

LIBRARY BOARD OF TRUSTEES

SPECIAL MEETING

MEETING TRANSCRIPT

Date: March 25, 2026

Meeting Called to Order: 5:06 PM

Meeting Adjourned: 7:05 PM

Duration: Approximately 1 hour 58 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)

Natasha Halverson (Public Comment)

Carolyn Bright (Public Comment)

Brian Dunsmore

Kellie Bosenberg

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

MEETING TRANSCRIPT

1. Call to Order & Recording Setup [00:00:02]

- [00:00:02] **Bridget Stone:** P... Recording in progress. Excellent.
- [00:00:08] **Bridget Stone:** Can you... Just double-check me on the transcript.
- [00:00:13] **Bridget Stone:** You're saving the cloud, right?
- [00:00:20] **Bridget Stone:** We're saving the cloud and locally. Okay, good. I don't know what happened in the last meeting. You weren't here, it was just one of those things. Okay. And so I put the transcript out there, and it's not in its best format, I am gonna fix that.
- [00:00:34] **Bridget Stone:** But, but if it was saved to computer, we can still find it.
- [00:00:37] **Bridget Stone:** It was not, I looked everywhere... I exhausted extensive amounts of time. Okay, so we're over here doing this. Do you want me to get out of your way, Bridget? So this, all I want is transcript. So, you go down to More.
- [00:00:53] **Bridget Stone:** And then we're doing show captions, I'm doing both.
- [00:00:58] **Bridget Stone:** And transcript.
- [00:01:00] **Bridget Stone:** Voila!

2. Agenda Item 2: Additions, Deletions, or Changes to Agenda [00:01:04]

- [00:01:04] **Bridget Stone:** All right, excellent. All right, we've called to order at 5.06 in the p.m. Item agenda 2. Any additions, deletions, or changes to this agenda?
- [00:01:12] **Bridget Stone:** All right, we have two, go ahead, Terry. I'd like to move the budget discussion and maybe table the cleaning company.
- [00:01:20] **Bridget Stone:** I know that we do have to sign the grant approval for Colleen, but I feel like this budget discussion has gone on
- [00:01:30] **Bridget Stone:** far too long.
- [00:01:33] **Bridget Stone:** So when you say move the budget discretion, you'd like to move that up to number 3.
- [00:01:38] **Bridget Stone:** All right
- [00:01:39] **Bridget Stone:** These people, though, I have a problem, because I told them that I was gonna let them know tomorrow.
- [00:01:45] **Bridget Stone:** I told somebody that I would get back to her about hiring her 2 or 3 weeks ago, so we're gonna lose her if we don't get back to her. Even if we move it to the end. Sure. Yeah, let's... so, and then what did you want to propose, Heather?
- [00:02:02] **Bridget Stone:** I just want to talk about...
- [00:02:05] **Bridget Stone:** I'm confused on decision-making as trustees. Okay. I don't understand how one trustee can make decisions for the whole board, and I just want to kind of clarify that, that's all. I'm new to this. Like, all the other boards, we have to do a quorum, and we have to

3. Discussion: Trustee Decision-Making & Quorum Procedures [00:02:19]

[00:02:20] **Bridget Stone:** you know, actually vote as 3 if there's 5 of us, whatever. So I'm just curious, that's all. I think we've been mostly voting on things with 3 as 5. What would you say we haven't been? Well...

[00:02:31] **Bridget Stone:** two things have happened since I've been on board, and I'm not saying the decisions would have been any different, I'm just not liking how it's coming about, that's all. The first one was that...

[00:02:42] **Bridget Stone:** grant that two people decided, not even two, one decided to say we're giving money back, and I found out that we could have had two or three days to do it, so we could have done a special meeting.

[00:02:58] **Bridget Stone:** And see if there was other programs that other people could have... That was one example, and what's the other example? Friday, when we closed. I'm not saying I would not have said it was okay to close. Totally. I'd like to discuss that as well. So, yeah, I think this is a good addition.

[00:03:14] **Bridget Stone:** Totally on board with the closing, but we didn't even, as trustees, get any kind of email.

[00:03:19] **Bridget Stone:** Saying that we were closed.

[00:03:21] **Bridget Stone:** It was more the process than the result. Right, it's not the result. I'm not saying... I would have voted for it to be closed, too, it's just the fact that I wasn't included. So, I really appreciate that discussion. I think it's a good one. I have a lot of questions, because today I went through a lot of resources, I feel like, that were online, through our town, and I really didn't find

[00:03:40] **Bridget Stone:** a lot of the things that came up in that process. So I think this is a great discussion. I'd love to move that to our next meeting, so it's warm. So I think we're talking additions and changes and stuff for this agenda. I think it's a great one. I'd love to move that to our next meeting, so we can really dig deep into that, and maybe, like, keep this somewhat reasonable and on target for tonight, if we can.

[00:04:01] **Bridget Stone:** The cleaning company, I respect the fact you want to get back to them. I think it's... you know, we're a similar situation with... did you send out any information about the cleaning companies to us? No, but I have it up here, it's pretty sick. So I think we're in a similar situation with the budget and the cleaning companies. We're on short notice for both, but we'd like to move forward on both, so...

[00:04:18] **Bridget Stone:** I think that if we can get through all these items today, that'd be great. I don't really... I don't have a preference of order, to be honest. I think we can cover through these three if we are efficient about it. So... I'm at the board's pleasure. If they want to reverse it and go budget HUD cleaning, that's fine.

[00:04:38] **Bridget Stone:** I think 32 would go by faster. I think the budget's gonna take us a while.

[00:04:44] **Bridget Stone:** But it's up to you. What is that suggesting, then? That you want to just stay with the order? Wouldn't it be...

[00:04:50] **Bridget Stone:** Let's move in the order it is. I think we're going to try and get through all three of these, and if we really feel like we're unable to move through things, and we're not making timely progress, we can always table at that point. So, we're going to move on to Item Agenda 3, which is the cleaning company report.

4. Agenda Item 3: Cleaning Service Contract [00:05:00]

[00:05:05] **Bridget Stone:** So there's... Thank you.

[00:05:08] **Bridget Stone:** This is an Excel spreadsheet, but then somebody got back to me that came, and she emailed... sorry, emailed it to me, so I just kept that one separate. You'll see her on the Excel. Everybody I contacted is on that Excel spreadsheet.

[00:05:29] **Bridget Stone:** Oh.

[00:05:31] **Bridget Stone:** And it's basically, I mean, I pretty much laid it out. Most of them are licensed and insured, which they say that they can put us on as a binder on their insurance. There's one that's actually licensed, bonded, and insured.

[00:05:45] **Bridget Stone:** I really got good vibes about that one, which is Michelle Nolan. She's a little bit more money, but...

[00:05:53] **Bridget Stone:** She's a bigger company. Yep.

[00:05:56] **Bridget Stone:** You do not like her? I worked for her.

[00:05:58] **Bridget Stone:** Okay, and did she not do a good job? I think she does, but I think it can be,

[00:06:06] **Bridget Stone:** Is this executive session? I don't think so. No, it's not executive session. This is all public.

[00:06:12] **Bridget Stone:** No, but I just got a good vibe because she said she, like, invoices when we want it. It's a detailed invoice. When I talked to her about the whole mop situation, she was disgusted by it. Just things like that. But she is more money. The other one that got back to me on Saturday is Jolly Bates. She cleans for the garage. She's already on the town W2, she gets a W-2 for them.

[00:06:37] **Bridget Stone:** She's much cheaper than everybody else, and she...

[00:06:42] **Bridget Stone:** can pretty much do Thursday or Friday morning before we open. A lot of them cannot guarantee

[00:06:49] **Bridget Stone:** when in the week. Some of them were Mondays, which I know was not a good day. They just... once we tell them, they would come up with different days that we could tell them to... that we wanted them here. Is Jolly licensed insured?

[00:07:05] **Bridget Stone:** I don't know if it matters if she's already working for the town. She's on W-2 payroll.

[00:07:10] **Bridget Stone:** She cleans at the town garage, so I'm assuming she's got something. I didn't ask her, because she already works for the town, so I'm assuming...

[00:07:19] **Bridget Stone:** She's fine. But she was interested in picking this up? Yes, she called me, because her sister came in while I was in here waiting for one on Saturday, and she,

[00:07:36] **Bridget Stone:** she was like, oh, my sister might be interested, she already cleans the garage. Well, she left a message on my house phone, which I do not know how to figure it out, because I have Comcast, and I don't have, like, an answering same thing. Yeah. So she called again, and I was there, so I gave her a,

[00:07:54] **Bridget Stone:** callback, and she was very... I mean, she's an older lady that's lived in town, I think she works on the food shelf. She does the... the clothing thing. I mean... I mean, it's totally up to you guys. She's definitely cheaper.

[00:08:08] **Bridget Stone:** Well, I know our budget is \$5.20 a month.

[00:08:11] **Bridget Stone:** Right, right. So that's what we're working with. Oh, you know what? I just gave away all my... No, it's fine. No, it's fine, we can share. Yeah, and she's cheaper, and we need to supply everything. So she said she could bring a mop or a vacuum.

[00:08:29] **Bridget Stone:** But maybe we take the extra that she isn't going to cost us, and get a good mop, or a good, you know, ask her what she uses that would work well. But that's totally up to you guys. I got ahold of... most of them answered me, there's some that didn't return calls, I just let you know that's who I...

[00:08:47] **Bridget Stone:** contacted, so I just sat down and made... Calls one day.

[00:08:52] **Bridget Stone:** Would that add, like, ordering clean supplies into somebody's... Yeah, they come through Todd.

[00:08:59] **Bridget Stone:** Some people did supply their cleaning products, I did put that on there, but not many. I wonder, that might be a complication with OSHA if we're introducing additional

[00:09:09] **Bridget Stone:** Cleaning products. Have to do that.

[00:09:13] **Bridget Stone:** put it in the book. Right, right. But we don't... if we go with one of the ones that doesn't supply, then we already use the same stuff that we're already using, correct? Right, yeah, that's what I meant. Yeah, yeah, yeah.

[00:09:26] **Bridget Stone:** And if, for instance, we chose someone who didn't have their own products, and we wanted to buy a mop and a new vacuum cleaner, because

[00:09:36] **Bridget Stone:** I bought a vacuum cleaner last summer, with some supplies money that we had, and I got it on sale at Costco. It was a decent vacuum cleaner, and it seems like

- [00:09:46] **Bridget Stone:** it has been ruined by the cleaner's mistreating. That's what you told me. So...
- [00:09:52] **Bridget Stone:** you know, when you vacuum up with wet stuff, how you kind of ruin the inside of it, just not a wet-dry vac. So, I've been trying to work on it when we have the extra time I don't really have. And so,
- [00:10:02] **Bridget Stone:** that's kind of where that's at. It functions and you use the homes. So, would we be allowed to use the money that we save toward
- [00:10:14] **Bridget Stone:** I knew that... Cleaner?
- [00:10:20] **Bridget Stone:** And a mop?
- [00:10:21] **Bridget Stone:** I would say it wouldn't matter, right? I think it would be up to the... she's like, is the meeting... Yeah, yeah, I mean, it feels like we have to be... is that budgeted just as cleaning, like, as a line item? Yeah, yeah, how does it look as an online?
- [00:10:38] **Bridget Stone:** But, I mean, as a line item, we say we have \$520 a month for that. Is it just, like...
- [00:10:44] **Bridget Stone:** Okay. All right. They just allowed us that much. Correct. And if we wanted to do anything above that, I think we'd have to come up with it, correct?
- [00:10:56] **Bridget Stone:** Yes. But would we be able to buy a vacuum? With the extra? Like, if we paid her for a month, and we had the extra money, do you think we would be able to buy a vacuum and a good mop?
- [00:11:10] **Bridget Stone:** So, it's... how much are you talking? What kind of... how fancy of that? Let's pretend it's under \$300, for the sake of argument.
- [00:11:19] **Bridget Stone:** But... Pretend that normal channels mean nothing. What is normal? Yeah. So anything that's over \$5,000 has to go out forbidding them, I think, and have to get approval from the select board. Under that, department heads can make those decisions based on their budgets.
- [00:11:36] **Bridget Stone:** I don't think that item is budgeted. No. But if you're thinking that...
- [00:11:43] **Bridget Stone:** you're going to send your cleaning, if you can, with the 520, with whatever your... whatever hers is per month, that it should be able to be captured in that, I would see as retail. So my question... whoops, go ahead, I'm sorry. Oh, go ahead.
- [00:11:58] **Bridget Stone:** If it takes us 2 months to save the money, like, okay, so Terry did the math. Okay, because it'll be over the... Okay, yeah. So, like, spend it for that month, but then it'll be less all the way... it's gonna be less all the way through.
- [00:12:15] **Bridget Stone:** Okay, so we have permission.
- [00:12:18] **Bridget Stone:** permission to get... if we go with Jolly, we would have permission to get a vacuum and...
- [00:12:24] **Bridget Stone:** What does Texas do?
- [00:12:26] **Bridget Stone:** apply for, like, the ability to buy a vacuum and a mop? No, no, no.
- [00:12:30] **Bridget Stone:** As long as we stay... Can I clarify this? So, in our budget, should we put X number of dollars for cleaning income from the town, and then... No, because it's just to send you the... Just like we pay the utilities, the, you know... But if we buy a... that's...
- [00:12:47] **Bridget Stone:** That's separate. But the... also, you would pay for that, and we would have to put that in. Yeah, it would come out if it's, again, if you're staying within that 5... over the 12-month period. Yep. Granted, you've already spent
- [00:13:01] **Bridget Stone:** A little. But we're still gonna make up money, my gosh, over... Over April? April 1st? Yeah, we would make up more than that. I would just want her prepared, like, well prepared to do her job. Sure.
- [00:13:15] **Bridget Stone:** And not have her fail in the beginning, because we don't have the proper stuff. Right. I think we all are. Yes. So, I think... I know Jolly, I adore the... She's wonderful. Yes, I adore the whole family. And...
- [00:13:31] **Bridget Stone:** I don't think that we're gonna have any problems, but if there was something, like, like, oh geez, like, this or that needed to be done, and you, like, might not have known, like, who has that conversation with her?
- [00:13:45] **Bridget Stone:** Is that Chandel through you, because you're... Because you hired her? Okay.

