

# Georgia Public Library

Board of Trustees

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## Reorganization Meeting Transcript

Meeting Duration: Approx. 1 hour 47 minutes

Participants: Bridget Stone (Library Director), Ben Chiappinelli, Terry, Sarah Savich, Kollene Caspers, Heather, Doug (Town Hall)

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*This document contains an index of topics followed by the full verbatim transcript in WEBVTT format.*

## Index of Topics

TIMESTAMP	TOPIC / AGENDA ITEM
<b>0:00</b>	Meeting Opens
<b>0:34</b>	Trustee Introductions Begin
0:51	Bridget Stone (Library Director)
1:22	Ben Chiappinelli (First-year trustee, former school board)
2:24	Terry (Accountant, retired; prospective Treasurer)
3:10	Sarah Savich
7:01	Kollene Caspers (Attorney, 2-year trustee)
13:33	Heather (Community member, Planning Commission)
<b>16:28</b>	Open Floor / End of Introductions
<b>16:36</b>	Item 1 – Election of Officers (Nominations)
17:23	Chair: Ben Chiappinelli elected
18:02	Vice Chair: Sarah Savich nominated & elected
18:27	Treasurer: Terry nominated & elected
18:59	Secretary: Kollene Caspers nominated & elected
<b>19:49</b>	Item 2 – Agenda Review & Additions
20:10	Budget decision timing discussion
20:18	Executive session for personnel added
22:55	Discussion: Special vs. regular meeting procedures
27:15	Public comment added to agenda
30:38	Roberts Rules / action vs. discussion distinction
31:33	Doug (Town Hall) requests safety discussion moved up
<b>33:37</b>	Public Comment – None recorded
<b>33:45</b>	Item 10 (moved up) – Safety Discussion
33:45	Video surveillance overview (Doug from Town Hall)
38:00	Building security & access policies
48:08	Safety discussion closes; no action taken
<b>57:18</b>	Item 6 – Roles & Responsibilities Chart
57:18	Trustees vs. director responsibilities
59:30	Friends of the Library relationship
<b>1:2:10</b>	Item 7 – Handouts & Policies Review
1:2:10	Social media policy; personnel policy; ethics & conflict-of-interest
1:7:00	Personnel policy – town vs. library jurisdiction

1:9:12 Item 7 discussion deferred to next meeting

**1:9:27** Item 8 – GLP 2026 Budget

1:9:27 Budget timeline & town appropriation (\$161,000)

1:13:07 Level-funded budget constraints

1:14:17 Potential hour reductions

1:16:07 Cost-cutting discussion

1:20:01 Volunteer program & budget offset

**1:22:35** Item 9 – Staffing Discussion

1:22:35 Policy: library closes if fewer than 2 staff

1:23:19 Options: volunteers, reduced hours

**1:24:35** Item 11 – Library Policies: Patron Code of Conduct

1:24:35 Lost & damaged materials policy

1:28:00 Specific patron behavior case discussion

1:34:00 Restorative practices for damages

1:39:00 Book donation policy

**1:43:30** Item 12 – Next Meeting Planning

1:43:30 Third Wednesday schedule confirmed; July recess

**1:45:30** Item 13 – Executive Session (Personnel)

1:46:36 Motion to enter executive session approved

**1:46:54** Meeting End / Transition to Executive Session

*Note: Timestamps refer to the original audio recording. Transcript speakers are all labeled as "Bridget Stone" in the source WEBVTT file due to auto-transcription; multiple participants are identifiable from context.*

## Full Transcript

Source format: WEBVTT auto-generated transcript. All speech attributed to "Bridget Stone" reflects the transcription service's single-speaker labeling; multiple board members and attendees are present throughout.

0:05	<b>Bridget Stone:</b> 04...
0:07	<b>Bridget Stone:</b> Give me just a minute here.
0:18	<b>Bridget Stone:</b> There it is. Um...
0:21	<b>Bridget Stone:</b> Alright, so, um...
0:25	<b>Bridget Stone:</b> So, once the trustee chair is elected, then that person will run the meeting and call for nominations of the rest of the slate of folks.
0:34	<b>Bridget Stone:</b> So, uh, I wrote up some topics for the introductions.
0:40	<b>Bridget Stone:</b> Um, does somebody want to start? Does everybody have a copy of the agenda so you can see what the questions...
0:48	<b>Bridget Stone:</b> Thank you.
0:51	<b>Bridget Stone:</b> I can start. Um, so I'm Bridget Stone. I am the library director.
0:57	<b>Bridget Stone:</b> Um, these questions don't really pertain to me. Um, I recently moved to Swanton about a year ago from Underhill, where I'd lived for.
1:06	<b>Bridget Stone:</b> many years, many generations. Um, so, yeah, I'm really happy to be here. This is my 10th year at the library.
1:13	<b>Bridget Stone:</b> I love it, I love the community, I love my job, um, I'm really grateful to be able to do work that I love.
1:22	<b>Bridget Stone:</b> Uh, my name's Ben Ciponelli, this is my first, uh, year serving on the trustee board, um...
1:30	<b>Bridget Stone:</b> Previous to this, I've served for a little over a decade on the school board here in town.
1:37	<b>Bridget Stone:</b> Um, I would say that, um, you know, as far as how I currently engage with the library, I'd say it's pretty peripheral. I did more here when my...
1:45	<b>Bridget Stone:</b> When my kids were younger and in town, um, but what I really... the reason I'm really interested in being a part of this board is because.
1:53	<b>Bridget Stone:</b> This town really has very few public resources, and this is one of the few that we have, and it was a good way for me to continue to stay involved.
2:02	<b>Bridget Stone:</b> So...
2:04	<b>Bridget Stone:</b> Yeah, that sums it up. Are your children still in... My children are both in college at this point, so, um, and I don't know what next year brings for my son or my daughter, so we'll find out.
2:16	<b>Bridget Stone:</b> I thought you had younger children for some reason. Nope, they're both, uh, yeah, no, I've got pretty much adult kids at this point, so...
2:24	<b>Bridget Stone:</b> Yeah. Uh, I'm Terry, um...
2:28	<b>Bridget Stone:</b> what do I... perspective and experience? I have 40 years, um, experience as an accountant, even though I am retired.
2:35	<b>Bridget Stone:</b> Uh, pretty good organizational skills. I...
2:39	<b>Bridget Stone:</b> I currently use the book to, uh, the library to borrow books.
2:45	<b>Bridget Stone:</b> That's about it, and...
2:47	<b>Bridget Stone:</b> uh, advocating for the library's well-being as a trustee, I want to make sure everyone feels safe and included here, and I.
2:53	<b>Bridget Stone:</b> would ask if I am treasurer again, uh, would like to procure more funding from the town.

3:03 **Bridget Stone:** Do you have any conflicts of interest? No.

3:10 **Bridget Stone:** My name is Sarah Savic. Um... how do I use the word?

3:15 **Bridget Stone:** Answer that one first.

3:17 **Bridget Stone:** I use it a lot. Um, I made it a personal goal to not buy any more books.

3:25 **Bridget Stone:** And I can only read books if I get them from the library, or I already have them.

3:30 **Bridget Stone:** It's hard. I'm not purchasing, spending any money on books. Gotcha. If they come to me free, um...

3:39 **Bridget Stone:** So, um, I have... that was my goal last year. Um, I wasn't always good about it last year, but I'm, like, on a good stretch. My kids come here a lot, um...

3:50 **Bridget Stone:** More now than when they were little, because when they were little, programming for little kids was during work week, and I couldn't make it.

3:55 **Bridget Stone:** Um, but my kids have library parts, and they are no longer on my living hold list. Thank you.

4:05 **Bridget Stone:** Um, and I, um...

4:09 **Bridget Stone:** Have tried to do the craft things, um...

4:12 **Bridget Stone:** I held a beating session once, um... yeah, I love this place. Um...

4:20 **Bridget Stone:** So that's how I use it. And then, what perspectives. So I... my career...

4:26 **Bridget Stone:** Has been in...

4:29 **Bridget Stone:** Um, the government...

4:33 **Bridget Stone:** For... pretty much...

4:36 **Bridget Stone:** Switch the whole...

4:38 **Bridget Stone:** Um, when I was in college, I was going to make a library for the student interns at the, at the thing, and I just remember this recently because.

4:48 **Bridget Stone:** I found an old resume, and I was... and I had put that on an old resume.

4:57 **Bridget Stone:** So that's where I started off, and then, um, I was in the Peace Corps for 2 years.

5:02 **Bridget Stone:** And that's... that's government. Um, very different, but I was in the Peace Corps, and then I went into, uh, the federal government. Um, that's what brought me to Vermont, and then the federal government, I was an officer. I also, um, did.

5:16 **Bridget Stone:** quality, I did policy, and then most recently, I had... was in an office for civil rights and civil liberties, um...

5:24 **Bridget Stone:** So that's my government experience. Um...

5:28 **Bridget Stone:** Lots of tense situations, um, lots of research.

5:34 **Bridget Stone:** Um, and then the quality control was all about looking at the big picture, um, and the small stuff.

5:40 **Bridget Stone:** And talking to people, um, which I really, really enjoyed that. So, I'll bring that all here, I hope. We'll see. Um...

5:51 **Bridget Stone:** I am involved with the Georgia...

5:57 **Bridget Stone:** GCE. GCE. Huh? Oh, oh, oh. Georgia Community Events.

6:02 **Bridget Stone:** Oh, okay. Committee.

6:05 **Bridget Stone:** Um, took a little hiatus, I don't know if that's conflict.

6:10 **Bridget Stone:** Um, so...

