:** because we're seeing the strong, but how do we understand, like, what are the ones that we've actually charged you to do? Yes, for sure.

[02:49:17] **Bridget Stone:** Yeah, but I agree, like, that does not need to, like, just sit in policy. So sorry, I had to send a message saying I can't make my 8 o'clock meeting, because I'm still on my 5 o'clock meeting, but, um...

[02:49:28] **Bridget Stone:** No, it's not gonna happen. Um, do you... so I missed, so we do have a copy of the current job description, or is that something the policy... I think you said you gave it to us, right? I... I don't know if I saw it, but it might be in there. So, this...

[02:49:42] **Bridget Stone:** Many times, I have given the Board of Trustees my current job description. I am happy to do it again. Um, yep.

[02:49:53] **Bridget Stone:** Excellent. I don't know if it's in what you have or not. Okay, it's just, yeah, then we'll be sure if that...

[02:50:01] **Bridget Stone:** Yeah. Excellent.

17. Other Business & Motion to Enter Executive Session [02:50:09]

[02:50:09] **Bridget Stone:** Moving on to other business, any other business tonight?

[02:50:11] **Bridget Stone:** I haven't know.

[02:50:14] **Bridget Stone:** Uh, hearing no other business, uh, do we need an executive session tonight?

[02:50:20] **Bridget Stone:** I think we had talked at our last meeting about tabling one executive session.

[02:50:26] **Bridget Stone:** to invite our library director with us for that. For that discussion. So you want to go into an executive session tonight for...

[02:50:33] **Bridget Stone:** It was a personnel discussion.

[02:50:36] **Bridget Stone:** All right, uh, I would entertain a motion to enter an executive session to discuss personnel which premature disclosure or discussion may be detrimental to the board in itself and or individuals involved.

[02:50:47] **Bridget Stone:** Um...

[02:50:49] **Bridget Stone:** do we have such a motion? I make that motion.

[02:50:52] **Bridget Stone:** Uh, I'll forget it. Alright.

[02:50:55] **Bridget Stone:** Hearing it, uh...

[02:50:57] **Bridget Stone:** Well, I guess I would say that at that point, any, uh, I guess we vote on that. All in favor of moving to executive session, say aye. Aye.

[02:51:04] **Bridget Stone:** I move that we enter into executive Session to discuss personnel with...

[02:51:10] **Bridget Stone:** the Library, uh, Board of Trustees, and the... is your title Library Director, Bridget? It is, yes. Library Director, under the provisions of Title I.

[02:51:20] **Bridget Stone:** Section 313A1A of the Vermont Statutes Act.