Because we're gonna... when she's ready, if we say we're going with her.

[00:13:57] **Bridget Stone:** We're... I'm gonna sit down on a day that I came with her.

[00:14:03] **Bridget Stone:** Yes. Okay, great. Hopefully there won't be any... Hopefully there won't... no, and I have all confidence, that it's gonna go really well. I think that's great. Beautiful. Yeah. So, are we gonna say April 1st? Well, that's up to you.

[00:14:21] **Bridget Stone:** The town knows to cancel our part of the contract with the current clinics? You're going to start April 1? We would need to... can I make a motion? I would let Lori know.

[00:14:34] **Bridget Stone:** Okay. Okay. Just tell her. Okay.

[00:14:38] **Bridget Stone:** And then I gotta get ahold of Jolly, too, which I can do tonight, and make sure that she's still willing to do it. I'll confirm the money with her. I will... What? Just saying, we're just talking about the feasibility of these options right now. We're not making motions or anything. So, for anybody who thinks we're making...

[00:14:55] **Bridget Stone:** decisions. I just... I could see somebody was starting to make a motion. Yeah, I thought if we were planning on canceling, we should probably make a motion first to agree to go with somebody, so... Yeah, no, I agree. So I think... I saw you start to make that motion. I think we're just, like, feeling out a little bit of feasibility to make sure it's gonna work before we entertain the motion, if that worked for everyone?

[00:15:13] **Bridget Stone:** Yeah. I think we should make the motion, so I could call her because there's a job. So, is there anybody... how's everybody feeling about this? We haven't just... we've only really most...

[00:15:23] **Bridget Stone:** discussed Jolly Bates on your recommendation, which I feel very comfortable with, so... I would entertain a motion, to... I would entertain a motion to open up a contract with Jolly Bates, for Clean Library based on... do you want me to give you, any number of details here?

[00:15:42] **Bridget Stone:** Like, we have... are we looking for... do you want us to put hours and...

[00:15:46] **Bridget Stone:** amount paid or anything like that in this discussion, or... She said \$25 an hour.

[00:15:51] **Bridget Stone:** I told her two and a half, she thought maybe two, so... So I would say, and we're gonna do that once a week, is that... I'm saying we should... we might as well put the details of this right in the motion, if we could. And maybe during the winter, if she works out...

[00:16:05] **Bridget Stone:** Like, next winter, we could say maybe twice a month.

[00:16:09] **Bridget Stone:** if we're saving that much money, that because of the salt and everything else that she could keep up, you know what I mean? Not this year, obviously, but come next year. She comes once a week. Yes. Oh, okay. I meant but twice a... oh, once a week. Okay, so maybe... oh, never mind then, yes, once a week. Sorry. But I think we should leave it at two and a half hours, because,

[00:16:32] **Bridget Stone:** We have staff who are putting in half an hour, 45 minutes a day cleaning right now. So I will offer it to our... for \$25 an hour, two and a half hours a week.

[00:16:41] **Bridget Stone:** And then hopefully Thursday mornings, because you said Friday's when pickup is, correct? And we have... Yes, trash pickup. ...the area, like, ready to roll at 9.45, because it starts at 10, so... On Friday? On Friday. Yeah, Thursday's much better.

[00:16:58] **Bridget Stone:** Yep.

5. Motion: Approve Cleaning Contract with Jolly Bates [00:17:00]

[00:17:00] **Bridget Stone:** Yep. So, I make a motion to enter into a contract with Jolly Bates

[00:17:08] **Bridget Stone:** Based on \$25 an hour for two and a half hours a week on Thursday mornings.

[00:17:14] **Bridget Stone:** I'll second it. All right, we have a motion, we have a second. Any further discussion?

[00:17:20] **Bridget Stone:** Hearing no further discussion, I will take... all those in favor, say aye.

[00:17:26] **Bridget Stone:** All those opposed say nay. Any abstain?

[00:17:29] **Bridget Stone:** Alright, the ayes have it.

[00:17:36] **Bridget Stone:** Yes. I don't think it should be in the hands of a trustee, it should be the director who oversees the daily operations, because if she were to leave.

[00:17:45] **Bridget Stone:** Who's in charge of, of...

[00:17:47] **Bridget Stone:** dealing with the cleaning person. Okay, so you think that Bridget should be the chain of communication? Yep. Okay. You just want to make sure it's clear, or whomever the director is, like, that's... So,

[00:18:00] **Bridget Stone:** I guess that's a little confusing to me, because I got a directive a month or so ago that said the opposite of that.

[00:18:11] **Bridget Stone:** what, what?

[00:18:14] **Bridget Stone:** I... I'm really not comfortable discussing this in open meeting. It is a personnel issue, so I'd prefer that we do it in executive session, if necessary.

[00:18:23] **Bridget Stone:** next meeting, which is duties of the board as we understand it, and how that plays out. She's starting April 1st already said, right? She is. Again, you're hiring this person directly, so we have no involvement in this, so you're dealing directly with that vendor. It's not one of our vendors. Yeah.

[00:18:40] **Bridget Stone:** I think... I think what you're saying, Bridget, it's one of your vendors, though. No, now it's falling under your budget, and this is going to go under the MOU. This is going to go under the MOU now.

[00:18:49] **Bridget Stone:** But we're getting the stipend from the town to go towards it. No, that's good, I just want to make sure. Yeah, I think that's great. Let's, make an appointment for that.

[00:19:03] **Bridget Stone:** Yeah. That would be great. Let me find out when she's available. I'll get 2 or 3 times. Beautiful. Okay. Beautiful. Thank you so much, Heather. Thanks for all of your work on this. I... you just, like, got her done! I was super impressed.

[00:19:16] **Bridget Stone:** Appreciate that.

[00:19:18] **Bridget Stone:** We might need to make a motion to terminate the other contract? Is that something we would have to do, or... I think just so long as we all agree to let the town administrator know that we no longer need the services, the old one, I don't think that we need a...

[00:19:35] **Bridget Stone:** Yeah, I can do that. Okay. You're gonna do it? Okay. Before we do that notice. So just give me... I'm gonna call her tonight. Okay. I will text you and let you know that she accepted it. Okay. Okay? And then you can take care of it tomorrow. Okay.

[00:19:50] **Bridget Stone:** Excellent. I'll be done.

6. Agenda Item 4: HUD Grant – Letter of Support & Authorization

[00:19:52]

[00:19:52] **Bridget Stone:** All right. Moving on to Agenda Item 4, the HUD grant, grant letter of support and approval.

[00:20:01] **Bridget Stone:** So I know that I included it in the packet for everybody. It essentially says the same thing. It took out more specific items, and it reflects exactly the same letter of support and authorization provided to the Select Board on Monday evening, essentially just saying, you know, the

[00:20:21] **Bridget Stone:** the,

[00:20:23] **Bridget Stone:** the trustees, approve and support, you know, filing for this grant, and if we get the grant fees, it'll all go towards, ADA, renovations, much-needed renovations, and that, you know, as a group, there is,

[00:20:43] **Bridget Stone:** you know, A group of individuals who will, you know, carry out the terms of the grant.

[00:20:51] **Bridget Stone:** Did we get numbers?

[00:20:54] **Bridget Stone:** But that's not going to have anything to do with that, because you've got to take these numbers and pop it into the head grant. Right, so this is just... we as a board of trustees agree that we want to pursue, or that, you know, we support the filing of this grant, and that we authorize me to file the grant.

[00:21:12] **Bridget Stone:** Yeah. Is the grant... is the fees for the basic one at least \$400,000?

[00:21:18] **Bridget Stone:** Oh, yeah. Okay, that's all I wanted to know.

[00:21:20] **Bridget Stone:** Do we need to know all the details about who does what role at this time? I will. My question is, who manages the grant?

[00:21:31] **Bridget Stone:** I assume that's the town. Right, so in the... while we were at the meeting, there was a grant meeting on Monday, and essentially, Stacy has a new procedure... sorry, Stacy, the town administrator, has a new procedure for every department, so library, fire.

[00:21:46] **Bridget Stone:** highway, etc. Anybody who applies for grants, there is now a process for which, identifies the grant, approves the grant, approves the application of the grant, approves for someone to actually do the work to apply the grant, and then approves the application of the grant before it's submitted. And then ultimately, if we do receive the funds.

[00:22:06] **Bridget Stone:** Kind of goes through a system of, are we going to be able to live up to these expectations?

[00:22:12] **Bridget Stone:** Of the grant, especially the federal ones, which have so many different requirements. And it's kind of a process that's laid out so that individuals and departments know who's in charge of what next step.

[00:22:26] **Bridget Stone:** I did not bring that manual with me tonight, sorry. I think... I think that what I was questioning was who's tracking the costs and all... I mean, the things that I do for the grants here in the library, that's not going to be me, right? It's going to be somebody at the town level. Well, I think that's something you'll have to discuss, because we did talk about that there is the...

[00:22:44] **Bridget Stone:** person who is actually writing the grant, then there is the one who actually oversees the running of the grant, and then there's the town administrators who administer the grant. So I would think that it would be one of the trustees that would be the program manager for the grant.

[00:23:06] **Bridget Stone:** We have means what?

[00:23:09] **Bridget Stone:** So... Again.

[00:23:12] **Bridget Stone:** Gotta familiarize yourself with code... with grants and procedures, and trainers can tell you the work that goes into,

[00:23:20] **Bridget Stone:** doing, you know, reports, invoicing, all that sort of thing. So then you'd invoice them to Lori, who actually has the money. I'm just gonna say right now, I don't think I have the bandwidth for that.

[00:23:34] **Bridget Stone:** Straight up.

7. Public Comment [00:23:38]

[00:23:38] **Bridget Stone:** I see Natasha's there, yeah. Can we, let's take a brief reprieve and see what we have for public comment?

[00:23:47] **Natasha Halverson:** Hi.

[00:23:48] **Natasha Halverson:** Hello?

[00:23:49] **Bridget Stone:** Hmm.

[00:23:50] **Natasha Halverson:** I, I, first of all would like to know, who created the agenda and, like, meeting documents for today's meeting?

[00:24:02] **Bridget Stone:** Oh, the Secretary, Colleen Caspers.

[00:24:04] **Natasha Halverson:** Hi, this is the second out of three meetings that I have attended in which I was not able to access it without jumping through hoops, because all of the Zoom meeting information listed on all of the public documents was inaccurate and didn't come to this meeting room.

[00:24:25] **Bridget Stone:** But that was not on Colleen. She had.

[00:24:26] **Natasha Halverson:** Okay.

[00:24:27] **Bridget Stone:** We did not have it as a regular scheduled meeting, because it's a special meeting, so the auto-population of that did not match what we have for the Zoom thing. And I totally apologize, I did not anticipate that being something that would come down the pike at you guys, so that's, like, not on Colleen at all. She can do her stuff exactly how she should. Thank you.

[00:24:45] **Natasha Halverson:** Cool, because I... having it be 2 out of 3,

[00:24:51] **Bridget Stone:** I understand. Yes, we understand, so... You had something else, Natasha?

[00:24:56] **Natasha Halverson:** I will pipe back in when I have other things that I want to make public comment on. I basically put my hand up as soon as I had entered the Zoom, to make note of that.

[00:25:11] **Natasha Halverson:** Is she?

[00:25:11] **Bridget Stone:** dragons.

[00:25:13] **Bridget Stone:** Thank you.

[00:25:14] **Bridget Stone:** And then... And then someone else has a hand up instead? Yeah. Yeah.

[00:25:19] **Carolyn Bright:** Yes, I sure do.

[00:25:20] **Bridget Stone:** Caroline.

[00:25:21] **Carolyn Bright:** Hey! So I... I raised my hand during the discussion of the HUD grant, because this, I think, is exactly what I came to ask about. Here, I'm gonna lower my hand, because it's annoying to keep it up the whole time. But...

[00:25:36] **Carolyn Bright:** My question, after attending the select board meeting the other night, and hearing the discussion related to library issues, I... I started doing some research, into basically, like, what are... what is the legal relationship between the town and the library, and the select board, and the board of trustees for the library? Because I just had a bunch of questions, and I started looking into it, and I was wondering if

[00:26:00] **Carolyn Bright:** if, someone... maybe there are multiple people in the meeting who can kind of articulate and explain that, maybe explain the current understanding and also, like, how it's been functioning, because

[00:26:12] **Carolyn Bright:** based on my understanding, the statutes say something very different than how we've been doing stuff, so I'm just really curious about if someone could maybe walk me through, what that relationship is, and how those... the two entities function in relation to each other, and... and how all of that's working right now. And that... that is related to the HUD discussion, because it sounds like the...

[00:26:36] **Carolyn Bright:** town administrator has created this process for grants for the town, and that makes sense to me, it seems logical that that would be the case, but based on what I was

[00:26:46] **Carolyn Bright:** seeing in the state statutes, I don't know if that makes a lot of sense.

[00:26:51] **Carolyn Bright:** again, legally, so I'm just... I'm curious. And I'm hoping somebody can explain, because I am confused.

[00:26:57] **Bridget Stone:** So, I might be...

[00:26:59] **Bridget Stone:** best prepared to describe the relationship between the boards. This is Bridget speaking, and then if someone else could take the other piece, that would be great. So, it is my understanding, having done this for 15 years, that the library board and the board... the select board are peer boards. One is not over the other.

[00:27:19] **Bridget Stone:** Mixed in with that is the fact that,

[00:27:23] **Bridget Stone:** Last year, the Board of Trustees signed that we would be part of the town personnel policy. So, you know, the town provides resources to the library, plowing, cleaning.

[00:27:38] **Bridget Stone:** Electricity, bookkeeping services, I'm sure I'm forgetting a whole bunch of things. And so, you know, it's... it's in everybody's best interest to work as closely and well together as possible.

[00:27:53] **Bridget Stone:** And I think that... that...