6:12 **Bridget Stone:** I took a little hiatus, but then... probably... I don't know. See, I don't know if you're still involved. No, there's, um... oh, no, actually, I just stepped off, so you're stepping on, so we're just switching places. Oh, we are, okay, great. But, you know, since it was an issue, and I know that, um, when you... actually, when you provided all of the.

- 6:30 **Bridget Stone:** Um, past minutes, it reminded me that the ethics policy wasn't there, which is why I included it in the packet. Oh, thank you. And in examinations from the ethics, there's no conflicts for anyone on this board. Okay.
- 6:42 **Bridget Stone:** I think that on the VLCT website, it's a little ambiguous about whether there might be conflicts.
- 6:49 **Bridget Stone:** Hmm.
- 6:52 **Bridget Stone:** Okay, so TBD, right? Okay. Um, yeah, okay, cool.
- 7:01 **Bridget Stone:** Well, I'm Colleen Haspers. I've been on the board for 2 years now.
- 7:08 **Bridget Stone:** two years into a three-year, or I'm starting my third year. Um...
- 7:13 **Bridget Stone:** Voracious reader, parent of now teenage children who grew up in libraries and storytime and other.
- 7:19 **Bridget Stone:** events. I did move from Ohio in 2021. My background is in child and family law, so I've been a lawyer for 20... 23 years, practicing, not since moving to Vermont, because I didn't want to take another program.
- 7:33 **Bridget Stone:** Uh, so that's, you know, my interests in other avenues, but, um, in my past, you know, practicing law, um, I have a master's degree in children and family law.
- 7:43 **Bridget Stone:** Um, so have a lot of experience in both practicing law and in nonprofit organizations. Um, I want to say, since.
- 7:51 **Bridget Stone:** I was in law school, I've been involved in different non-profits and on boards and things like that.
- 7:58 **Bridget Stone:** Um, I've written legal perspective and experience. I've served on the policies committee here for 2 years, spent countless hours updating policies, bylaws.
- 8:06 **Bridget Stone:** Researching best practices and going out of my way to find resources to best serve the library as a trustee, as evidenced by me emailing you with all of my, hey, you should check out this, and check out this, and check out this, these are great resources.
- 8:20 **Bridget Stone:** Um, and also make sure you join that Vermont Department of Library trustee listserv, because it's a great way to keep informed about current library-related events throughout the state, so...
- 8:29 **Bridget Stone:** Um, how do I currently use the library? What services programs? Both my kids are now teenagers.
- 8:35 **Bridget Stone:** I really wanted to enhance high school programming at the library. I think, you know, coming in 2 years ago, it was a big, um...
- 8:42 **Bridget Stone:** You know, when the 8th graders graduate, they all go to different schools, and it's really tough for them to have any time to come together, and aside from.
- 8:53 **Bridget Stone:** some sporting events if you have younger siblings at gems, or Fall Fest is always a big one. There's no...
- 9:00 **Bridget Stone:** no place, no avenue, no programming that can bring all of those high school students together in the Georgia community besides the library, um, especially when it comes to...
- 9:11 **Bridget Stone:** You know, good non-denominational fun. Um, so I really hope that we can, we can get some more... I know I've been on this mission for 2 years now, and we're doing some great things with our teen space.
- 9:24 **Bridget Stone:** To get that advertised and out into the community, um, because I would really love for this to be a high school hub, so to speak, especially since the buses.
- 9:32 **Bridget Stone:** some... one of the buses drops off here. I know a bunch go to the school, too. Um, but as our town grows, and as...
- 9:39 **Bridget Stone:** The village core grows, uh, you know, that...
- 9:43 **Bridget Stone:** Hopefully, this will be the place to go.
- 9:48 **Bridget Stone:** How to advocate for the library's well-being. I have 2 years experience as a trustee advocating for the library, what I believe to be in the best interest of the library. Um, I know through.

- 10:00 **Bridget Stone:** Meeting minutes of the past two years, if you look at any of the votes, I'm always on board with voting for any books, any programming, any materials, anything that we can do to enhance the library.
- 10:12 **Bridget Stone:** Um...
- 10:15 **Bridget Stone:** Oh, at the same time, me being a lawyer, I know it's always, uh, I won't compromise those values of ethics or disregard policies or laws.
- 10:25 **Bridget Stone:** Thus, when the board is requesting a vote on something that goes contrary to policy or law, um, is typically when I will, uh.
- 10:35 **Bridget Stone:** I'll vote negative to that. Um, one example of which is, I know, uh, when we first enacted the background checks, we had a volunteer who was interested in doing something at the library, and there was a vote to allow her to begin without the background check, and I said, nope, sorry, can't do it, it's part of our policy.
- 10:52 **Bridget Stone:** Um, so I'll always vote for books, programming, etc.
- 10:57 **Bridget Stone:** And I think, uh, one thing, and it comes to what Terry said too, is.
- 11:02 **Bridget Stone:** Um, working to get...
- 11:05 **Bridget Stone:** more money for our library, because I think right now, running the library on \$20,000.
- 11:13 **Bridget Stone:** Um, of operating expenses? I mean, that...
- 11:17 **Bridget Stone:** That's really...
- 11:19 **Bridget Stone:** Mm.
- 11:21 **Bridget Stone:** Not what we... we should be advocating for more programming, more books, more...
- 11:27 **Bridget Stone:** Availability here at the library for taxpayers in this... in the...
- 11:32 **Bridget Stone:** Town of Georgia. Um, our taxes are...
- 11:34 **Bridget Stone:** So high as evidenced by the school budget failing, um, the town budget squeaking by, um.
- 11:41 **Bridget Stone:** So I'm excited to learn more and invest more in grants, sorry, and in other avenues of how we can bolster that.
- 11:51 **Bridget Stone:** Um, uh, conflicts of interest. I know I did go through, um, our.
- 11:58 **Bridget Stone:** town policy, um, which actually our town ethics policy and conflict of interest is a model VLCT policy, so I guess it's open to interpretation.
- 12:08 **Bridget Stone:** At the same time, I know, um, I serve as part-time zoning clerk and select board clerk at the town and town health officer. Um, I'm not on the GCE anymore, and I do.
- 12:21 **Bridget Stone:** PTO work and things like that.
- 12:24 **Bridget Stone:** Um, but I would say when it comes... instead of thinking of it as a conflict of interest, thinking of it as I'm at all of the select board meetings, and I'm there getting information, I'm there sharing information on the library, and I'm able to bring that back to.
- 12:38 **Bridget Stone:** tie in what the town does what the library does together. Um, also, I know with such a small community, small town, it's...
- 12:47 **Bridget Stone:** you see the same people all the time, you know, Ben being on the school board, you're on the library board. I know Terry spent time on the DEI committee before coming here, GCE, I know you're very involved with the school board, not on the school board, but, you know, attending the meetings and being an advocate.
- 13:02 **Bridget Stone:** Heather on the Planning Commission, so...
- 13:06 **Bridget Stone:** I think, um, when it comes to finding people who want to get involved, you're going to find a lot of the same people. So, um, I see it as an invest... an investment into our community that, um.
- 13:18 **Bridget Stone:** If enthusiasm and experience can do anything to help the library, you're welcome to be on board.
- 13:27 **Bridget Stone:** Hold on. I am sorry.
- 13:33 **Bridget Stone:** I've lived in Georgia pretty much all my adult life. I got married when I was 20 years old to my husband, and we've lived here all our lives. We've raised 4 children.

13:44 **Bridget Stone:** Um, I was more active with the library as I... my children were younger.

13:51 **Bridget Stone:** Um, we were here all the time. I was on the PTO, I was the treasurer of the PTO.

13:57 **Bridget Stone:** And we did a lot of community stuff here. Um, I would like to bring back, and I know it happened back when... 20-plus years ago.

14:06 **Bridget Stone:** Um, we would send out a month... monthly newsletter to all the parents at school what was going on with the PTO and the library. Like, we... we did, like, Success by Six. I know there was packets that we handed out to new people moving into town that came from the library, but also the PTO kind of funded it a little bit, um, to introduce.

14:25 **Bridget Stone:** what was happening in town, what you could do. Um, I'd like to bring that to the table, because I'm...

14:32 **Bridget Stone:** I can't say I'm semi-retired, I still work a full-time job, but I don't have my children at home.

14:38 **Bridget Stone:** So, I have nighttime. I have time to do that kind of stuff. I love crafting, I love sewing.

14:45 **Bridget Stone:** Um...

14:47 **Bridget Stone:** I think that if we start seeing what else we can do.

14:54 **Bridget Stone:** follow, um, I don't know if we can do...

14:57 **Bridget Stone:** fundraisers, I don't know if it all has to be grants, if it all has to be subsidized by the town, or can we actually run.

15:05 **Bridget Stone:** one huge fundraiser once a year, like, do something cool and different. The friends probably would have to...

15:11 **Bridget Stone:** Right, yeah. Right, I don't know how all that works, but I'm just saying that's an avenue that we can do. Um, I have an accounting degree, even though I.

15:27 **Bridget Stone:** I was the bookkeeper for two houses down for me. When that was open, I was their bookkeeper. Um, I worked, um...

15:38 **Bridget Stone:** A couple other places, just a little bit of, um... oh my gosh.

15:43 **Bridget Stone:** I can't remember the name of it, it's the big farming thing in St. Albans. I worked there, did taxes.

15:48 **Bridget Stone:** Um, but now I just raise everybody else's babies, and I've been doing it for 30 plus years.

15:56 **Bridget Stone:** Um, so that's basically me. Um, I don't think I'll have a conflict with the Planning Commission.

16:02 **Bridget Stone:** Um... I have it in with a select board.

16:07 **Bridget Stone:** So, I think that could help.

16:10 **Bridget Stone:** No, sorry.

16:14 **Bridget Stone:** Colleen, are you also the, um, assistant town administrator? No. Oh, okay.