[00:27:56] **Bridget Stone:** sometimes some boards work better together than others, right? I think that that's true of any board. I think that sometimes there's a misunderstanding about the peer relationship between the boards, and that that can get sticky.

[00:28:15] **Bridget Stone:** This MOU that is floating around, is that...

[00:28:18] **Bridget Stone:** talk about a lot of these issues, because I would, you know, I tried to look up

some stuff in the Select Board handbook.

[00:28:25] **Bridget Stone:** And I tried to look up some things in our library manual, and there's a lot of language that seems, again, like, I would agree with you, but just sort of mutually respectful, right? Like, a lot of language about letting groups kind of do their thing, but it doesn't really lay out

[00:28:43] **Bridget Stone:** the hierarchy or the push-pull process, I think, of when they disagree. So, I think that, I've been asking for this for a couple of years now, I believe. I think that one of the missing pieces in things working more harmoniously is having an org chart. I think that we need to know

[00:29:01] **Bridget Stone:** Who reports to whom? Like, how things flow, right? Case in point, the cleaning situation. So, who does the cleaner report to? Does the cleaner report to a trustee? Do they report to the town administrator? Do they report to Todd as the public works person? Do they report to me? Because

[00:29:21] **Bridget Stone:** I'm here, and I know what got cleaned and what didn't, and otherwise it's telephone to tell it to the administrator, and then whether it gets to the per... right? So, it's stuff like that, that really, it could make things much more harmonious if we had that org chart.

[00:29:38] **Bridget Stone:** Hi, Caroline, this is Colleen Kaspers. I'm secretary for the Board of Trustees. I'm also an attorney, not licensed in the state of Vermont, however. We moved here a few years ago, so I have to preface that. However, I wanted to answer the basic of the questions, is everything for library trustees and setting up libraries is covered under state statute, so Vermont state statute, and in all of my shuffling of papers.

[00:30:03] **Bridget Stone:** I was looking for a copy of the MOU, which clearly labels what that state statute is, so I don't know it offhand.

[00:30:10] **Bridget Stone:** However, it does list the duties of the...

[00:30:15] **Bridget Stone:** the Board of Trustees, and it is important to keep it separate from town. However, we have a municipal library. There's two types of libraries, municipal library and an incorporated library. So incorporated libraries have a little bit... Three cuts. I'm sorry? There are three kinds. Okay, well...

[00:30:33] **Bridget Stone:** What's kind of, recognized in state statute,

[00:30:38] **Bridget Stone:** And we have a municipal library, so we depend on the majority of our funds to come from appropriations from the town of Georgia.

[00:30:45] **Bridget Stone:** because of that, and because we are a small rural library, we lean on the town for HR resources, for onboarding, for, you know, things like,

[00:31:00] **Bridget Stone:** Budgeting, and all of... all of the accounting goes through, all of the auditing goes through the town, all of the payroll services, all of the,

[00:31:10] **Bridget Stone:** you know, for full-time employees and benefits, things like that, all go through the town. So, in order to kind of outline a relationship.

[00:31:19] **Bridget Stone:** So I know that this has been going on for... since at least 2016-2017, a memo of understanding has been requested from the library to kind of outline those duties. So I know there was an iteration in 2017, and then in 2022, and we're bringing that back to try and figure out, okay, here's everything that the town is responsible for, the library's responsible for, etc.

[00:31:42] **Bridget Stone:** And I know a chart would be helpful in that, but I really think that that MOU is so helpful because it really kind of delineates the responsibilities on all parties.

[00:31:52] **Bridget Stone:** and allows the trustees to opt into certain things. We don't have to adopt the personal policy.

[00:32:00] **Bridget Stone:** But we also... the town also doesn't have to give us certain, help with HR or payroll either. So, it's a symbiotic relationship where we are peer boards, however, we do need to work together in order to get everything, you know, organized and, you know, put forward a good library for our public.

[00:32:20] **Carolyn Bright:** Yeah, that makes sense. And I'm wondering, I think I... I had it... I had the statute up at one point, it's under, like.

[00:32:27] **Carolyn Bright:** Title 22, Chapter 3, blah blah blah, all of those. We can cite chapter and verse, that's my other job. But, I think one of the things that I really kind of struck me during the Select Board meeting, and kind of the way that the Select Board was discussing it, I was taken aback in a lot of the conversation that was happening, because I was like.

[00:32:45] **Carolyn Bright:** Wait a minute, these seems like...

[00:32:46] **Carolyn Bright:** decisions for the Library Board of Trustees, since they oversee the library, and it's not a hierarchical situation, and that's why I was so confused during that meeting. And... and I think that that has been a complicated dynamic in the town for a long time.

[00:33:01] **Carolyn Bright:** To my knowledge, going back at least 10 years. And, and so I...

[00:33:07] **Carolyn Bright:** I thought that was... it was confusing, frankly. And so I just... I kind of wanted to bring that up and make sure that that is...

[00:33:16] **Bridget Stone:** So I guess, Caroline, you initially said that this had... you thought it related to the HUD grant.

[00:33:22] **Bridget Stone:** Can we bring it back to that?

[00:33:24] **Carolyn Bright:** Heck yeah.

[00:33:24] **Bridget Stone:** Is it to, like, some... in summary, maybe, you know?

[00:33:27] **Carolyn Bright:** In summary, yes, and in conclusion, thank you, Ben. In conclusion, part of this... I mean, it sounds like, to me, I don't really totally understand how or why the library would be subject to the town procedure on...

[00:33:42] **Carolyn Bright:** this grant process, other than needing to get a letter from the select board, but I also don't totally understand, based on statute, how or why that would be totally necessary beyond the administration part.

[00:33:58] **Bridget Stone:** I know, I can answer that question soon.

[00:34:01] **Bridget Stone:** because this library is not a standalone entity, all of their, we... the town is fiscally responsible for the library, the library's financials. One of the things that was brought out in a recent audit was that we were not accounting for the grants.

[00:34:17] **Bridget Stone:** In any form, okay?

[00:34:20] **Bridget Stone:** And, so because the library financials are included in our overall town financials, we have to have a grant policy in place.

[00:34:31] **Bridget Stone:** somewhere where it's centralized, where we can, keep track of all those things. And there's certain things that the fiscal agent has to do, and the fiscal agent who signs off on it is our town treasurer. It's not the... someone from the library.

[00:34:44] **Bridget Stone:** So, instead of having some documents here, some documents there, you know, booklets floating around, we have said we need to centralize this, and it's gonna... well, the town administrator is going to take on that duty.

[00:34:58] **Bridget Stone:** It should have been happening all along, and it's just something that we are now realizing we need to do.

[00:35:04] **Bridget Stone:** Just for point of clarification, all grant documents have

[00:35:09] **Bridget Stone:** for many years been sent to the treasurer and the town administrator, so it's... I don't want to misrepresent that that wasn't happening. I think that there's a much more, defined process now, which is great, but... but things were shared.

[00:35:27] **Bridget Stone:** Gotcha. I feel like we're coming back, though, the concern is that you wouldn't have the bandwidth to manage this grant, correct?

[00:35:33] **Bridget Stone:** I probably just said it's the fiscal agent on grants, the treasurer of the town. That's what I just heard, it was all being centralized, yeah.

[00:35:42] **Bridget Stone:** I agree with that. There has to be a program manager, someone who's overseeing

[00:35:49] **Bridget Stone:** the project. Well, they have a... Not the ADA compliance? So what is it called? Hold on. So, we have the grantee is the person who writes it. Clerk of the works. Project manager.

[00:36:02] **Bridget Stone:** Well, Clerk of the Works, if that... if that's who is going to be the project manager, then that's what we would have to decide. And that... they... they said they would hire someone who has done this before as Clerk of the Works.

[00:36:16] **Bridget Stone:** Because we don't have... I don't think anybody in town has that.

8. Motion: Authorize HUD Grant Application [00:36:20]

[00:36:20] **Bridget Stone:** Like, that knowledge to network. Okay, then that's... that solves that. That should be... Good. So, by removing that particular roadblock, are we ready to move forward on this, then? Excellent. I would entertain some motions.

[00:36:37] **Bridget Stone:** It's just... No. Are we gonna apply for the full thing, though?

[00:36:41] **Bridget Stone:** She doesn't have all the numbers. Yeah, I don't know. So she'll have that tonight. I'll give her that tonight. No, but I'm asking, are we... oh, so... but you said it was over \$400,000.

[00:36:50] **Bridget Stone:** It's \$800, so you just have to pick out the ADA part. Okay. You know, and I think it's pretty clearly. Is what's in the information, does that include the parking lot, or is it just building renovation? Only the ADA parking lot part, which is about \$95,000, just right here, putting a little space out there. But it's clearly delighted on some of the... I know, I know I said it earlier, so if you didn't get a chance to

[00:37:15] **Bridget Stone:** see it, just the very narrow scope of what is, available.

[00:37:20] **Bridget Stone:** Oh. You know, when it comes to, yeah, it's just, you know, asbestos mitigation, it's just ADA compliance, it's just windows, roofs, gutters. That was in our ask. I just don't want to pay for \$50,000, that just seems like... Okay, that was my concern. And I know that it's... this is just one step, should the... if...

[00:37:45] **Bridget Stone:** If the trustees ourselves have any reservations and don't want to go forward with applying for the grant, let alone we have a lot of time afterwards to decide if we want to accept the grant.

[00:37:56] **Bridget Stone:** It's also on the Select Board side is, do they want us to apply for it? Do they want to accept it as the owners of this building? So I think this is just one step in... Is this a patient thing, or is this just, we just have to sign something? Right, so this is just a letter that says the trustees support the application... So, do we have to make a motion to sign the letter, or do we just have to sign the letter?

[00:38:20] **Bridget Stone:** I would entertain such a motion.

[00:38:23] **Bridget Stone:** Find the letter to authorize Colleen to apply for grant. Excellent. Second it. Excellent. Any further discussion?

[00:38:30] **Bridget Stone:** All those in favor say aye.

[00:38:32] **Bridget Stone:** Any opposed? Nay. Abstain?

[00:38:36] **Bridget Stone:** Excellent. Motion passes.

9. Agenda Item 5: Budget Discussion [00:38:40]

[00:38:40] **Bridget Stone:** Moving on to item 5, Budget Discussion.

[00:38:45] **Bridget Stone:** Oh, can I preface that conversation? If you want me to come, because I've had two Zoom meetings with Randy and gone over all of this, I'll come, but I have to leave by 6.30.

[00:39:00] **Bridget Stone:** Right? We haven't determined that, because that was... because we were waiting to see... Okay, now just let me know.

[00:39:08] **Bridget Stone:** 24 hours in advance. Yep. So, so, what is your...

[00:39:13] **Bridget Stone:** Availability? I mean, no, what is... do you have everything that we at the Select Board submit?

[00:39:18] **Bridget Stone:** Yeah, so I can... you can take it. Stacy know tomorrow morning, she's got a schedule. Yeah, I'd almost rather you take my, hard copy with all my notes, because I didn't understand some of his verbiage, so now we've got it all included in this one? Passive status.

[00:39:40] **Bridget Stone:** They broke that out until it's \$95.

[00:39:45] **Bridget Stone:** It's more for the... Yes, right, I'll need that. Well, I won't need it... well, I won't

need it until you guys say that I need it, so... Do you have another copy of this? It's all on my computer, and we have a few copies out there. Okay, good. Carrie, yes? I would like to recognize all of the work that you put into getting that done in short order, and...

[00:40:09] **Bridget Stone:** getting this budget together in short order. It was a lot of work. Also, Mindy Grange has some mad skills in Excel and accounting, forensic accounting, so I am super grateful to both of you.

[00:40:27] **Bridget Stone:** All right, who would like to lead this discussion? I'll lead it to explain the second page of this, which... Which Mindy joins us at the table for those of... Yeah, do you want to... would you like to sit here? Yep.

[00:40:43] **Bridget Stone:** Let me preface this today, we did to save some money, so Bridget and I kind of...

[00:40:50] **Bridget Stone:** put our heads together and said, oh, what about if we extend some holidays? Like, the day...

[00:40:57] **Bridget Stone:** the day before, the day before Christmas, or, you know, that kind of thing. So that's what this does. And then Mindy was reminded that she's going to take a vacation if she doesn't get paid for, so all of that in that little box is \$2,536.

[00:41:15] **Bridget Stone:** Which, like, it then gets taken away from

[00:41:19] **Bridget Stone:** all of these wages that we put together. We gave Bridget a 3%, 3.1% increase.

[00:41:26] **Bridget Stone:** It was suggested by the Select Board to use the insurance savings that we had between last year and this year, so that's what I did.

[00:41:34] **Bridget Stone:** The old slide board.

[00:41:37] **Bridget Stone:** We've got Sarah in here, we have this one that's the... sorry. It says 15 hours a week, so, like, 18 and a half hours.

[00:41:46] **Bridget Stone:** And Mindy, and then some substitutes, and then I estimated, because I don't have the reports for the full

[00:41:55] **Bridget Stone:** January, February, March, I estimated what we probably paid on... paid for, subs and a little bit of autumn that was in...

[00:42:03] **Bridget Stone:** Could be more, could be less.

[00:42:06] **Bridget Stone:** But not by much, I would imagine. So, that \$125.32 takes all of those wages, subtracts all of the days we might be off.

[00:42:17] **Bridget Stone:** And we try to not be off

[00:42:20] **Bridget Stone:** like, a full week all at a time, all at once. So, and I did compare it to... so we don't have next year's school calendars for all the places we bus to, because that's a really big concern, is making sure there's someplace for kids to go after school. And so, I did that, and there were only two dates that we listed on here. It's Veterans Day and the day before, that we would not coincide directly with schools being out next year.

[00:42:42] **Bridget Stone:** based on Colchester's next year's schedule and last year's schedules, because

[00:42:47] **Bridget Stone:** Colchester, Essex, our school district, they don't all put them out until...

[00:42:52] **Bridget Stone:** Like, the end of the month. And so, I... historical data is the best guess of it. I feel pretty confident in that.

[00:43:00] **Bridget Stone:** So, just so every... because I know that's been brought up before, where the kids go. Okay.