16:21 **Bridget Stone:** Alright. Um, all right, anything to add? Any other...

16:28 **Bridget Stone:** Thoughts about, uh, who you are, introductions, something you missed that you really would like to say now?

16:36 **Bridget Stone:** All right, seeing none, I think we should move into a call for nominations for the library trustee chair.

16:44 **Bridget Stone:** Um, are there nominations?

16:46 **Bridget Stone:** I would like to nominate Ben as the chair. Well, I would second that. Thank you.

16:54 **Bridget Stone:** You did well, baby.

16:58 **Bridget Stone:** No, um...

17:03 **Bridget Stone:** It would be...

17:09 **Bridget Stone:** Happy to accept the nomination. But, you know, I would be willing to...

17:15 **Bridget Stone:** Um, entertain the nomination. Terrific. So, the next step would be to...

17:23 **Bridget Stone:** vote. Uh, so all those in favor of Ben as Trustee Chair, please say aye. Aye.

17:30 **Bridget Stone:** Anybody opposed?

17:32 **Bridget Stone:** The eyes have it. Woohoo! I didn't want her to be turning on.

17:39 **Bridget Stone:** Well, I guess the first question, are we considered a big board or a small board in the way that we function? And does that mean anything to anybody when I say that? Because a small board doesn't need, like, seconds to nominations, whereas a large board does need.

17:50 **Bridget Stone:** seconds to nominations, things like that. Seconds. So we function as a big board lately, as far as we know. Alright.

17:58 **Bridget Stone:** Um... alright, so we've got a...

18:02 **Bridget Stone:** Chair, we're going to look next for nominations for a vice chair.

18:07 **Bridget Stone:** Yes, I'd like to nominate Sarah.

18:11 **Bridget Stone:** I can't think of information.

18:14 **Bridget Stone:** Any further nominations?

18:18 **Bridget Stone:** Uh, hearing no further nominations, um, all those in favor of Sarah for Vice Chair, say aye. Aye. All those opposed, say nay.

18:27 **Bridget Stone:** Uh, hearing no nays, congratulations, you are Vice Chair, Sarah?

18:31 **Bridget Stone:** Alright, moving on, we'll take nominations for Treasure.

18:37 **Bridget Stone:** I'll nominate Terry. Excellent. Thank you. Any further nominations?

18:43 **Bridget Stone:** Hearing no further nominations, all those in favor of Terry as treasurer say aye.

18:48 **Bridget Stone:** All those opposed, say nay.

18:53 **Bridget Stone:** Those abstainees? Excellent. I should probably call for abstains as well.

18:59 **Bridget Stone:** Hearing no nays or no abstains, uh, congratulations, Terry. Treasurer. Uh, we have one more position. I'm looking for nominations for the secretary for her.

19:09 **Bridget Stone:** Yes.

19:11 **Bridget Stone:** Second time.

19:13 **Bridget Stone:** All right, any further nominations? Hearing none, we'll open it up for voting. All those in favor of Colleen being second.

19:20 **Bridget Stone:** Secretary say aye. Those opposed say nay. Any abstains?

19:25 **Bridget Stone:** Hearing none, congratulations, Dair Secretary.

19:30 **Bridget Stone:** Lots of words. Oh, I know. And you're the member at large, yeah.

19:37 **Bridget Stone:** But just, you know, sit back and fit in before you stand out, but when it's a small board, you have to really jump in.

19:49 **Bridget Stone:** Uh, excellent. So, moving forward, do we have any additions, deletions, changes to our agenda for today?

19:58 **Bridget Stone:** I've got... well...

20:02 **Bridget Stone:** I'm of two minds that I don't know if it can wait until our regular meeting, but I feel if we are going to be.

20:10 **Bridget Stone:** and if this could be a board decision, if we plan on moving forward with a budget decision tonight.

20:18 **Bridget Stone:** And we should go into executive session for personnel.

20:24 **Bridget Stone:** Okay.

20:26 **Bridget Stone:** Alright.

20:28 **Bridget Stone:** Can we go on the budget, though, today? I mean...

20:35 **Bridget Stone:** Well, I think there's so many ifs and questions, and even when it comes to.

- 20:41 **Bridget Stone:** You know, some of the line items here, we don't...
- 20:45 **Bridget Stone:** Based on what conversations we have tonight, we'll have to fill in if there's... if that's going to affect our budget.
- 20:51 **Bridget Stone:** So that's why I was like, I don't know if we can get to the budget today without knowing all of the other pieces, parts, so that we can add it to the budget so that we know what we're working on for the rest of the year. And we're okay with doing it because it's a special meeting. My huge concern.
- 21:05 **Bridget Stone:** Everything that I'm seeing. We follow Robert's rules, right? That's... I think so.
- 21:10 **Bridget Stone:** that when you call a special meeting, it is for... I know you can do the reorganization, but...
- 21:16 **Bridget Stone:** It's supposed to be 4 things that cannot wait till the next meeting.
- 21:21 **Bridget Stone:** That's what my understanding of a special meeting is, and I just don't want to do something wrong being my first meeting.
- 21:30 **Bridget Stone:** That we get caught doing stuff we shouldn't be doing.
- 21:34 **Bridget Stone:** I don't know, you're on more boards than I am. No, you're right, um, and I wasn't expecting to have to be faced with this immediate decision, but let's see, it looks like we've got a cheat sheet here.
- 21:44 **Bridget Stone:** No, no. Don't like Colleen, would that help? It's that moment.
- 21:50 **Bridget Stone:** Oh, their prescription, I'm not sure they've worked.
- 21:55 **Bridget Stone:** I mean, I researched it, and it just says that it's supposed to be...
- 22:02 **Bridget Stone:** See this.
- 22:04 **Bridget Stone:** I mean, you've done...
- 22:08 **Bridget Stone:** For urgent, important business that cannot wait till the next regular meeting, they are used for specific time-sensitive matters that require exclusive focus, such as emergencies, crucial votes, and issues defined in the organization bylaws.
- 22:22 **Bridget Stone:** So I don't... I don't know. I... and I'm not trying to be negative about getting anything done tonight.
- 22:30 **Bridget Stone:** I just don't want... because we just set it up on Friday.
- 22:34 **Bridget Stone:** As a special meeting. As a special meeting, right. And I think it's certainly, um, we can definitely have all of the conversations tonight, and then vote on the meeting on the 18th. I don't know when it comes to anything regarding.
- 22:47 **Bridget Stone:** finances that need to be approved before the next select board meeting, if this... I would just say that I...
- 22:54 **Bridget Stone:** you know, I haven't given anybody, um, an accounting for January and February, and so that's what I would...
- 23:02 **Bridget Stone:** But now you can, right? No, I can't, because we haven't approved that budget.
- 23:07 **Bridget Stone:** Okay, I see what you're saying.
- 23:10 **Bridget Stone:** So I guess a question I would have is, like, you know, coming from the school board, which is a world where the budget has been set.
- 23:16 **Bridget Stone:** And voted on.
- 23:18 **Bridget Stone:** by the time you're getting your new members in, how is this... how's the library different? Um, we've been... we were level funded from last year. Right.
- 23:26 **Bridget Stone:** However, we decide how that money's going to be spent over the operating expenses and sell.
- 23:33 **Bridget Stone:** Salaries and such. So that hasn't been decided yet. Alright.
- 23:37 **Bridget Stone:** Awesome. So you proposed for a dollar amount, but you didn't even explain how that dollar amount was broken out, to some extent?
- 23:47 **Bridget Stone:** Sure. Um, if you look at the budget that was passed, there is line item by line item for the library's budget. Right, that's what I had seen.

23:58 **Bridget Stone:** Yeah, so it's not just a blank statement of... Right, but that's not approved, that's a proposed.

24:05 **Bridget Stone:** All right. So, I guess I'm back to my question of a mystery of, I saw a line item budget, but now I'm hearing that we have to decide on what the budget... So, I think that the, um, intention, Ben, is.

24:20 **Bridget Stone:** the previous board should not be hamstringing the current board, right? So this is the board that needs to live within that budget and make it work for the year.

24:31 **Bridget Stone:** And so, historically, the library has.

24:35 **Bridget Stone:** put something forth for the taxpayers, and um... and it's our best guess at what it will be, and then once the new board comes in, they actually approve.

24:46 **Bridget Stone:** The lines within that budget.

24:49 **Bridget Stone:** Bye.

24:53 **Bridget Stone:** So we can change that, is what we're getting at.

24:56 **Bridget Stone:** I was like...

24:59 **Bridget Stone:** Well, and I think the library is a very unique situation, because we will have, um, additional donations, you know, when it comes to... I'm just using Georgia Morgan as an example, when they fundraised for us, when it comes to grants, so we have some of these extra funds that weren't initially.

25:16 **Bridget Stone:** proposed in the budget, but again, aren't something that we can rely on year after year, um, so it gives.

25:24 **Bridget Stone:** Our board availability just to allocate those, um, depending on, you know, what it is.

25:30 **Bridget Stone:** I think having...

25:33 **Bridget Stone:** a budget set kind of gives us guidelines, parameters to work within that. And this year, we have not only what the town gave us, but we have.

25:41 **Bridget Stone:** Impact fees we have what I am appro...

25:45 **Bridget Stone:** will be, um, salaries and indirect from the United Way grant. We have courier grant, we have a Summer Reading grant, but that all adds up, you know, adds to that amount given to us.

25:58 **Bridget Stone:** By the town, so then, you know, you do have to use it in the bedside lines.

26:05 **Bridget Stone:** It is labeled draft budget.

26:09 **Bridget Stone:** Meeting.

26:11 **Bridget Stone:** Mine is, right? The document itself that you sent out is labeled draft. Right. I was looking at the town.

26:19 **Bridget Stone:** Yeah, yeah, I'm there, too, yeah.

26:21 **Bridget Stone:** Yeah, yours is... yeah, yeah. Is it not? I'm guessing it's not just drafted. No, because I know that...

26:26 **Bridget Stone:** File names count. File name conventions count.

26:32 **Bridget Stone:** And I... just to return to what you were saying, Terry, do you actually need a decision of any sort today, or are you just hoping to have... as long as you are all.

26:40 **Bridget Stone:** okay with not seeing our financials until our April meeting.

26:44 **Bridget Stone:** Because we'll vote, if we vote next week, on a budget.

26:49 **Bridget Stone:** we're not going to meet again until April, and that's when I would... and so then you would have January, February, March.

26:54 **Bridget Stone:** Well, we can always call for that. That's part of what we were going to do tonight at Reorganization is figure out what our schedule is for the next meeting. Sure.

27:02 **Bridget Stone:** Sure. So it doesn't have to be April, we can use earlier if you'd like.

27:08 **Bridget Stone:** Usually you meet once a month, is that possible? Yes. Okay, yes.

27:12 **Bridget Stone:** Used to meeting every other week.

27:15 **Bridget Stone:** Um, one addition I might just make on this agenda really quickly after this line item is public comment.

27:21 **Bridget Stone:** Paul was trying to PIN, so I'd love to give you that opportunity, if that's right with everyone. Yeah.

27:28 **Bridget Stone:** Yeah. No, no, totally understandable. Um...

27:33 **Bridget Stone:** And then, um... and do we usually have, like, an other towards the end of the agenda, just in case there is other business?

27:39 **Bridget Stone:** Um, I know it sometimes can act as a bit of a catch-all.

27:43 **Bridget Stone:** Let me see one minute.

27:45 **Bridget Stone:** Is that something different now? I know, I need to work with Doug on the... Oh, this is not even... this is Brian's, never mind.

28:00 **Bridget Stone:** The town uses a software program called Municode that kind of lets you plug in everything for minutes and things for all of the other boards. The library's on that board, but we've always kind of done our own thing.

28:15 **Bridget Stone:** Um, so it's kind of pre... it auto-populates a lot of... so if you go to that HTML, it'll have, like, some different things on the agenda, but this was always the agenda that I uploaded backwards.

28:28 **Bridget Stone:** We'll work with you on fixing that.

28:30 **Bridget Stone:** Alright.

28:34 **Bridget Stone:** These are web. Yeah.

28:37 **Bridget Stone:** I mean, I don't know that there's any other actual action items that I see on this agenda, so I'm hoping maybe we can just enjoy some good discovery.

28:47 **Bridget Stone:** Today, and then save our action item, decide something today. I think that work for everyone? Yes.

28:54 **Bridget Stone:** There are a couple of, um...

28:58 **Bridget Stone:** situations that I need some guidance on, which I'm quite confident that I know the direction to go, but I just wanted to.

29:08 **Bridget Stone:** Have your input.

29:10 **Bridget Stone:** Before moving forward on them, and they're kind of time-sensitive, so... those are... Yes, so those are, uh, number 11.

29:21 **Bridget Stone:** But plan the next meeting?

29:24 **Bridget Stone:** Discuss above policies alongside recent situations.

29:31 **Bridget Stone:** Yeah, I... well, there's two things I like. One is it says recent situations, which suggests a certain timeliness above and beyond a normal agenda, so I think that there is some cause to discuss that, and I also see no.

29:45 **Bridget Stone:** Again, actual decision being proposed here at the moment, so... um...

29:52 **Bridget Stone:** Yeah, I would like to maybe get to that, and we'll see how it falls. Is there a call for a decision in there somewhere that's sort of hidden, or...

29:59 **Bridget Stone:** Um, I think...

30:02 **Bridget Stone:** I think that it falls within my purview, and that respectfully, the right thing for me to do is to.

30:11 **Bridget Stone:** discuss it with this board and get their input. I think I value all of your good minds, and um...

30:17 **Bridget Stone:** I think that we get to our best decisions when we have multiple perspectives on things.

30:23 **Bridget Stone:** Um, something that previously I felt like was determined in an agenda for the school board was whether there was going to be discussion versus action on certain agenda items. Is that something that the library has enacted at all? I don't know if that was an actual Roberts Rule thing, I just know it was a...

30:38 **Bridget Stone:** a way that we presented things on our agenda. And I can certainly now, in my position as chair, brush up on some of these... these Robert's Rules and see what those are like. I love that idea. I don't know that.

30:50 **Bridget Stone:** chime in other folks. I don't know that we had a distinction between action and discussion items, but I love that. What we focused on, or the differentiation of the two is if it's policy. Like, we can introduce ideas to change policy, and then vote on them at the next meeting.

31:05 **Bridget Stone:** But, I mean, that's... Do they have to be read a certain amount of times for the library to enact a policy? I believe that, um, you know, introduce at one, any changes made. If the... if the next meeting, there's additional changes, it's moved to the following meeting. So once it's, uh.

31:20 **Bridget Stone:** kind of unanimously approved, or majority approved. Um, it's... that's fun.

31:27 **Bridget Stone:** Can I just say one thing? One specific?

31:33 **Bridget Stone:** We have Doug here from, uh, town hall, and I was just wondering if we could move up in the agenda the safety discussions?

31:42 **Bridget Stone:** Actually, I was going to ask if we might move that to the next meeting, because I feel like this agenda is quite full, and I'm not sure that we're going to be able to.

31:55 **Bridget Stone:** fully have that conversation within a reasonable time frame this evening, but I, like, if.

32:02 **Bridget Stone:** If we want to do it tonight, that's fine.

32:05 **Bridget Stone:** I can just speak on behalf of, um, the select board meeting yesterday, the safety for the library was discussed, and I know that's when Doug had offered to come in to talk with us today, knowing that we were all meeting.

32:17 **Bridget Stone:** And then... report back to...

32:20 **Bridget Stone:** the dashboard. I wonder if, um, there's a mechanism for communicating that with me, because I had... I'm really happy you're here, Doug. I'm glad you're here, but I didn't know that that was the plan.

32:33 **Bridget Stone:** And it would be really nice...

32:36 **Bridget Stone:** Yeah.

32:40 **Bridget Stone:** Okay.

32:42 **Bridget Stone:** And it's just a discussion, and I was just wondering if you could stay for the whole meeting, but...

32:48 **Bridget Stone:** I don't know if Doug wants to stay here for the full view, um, so that was just being a polite.

32:55 **Bridget Stone:** I mean, personally, I don't have any issue moving that up in the agenda to discuss if I'm... If it gets to be a long-winded thing, maybe you can hesitate one.

33:03 **Bridget Stone:** I don't mean you guys will be long into this. You know, another thing... Another thing we could look into, too, is allotting, you know, like I've seen, again, is that we'll allot time periods to some of these discussions. That might be something that we look into, so we don't get too...

33:22 **Bridget Stone:** you know, it just gives me also some power as the chair to say, you know, we had 10 minutes allotted for this, we hit our 10 minutes, let's move on to either enacting or not. So, these are some things I might look into adding to our agenda, and maybe just check into the, sort of, the.

33:37 **Bridget Stone:** formality versus not of that. Um, just to get out of the way, any public comment? I figure I would open that up.

33:45 **Bridget Stone:** Seeing none, we're gonna move up item 10, safety discussion.

33:50 **Bridget Stone:** Well, if you would.

33:54 **Bridget Stone:** you're gonna find a lot of differences between school board agendas and town agendas. Sure. I came from the same board. Yeah.

34:01 **Bridget Stone:** So, uh, the reason I'm here is we can add a... there's been a lot of back and forth with the same here.

34:09 **Bridget Stone:** Um, there's been a lot of questions where we're, you know, bigger, rather than...

- 34:15 **Bridget Stone:** I'm doing the same emails over and over. I would come to the meeting, explain how things were working.
- 34:21 **Bridget Stone:** and then I'll open it up if you have any questions on that. So, um...
- 34:27 **Bridget Stone:** It's been brought to us about... so, the town has... we have cameras outside this building, we have cameras inside and outside all the other buildings.
- 34:35 **Bridget Stone:** Um, that are... they're not monitored. Um, the town ones are monitored. I have a monitor on my desk, and towns have a monitor, but they are reporting.
- 34:44 **Bridget Stone:** And if there's an issue, then we can go back and look at the recordings and figure this out, which has been used.
- 34:51 **Bridget Stone:** quite a few times. Um, the library and the town offices also have panic buttons.
- 34:58 **Bridget Stone:** So the panic buttons, there's two here, there's several over at the library, or at the, uh, town office. Um, those are used in case of kind of an emergency where.
- 35:08 **Bridget Stone:** You can't have... you don't have access to a phone, or you're trying to be kind of... you can just hit it.
- 35:15 **Bridget Stone:** Um, that is 24-7 monitored, so when you push that, they're gonna call 911 and put a panic button. There was a panic button alarm that went off.
- 35:25 **Bridget Stone:** At that location.
- 35:27 **Bridget Stone:** The issue that we have in Georgia right now is police coverage.
- 35:32 **Bridget Stone:** So, we have a contract with the Sheriff's Department of.
- 35:37 **Bridget Stone:** the state police. State police would probably be the first to call from a 911 standpoint. The sheriffs only come here when they are on duty in town.
- 35:46 **Bridget Stone:** Um, but we're very limited on policing options, so if all the state police are up in the third, they're gonna come right away.
- 35:54 **Bridget Stone:** Just one of those issues that we have. Um...
- 35:57 **Bridget Stone:** So, those are monitored. We've had a question about testing, so...
- 36:03 **Bridget Stone:** They are monitored 24-7, so if they throw an alert, or they have an issue.
- 36:08 **Bridget Stone:** I get a call from the monitoring company saying, there's an issue here, we need to check it out, we go check it out.
- 36:15 **Bridget Stone:** Um, and now we're on a program with Philo, who is our security system company, that are just gonna come through once a year.
- 36:23 **Bridget Stone:** They'll do a full test on everything, and change batteries and everything. Even though they're a two-year battery, we're gonna do it yearly, just so there's no issues there.
- 36:30 **Bridget Stone:** Um, the second one is a lockdown button, so both this office and the town office both had a lockdown button.
- 36:37 **Bridget Stone:** Uh, what that does is overrides the automatic doors, so that if you hit that button, the door locks if there's something going on outside.
- 36:45 **Bridget Stone:** You saw something coming in. They do have a monitor out here that monitors all of the outside cameras. They can see it right in the desk.
- 36:51 **Bridget Stone:** They can hit the lockdown button, which immediately locks it over some.
- 36:57 **Bridget Stone:** Um, if that doesn't call anybody.
- 37:03 **Bridget Stone:** Um, all our doors have keycard entry systems, so those are all, as well monitored, so we know who's telling the buildings, and all of that gets blocked.
- 37:14 **Bridget Stone:** Um... there was, while I was here that day, um...
- 37:19 **Bridget Stone:** There was a concern that was brought forward to me from one of the employees, uh, about a person in the library.