[00:43:06] **Bridget Stone:** And you're saying right now, this proposed schedule doesn't... the veteran knowledge does not conflict with school days. It only conflicts with two school days, which would be Veterans Day, and if we end up with this approved, I would be very comfortable in incorporating this into my social media strategy, so we are consistently putting it out there, and putting it on our TV screen, and letting the kids know when they come in the week before. Like, we are really...

[00:43:28] **Bridget Stone:** comfortable with communicating with everyone, because I don't... I would hate to be that kid who doesn't know. And we know that...

[00:43:34] **Bridget Stone:** the usual suspects who come here after school, and we communicate with them regularly.

[00:43:42] **Bridget Stone:** Veterans Day is a town-observed holiday, so... It's the day prior to Veterans Day. Even though, yeah.

[00:43:48] **Bridget Stone:** And we would be closed irregardless on Veterans Day, but it just would take that from, we're not open Mondays, we'd be open Tuesday, and then closed Wednesday, it would just have that, so Tuesday we just aren't open that week.

[00:44:01] **Bridget Stone:** So I know I haven't had a chance to really look at this, because I was out and about this afternoon when it popped in. I know in Terri's email you mentioned that we are taking funds away from

[00:44:14] **Bridget Stone:** our operating expenses.

[00:44:16] **Bridget Stone:** So that is all-inclusive of library supplies, books, audio-visual, interlibrary loan, all of this. Yes. So, I know I came into

[00:44:27] **Bridget Stone:** All of our budget meetings saying, hmm, we...

[00:44:32] **Bridget Stone:** our operating expenses are so low. They have not grown. And I know I've shared these numbers with others in the past, but I'll share them with you now. In 2021, our operating expenses were \$19,300. 2022, \$16,200. 2023, \$14,000. And I know we've got some COVID.

[00:44:52] **Bridget Stone:** 2024, \$17,800, and 2025, 20,500. So we have grown a little, but over the course of 5 years.

[00:45:03] **Bridget Stone:** we really haven't grown at all. And the cost of books, the cost of programming, the cost of summer reading programs, all of these

[00:45:13] **Bridget Stone:** you know, should... should be way more. So...

[00:45:15] **Bridget Stone:** and I know I've mentioned it before also, our administrative costs in reference to our operating costs.

[00:45:23] **Bridget Stone:** are very outweighed. And I know, going forward, I am an advocate for the library. I am advocating for the library. I want more books. I want more programming. Five years ago, we were open 56 hours a week. Now we're 38 hours a week.

[00:45:39] **Bridget Stone:** there's some... there's some problems here, and I think we were open 56 hours a week, and it's in all of the, all the data that the... the library departments have given out over the years. And it's in all of the select board meeting minutes, and...

[00:45:54] **Bridget Stone:** And trustee meeting minutes that I've been reviewing over the course of the last 10 years of just how much this library has changed, and how much our programming... we're doing so great in our programming. We have such strong volunteers to do our programming,

[00:46:13] **Bridget Stone:** But I feel like, you know, the trustees have really fallen short on advocating for the library. We went from all these hours open to less. We went for all these programs, and this being the centrally located place, to now I feel like we're only fighting for one thing every budget meeting.

[00:46:32] **Bridget Stone:** And... and I'm just gonna... I'm just gonna say, I feel like a lot of the trustees in the past few years have been, an advocate for the library director and not for the library.

[00:46:43] **Bridget Stone:** Her library director salary has doubled in the last 5 years, and our operating expenses has stayed the same.

[00:46:50] **Bridget Stone:** In the last 5 years, did you go from full-time?

[00:46:57] **Bridget Stone:** I don't know the date that I went from full-time to part-time. However, here's a chart of other...

[00:47:08] **Bridget Stone:** positions in town, and the amount that they have grown. Excuse me. Thank you so much. I think that what we're looking at here is a systems issue where the library has not been funded adequately. I worked my tail off to get grants for the library so that we could

[00:47:26] **Bridget Stone:** Provide the services, the books, the programming that we wanted to do.

[00:47:31] **Bridget Stone:** Those things don't happen on their own. They happen because somebody's working hard and has the skill set and the background to be able to make them happen, and also the network.

[00:47:41] **Bridget Stone:** to make them happen. So, I... I, I'm concerned that there is no issue with other department heads and other staff, people's salaries increasing

[00:47:55] **Bridget Stone:** By a...

[00:48:00] **Bridget Stone:** healthy percentage, but when it's the library directors, there is an issue. I think that we need greater

[00:48:10] **Bridget Stone:** And the advocacy is, well, in October, November, December.

[00:48:15] **Bridget Stone:** Thank you, Bridget. I'm sorry for interrupting. Thank you. I know that apples and oranges are still fruits. When it comes to VLCT's guidelines on what

[00:48:25] **Bridget Stone:** the whole state of Vermont is paying their library directors. The average is around \$50,000, and the median's about \$53,000, and we're talking tiny little libraries and big, big libraries. So, I come in and seeing our operating expenses at \$20,000,

[00:48:43] **Bridget Stone:** by our salaries are \$160,000. And I don't understand how a small rural library who has less than 2,000 cardholders, and our library director, who works in the library 31 hours a week.

[00:48:58] **Bridget Stone:** is making \$70,000 a year, and is now advocating for another raise. If anything, when I said hard decisions need to be done tonight, I'm saying that we need to look at this as a whole, and we need to look at this as

[00:49:11] **Bridget Stone:** the library, and how are we going to continue with this library? How are we going to be able to go out to the public and ask for a bond and say our library's strong, with strong hours and strong programming? And the board, who is actually doing what the bylaws have said, and that is to oversee the operations.

[00:49:31] **Bridget Stone:** Ensure at... Adequate funding, set policy. I just feel like I've been on this board for 2 years.

[00:49:43] **Bridget Stone:** And...

[00:49:44] **Bridget Stone:** there's been time, but no decisions are ever made in the best interest of the library, and that is what I'm trying to do tonight.

[00:49:51] **Bridget Stone:** I will not approve any budget that takes any money away from operating expenses, and I really want to make sure that we add money, any kind of money that we have in the future, towards our operating expenses. And I'm not saying that Bridget isn't worth it. I'm just saying that there's a cap to the amount of salary that we can have

[00:50:10] **Bridget Stone:** in a... rural town, we'll make some good changes here. Thank you.

[00:50:19] **Bridget Stone:** So I am looking at the average salary for a zoning administrator on the VLCT site, and it's \$40,000 to \$60,000. That's them, though.

[00:50:32] **Bridget Stone:** It's not us. Well, I think that a rising tide raises all ships, and so when the zoning administrator is making, I don't recall exactly how much, but, it's significantly more than \$40,000 to \$60,000. Granted, Doug does a lot, he has multiple hats.

[00:50:50] **Bridget Stone:** But the same is true of town clerks, the same is true of town administrators, of town treasurers.

[00:50:57] **Bridget Stone:** So... Are town salaries... pardon me for interrupting... are town salaries based on a specific hour?

[00:51:05] **Bridget Stone:** Hourly per week, or... We got several members there. The other part of this is that I have an advanced degree. I'm not sure how many folks, who work for the townhouse

[00:51:18] **Bridget Stone:** Haven't... an advanced degree. ...paid person on salary in the town.

[00:51:25] **Bridget Stone:** Just on the record. I'm second, Lewis. High five, sister! No, there's several road crew. When you said that at the last meeting, I did look it up, so... road crew as well. Salaried. Who are salary guests?

[00:51:38] **Bridget Stone:** Road crew are salaried when they have to go out in the middle of the night and work extra hours? They have a salary.

[00:51:46] **Bridget Stone:** They have a salary and a bonus structure that's according to their union. Oh, okay. Well, that's news to me. Excuse me.

[00:51:55] **Bridget Stone:** No, I read that the other day. I've also... I'm the second longest tenured employee at the town. Todd has been here longer than me, but I am the second longest tenure, and I think I do a good job, and I think if you get somebody else in, it would...

[00:52:12] **Bridget Stone:** Probably save you some money, and also the person is not going to have the skill set.

[00:52:17] **Bridget Stone:** an experience that I do.

[00:52:19] **Bridget Stone:** I think it's a really hard hair to split to say.

[00:52:23] **Bridget Stone:** that investing in the library director is not investing in the library, to some extent. And I think, you know, we talk about... you know, I hear that we have a lot of volunteers running programs, which I... We have one volunteer running... I apologize, sir. We have... it's... I should say it's more split. We have Greg and, Bill.

[00:52:42] **Bridget Stone:** Jeff.

[00:52:42] **Bridget Stone:** We have Bev, who comes in and does story time, but Sarah took over for afternoons before that had been me. I do the tween book club, we do all the teardown and put up and all the support for all the things, so it's not just the volunteers. It is more of a blended thing, but we do have, really, we are lucky with all the core volunteers we have that do show up consistently and take that off of the employees, so I understand that, value and what you're saying.

[00:53:06] **Bridget Stone:** I just, yeah, I find it hard to separate a little bit the idea that investing in our library director is investing directly in our library. I think...

[00:53:17] **Bridget Stone:** I think all positions take talent and investment and... and in some cases, you know, education, and you know, I think... I think it's easy to say, like, many of our jobs could be dealt... done by volunteers, or could be, you know, we're all worried now it'll be AI next, or...

[00:53:34] **Bridget Stone:** Or it could be done by people who are younger and cost less, and maybe less experienced. I think those are all really...

[00:53:39] **Bridget Stone:** Like, really tough things people face,

[00:53:43] **Bridget Stone:** Yeah, I don't... I mean, it's hard for me to just...

[00:53:47] **Bridget Stone:** just split that hair in that... in that sentence, I guess. I'd say that with experience versus somebody newer, like, she does... she has gone through a lot of the pitfalls that perhaps, like.

[00:53:58] **Bridget Stone:** somebody who hasn't already been through it, that could potentially, like, lose us money on something that... you know what I mean? Like, there's that part of it. I'm not asking her. I'm not saying anything that way. Can I, of course, say something? I...

[00:54:15] **Bridget Stone:** I'm not happy about the...

[00:54:17] **Bridget Stone:** some of the supplies and stuff being cut. Chris did say to use those funds, but she also... I asked her about it, and she said, if you have a balanced budget, there's... there's... she didn't say just apply that money.

[00:54:29] **Bridget Stone:** That's not what she meant by it. This is a balance. It wasn't before, though. No, I know. That's why. And I don't feel right giving more of a raise to somebody than... everybody in the town only got 3%.

[00:54:42] **Bridget Stone:** That's what she's getting. You said 3.1. Oh, sorry.

[00:54:47] **Bridget Stone:** And it still makes a difference, okay? Because over the years, so... I can't believe we're... Well, I'm not looking at it because of the raises that were given since 2022. Our salary's gone up huge! And I brought in 40% of the budget last year.

[00:55:05] **Bridget Stone:** No, not quite, because you... We have... last year, yeah. So I know other... and I'm not saying you don't...

[00:55:12] **Bridget Stone:** I'm not saying... it's not that, but I think everybody, if we're giving one person a raise, everybody should get a raise. It's not... I just got a raise. I get that. I would love more money, and nobody's gonna say no to it, but like, I just... Do you think it's fair? Do you think it's fair to just get a raise?

[00:55:27] **Bridget Stone:** you said that nobody but her was getting a raise. She got a raise, she just got...

[00:55:33] **Bridget Stone:** Higher, actually. There's nobody else to give a raise.

[00:55:39] **Bridget Stone:** Not fast, but, like, our most, frequent setup.

[00:55:43] **Bridget Stone:** And I'm a big advocate for the substitutes getting that raised. But I have big concerns when it comes to closing tomorrow days, because

[00:55:53] **Bridget Stone:** That would be an astronomy.

[00:55:56] **Bridget Stone:** Okay, can I just say this? You're all in... not in favor of any of this. What are you in favor of? Well, I just want to know, okay, so that we closed those days. That means you're getting not paid, you're using vacation time?

[00:56:10] **Bridget Stone:** Yes, we have that in, where it's just the savings for us, and on my vacation, it's based on the difference between me and what you would pay. So, I... I...

[00:56:21] **Bridget Stone:** work...

[00:56:23] **Bridget Stone:** an enormous number of hours. There are many weeks that I'm working 48, 50 hours a week, so while I am here in the library doing things for whatever number of hours, like, the number of hours that I put in is a whole lot more than that.

[00:56:39] **Bridget Stone:** So, you know, I think that it balances out.

[00:56:45] **Bridget Stone:** That's not answering my question, though. The days that we're closed, are you using your vacation time? I don't know yet. I don't know if we're going to be closed on those days.

[00:56:56] **Bridget Stone:** I have a question. You signed the personnel policy, and right now those vacation days are not in our personnel policy. So, if... if you're going to modify that.

[00:57:09] **Bridget Stone:** you'll have to work around that with the town, because those are already unpaid days for Bridget. So what if I am doing cataloging on November 10th, but the library isn't open?

[00:57:23] **Bridget Stone:** Those days are not included in a personal policy. Understood. But that's not vacation days, necessarily. We're talking days.

[00:57:33] **Bridget Stone:** Because...

[00:57:36] **Bridget Stone:** But Colleen was advocating at the last meeting that we needed to reduce hours. I was talking about reducing weekly hours by perhaps 2 or 4,

[00:57:46] **Bridget Stone:** I did a lot of research as to other rural libraries. I really tried to go out of my way to find other libraries that were similar to us, and how they kind of handled the two staff at the same time.

[00:57:58] **Bridget Stone:** I mean, is it Highgate? Highgate only got \$1,000 appropriation this year. I mean, libraries are struggling in all kinds of ways.

[00:58:07] **Bridget Stone:** But...

[00:58:08] **Bridget Stone:** they're still trying to make everything happen, even if it comes to reducing hours. So I'm seeing a budget where we're level-funded. I'm seeing, you know, a desire from the community that still wants this library open, and I want a balanced budget. And a lot of it is

[00:58:24] **Bridget Stone:** you know, just because I have a passion for the library, and I want to advocate for library, but I also want to repair this relationship with our town, which there's been a lot of really

[00:58:36] **Bridget Stone:** bad juju out there in the last few years, and with this relationship kind of coming together and giving our community what our community members want, working with our select board, at the same time as offering this great programming, offering more books.