37:26	<b>Bridget Stone:</b> Spending a lot of time, I guess, in here that there was a concern about, um...
37:31	<b>Bridget Stone:</b> I kind of watched it while I was here, um, and I had a concern. That's one of the reasons I went back to the select board, is I think it was a concern.
37:40	<b>Bridget Stone:</b> Um, I mean, I wouldn't want my wife here alone in that situation, so that's where I kind of...
37:46	<b>Bridget Stone:</b> Judge that level from. So, um...
37:50	<b>Bridget Stone:</b> One of the issues that you have, and one of the recommendations I would make is.
37:57	<b>Bridget Stone:</b> They have cameras inside the building. Um, it's something that we have in all our other town buildings. There's no right to privacy in a public building.
38:07	<b>Bridget Stone:</b> Uh, many other libraries have cameras throughout their buildings, um, and so there's no issues there as far as that goes, but...
38:16	<b>Bridget Stone:</b> When we first looked at the installation here, um, we had... there should have been a camera for slip and fall coming in the door, which is a safety security issue for the town.
38:26	<b>Bridget Stone:</b> The town is the ultimate one responsible, so the town building. Town is the one that's gonna...
38:31	<b>Bridget Stone:</b> is on the hook for these things. Um, you know, a camera here, a camera out there, that could also be monitored from their workstations, because you can't see in the...
38:40	<b>Bridget Stone:</b> You know, if Bridget's in her office, which I'm here, you can't see in this room.
38:45	<b>Bridget Stone:</b> Uh, when the person left, um, I went to the back room where our security system is, and the person was way in the back corner over there.
38:54	<b>Bridget Stone:</b> you couldn't see them, depending on the library. So, there's definitely, I think, a security concern here in those situations. This is a warming center. We've had other issues with.
39:04	<b>Bridget Stone:</b> Uh, they would see, uh, drug issues here, both of which have happened over the last year.
39:10	<b>Bridget Stone:</b> Um, I think you're kind of at that point nowadays that without the police coverage we have, that could happen. And if there's a concern here at the library, you could call us.
39:22	<b>Bridget Stone:</b> We could throw one of those up on our monitors at the office and just kind of keep an eye on it throughout the day, so if you saw an issue, we could... we could then also respond to that issue.
39:31	<b>Bridget Stone:</b> Um, but that's, you know, I just want to throw that out there, because it's about models coming into my office. I've received several emails about security, about.
39:41	<b>Bridget Stone:</b> Concerns about security, um, and I wouldn't feel right if I didn't put that out there, because I think that's going to be one of your better security measures, considering our location.
39:52	<b>Bridget Stone:</b> And the kind of service we get out.
39:56	<b>Bridget Stone:</b> And as a select board member, we did... we are recommending that that be done.
40:01	<b>Bridget Stone:</b> That being said, um, even just today, I was, um, visiting the Enosburg Library, and I had spoke to the library up there.
40:10	<b>Bridget Stone:</b> And I asked her what her system was, and they've always had perimeter cameras. Um, but she actually went to their select board recently to install in.
40:19	<b>Bridget Stone:</b> Two inside cameras, because someone came in and stole, they had some raffle or something going on.
40:26	<b>Bridget Stone:</b> And she, um...
40:29	<b>Bridget Stone:</b> relayed to me that it doesn't... the way her cameras are positioned, one is at the front door, one is on this desk where the raffle was, it doesn't interfere with when, um, there's any, uh, you know, people are checking out books.
40:40	<b>Bridget Stone:</b> And for her, she feels that for the safety of the employees.
40:47	<b>Bridget Stone:</b> That's the priority. And so she actually went to the select board and said, could you please install them inside? So...
40:55	<b>Bridget Stone:</b> So, we are recommending it does not use that.

41:01 **Bridget Stone:** We'd like to see it then.

41:03 **Bridget Stone:** You don't have any, like, numbers of what that would cost or anything, or do you have... I actually have... I have a quote out right now to get the numbers. We've done it in the past, I'm just getting everything updated.

41:13 **Bridget Stone:** Uh, we're looking at probably a summer system, like I said, one in here, one aimed at the door, and maybe one out, just kind of covering the main part of the library.

41:22 **Bridget Stone:** Um, so it wouldn't be, you know, we wouldn't have one, like, over the desk or something like that, where...

41:27 **Bridget Stone:** You know, you're just trying to keep an eye on... on things. I think even a 180 camera in there, which just would give us that overall view, probably.

41:35 **Bridget Stone:** It doesn't come from the library's budget. That is correct, that is correct. Thanks, right, that's right.

41:43 **Bridget Stone:** I don't... I don't have a point about that, but it is something that the town is living, suburbs offering institution.

41:54 **Bridget Stone:** Yeah, I'll be...

41:58 **Bridget Stone:** So there's too much there in that.

42:01 **Bridget Stone:** We have... so there's interior, every other bit of time, so it's...

42:06 **Bridget Stone:** No, it's not the right plug.

42:12 **Bridget Stone:** You're in the wrong place.

42:23 **Bridget Stone:** Why those...

42:26 **Bridget Stone:** And it gives someone like Bridget more peace of mind, because she can actually have.

42:31 **Bridget Stone:** It adds a monitor.

42:34 **Bridget Stone:** Why? So... So she can...

42:37 **Bridget Stone:** So that when you don't have the line of sight, you would actually be able to have the line of sight where you feel are appropriate.

42:43 **Bridget Stone:** So, um, Ed, any thoughts? Uh, regarding me having that view on my monitor, I currently do not have a view of the cameras that are external to the building on my monitor in my office, so I can't see that.

43:01 **Bridget Stone:** Um... okay, that would be great. I'm in favor of that. Um...

43:07 **Bridget Stone:** starting at the top of what you were discussing, Doug, um, if the panic button is pushed.

43:15 **Bridget Stone:** then it's monitored 24-7 by the security company. How do we know that they have received.

43:23 **Bridget Stone:** the signal that we need help. Did they call and say, we got the message, we're, like, we referred that to the police?

43:32 **Bridget Stone:** So, basically, that makes me feel like, um, I don't know that... I don't have faith that they got the message and that help is on the way.

43:43 **Bridget Stone:** And I get it that we don't have adequate police coverage in this...

43:48 **Bridget Stone:** Um, but, uh, I would like to know that somebody heard that I need help, you know?

43:55 **Bridget Stone:** But the system is...

44:00 **Bridget Stone:** They're gonna call and say.

44:04 **Bridget Stone:** So, they're constantly getting a signal from that. We got a signal that the battery backups.

44:10 **Bridget Stone:** We've got to send over, but we also have a cell backup, so that after somebody cut the lines, it's still going to go out from cell service.

44:17 **Bridget Stone:** when the cell service dips, I get a phone call saying.

44:20 **Bridget Stone:** We have low cell phone return. Um, so they are monitoring systems all the time for that.

44:26 **Bridget Stone:** But it's like a silent alarm. That's kind of what the button is, so that it doesn't trigger.

- 44:32 **Bridget Stone:** an action to happen, you're pushing that. And as I explained when I was here the other day, the best thing is if you can call 911, I'm still gonna be your office. For sure, yeah. Call 911 and talk to somebody, that's gonna be the best thing. Well... somebody's standing right here. Sure.
- 44:47 **Bridget Stone:** having had some experience with calling 911 a few times, unfortunately, um, it's possible to just call 911 and have your phone on silent, and they're gonna show up. They're gonna hear what's going on, and they will show up, and...
- 45:01 **Bridget Stone:** Um, I have more confidence that I have made the connection with the person who needs to hear, um, if... if that's the case, versus it going somewhere.
- 45:12 **Bridget Stone:** and, you know, say it's 8 o'clock at night, is Philo gonna be monitoring... is it Philo that's gonna be doing it? Is it, like, someone...
- 45:20 **Bridget Stone:** So, I mean, the other thing that, um, that inhibits my confidence in the system is.
- 45:27 **Bridget Stone:** we have the two panic buttons. One of them was flashing red very intermittently, the other one was not flashing red at all. So, my understanding is that that indicates that the battery was wearing down on one of them. Flashing red.
- 45:43 **Bridget Stone:** Yes.
- 45:45 **Bridget Stone:** Okay, and you said that, um, they monitor that and they were on top of it. Well, I'm not sure how long it was before we recognized that that was flashing intermittently, so I hear you that the batteries are supposed to last for two years, and they were replaced after 1 year.
- 46:04 **Bridget Stone:** But again, it doesn't instill confidence in the system in me when that's going on, and I didn't receive communication that, oh, it looks like your battery needs to be changed, we're gonna plan on doing that so-and-so.
- 46:15 **Bridget Stone:** Um, so, I just... I don't have confidence in the system.
- 46:20 **Bridget Stone:** Um, additionally.
- 46:23 **Bridget Stone:** When we have, um, a patron who has mental health concerns, um.
- 46:29 **Bridget Stone:** There being a camera pointing at them and documenting their behavior or documenting them assaulting a staff person doesn't prevent the assault.
- 46:41 **Bridget Stone:** it... it tracks it on camera, and I don't... I am more concerned about preventing the assault, and I think that a response to.
- 46:52 **Bridget Stone:** that situation is better training for staff, better outreach for patrons who are in need of help. I don't know that a camera is going to solve that problem. I think that we have to look at the logic of.
- 47:07 **Bridget Stone:** our response. So, I'm not sure that hitting everything with a camera is really the way to go. Libraries that have indoor cameras have them because there's a need for them. For example, the Brownell Library and Essex Junction.
- 47:21 **Bridget Stone:** Has, um, security cameras in the basement because they had.
- 47:26 **Bridget Stone:** Young people who were peeing in the corner and a camera is going to inhibit a young person from doing that. They also had young people who were assaulting, like there were fist fights in the basement, that's going to inhibit that, but it's not going to inhibit the things that we are seeing in the library right now that are concerning. So before we get too far into the discussion of what the solution is here.
- 47:51 **Bridget Stone:** I want to make sure, like, I understand what the goal of tonight is. Doug, you presented what the current safety.
- 47:58 **Bridget Stone:** Situation is here with a few recommendations.
- 48:01 **Bridget Stone:** Um, is this the kind of thing we should be taking to our next meeting to discuss the next steps in safety, now that we have this information?
- 48:08 **Bridget Stone:** There's no action to do anything tonight. We simply have a safety discussion on here, which I think we've had.

48:14	<b>Bridget Stone:</b> I think my question would be, are there any further questions for Doug about the safety system we currently have, or about potential.
48:21	<b>Bridget Stone:</b> safety additions he's talking about, so that we can appropriately discuss this at our next meeting. Does that sound right to everybody?
48:28	<b>Bridget Stone:</b> I think it's important to add, too, that there is a video surveillance policy on, uh, for Town of Georgia that explains, um, who has access, when they have access, how they have access.
48:40	<b>Bridget Stone:</b> Um, who's able to see it, if something should happen here, how law enforcement has walked through that, um...
48:47	<b>Bridget Stone:</b> it is... is it monitored all the time at the library? You can see it outside of the library, and I think there's a log, too, for anybody who wants to...
48:58	<b>Bridget Stone:</b> Currently, security officers are in order to get to a recording.
49:07	<b>Bridget Stone:</b> by Zoom to see the reporting, which we usually come from management.
49:12	<b>Bridget Stone:</b> First in the select board of law enforcement.
49:16	<b>Bridget Stone:</b> Um, as far as live view cameras, uh, I usually go through and check the cameras at least twice a day, just to make sure everything's operating.
49:25	<b>Bridget Stone:</b> issues, including whatever. Um, Public Works is kind of added to that as well, so that we can also check.
49:32	<b>Bridget Stone:</b> If there's issues outside the building, allowances outside of that as well.
49:38	<b>Bridget Stone:</b> Um, and those are basically just the live views, so they check for live keys.
49:44	<b>Bridget Stone:</b> Um...
49:47	<b>Bridget Stone:</b> So that... it's really everybody that has... there's really no ongoing, that's what it is.
49:54	<b>Bridget Stone:</b> Sitting there with them going. I mean, I have a monitor for the office sitting on my desk that we...
50:00	<b>Bridget Stone:</b> Keep track of what's going on there, but...
50:03	<b>Bridget Stone:</b> It's... but beyond that, it's how we handle that stuff. Um, other than the select board, has anyone else recommended or asked?
50:12	<b>Bridget Stone:</b> 4 cameras?
50:14	<b>Bridget Stone:</b> So when we came through and did our first security installation 3 years ago.
50:19	<b>Bridget Stone:</b> Um, that was the topic, so FIRO, when they came through and did this periodic review.
50:26	<b>Bridget Stone:</b> Yeah, cameras throughout here, cameras outside, cameras in all the living rooms. Um, and then afterwards, you know, save the time.
50:35	<b>Bridget Stone:</b> Yeah, there was a lot of pushback.
50:38	<b>Bridget Stone:</b> In the library, as far as...
50:40	<b>Bridget Stone:</b> cameras. Uh, so there is no cameras put inside. There is a couple cameras put outside only.
50:47	<b>Bridget Stone:</b> Uh, there were some issues, so then we added more cameras outside. Um, we also added more cameras outside that.
50:53	<b>Bridget Stone:</b> Um, in town garage. So, we've been reactionary with that.
50:58	<b>Bridget Stone:</b> We have an incident down at our office, um, that was...
51:03	<b>Bridget Stone:</b> pretty substantial, um, and I couldn't catch that with the camera I have, so down there, I now have a piece of the camera that I rotate.
51:11	<b>Bridget Stone:</b> I zoom in, you know, those experiments that are across the park. So, um...
51:17	<b>Bridget Stone:</b> You know, we've... but once again, we've been reactionary, because everybody kind of wanted to take a slow approach to this.
51:25	<b>Bridget Stone:</b> I guess I would just be cautious about that, because if the event happens and you're not there ready for it, then.

51:32	<b>Bridget Stone:</b> We knew this morning, but I guess is the issue. Like, I'm giving you that recommendation now that you should have cameras.
51:39	<b>Bridget Stone:</b> not taking that step, and something happens as an issue. And just back to what you were saying, Bridget, I think the other side of that point is.
51:46	<b>Bridget Stone:</b> If somebody sees a camera, they're less likely to do something.
51:50	<b>Bridget Stone:</b> than it is to provoke that. In some cases, sure. I mean, if it's someone with a mental health challenge, if they're not in their right mind, you know?
52:04	<b>Bridget Stone:</b> Build out.
52:08	<b>Bridget Stone:</b> And nowadays...
52:11	<b>Bridget Stone:</b> Cameras are not thinking of cameras somewhere. When... when was that Philo?
52:17	<b>Bridget Stone:</b> inspection? Like, where did you get that? No, no, no, no, sorry, not... so you said that to the history of focus parts.
52:27	<b>Bridget Stone:</b> Perfect. Okay.
52:29	<b>Bridget Stone:</b> I know we're gonna probably continue this discussion, but my thought is.
52:34	<b>Bridget Stone:</b> If we have meetings in this room at, like, 8.
52:39	<b>Bridget Stone:</b> Or whatever, or any.
52:42	<b>Bridget Stone:</b> I would not have had a change.
52:45	<b>Bridget Stone:</b> Perfect. So, I guess before we really get into it, now it feels like we're talking about, um...
52:50	<b>Bridget Stone:</b> less questions that Doug could answer, more opinions of the board. Other questions that we have for Doug, who's donating his time today.
52:57	<b>Bridget Stone:</b> For this meeting, so that I can release it, but... and then I guess my second question would be, do we want to have... do we need Doug back for our next discussion of this, so he can answer further questions about.
53:09	<b>Bridget Stone:</b> Should we be invited back. I guess the only thing that I would want to know is if...
53:14	<b>Bridget Stone:</b> with this inspection, because it sounds like the only people who have recommended or asked for it... Yeah. ...originated from FILO.
53:23	<b>Bridget Stone:</b> So I want... I'm kind of curious what the conversation and discussion was like 3 years ago.
53:29	<b>Bridget Stone:</b> And coming back to decisions that you had the... so I think that's one thing that I would want. It's not just the board's notes.
53:36	<b>Bridget Stone:</b> From the trustees, but also the discussion at the time level. Select forward.
53:41	<b>Bridget Stone:</b> As far as what happened... Three years, the three years ago, so, like, no, so I'm saying, is there anything that's...
53:50	<b>Bridget Stone:</b> Okay, so it's all gonna be in... there wasn't any sort of...
53:53	<b>Bridget Stone:</b> information that would be... Um, there could be... there could be some email discussion that...
54:09	<b>Bridget Stone:</b> Um, you know, a lot of it has come out of issues that will be around the towns.
54:18	<b>Bridget Stone:</b> I mean, our... the whole beach is covered, yeah. We have cameras everywhere, so...
54:24	<b>Bridget Stone:</b> Um, and it's, you know, it's not practical.
54:28	<b>Bridget Stone:</b> We really have a liability issue, and it's also part of our passive plan. So, Passive is...
54:33	<b>Bridget Stone:</b> Our insurance company that we utilize, so they're giving the money to us, so they want more security analyst.
54:41	<b>Bridget Stone:</b> I think that there are other ways of addressing security issues besides cameras, like de-escalation training, self-defense training, safe zones within the building, um, and I'm not...
54:55	<b>Bridget Stone:</b> I'm... I'm curious about whether those would be a better match to.