[00:58:51] **Bridget Stone:** I want all of our money to go into operating expenses, books, programming, etc, and I understand, you know, in order to do that, we need staff.

[00:59:00] **Bridget Stone:** We do need staff. If there's 10 extra holidays where hourly staff isn't getting paid, then there either needs to be vacation or a reduction in salary, because it just makes sense that way. Like, we cannot continue on this route

[00:59:16] **Bridget Stone:** and I don't know if it's similar in the school board, Ben, I know you were on the school board, I was not, when it comes to teachers and their salary levels, and I know that new teachers get a certain amount, but there's caps. And again, I keep coming to... we are a small rural town who have

[00:59:31] **Bridget Stone:** not passed a school budget in the last 3 years, first try. People have an interest in this, I have an interest in this, but I will always advocate for the books, the programming, and all of that. So, I'm hoping tonight we can come to that.

[00:59:45] **Bridget Stone:** Agreement, so we can pass this budget and move forward.

10. Public Comment on Budget [00:59:49]

- [00:59:49] **Bridget Stone:** We have public comment.
- [00:59:53] **Bridget Stone:** Go ahead, Tarasha.
- [00:59:58] **Bridget Stone:** You said?
- [00:59:59] **Natasha Halverson:** It takes me a second to unmute, sorry. So, I... just...
- [01:00:06] **Natasha Halverson:** I feel like, from what I've been listening in on, that in general, sorry, this...
- [01:00:15] **Natasha Halverson:** I'm at Wagyu Wednesday. Can I have 45 seconds? I apologize. I had my hand raised for quite some time, and I didn't realize that right as I got to order is when I would be called on.
- [01:00:26] **Bridget Stone:** Perfect timing. Get your burgers.
- [01:00:28] **Natasha Halverson:** Thank you.
- [01:00:30] **Bridget Stone:** You're welcome. Bismogne.
- [01:00:35] **Bridget Stone:** So, Heather, how do you feel about, like, you know, I was looking at the town report today, and it says, like, right at the top of their budget, right? Like, everybody in town gets a 3% raise, and it's got, like, except for the library, which is the purview of us. Yeah.
- [01:00:50] **Bridget Stone:** And I know you're talking about, like, equity and fairness, like, how do you... how do you work with those two sentences together?
- [01:00:58] **Bridget Stone:** Or are you talking about a 3% raise for everybody in the library? Are they town employees, or are they not, I guess? Like, I... that really... that... I was trying to look at these statements today, and that one... that one just sat really weird with me, that it's like, everyone in town gets a 3% raise. It sounds like such a nice blanket way to handle this.
- [01:01:17] **Bridget Stone:** And there's this, like, parentheses, except the library, which is under our purview.
- [01:01:21] **Bridget Stone:** Yeah, I really... I have a hard time juggling those two things, I guess. And I get that.
- [01:01:32] **Bridget Stone:** I...
- [01:01:33] **Bridget Stone:** Because I... because you know what we're not doing is I'm not going back and looking at... I'm not... because then I... then I did the next thing, right? I looked at all these salaries, and I tried to see, like, where the librarian fell among other salaries in town, but what I didn't do... what I didn't do with... what we're doing with the librarian that I'm not doing with any of those other salaries is looking at when anybody else got a raise, and I don't see that broken out.
- [01:01:53] **Bridget Stone:** in that, right? It's not like everybody gets 3%, the raise structure for the last 10 years has been... it's a lot of research to do. Maybe raises have been absolutely reasonable in that town office, I don't know.
- [01:02:05] **Bridget Stone:** But I think that the way the town moves forward right now is to say.
- [01:02:10] **Bridget Stone:** based on what we did last year as a budget, and what we're putting out this year as a budget, everybody's getting a 3% raise. So, just like I have a hard... like, again, I haven't done the research on everyone's salary, but we've done a lot of research on Bridget's salary. Yeah.
- [01:02:26] **Bridget Stone:** And the staff for the Georgia, I don't know if it was 3 or 3.5 last year that they got.
- [01:02:33] **Bridget Stone:** But Bridget's... oh, Bridget's was higher. I mean, it's just over the years... Be with you in a second, Natasha.
- [01:02:42] **Bridget Stone:** And I'm not saying that she's not worth it, I'm not saying any of that. It just... I have people coming up to me saying, how is she making that much? We're closed on Mondays.
- [01:02:51] **Bridget Stone:** And... and I tried to get them to come. There are people... daycare moms, there are other people, like, a bunch of people have come up and just asked, because of that Facebook thing that said... Which was inaccurate. Grossly inaccurate. How much did you make, though? They said \$78.63. Okay.
- [01:03:09] **Bridget Stone:** 67, excuse me. On Facebook, it said 80. That's a pretty big difference. Yep.
- [01:03:17] **Bridget Stone:** But anyway, but that's exactly why, like, everybody... But if I could boil it down, you're saying that you think because of past increases.

- [01:03:27] **Bridget Stone:** Don't you think money should go towards programming? Like, I don't think we should... like, the market that gave us money for that other thing, I don't think we should take away from what's already in that, I think we should add it to it.
- [01:03:40] **Bridget Stone:** Like, you don't take away because you get money from here. No, I hear that. No, I hear that. I think this goes a little bit back to, I think, what we're talking about.
- [01:03:47] **Bridget Stone:** next meeting about, like, the relationship between the town and the library. Like, we're... when I see something, like, all town employees are gonna get, but we're not... we're not really town employees. It's just this... it's... it's a lot... like, it feels messy. Yeah, let's get... let's let Natasha speak, and then I'll be curious to hear what we have to say. Go ahead, Natasha.
- [01:04:04] **Natasha Halverson:** I agree that, the library is wonderful, and it's a great resource that this town loves. I'm always a little concerned or surprised
- [01:04:17] **Natasha Halverson:** When comments are made on, like.
- [01:04:20] **Natasha Halverson:** A broken relationship with the town as to whether that's an issue between
- [01:04:26] **Natasha Halverson:** the select board and the library, or if you believe that it's the community members as a whole, and the library, because I have never heard anything but good things about our library, and Bridget, and the programming, and especially the grant funding she's able to bring in.
- [01:04:46] **Natasha Halverson:** And I also don't think... that... anyone
- [01:04:52] **Natasha Halverson:** ever has said that appropriated funds, so funds that have been raised for a specific purpose or donated for a specific purpose, should be redesignated towards
- [01:05:05] **Natasha Halverson:** salary or wages. No one is saying that the money appropriated as fundraised from Georgia Market for the summer reading program should go towards salaries. That's A inappropriate.
- [01:05:17] **Natasha Halverson:** be unethical and probably illegal if it's appropriated, and designated for that. So I think, that just kind of sets a misleading tone
- [01:05:28] **Natasha Halverson:** to the conversation. And I do think that Bridget's...
- [01:05:34] **Natasha Halverson:** capacity to grant write, and consistently grant write. You know, since 2018, 2019, she's brought in 20% or more of the library budget.
- [01:05:44] **Natasha Halverson:** in grants, is beyond an asset, and has
- [01:05:49] **Natasha Halverson:** Allowed the town to underfund the library to provide those services that she's able to
- [01:05:57] **Natasha Halverson:** access through her skill and network and those resources via grant funding. So it's allowed the library to have the extra, the pizzazz, the magic, to have a robust and growing, you know, young
- [01:06:13] **Natasha Halverson:** It's not YA, it's,
- [01:06:17] **Bridget Stone:** it up.
- [01:06:17] **Natasha Halverson:** young adults.
- [01:06:18] **Bridget Stone:** There's a non-fiction, yeah.
- [01:06:20] **Natasha Halverson:** Yeah, juvenile fiction. The juvenile fiction section. Like, every time we come in, my kid is able to access at least 10 to 15 new books every month, right? That's probably...
- [01:06:31] **Natasha Halverson:** Not going to be the case if we have someone else come in who doesn't have the same grant writing skills, doesn't have the same network, right?
- [01:06:41] **Natasha Halverson:** Because that was largely driven through grant funding.
- [01:06:45] **Natasha Halverson:** And I think we would be remiss in
- [01:06:49] **Natasha Halverson:** Conflating the operating expenses as being solely what is provided for, or the cost
- [01:06:57] **Natasha Halverson:** As, what comes from the town, and not recognizing how much of that is offset through this
- [01:07:04] **Natasha Halverson:** Ability she has to write and secure these grants on a consistent basis.

- [01:07:12] **Bridget Stone:** Okay, can I have a question? Thank you, Natasha. She's still going, I don't want to interrupt. I have a question. So there's zero...
- [01:07:21] **Bridget Stone:** There is... I got... Which one are you on? The one that she just handed me. Yeah, there's...
- [01:07:28] **Bridget Stone:** Down here. Are you looking at those? No, no.
- [01:07:33] **Bridget Stone:** All I have written here is \$1,000 for this year, so I'm just curious, when she said... bringing...
- [01:07:51] **Bridget Stone:** It's over in that green box on the right. So the grants are going to be in Z accounts, they're going to be in a separate accounting. I'm curious numbers. Oh, it's in the green box. It's a side box.
- [01:08:09] **Bridget Stone:** So this 2009... 100?
- [01:08:14] **Bridget Stone:** Right, we billed that when I received it in 2026. Okay. We still have to bill the United Way grant, about \$6,700, what we've said. Right, for this. And I think...
- [01:08:27] **Bridget Stone:** 5 of that is squibbles. Okay, perfect. But, I just... I just personally want to know, because I'm new to this.
- [01:08:35] **Bridget Stone:** And I heard 20% of the budget is made by grants. I'm just curious what grants we get every year and how much. Last year, right? Summer meeting... Grant, yeah. Yeah.
- [01:08:49] **Bridget Stone:** Courier, NCSS, and Summer Reading. No. Okay, that's what I'm, like, I don't... No. Okay, so where did she come up with...
- [01:09:05] **Bridget Stone:** That's why I'm just curious. Yes, thank you, that hard word. There was a grant that bought the, air purifier. There was a grant that bought the new furniture for the computers. There was another grant that bought the computers. There was a grant that bought,
- [01:09:25] **Bridget Stone:** So it changes every year, is what we're getting at, right? It depends on what gets... It depends on what's available that matches what we've got going on, and what looks...
- [01:09:33] **Bridget Stone:** Good. Just as an aside, I was going to ask Rory what the impact fees are currently. This \$4,600 was what she gave me in January. I don't know if anybody else has put in the impact fees. So that's only for books.
- [01:09:47] **Bridget Stone:** Correct? Okay. Yep. So I know going through here, and then Georgia Market was specific in its summer reading and summer reading programming. Children's programming. Children's programming. And summer reading, right. And summer reading. Yes. So, I know that when it comes to certain things, we have to stick to what those intents are, as well as,
- [01:10:06] **Bridget Stone:** You know, when it comes to... Yep.
- [01:10:08] **Bridget Stone:** courier grant is going to go to the courier. I mean, that's just what it does. Summer reading program grant is going to go there. And then I know, sitting in on the meeting on Monday, when it comes to grants.
- [01:10:20] **Bridget Stone:** any, offsets that we have for,
- [01:10:28] **Bridget Stone:** employee time. Salaries, yes, has to be returned to the town unless it's something that can specifically be done in, you know, in... in...
- [01:10:41] **Bridget Stone:** So, if we have any, we could potentially pay them to come in and do some of this work on behalf of the grant.
- [01:10:49] **Bridget Stone:** Or we could have Mindy come in and work extra hours on behalf of the grant.
- [01:10:55] **Bridget Stone:** Well, I know that it's been a
- [01:11:01] **Bridget Stone:** station.
- [01:11:02] **Bridget Stone:** And ongoing, that it would be, if we are able to give part-timers more money.
- [01:11:09] **Bridget Stone:** per hour. It is more attractive for them to not only apply, but also to stay. So I am, I am definitely advocating for our part-time staff, to have, and our substitutes to have.
- [01:11:22] **Bridget Stone:** you know, I know that there was, the... and I asked for a specific number from Lori, and it's \$1,159.15... oh, sorry, this is the insurance savings?
- [01:11:33] **Bridget Stone:** She had ballparked it before, but gave me the correct number today. \$1,159.69.

This thing right here. The savings on insurance. So, this 23,624 is from Lori. She's got a new number now? Yeah.

[01:11:50] **Bridget Stone:** Between 25 to 18, which is what our...

[01:12:04] **Bridget Stone:** The original budget was in 2025. The exact number now... wait.

[01:12:09] **Bridget Stone:** I'll write it down. No, no, I don't need you to write it down. This is the budget of 2025. This is what she told me was going to be the new number. That must be wrong, then. For the savings, sorry. How does that work? No, the savings is \$11.59.50. That number has to be wrong, then. Well, that's a great thing.

[01:12:28] **Bridget Stone:** I'm assuming that's why. So, in the little note...

[01:12:37] **Bridget Stone:** It says, per select board used, after that was an approximate, the actual number

[01:12:44] **Bridget Stone:** is \$11.59. So here, I just want to...

[01:12:53] **Bridget Stone:** I recognize that Mindy and I spent countless hours on this. Mindy and I spent three

11. Budget Discussion Continued – Salary & Operating Expenses [01:13:00]

[01:13:02] **Bridget Stone:** 3 hours trying to find \$500 in the budget, and that is why it is so frustrating when there could be better communication about things. When did you find out about that, Colleen? Would it have been possible to communicate that so that we could have been working with better numbers? And

[01:13:20] **Bridget Stone:** Perhaps that would have been an opportunity for Lori to reach out and make sure that the people who were working on the budget had the correct numbers to work with. Well, it's my understanding that all of these numbers are available for the public's information when asked.

[01:13:33] **Bridget Stone:** So, I asked, and I got the information, just this afternoon. So, unfortunately, I didn't have time because I had to run and do the mom taxi, and that's when we got the new...