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55:01	<b>Bridget Stone:</b> The situation we're currently encountering with a person with some perceived mental health challenges than a security camera.
55:09	<b>Bridget Stone:</b> Um, so...
55:12	<b>Bridget Stone:</b> I just think that it's... it's worth exploring all the options and making sure that it's a good match to the situation at hand, and I'm... I'm not...
55:24	<b>Bridget Stone:</b> I guess I would like to do some more thinking about whether, um...
55:29	<b>Bridget Stone:</b> a camera is... is going to serve the purpose. Well, you're in luck, because we're not making a decision on this thing, so... but I would like to just see, are there any other questions that we could get.
55:41	<b>Bridget Stone:</b> answers, too, that we might have, or... I guess another question would be, you know, I'm... again, I'm used to the school board where they actually show up.
55:48	<b>Bridget Stone:</b> and say, we are here as a... as your FWSU board, or, you know, your FWSU officers will show up to provide information as needed. Do we have to make requests like that?
55:59	<b>Bridget Stone:</b> As a library board, when we need that kind of information from another town officer or town official.
56:05	<b>Bridget Stone:</b> And if so, like, how does that tend to work?
56:09	<b>Bridget Stone:</b> Or, what are you looking for? So, like, for instance, if I were having this discussion, and again, forgive me, I'm coming from a different world, but, like.
56:16	<b>Bridget Stone:</b> we were at the school board level, uh, you know, Randall Morton will be there as a financial officer without us asking, to just be there at the meeting to support us, and so...
56:26	<b>Bridget Stone:</b> if we were to have questions at our next meeting, is it sort of... would the library have to reach out to you to make the request that you show up kind of a thing? Sweet. Alright.
56:36	<b>Bridget Stone:</b> Um... Okay, thank you.
56:40	<b>Bridget Stone:</b> I don't think any of those.
56:44	<b>Bridget Stone:</b> Okay. Excellent. Um, I mean, personally, I don't know if I have any other questions, uh...
56:52	<b>Bridget Stone:</b> for Doug on this, I feel like I have a sense of what we have in this building, and it feels like the conversation we're having is really getting more into, like.
56:59	<b>Bridget Stone:</b> personal thoughts of how we want to enact this policy, so I'm ready to move on, maybe, to the next agenda item, if everyone else is.
57:08	<b>Bridget Stone:</b> Alright, hearing no further discussion. Thank you for your time, Doug. Yeah, thank you so much.
57:15	<b>Bridget Stone:</b> Great, um...
57:18	<b>Bridget Stone:</b> Line item 6 will return to that review roles and responsibilities chart.
57:23	<b>Bridget Stone:</b> Yeah, so that is in the meeting packet. It should also be in your binder. I'm just trying to find...
57:30	<b>Bridget Stone:</b> It's like this.
57:33	<b>Bridget Stone:</b> Sweet.
57:35	<b>Bridget Stone:</b> Um...
57:38	<b>Bridget Stone:</b> I might look over your shoulder if that's okay. Um, so...
57:44	<b>Bridget Stone:</b> the right spot.
57:47	<b>Bridget Stone:</b> Do you want this one, and I can... I can just share. Yeah, sure. Thank you. Oops, I'm sorry, the little food. Thank you.
57:55	<b>Bridget Stone:</b> No, no, please, go ahead, Bridget. What did you have to say about this chart? So, uh, the first column is Library Director, and, um...
58:05	<b>Bridget Stone:</b> Here's the long and short of it. Essentially.
58:09	<b>Bridget Stone:</b> the Board of Trustees hires the library director to manage the library on a day-to-day basis to hire staff.

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58:15	<b>Bridget Stone:</b> to enact policy that's set by the Board of Trustees, to work on planning for the library, to work on marketing for the library, etc.
58:25	<b>Bridget Stone:</b> Um, I think perhaps uniquely in...
58:30	<b>Bridget Stone:</b> the Town of Georgia structure.
58:33	<b>Bridget Stone:</b> It is my perception that I am an...
58:40	<b>Bridget Stone:</b> You hire me to do a job, um, and I seek...
58:45	<b>Bridget Stone:</b> guidance when I feel it is appropriate, but, um, for the most part.
58:51	<b>Bridget Stone:</b> It's my understanding from previous boards that you don't want me calling to check in on every little thing that happens.
58:59	<b>Bridget Stone:</b> Um, 10 years in, I feel like I have a pretty good sense of what's worth checking in on, and what's worth just making it happen. Um...
59:09	<b>Bridget Stone:</b> So that's that, and then trustees, the next column over, again, recruit and employ a qualified library director.
59:17	<b>Bridget Stone:</b> Uh, maintain an ongoing performance appraisal process, uh...
59:22	<b>Bridget Stone:</b> The trustees are responsible for the policies of the library, uh...
59:28	<b>Bridget Stone:</b> You chose a planning process for, uh, planning for the library.
59:34	<b>Bridget Stone:</b> ensure that the library has an active marketing program. It does. Um, so...
59:39	<b>Bridget Stone:</b> friends group is currently in the works. Um, there is going to be a meeting soon, within the next couple weeks. It's a volunteer group? It is a volunteer group, and it's been a work in progress to get it off the ground for the last several years. So, I'm super excited. We have someone who's very energized, and I think is going to be.
59:58	<b>Bridget Stone:</b> very good at doing it, so that column isn't really in play at this very moment. Is there conflict for... between trustees and friends? Like, if we're on the trustees board, we should not be helping out the friends board.
1:0:11	<b>Bridget Stone:</b> friends group thing. Correct. And, um, I can serve in an advisory capacity with the friends. We should work closely together, but the friends are really separate from.
1:0:23	<b>Bridget Stone:</b> The library director, also.
1:0:25	<b>Bridget Stone:</b> And they register as a non-profit, correct? Correct, 501c3, yeah. Excellent.
1:0:31	<b>Bridget Stone:</b> Yeah. So, friends, um, when that is up and running, we'll be able to do some good fundraising for us, which we currently can't really do. So... Yeah, that's it. Um, that feels like a great.
1:0:43	<b>Bridget Stone:</b> Overview of the chart. I feel like we all have it and can dig down into details. Are there any questions about this chart as presented?
1:0:53	<b>Bridget Stone:</b> Any further discussion?
1:0:56	<b>Bridget Stone:</b> All right, hearing none, we're going to move on from item 6 to item 7. Handouts for trustees. Manual for library trustees, George Public Library Mission Statements, Bylaws and policies, town social media policy, personnel policy, conflicts of interest policy, and Ethics Policy. So those are all in your binder. They were also in the meeting packet.
1:1:17	<b>Bridget Stone:</b> If I, uh, may, I think that there are some...
1:1:25	<b>Bridget Stone:</b> Uh, things that we should pay attention to with the social media policy that is the library's social media policy vis-a-vis the social media policy that was recently just.
1:1:37	<b>Bridget Stone:</b> amended, updated by the, uh...
1:1:41	<b>Bridget Stone:</b> The select board. Um...
1:1:44	<b>Bridget Stone:</b> personnel policy. Likewise, there have been a few things that have come up within the last several months that I think we might want to review before signing off on. You all.
1:1:55	<b>Bridget Stone:</b> sign off on it again. Um, conflict of interest in ethics policy. I just want to make sure that, um...

1:2:03 **Bridget Stone:** You know, it is a small town, and I am super grateful for the folks who are contributing their time and talents.

1:2:11 **Bridget Stone:** And I want to make sure that, um, the library is being advocated for.

1:2:17 **Bridget Stone:** As well as possible, and, um, that other things aren't clouding people's.

1:2:24 **Bridget Stone:** View, um, and ability to work for the library.

1:2:29 **Bridget Stone:** Um, is that ethics policy in these handouts somewhere, or...

1:2:33 **Bridget Stone:** I thought it was in that binder. It should be in the meeting packet, at least, yeah.

1:2:42 **Bridget Stone:** Um... I can't get my credentials.

1:2:50 **Bridget Stone:** I think, I think my largest question was, I don't know how large the ethics policy is. I know that, like, um, the first meeting is pretty large, that is pretty substantial.

1:2:59 **Bridget Stone:** We used to, like, have a mission statement, sort of like an ethics statement that we as a school board would read every year and just revisit, sort of as a centering exercise.

1:3:10 **Bridget Stone:** If we have a large...

1:3:13 **Bridget Stone:** Mm-hmm.

1:3:18 **Bridget Stone:** Um, so I don't know, I don't know if it's worth, like, um...

1:3:22 **Bridget Stone:** I'm not sure how long this... I wasn't sure if the ethics... I guess I was asking Steve, I wasn't sure if it was, like, one sheet that we could, like, read and talk about, but it seems pretty thick, so, uh...

1:3:33 **Bridget Stone:** Alright. Alright.

1:3:36 **Bridget Stone:** It keeps laughing. Um...

1:3:42 **Bridget Stone:** So, um...

1:3:46 **Bridget Stone:** Is this interesting?

1:3:48 **Bridget Stone:** Yes, for sure. So you can find the mission statement in your calendar.

1:3:54 **Bridget Stone:** Second page, but I feel like, um, if we're gonna discuss.

1:3:59 **Bridget Stone:** these policies. Yeah. Don't we wait to discuss before we sign?

1:4:04 **Bridget Stone:** Yes. Yes. Okay, so we're not going to sign... not all this stuff, but no.

1:4:10 **Bridget Stone:** Um...

1:4:12 **Bridget Stone:** And I wonder if it would make sense for folks to be able to acquaint themselves with the policies between now and our next meeting, discuss at the next meeting vote at the following day.

1:4:23 **Bridget Stone:** puts in the forefront what we're concerned about for our policy discussion, it looks like, on 318. Looks like most of these bullets are going to be determining and discussing at a next meeting, correct? So, um...

1:4:34 **Bridget Stone:** Uh... Okay.

1:4:36 **Bridget Stone:** so I guess, Bridget, I would just almost turn to you and say, is there anything here, or I guess any board member that jumps out as something we want to make sure we're.

1:4:44 **Bridget Stone:** we're, you know, familiar with other than it's written here, but I think you've clearly laid out you want to make sure we check out the two social media policies so that we can make a decision on which to adopt.

1:4:55 **Bridget Stone:** Um...

1:4:57 **Bridget Stone:** So, specifically, in looking at the town social media policy, I was looking at 2.2.