[01:13:42] **Bridget Stone:** Especially if you need to hire somebody, or you'd like to hire somebody. Yes, yes, sir. Is there a way that we can move forward with that part of this decision?

[01:13:51] **Bridget Stone:** Without having to deal with every part of this budget tonight.

[01:13:55] **Bridget Stone:** Right.

[01:13:55] **Bridget Stone:** Or does it all have to come as a lump?

[01:13:59] **Bridget Stone:** I know it definitely has to come. I agree, but it sounds like everybody wants more time to run numbers, it sounds like everybody's a little comfortable with

[01:14:08] **Bridget Stone:** Another question, though? You may. The budget that's in the book that we submitted to the town is totally different than what... and that's okay. That's every year.

[01:14:21] **Bridget Stone:** Ben, can I step in for one second? Yeah, did you, go a little fine announcing your name for the... Brian, Brian Dunsborne. Thank you.

[01:14:31] **Bridget Stone:** So I just... I know that you've had a question here about the MOU. Yeah. Okay, for sure. And I think...

[01:14:41] **Bridget Stone:** what I... what I want to try to get across is we're trying to have an MOU with this board, okay? Because, as you know.

[01:14:52] **Bridget Stone:** we are responsible to the taxpayers of this town for the money we spent, okay? You elected us to try to keep money

[01:15:01] **Bridget Stone:** Down, spend it only wisely, and do so.

[01:15:05] **Bridget Stone:** And whether you... whether... I like how the library thing is set up on a state level.

[01:15:12] **Bridget Stone:** or I don't like it, or I do like it, is beside itself. It's set up that way. And that means that you get a board, we give you money.

[01:15:25] **Bridget Stone:** In a symbiotic relationship, it would work where you come to us and say, hey, here's our budget, this is what we want to do, we want to spend this, this, this, and this.

[01:15:37] **Bridget Stone:** And this is what we want to do with it.

[01:15:39] **Bridget Stone:** And we take that at face value, and say, hey.

[01:15:43] **Bridget Stone:** You know, we've asked every other department in the town to come in at this amount of money, 3%, 8%, 10%, whatever it is, what, you know, it's hypothetical every year on what, you know, everybody comes in with a wish list. Yeah.

[01:15:57] **Bridget Stone:** And we try to keep that down, because there are a lot of people in this town that are... and I'm sure you've seen it, because you've been here for as long as I have.

[01:16:06] **Bridget Stone:** That have,

[01:16:08] **Bridget Stone:** hard time paying taxes. The state of Vermont is very, very hard on our older population to allow them to stay where they live. Yeah. Okay.

[01:16:18] **Bridget Stone:** And I think as a board, we are cognizant of that, and very cognizant of it. That's not to say that we don't want our town to flourish and our town to do and grow in certain ways. So the memorandum of understanding that we want to have with this board, and we shouldn't... and I say this because I don't really...

[01:16:37] **Bridget Stone:** think that it should come to that. You know, it's a thing that, over time, has kept bumping...

[01:16:45] **Bridget Stone:** self up.

[01:16:47] **Bridget Stone:** Good. Good.

[01:16:48] **Bridget Stone:** top of the lists, because I'll use for the last 3 years' example.

[01:16:56] **Bridget Stone:** Okay.

[01:16:58] **Bridget Stone:** the library board would come in, they show us their budget, this is what we want to do. Yeah. And then, just like what Bridget just said.

[01:17:06] **Bridget Stone:** Beautiful.

[01:17:08] **Bridget Stone:** That's what we do every year.

[01:17:10] **Bridget Stone:** So, they get the money, they give us what they tell us, they get the money, and then they just...

[01:17:16] **Bridget Stone:** don't... Do what they say they're going to do with it.

[01:17:20] **Bridget Stone:** And as it, as it pertains to... The salary...

[01:17:28] **Bridget Stone:** for Bridget, in particular. And I'm just saying this because it's all

[01:17:33] **Bridget Stone:** fact. Continue. It's all fact-driven, is they came 2 years ago.

[01:17:40] **Bridget Stone:** And ask for a certain amount of money for salary.

[01:17:43] **Bridget Stone:** And that was supposed to be at a 3.5%, just like everybody else in the town that we were trying to do, for raises. Cost of living, pretty much, and a little bit above.

[01:17:54] **Bridget Stone:** And... Hermit raises in the last 4 years have been 13.5%, 17.3%.

[01:18:01] **Bridget Stone:** And then 7%. And everybody else in the town

[01:18:09] **Bridget Stone:** for the... A very, very large part had to live with

[01:18:14] **Bridget Stone:** What they were submitted for budget.

[01:18:17] **Bridget Stone:** So, that's why the Memorandum of Understanding is trying to come into play, is we want... we want, you know, if you're going to come and tell us your budget.

[01:18:25] **Bridget Stone:** We're taking it on what you're gonna try to do as truth.

[01:18:29] **Bridget Stone:** And that's what we want to have happen.

[01:18:32] **Bridget Stone:** You know, we don't make a budget and then tell the townsfolk, we'll throw it up in the air and do what we want. We try to be right up front with everybody in the club.

[01:18:42] **Bridget Stone:** So that's kind of where the Memorandum of Understanding is coming into play,

so that we can live on a copacetic level here.

[01:18:51] **Bridget Stone:** And, you know, work together.

[01:18:55] **Bridget Stone:** Are you referring to, like, over and underspending, like, different line items?

[01:19:02] **Bridget Stone:** shifting money.

[01:19:04] **Bridget Stone:** So, over or underspending? Like, we overspent in the supplies, but we had to... Shifting money from one to another, like, taking it from your programs and putting it into salaries or some other... that's... Not done that, but,

[01:19:20] **Bridget Stone:** Only because if that's... the case, then how does the town office do that? I mean, you overspent

[01:19:27] **Bridget Stone:** like, 9... grand in salaries last year, where did that come from? Did you underspend somewhere else?

[01:19:35] **Bridget Stone:** Sign in, okay.

[01:19:36] **Bridget Stone:** I have to work both.

[01:19:38] **Bridget Stone:** I have to look. Okay. Okay, I don't have the... I don't have the figures with me. I mean, I think that if you... if you set... you say you can only spend \$2,750 on children's books, but we... we'd really like a few more, but we didn't spend a little... we didn't spend enough on, I don't know, online electronic.

[01:19:57] **Bridget Stone:** Are we unable to do that? Are we just... are we stuck with that number? You're not stuck with it, but you have to stand up before any public... Sure. ...to defend it, and I think... Sure. And we always have. So then moving things around is that you carry a one line item that just says salaries. Right.

[01:20:16] **Bridget Stone:** And people don't see how that's broken out. Sure, they do, because they can look at how much I make, how much Mindy makes, how much Sarah makes on the salaries page of the... We do for administrative salaries on... right? Right. We have to figure out who's in that. Right.

[01:20:33] **Bridget Stone:** So when you put your budget together, though, we thought you were gonna, you know, do the 3%.

[01:20:39] **Bridget Stone:** And is that what... again, I don't know how monies have... You must be talking about something in the past? Yes. Alright. Yeah.

[01:20:47] **Bridget Stone:** I'm having... I don't know what I can do about the past. And it sounds like the bad blood or the bad past is leading to this MOU. It's gonna clear everything up. So, it's a fun journey, but I haven't really heard anything new yet. Like, you know, like, I get it, but we're back to where we started, which was...

[01:21:06] **Bridget Stone:** And I know, I guess what we're saying is there's... you must feel, at this point, that this budget doesn't reflect what was submitted. Is that what I'm hearing, somewhere here?

[01:21:17] **Bridget Stone:** Heather, are you saying that? Are you saying this budget no longer reflects what was submitted? To the town? To the town? Well, if you look at the report, it doesn't. Well, it doesn't, and it just went and said it's level funded, we didn't have time to input

[01:21:30] **Bridget Stone:** What that level of funding would look like.

[01:21:32] **Bridget Stone:** I mean, the insurance line is not accurate in the book, right? For example. And... No, it's not. Yeah, so... and...

[01:21:42] **Bridget Stone:** Historically, this is how it's been. Something needs to go into the book, and so it's people's best guess at what it is, and historically, the board has thought that it's not fair for the new board to be hamstrung by what happened in the previous board, and the budget once it's passed on town meeting day, because it could change.

[01:22:04] **Bridget Stone:** And aren't we changing...

[01:22:06] **Bridget Stone:** how we do our budget structure, so coming forward, what we present and vote on will be much more accurate, right? Because we're changing the fiscal year? Yeah, but that's not until 2028.

[01:22:20] **Bridget Stone:** Yeah, absolutely, yeah. Like, maybe some of this won't be so... Can we move away from salaries and just look at other things?

[01:22:27] **Bridget Stone:** Things, like, the adult books have gone down, like, we're...

[01:22:31] **Bridget Stone:** So, they went down, but they did not go down from what the budget was the previous year. So the budget's previous year, or it... Well, you're right, they did go down, you're right, I... So,

what... The library supplies went up, that went down. So, the only place that we can spend impact fees is on books.

[01:22:48] **Bridget Stone:** So, there's nowhere else for that, what is it, \$5,000, right? Yeah, there's nowhere else for that money to go.

[01:22:56] **Bridget Stone:** So, I... to say that...

[01:23:00] **Bridget Stone:** the actual adult library... adult books budget is 26... is inaccurate. Because we can't show the grant money. Is that what you're saying? Because the impact fees aren't reflected in this.

[01:23:14] **Bridget Stone:** That's why you see such a big discrepancy even between 25 proposed and 25 actual for adult books, right? They said they'd spent \$3,500, we jumped up to \$4,000. It's also not reflecting the grant money that was spent in each of those categories on supplies, books...

[01:23:33] **Bridget Stone:** Bibia. Yeah.

[01:23:36] **Bridget Stone:** Yeah, and then an additional amount from the United Way grant. Well, and I think it's important to note that impact fees are meant to be spent on, you know, big, big projects.

[01:23:49] **Bridget Stone:** capital projects kind of thing, you know, it's not just earmarked for books. In fact, we advocated for it to be for books. Well, that's in the ordinance. Right, it's in the ordinance. So this year, we're saying it can be spent on books.

[01:24:01] **Bridget Stone:** But the impact fees themselves can be spent on computers, can be spent on other items. It's not just... but just for... just for clarity for our new board members, we're saying the \$4,600 can be spent on books, which is what I believe we're choosing to do this year. We have to...

[01:24:17] **Bridget Stone:** I'm not convinced that it can be spent on anything except books. I... as I recall, there have been several conversations about that. I think that would be a point that we need some clarity on.

[01:24:30] **Bridget Stone:** What about the training? It's gone up, and then the educational programming has gone down. What is those two? So, the educational programming is where we have,

[01:24:43] **Bridget Stone:** things like summer reading programming and other programming that we do during the course of the year. We can only spend the money from NCSS on supplies, like art supplies for kids' programs, or a felt board, or a light table, or programming. Quite honestly, we're doing pretty...

[01:25:03] **Bridget Stone:** well in the, art supplies, light table felt board department right now. I would agree with the light table and the felt. And, and we need a...

[01:25:14] **Bridget Stone:** bit of art supplies, but not a whole lot. So, really, that number is going to be \$1,600 rather than 600, because the NCSS money is coming down to that line. Okay.

[01:25:25] **Bridget Stone:** And then the library training workshop. So that is so that staff can attend the Vermont Library Association conference. The deadline on that, just heads up, it's coming. If we register by April 1st, we get a discount rate, so we need to discuss that at our next meeting.

[01:25:43] **Bridget Stone:** Next week, I think that we need this right now. Yeah. Yeah, we'll have to do that after, we'll add it. Okay, thanks. The meeting's after it occurs, right? Oh, shoot. And then, what about, like, copier lease? That's lower, is that because the lease went down?

[01:25:59] **Bridget Stone:** So, my understanding is that the... the...

[01:26:04] **Bridget Stone:** We projected that it was going to be \$1,200. You know, it's a projection. The actual last year was about \$500, so we did \$500 this year. That makes sense.

[01:26:17] **Bridget Stone:** Squirt.

[01:26:26] **Bridget Stone:** I don't know. It's more for, like, the summer programs and stuff. We just put it on that line.

[01:26:31] **Bridget Stone:** Eventually, the actual will someday reflect something different, yeah. Because you actually spend it on that. Well...

[01:26:40] **Bridget Stone:** Unfortunately, sorry, unfortunately, like, the Georgia market is not going to be reflected in the actual, as I understand it, because Nemerick doesn't recognize revenue.

[01:26:53] **Bridget Stone:** It'll be... it'll recognize it, I just don't know how... It won't... I wish it would be in the actual... No, yeah.

[01:27:03] **Bridget Stone:** It will be in that line item, but I wish it would be in the actuals, because it's nice to

know exactly how much we spent using grant monies.

[01:27:12] **Bridget Stone:** In each of these categories. And the miscellaneous last year, I know that that's considered a donation. Right. We didn't reflect that in... it's not reflected in the actual budget, but would... but do we report it then in the town report? We did last year. Okay. Yeah. So it is articulated to the public. 3,330.

[01:27:32] **Bridget Stone:** Is that... sorry, quick question.

[01:27:35] **Bridget Stone:** Is that another Z account, donations, or is it...

[01:27:40] **Bridget Stone:** I don't know, no, she puts it in revenue, other revenue, I think.

[01:27:44] **Bridget Stone:** The miscellaneous was a lot more last year than what we budgeted for, like, double. Yes. Because, with the

[01:27:52] **Bridget Stone:** I think this is it, the BWW grant.

[01:27:57] **Bridget Stone:** They didn't pay for any of Bridget's meals while she was at the conference. Even though it was clearly in the grant, which they approved, and they were meticulous about going through everything with a fine-tooth comb.

[01:28:10] **Bridget Stone:** Okay, so that's not something that will continue every year.

[01:28:14] **Bridget Stone:** Usually that's mileage.

[01:28:16] **Bridget Stone:** And this is mileage and... yeah, yeah, from last year.

[01:28:21] **Bridget Stone:** Yeah, miscellaneous is just usually mileage.

[01:28:23] **Bridget Stone:** So the mileage is for going to, like, conferences and stuff, is that what we're saying? Or buy books at Phoenix. Okay. We did research for the library for the ADA renovation and the libraries that had previously, or are Illsley. Oh, so you went around? Yeah, so we were able to meet and, like, develop some relationships with some of the other directors, which was kind of great, because we've got a woman who's happy to come and

[01:28:48] **Bridget Stone:** talk us through the library part of it when we get to it, because they're going through it, and it's really valuable.

[01:28:57] **Bridget Stone:** One other question I had, and now I don't remember what it was.

[01:29:01] **Bridget Stone:** I'm just getting back to... Caroline asked some time ago about whether the MOU is available to the public.

[01:29:12] **Bridget Stone:** I haven't seen it. It's been... I sent out another email to the lawyer. It hasn't been reviewed yet. We can send you the link to the board packet, where it was both on our board agenda, as well as the select board agenda. So there's a draft. Okay. What the lawyer changes, we're still waiting for. Thank you, Council. Back to you, and then it goes... Does it have to go to the lawyer again?

[01:29:38] **Bridget Stone:** There's substantial changes, yeah. Yeah.

[01:29:48] **Bridget Stone:** What is HRA funding? Library HR health reimbursement?

[01:30:00] **Bridget Stone:** The library has to pay for the administration of it. So it's \$16.75. Okay. That answers that, why it... that it can increase, thank you. That's interesting.

[01:30:13] **Bridget Stone:** Legal fees, we don't really ever have to do any of that, right? Well, I think that we should have a line for legal fees. I don't know where it's going to come from, but I think that there's a need.

[01:30:31] **Bridget Stone:** And library purchase current year 000 all the way across. What's that? Bickley bought a huge asset. Okay, thank you.

[01:30:40] **Bridget Stone:** And repair? Library repair... we didn't have any last year. Equipment repair? That number didn't come through. What number was it? Under 2025, equipment repair.

[01:30:52] **Bridget Stone:** I got 00, and then 500. Okay, so I don't... I don't know... You might have a previous iteration I didn't say, but... So that would be repairs not completed by Public Works, or... Yeah. So, yeah. Yeah. Okay.

[01:31:09] **Bridget Stone:** Yeah. Copier... I guess I was wondering if the copier goes under that, yeah. Yeah. Okay.

[01:31:16] **Bridget Stone:** You're gonna send me the job description.

[01:31:24] **Bridget Stone:** Ready to go. Oh, I have a question, that way it's... no, it's more for Bridget. That

it's on, like, public, because nobody that... I told everybody this time, but anyway,

[01:31:42] **Bridget Stone:** What?

[01:31:43] **Bridget Stone:** Sorry. Natasha has a question. Oh, sorry.

[01:31:47] **Bridget Stone:** People are asking me what you do on Mondays if the library's not open and you work from home. They're all like, how does a librarian work from home? Oh, there's so much. Yeah, so our databases, like, things...

[01:32:00] **Bridget Stone:** get... they land in the wrong categories, and those need to be tidied up. There's, cataloging. Cataloging reports to do. There's, answering emails that I...

[01:32:13] **Bridget Stone:** put off, right, so that I could do it on Monday, stuff that wasn't...

[01:32:17] **Bridget Stone:** like, urgent that needed to be done right then and there. There's calling people about various stuff.

[01:32:25] **Bridget Stone:** There's research, there's ordering books, like, there's reading reviews for books to know what's good to order. And then, you know, I'm here, right? And I am here... for instance, last week I was here until 8.20 one night, and another night I was here... how late were we here? So.

[01:32:48] **Bridget Stone:** That offsets the 8 hours on Monday.

[01:32:51] **Bridget Stone:** Okay. There's a question from Natasha, or the cans... Same question, that the South...

[01:32:59] **Bridget Stone:** Cameras that the Select Board voted for going to come out of the town budget. All right.

[01:33:05] **Bridget Stone:** I'm assuming, yes.

[01:33:07] **Bridget Stone:** All right. And if we have to move them for construction?

[01:33:11] **Bridget Stone:** Oh, she said, please voice it out loud again. Oh, so... And then moving it for construction work. So, moving for construction. We, we are saying it'd be the outside cameras, and, you know, we, yeah, we'd have to... but it's...

[01:33:26] **Bridget Stone:** Not... you're gonna... you're not gonna... so the, Randy, who's the architect or engineer, said it would be... it would behoove us to wait.

[01:33:36] **Bridget Stone:** Until they got all the stuff done in here, and then out there. A lot of electrical work. It's already run. Oh, it is, okay. For the cameras, it's already here. Okay. They've just got to put a box in, so it's... it's... everything was... it was planned to be done

[01:33:51] **Bridget Stone:** six years ago, to have all of it run inside and outside. So it was just never done. And will that... will we have monitors here and at the town?

[01:34:00] **Bridget Stone:** Yes. Okay, cool. I just didn't... I... Yes. I didn't have a chance to follow that. But the indoor monitor will be... I mean, the indoor cameras will be brought to this desk here. She can, have... she can request... she requested Doug to allow her to be able to see that. If we can go back to this budget... Yeah, sorry. No, no, it's all right. I just... I think we're...

[01:34:19] **Bridget Stone:** So I think, Terry, you've done a fantastic job answering all these questions. Bridget, you've done an excellent job supporting Terry and answering what she couldn't.

[01:34:26] **Bridget Stone:** Mindy, you've been in there as well. Are there any other questions that we can kind of pull apart from this budget as we go through? I do want to note that with

[01:34:35] **Bridget Stone:** Oh, shoot.

[01:34:38] **Bridget Stone:** That's okay. All right.

[01:34:43] **Bridget Stone:** That this is a 4% increase over... overall over last year.

[01:34:48] **Bridget Stone:** What's 4%? The overall budget? 181 to 189. Oh.

[01:34:55] **Bridget Stone:** That's with all the line items, no?

[01:34:59] **Bridget Stone:** I'm just... getting back to the days off thing. Yeah.

[01:35:09] **Bridget Stone:** Oh, I also did want to add a little piece of information about some of that. So,

[01:35:14] **Bridget Stone:** I also tried to keep in mind things, like, you would think during those particular school holidays, we would have a lot of patrons. We honestly do not. I was embarrassed at how much I spent

time making programming, and the only people who really consistently showed up were my children, because I forced them to. So when you're only, you know, when you're having all this time, we had a sub come in and help. When you're doing all this work, and you have

[01:35:34] **Bridget Stone:** a trickle of a few... not even our regulars were coming in those weeks. So, it doesn't necessarily... so I think that we would actually get a better

[01:35:44] **Bridget Stone:** perception from the town if we were to be closed those times that people aren't coming in, versus we actually have a pretty steady number of

[01:35:51] **Bridget Stone:** you know, A certain aging population comes in, generally from, you know.

[01:35:56] **Bridget Stone:** 10 to noon, and then you get another bump at, like, 2 to 5. And so, like, I don't think we can...

[01:36:04] **Bridget Stone:** I think we'd have a...

[01:36:06] **Bridget Stone:** Much more negative impact with trying to skirt hours around daily than we would if we were to close and we have

[01:36:15] **Bridget Stone:** Times, we know we have lulls.

[01:36:18] **Bridget Stone:** And we know people are asking for time off anyway, so it kind of is like...

[01:36:22] **Bridget Stone:** why not win-win-win for everybody? So that's where... that was part of, like... and I agree, like, yep, everyone's gonna have a different perspective, but that was kind of...

[01:36:31] **Bridget Stone:** I wanted to make sure that we weren't choosing time that would impact our peak times, right? Like, not...

[01:36:41] **Bridget Stone:** during summer reading.

[01:36:43] **Bridget Stone:** program, because that's a huge thing. Kids come in. They come in during spring breaks more than they do... Oh, I've heard, like...

[01:36:51] **Bridget Stone:** July 3rd, we don't have anybody. Right, because everyone's going and doing their own events and their own, right? Camping on Memorial Day and Labor Day, like, most of it, like... And I think you did a great job in looking at and not having them all together, I totally get that.

[01:37:07] **Bridget Stone:** Getting back to... Sorry, are you taking vacation days on all those days, or are you working all of those days?

[01:37:15] **Bridget Stone:** I think that I need to be working on those days. I think that the work's not gonna get done.

[01:37:21] **Bridget Stone:** Right. So you're coming in here to work, or... not open, but are you going to be in here? No, I mean, I don't know. If it makes sense for me to be in here, I would be in here. If I could do it from home, I would do it from home. Then we save electricity! But I mean, this addresses, Colleen, you'd rather reduce hours, so this is what it's done. It's reducing

[01:37:41] **Bridget Stone:** Oh yeah, no, absolutely. I just feel like it's at the detriment of...

[01:37:46] **Bridget Stone:** everything in total, like, I... I think... Oh, you mean? Well, yeah, I think that it's scattered now, and now that Kelly had brought it up, I'm really worried about it conflicting with the personnel policy, which gives us... I mean, my lawyer brain says, you know, there's a conflict of interest with...

12. Discussion: Staffing, Hours & Hiring [01:38:00]

[01:38:02] **Bridget Stone:** Having all of these extra holi... because most of them are holidays, and other departments having a problem with that.

[01:38:08] **Bridget Stone:** So, my initial was.

[01:38:11] **Bridget Stone:** One to four hours a week in reduction, similar to other libraries, which kind of pick and choose different times during the week, to be open.

[01:38:21] **Bridget Stone:** and close, that kind of correlate with when they're busy. And then we had talked about just closing when Bridget takes vacation, everybody takes vacation, so that makes it easy, and then that's

a little bit more reliable. Now we're talking about a whole new structure of adding all of these holidays, which is a burden onto the town treasurer, which is a burden onto our personnel policy, and

[01:38:42] **Bridget Stone:** Honestly, I think that might need to go to the lawyer. I'm looking at Kelly right now. I don't know. I thought that was...

[01:38:47] **Bridget Stone:** What you had discussed earlier, that we were going to be able to talk at some point about

[01:38:52] **Bridget Stone:** whether the library has to opt into that, or... I thought that was the option you had discussed, like, is this part of what could be the library's crafted policy, then? Because we talked about, for instance, town meeting day, and... Right, but right now, today... I know what you're saying, but it's not created, right. So right now, we are running off of the June 28th, 2025,

[01:39:14] **Bridget Stone:** agreement that the trustees will follow the personal policy. So, until that changes, I don't know if we could make this change. And plus, I also think that it's important to be consistent. I... oh, yeah, go ahead. You know, reducing hours per week

[01:39:31] **Bridget Stone:** consistently. It kind of lets the public know when they know when it's gonna be... when we pop up all these new days, it's like, oh, you know. I think it's hard, too, because it... from the outside, I totally get what you're saying. I think it's a relatively easy-to-understand when it's happening schedule overarchingly. But I will also say that right now.

[01:39:53] **Bridget Stone:** The amount of work we have to do.

[01:39:57] **Bridget Stone:** is not going to be reduced by reducing a couple hours a week. We are still going to have just as much work, and it's going to continue to snowball in a way that it's not going to get done in the best practices. It's gonna be stressful.

[01:40:11] **Bridget Stone:** Add... Mr.

[01:40:41] **Bridget Stone:** That just means I now have to fit.

[01:40:44] **Bridget Stone:** the same amount of work in two less hours, because we still have to do the daily stats. We still have to do all of them.

[01:41:01] **Bridget Stone:** Mentioned this before, making some hard decisions.

[01:41:05] **Bridget Stone:** So, if it comes to reducing library hours, or if it comes to we can't have two people on staff all the time, and which I know is not

[01:41:17] **Bridget Stone:** preferable because it's for safety reasons, but now we've got cameras. Cameras don't help us. Like, I'm just... I'm looking outside of the box. I'm not saying I'm advocating for this. I'm looking at

[01:41:28] **Bridget Stone:** how did we do it 10 years ago when we were running 56 hours on a less budget? Granted, okay, it would cost less, but at the same time...

[01:41:35] **Bridget Stone:** Time.

[01:41:39] **Bridget Stone:** This is what we have. We have... policy has... Has grown in the last... 10.

[01:41:46] **Bridget Stone:** 10 years, so has what libraries grown in the last 10 years. We were not doing two ILL stops at

[01:41:55] **Bridget Stone:** 10 years ago. I was here by myself most of the time running the library, and, I... I can't do it all by myself. We're doing more programming now than we did 10 years ago. We have, just, like, I...

[01:42:12] **Bridget Stone:** Things are more complex, things are more involved than they were 10 years ago.

[01:42:23] **Bridget Stone:** what's the crux about to hire somebody else? What's the real... where does that fit within this budget? Did I not do it right? Hours? I don't know. I'm just gonna save that for a second. And does that differ in either of these two budgets? No.

[01:42:38] **Bridget Stone:** Does that mean that no matter what budget we adopt, we could probably let Bridget move forward with hiring somebody?

[01:42:44] **Bridget Stone:** If we were to make a motion of some sort?

[01:42:48] **Bridget Stone:** Is there any comfort in... I mean, I don't love to continue to punt this, but I feel like we are doing the kind of work that, if we pay...

[01:42:56] **Bridget Stone:** forward now, we can hopefully, or put it in now, hopefully benefit us later this year, but I mean, this is, I can't imagine a more difficult topic than we're talking about tonight. I mean, the fact

that it's already taken us three meetings, you know, since our

[01:43:11] **Bridget Stone:** very recent election, and we're already, you know, only a couple weeks away from the next one. Not only that, it prevents Bridget from knowing what she can spend on... Yeah.

[01:43:22] **Bridget Stone:** And then I'm behind the eight ball, right? Like, and then it's November, and it's like, hurry up, spend the money, right? It's hard.

[01:43:33] **Bridget Stone:** Should we post...

[01:43:37] **Bridget Stone:** No, I definitely think we should move forward. We definitely need that other... is it 15, or is it 18? Sorry, it's 18. 1825. The calculation is 18.

[01:43:46] **Bridget Stone:** But the number was not right. But, I mean, as it stands right now, and as voted on by the Georgia Public on Town Meeting Day, our budget for salaries is \$119,464. So, if we...

[01:44:01] **Bridget Stone:** move forward today, we're gonna have to make that work. I don't know how that's gonna work, but I am all for, let's just stick with that, because it doesn't work.

[01:44:10] **Bridget Stone:** With anything else. You don't... you don't want to increase the library salaries line.

[01:44:16] **Bridget Stone:** I don't think that we can increase anyway. We have to jump with that one person, right? Yeah.

[01:44:22] **Bridget Stone:** We didn't have... I mean, we're just barely...

[01:44:25] **Bridget Stone:** Breaking even on the hours. I knew correctly that what you'd like to do is talk about going forward with this 18-hour person, 18.5 hours, kind of, like, table the remainder right now, or do you want to try to do the overall thing? Like, we just need to know...

[01:44:43] **Bridget Stone:** Yeah, we just... I just want to make sure we're going where you want us to do this, because...

[01:44:47] **Bridget Stone:** Well, I mean, I guess... I guess we could entertain a motion to move this budget forward, but are we... do people feel like we're there yet? No, no, so it doesn't actually all seem pretty...

[01:44:58] **Bridget Stone:** Do we vote? If... if I were... if I called point of honor, or point of... point of...

[01:45:04] **Bridget Stone:** Order? Order, thank you. I'm like, what?

[01:45:09] **Bridget Stone:** If I call point of order right now, I would make a move that we approve the budget as given in the town report, and spend what we have in impact fees on books, on what we have in grants, as outlined by those grant,

[01:45:27] **Bridget Stone:** You know, but that contracts, that item is not going to maintain... be sustained. Right, we'll need to figure it out.

[01:45:34] **Bridget Stone:** What? We'll need to figure it out throughout the year. You're saying we do not move... you don't want to move forward with hiring somebody for that 18 and a half hours? Well, I thought that the... the hiring 18 and a half would get us to...

[01:45:47] **Bridget Stone:** Alright, like I said, I wasn't able to look at the new report.

[01:45:54] **Bridget Stone:** So how much... no, without the days off? I don't have that answer for you, to be honest. Okay, so if we were to move forward with just the budget that's in the town report for salary... You're still at \$123,840.

[01:46:12] **Bridget Stone:** Are we able... and... and any savings that we have for health insurance?

[01:46:18] **Bridget Stone:** And anything we can use for United Way grant money for Mindy, Subs, Sarah.

[01:46:29] **Bridget Stone:** Would we be able to work within that budget?

[01:46:33] **Bridget Stone:** So it sort of seems like we have to do more math and come back to this. It doesn't sound like this is something that's... Yeah, I don't think that's best practice to do this on the fly like this. Like, I mean, honestly, like... It is, but at the same time, it is the purpose of the board to oversee library operations, ensure adequate funding, etc. Right, no, no, and that's why I was, like...

[01:46:53] **Bridget Stone:** And Terry, by all means, my email was not, let's table this. It was, we need to stop giving information two hours before a meeting starts, because nobody is able to look at it responsibly.

[01:47:05] **Bridget Stone:** I hope so.

[01:47:06] **Bridget Stone:** Oh, no, it doesn't include... No. So that breaks it almost. So we're going to decide not to give Bridget a raise.

[01:47:15] **Bridget Stone:** Is that correct? I'm just saying we need to work within... Oh, no, but you gotta tell me what I'm doing.

[01:47:20] **Bridget Stone:** If I'm not giving her a raise, that... that affects this whole thing.

[01:47:24] **Bridget Stone:** So she just did numbers. Oh, okay.

[01:47:27] **Bridget Stone:** Well, I'm saying, yeah, given... given the fact she had a 5% raise last year, and everybody else in town had a 3% raise, she has 5 weeks of vacation now, as well as... One was carried over. That's, like, that's standard contract. That's not...

[01:47:41] **Bridget Stone:** That's not a factor, that's not fair. Don't put in the newspaper? No, put the newspaper. I have the newspaper. Oh, you did? Yeah. I thought it was less than that.

[01:47:50] **Bridget Stone:** Yes, I'll have to redo it, so... Right. I believe the answer is we can't get to that number tonight. But I need to know what my task is for April 15th.

[01:48:02] **Bridget Stone:** So that I don't give you a stop two days ahead, and then do you want two workups again? One, like, so it's like this, but with all the information you've talked about today?

[01:48:13] **Bridget Stone:** And I, yeah, I believe that any extras that we have should either go to supporting our hourly staff and or operating expenses, because nothing should be taken out of

[01:48:25] **Bridget Stone:** materials, programming, books, etc. So what I see from what Terry's doing here, and it looks like she's doing everything correctly... I don't think there's... yeah, I don't know. No, but I think that's correctly, just not adding the \$4,800, so that still would be under the 119, okay?

[01:48:41] **Bridget Stone:** So, I think we give Bridget permission to hire that new person, because she did...

[01:48:47] **Bridget Stone:** She did the numbers. If we're close and we can do it, I'd say let's give her the permission tonight.

[01:48:51] **Bridget Stone:** And then everything else being able to be discussed April 15th.

[01:48:56] **Bridget Stone:** Or... next week, if we want to do another special meeting. Nope, I'm not special meeting again until the 15th. I think... I think...

[01:49:04] **Bridget Stone:** I think that it's unfair to Terry to ask her to do that again, and then want that kind of lead-in time, and I think... I think we've been battling

[01:49:13] **Bridget Stone:** Carrying this around for 3 weeks.

[01:49:18] **Bridget Stone:** And I think this is the first real study, so... Okay, so those are our action items to go forward. Terry will work on fixing that to what the metrics are, right? And I don't know who to charge...

[01:49:36] **Bridget Stone:** But it sounds like we have all sorts of...

[01:49:39] **Bridget Stone:** to see data. What questions are there? Well, no, I just want to see... oh my god, really? I'm sorry. I think we're just... I think... I think we're just unsure. It sounds like grant money somehow plays into the actual versus...

[01:49:55] **Bridget Stone:** And I think we just don't... without seeing any of it, I think we're just sort of curious. And it may be really hard to pull all that, but... I agree, and I... Yeah. And if it is hard to pull right now, let's make a process going forward so it's not hard going forward, because, you know, I'm... you know, you tell me what you need me to do, and I'll make it happen to the best of my ability. And what did you think about the grants? Because I was just listening to some... It's just like, I'd like to just...

[01:50:17] **Bridget Stone:** like, see... I'd like to see what is being, like, what grants we're getting, how that plays into this. I think it's like a piece of the pie, I can't quite... Two of it. It's in the top section. The only thing that's not there is the United Way Grant. Okay. But we're not... So that's a consistent, every year thing, right? That's what you said?

[01:50:38] **Bridget Stone:** You can put them in there, too, because you're putting all your other grants.

[01:50:42] **Bridget Stone:** But those are the others.

[01:50:48] **Bridget Stone:** Consistent.

[01:50:51] **Bridget Stone:** This top section is for our budget. Okay. For your budget. Okay.

[01:50:58] **Bridget Stone:** Not what we report to the town, is that what you're saying? No. We get to report it

as revenues coming in. You know, we... the town appropriation, you have to work within that, okay? Then everything else...

[01:51:23] **Bridget Stone:** Top of that is your grant, sort of thing. Okay, Friends of the Library, etc. United Way, when you put the other grants there, you should... but I think what your question is, is because the United Way one is going to go away.

[01:51:36] **Bridget Stone:** My question is, what we bill for salaries and indirect should not be in our budget.

[01:51:43] **Bridget Stone:** So, here's...

[01:51:55] **Bridget Stone:** I'm not getting put in the same, so I don't put those numbers that you had booked, that sort of thing. Yep.

[01:52:02] **Bridget Stone:** But to answer Ben's question, I'll send you our, the policy for grants, the procedure for grants, the procurement policy, as well as... I don't have the particular grant list, but I can ask the town administrator to include you in all of that as

[01:52:20] **Bridget Stone:** because you're chair of the board, you're kind of department head of the library, so... I thought I was department head of the library, and we've established that several times over several years. I thought it was in the policy, the personnel policy that the chair of the board is the...

[01:52:36] **Bridget Stone:** I don't think that's in the... I'm not sure that's in the policy, but they... She's correct that it's technically in there, but I thought that was a point of, potential error.

[01:52:46] **Bridget Stone:** Is what I had heard, but, can we add this into our agenda item for next week, or, I mean, the 15th, to, like...

[01:52:55] **Bridget Stone:** really, like, break down some of these relationships. So, what's frustrating is that we've had this conversation for several years. As closing for a snow day, every single time, we have this conversation again.

[01:53:13] **Bridget Stone:** I wish that there was a way to track things, so that it was memorialized and it didn't keep coming around and coming around and coming around.

[01:53:26] **Bridget Stone:** I'm pretty sure that it is in the minutes from the basement meeting on the personnel policy, where it was decided that department head of the board, because it's a... Of the board. Sorry, the board of trustees?

[01:53:40] **Bridget Stone:** Because the Board of Trustees is an elected position, and because you are under our purview, that technically it is the Board of Trustees that is the department head, which falls to the Chair.

[01:53:52] **Bridget Stone:** From my memory in that meeting. It's not my memory. Perfect. There's no video. Because it was the basement. It's a long story, but essentially there are minutes... Is that when something comes out from the town to all department heads.

[01:54:12] **Bridget Stone:** Thank you for teaching.

[01:54:14] **Bridget Stone:** We're just included, but so are trustees.

[01:54:17] **Bridget Stone:** All of... Okay, so this sounds like a great topic to discuss, like Ben said, when you guys talk about your flow of things, and... So, I would entertain... Do you have another question?

13. Motion: Budget & Staffing Action Items [01:54:29]

[01:54:29] **Bridget Stone:** Do we have to make a motion, though, to have providers? Yes. Yes, we haven't done that, right? Correct. Sorry.

[01:54:38] **Natasha Halverson:** It was in the chat, if you don't mind.

[01:54:42] **Bridget Stone:** I think you were... if you were debating closing for full weeks at a time, certain days, or hours weekly, can you poll the community? Oh, oh, well, let's do that. That's a neat idea.

[01:54:51] **Bridget Stone:** Yeah.

[01:54:54] **Bridget Stone:** Yeah, and to... Alright, I would entertain a motion if we could maybe...

- [01:55:02] **Bridget Stone:** We get this meeting to close up here with a motion that, is anybody comfortable making what we've talked about? Bridget, can you, hit the new button? Yes, sorry, thank you.
- [01:55:14] **Bridget Stone:** Thank you. You're very welcome.
- [01:55:23] **Bridget Stone:** I have it in front of me now. 18... I'm 18. 18 and a half hours.
- [01:55:30] **Bridget Stone:** give Bridget...
- [01:55:31] **Bridget Stone:** permission to hire an 18 and a half hours a week new person to help at the library. What's the rate? I don't know. \$18 an hour. Thank you.
- [01:55:45] **Bridget Stone:** Excellent. I gather, I would entertain a second. I'll second that. I have a first and a second. Any further discussion?
- [01:55:54] **Bridget Stone:** Hearing none, all those in favor vote aye. Aye. All those opposed, nay.
- [01:55:59] **Bridget Stone:** Abstain. Motion passes. And I'm sorry, you said you abstain? No, no, I... sorry, I was... Oh, oh, giving an opportunity to abstain, so sorry. But you were favorable.
- [01:56:09] **Bridget Stone:** Does the chair vote in this board? Like, he... like, the school board, he tends to keep quiet unless he has to break a tie, so... your voice is certainly heard in the... Yeah, well, I will vote aye for that, so... And then... and then we have our marching orders for the 15th, where we're gonna...
- [01:56:30] **Bridget Stone:** lock these doors, and not to merge the call. It's done. Yeah. But are we polling... okay, so now something else came in. Are we polling the...
- [01:56:43] **Bridget Stone:** What mechanism do you want to go about that? I don't even know if we need to. I like the idea, because I like to hear from everyone, but I feel like, given your experience, I feel like we don't need the poll. We have the data. I was gonna say, I can also... we do have more than just, you know, like.
- [01:57:02] **Bridget Stone:** If we have enough time, and again, I can go and look at old data trackers to verify this beyond just the recent history, if that's something we want, but I just need to know, because that's going to take a considerable
- [01:57:15] **Bridget Stone:** amount of time away from daily operations. I am not in favor of you doing that. I think that we have a good sense, and I think that the... I would ask that the board trust our... I agree. I don't think we would get it back in time, either.
- [01:57:30] **Natasha Halverson:** Frankly, the reason I suggested.
- [01:57:33] **Bridget Stone:** Is it...
- [01:57:34] **Natasha Halverson:** polling is because it seemed really clear that Mindy and Bridget's expertise in the best way to reduce hours without impacting the community detrimentally was being
- [01:57:48] **Natasha Halverson:** disregarded, so I figured if you're gonna disregard the experts on the...
- [01:57:56] **Natasha Halverson:** Sorry, I figured if you were gonna disregard the experts on the impact that closing would have, then you might as well ask the community, as opposed to just winging it on your own. But I love that you're going back to that data and trusting Mindy and Bridget on
- [01:58:15] **Natasha Halverson:** The best way to reduce hours without impacting the community in, the most detrimental way.
- [01:58:22] **Bridget Stone:** Perfect.
- [01:58:23] **Bridget Stone:** Thank you, Natasha.
- [01:58:27] **Bridget Stone:** Alright.

14. Motion to Adjourn [01:58:28]

- [01:58:28] **Bridget Stone:** Hopefully no executive session tonight. I would entertain a motion to adjourn.
- [01:58:35] **Bridget Stone:** I'll make that motion, 705s, second.
- [01:58:38] **Bridget Stone:** Alright, all those in favor? Aye. All those opposed?
- [01:58:42] **Bridget Stone:** staying. Alright, motion adjourn has been accepted. This meeting is adjourned.

We will meet again on April 15th at 5 o'clock. I was gonna say, so... You guys can let me know who sets those meeting times, and can whomever that is communicate that with me going forward as well, because...