1:5:03 **Bridget Stone:** So, just to stop you, I don't really want to get into the discussion details today to make the decision, but I would love to just make sure that we can come prepared for the next.

1:5:14 **Bridget Stone:** Sure. So, you want us to become familiar with the two social media policies. Yes. Um...

1:5:19 **Bridget Stone:** specific addendums to the personnel policy? Is that... are you... it says here what ones might be necessary. Is that you are looking to solicit opinions from the board, or are there pieces that have been written that we want to be looking at?

1:5:32	<b>Bridget Stone:</b> Um...
1:5:34	<b>Bridget Stone:</b> Uh, this is a separate issue. So this is inter... 11 is interpretation, and then, um, what specific addendums to personnel policy might be necessary.
1:5:45	<b>Bridget Stone:</b> Uh, yeah. So, one of those is Town Meeting Day. Um, we had a meeting with the Select Board prior to adopting the new.
1:5:55	<b>Bridget Stone:</b> uh, personnel policy at that meeting, as I recall, um, we discussed there were some areas that were, um.
1:6:05	<b>Bridget Stone:</b> that would need some more work as time went on, and it was not the perspective of the Select Board that it was cast in stone, but that as time went by, things would be changed. One of those items was.
1:6:19	<b>Bridget Stone:</b> staff being able to attend town meeting day. So, in the current personnel policy, it says that.
1:6:26	<b>Bridget Stone:</b> the town highway, um, has the option of not working on town meeting day. Um, I don't think it was the intention of the select board to inhibit.
1:6:36	<b>Bridget Stone:</b> library staff from also participating in Town Meeting Day. However, um...
1:6:43	<b>Bridget Stone:</b> staff were prevented from taking the day off for town meeting day this year.
1:6:49	<b>Bridget Stone:</b> And I think it's important to note that when it comes to changes for the personnel policy.
1:6:54	<b>Bridget Stone:</b> The town will make those changes that will affect the whole town.
1:7:00	<b>Bridget Stone:</b> as library trustees, and I know Terry was in the meetings, as Bridget was in the meetings, um, we met with the select board to go through the personnel policy to make sure the library was heard.
1:7:10	<b>Bridget Stone:</b> Um, we're in a unique situation because the library has its own board of trustees.
1:7:15	<b>Bridget Stone:</b> We don't have to follow this personal policy. We opt into the personal policy. In fact, we've signed.
1:7:22	<b>Bridget Stone:</b> it was sometime in June before your vacation, um, to say, yes, we are going to follow these personnel policies for the town.
1:7:30	<b>Bridget Stone:</b> Um, and in return, the town provides HR, payroll services, um.
1:7:37	<b>Bridget Stone:</b> benefits, services, things of that nature, um, which...
1:7:41	<b>Bridget Stone:</b> they don't have to provide. Um, however, if our employees are town employees, we have to provide that.
1:7:47	<b>Bridget Stone:</b> Um, so I know...
1:7:50	<b>Bridget Stone:</b> In those discussions, it was told to us that the library can have its own personal policy that we can follow, we can create it, we can have a lawyer vet it.
1:8:01	<b>Bridget Stone:</b> We can adopt it, and then we can give it to the town to say.
1:8:06	<b>Bridget Stone:</b> this is what we're following, and they can say, well, we already followed this one, so now your HR, your benefits, your everything is on mute. Um, they don't have to. They could say, okay, we'll follow, but I know.
1:8:19	<b>Bridget Stone:</b> just from our understanding with that meeting, the town treasurer follows these parameters and then has to look at a union contract. They don't want to look at 10 different personnel policies to follow.
1:8:30	<b>Bridget Stone:</b> Um, so while we can request.
1:8:34	<b>Bridget Stone:</b> changes to the personnel policy. We can only request changes to personnel policy that will affect everyone in town.
1:8:40	<b>Bridget Stone:</b> If we want to have our own personal policy, we can create that, adopt that, follow that, and then ask the select board to do that as well.
1:8:48	<b>Bridget Stone:</b> I think all we're missing is the library can have town meeting data. Right, and I think that the best course of action is to go to the select board and say, can we have this change?
1:8:59	<b>Bridget Stone:</b> Okay. Alright.
1:9:01	<b>Bridget Stone:</b> So that's what we're talking about for our next meeting. Thank you for the background. Anybody feel like there's any other background that needs to be given around that issue?

1:9:08	<b>Bridget Stone:</b> For next week's discussion, or future discussion. Alright.
1:9:12	<b>Bridget Stone:</b> Um... excellent. Any further discussion on item 7 right now? It's sort of set so that we have these items to discuss at our next meeting to make decisions on.
1:9:23	<b>Bridget Stone:</b> Any further discussion today?
1:9:27	<b>Bridget Stone:</b> All right, hearing none, let's move on to item 8, the GLP 2026 budget.
1:9:38	<b>Bridget Stone:</b> Well, I mean, I think a budget has to be talked about in session, yeah. And then executive session about personnel, did you say that or something? Do an executive session if we had to, yeah.
1:9:49	<b>Bridget Stone:</b> Okay. That was to do with the button. Yeah. Is it okay if I turn the light on now? Sorry.
1:9:57	<b>Bridget Stone:</b> I second it.
1:10:00	<b>Bridget Stone:</b> Well, what would you like to discuss about the budget today?
1:10:04	<b>Bridget Stone:</b> Um, I do appreciate you, Heather, saying, you know, we... this is an emergency meeting, and we've...
1:10:10	<b>Bridget Stone:</b> You know, we have a lot in here that goes a little bit above beyond emergency meeting discussions.
1:10:16	<b>Bridget Stone:</b> Or, I mean, decisions, but I am curious if there's pressing discussion on this 2026 budget right now.
1:10:25	<b>Bridget Stone:</b> Um, I don't... I don't know that there is passing.
1:10:30	<b>Bridget Stone:</b> information that we need to discuss. Even though this budget was just voted on, does this not enact until fiscal year, like, July 1st, this budget goes in... no, this goes into effect on April?
1:10:41	<b>Bridget Stone:</b> Sorry, salary is April 1st.
1:10:45	<b>Bridget Stone:</b> Yeah. Right. So...
1:10:51	<b>Bridget Stone:</b> I mean, we at town, that's why we changed our... we will be changing our fiscal year to the line one.
1:10:56	<b>Bridget Stone:</b> Right now, you are 3 months into a budget that has not been set up by your...
1:11:03	<b>Bridget Stone:</b> George is the same way, until now we finally get to pass. Right.
1:11:14	<b>Bridget Stone:</b> Wonderful. Alright, so... so I'm hearing... yeah.
1:11:19	<b>Bridget Stone:</b> I guess one quick question that I have...
1:11:22	<b>Bridget Stone:</b> Actually, number 9 on the...
1:11:28	<b>Bridget Stone:</b> on the agenda, when it comes to a staffing discussion, I don't know, it's listed, you know, it's been approved by the prior board that the library will close if understaffed.
1:11:38	<b>Bridget Stone:</b> And, um... and I know that this is going to be a discussion, but I'm almost wondering if this is going to be a discussion that will affect the budget.
1:11:48	<b>Bridget Stone:</b> Um, because I think that's one thing that we need to talk about is...
1:11:52	<b>Bridget Stone:</b> Hours, making sure that there's two people on staff at all times for safety at the library.
1:11:58	<b>Bridget Stone:</b> Um, are we going to have to reduce hours? If we reduce hours, how is that going to look for the budget? Um, so I think that that was one of my concerns today, was...
1:12:11	<b>Bridget Stone:</b> The budget was proposed that, um, take those things into account, or am I missing the timeline on the way this budget's approved?
1:12:21	<b>Bridget Stone:</b> But we may have to depend on volunteers to come in.
1:12:26	<b>Bridget Stone:</b> Okay. We are depending on volunteers to come in. Um...
1:12:30	<b>Bridget Stone:</b> Which, I've said it before, but there's no other town department that would be asked to rely on volunteers to run the program. So we don't ask volunteers to plow the town roads, we don't ask volunteers.
1:12:42	<b>Bridget Stone:</b> To run the election, we don't ask volunteers to receive dog tag.

1:12:47	<b>Bridget Stone:</b> payments. Um, and...
1:12:50	<b>Bridget Stone:</b> I'm not sure it's... I don't believe it is equitable to ask the library to have two people here, um, one of whom is a volunteer.
1:12:59	<b>Bridget Stone:</b> So, that's that. Um, we... I am concerned about how we can make it happen.
1:13:07	<b>Bridget Stone:</b> Given the parameters of the level-funded budget, um...
1:13:14	<b>Bridget Stone:</b> So, that's that. And if we are going to move closer to having to staff people here at any time.
1:13:23	<b>Bridget Stone:</b> then I need to hire that other person ASAP and get them trained up. It takes a year before people are really competent.
1:13:33	<b>Bridget Stone:</b> In doing the job, there's a lot of pieces to it, and um... and it's really hard.
1:13:40	<b>Bridget Stone:</b> To learn all of those pieces if you're working less than 18 hours a week.
1:13:45	<b>Bridget Stone:</b> It just doesn't stick.
1:13:50	<b>Bridget Stone:</b> And I think this is where... and it stinks that you guys, on your very first day as a new board, have to come into some really tough conversations, but...
1:13:58	<b>Bridget Stone:</b> It's a really tough conversation to have, um, if we need to reduce the hours a week that the library's open.
1:14:06	<b>Bridget Stone:</b> So I know that throughout... before, throughout, after COVID, we really strove to increase the number of hours that we could, making sure it's open and accessible to everyone.
1:14:17	<b>Bridget Stone:</b> However, given level funding, giving, staffing issues, I think that that's a consideration that we should start to discuss on where we might be able to cut hours to provide.
1:14:29	<b>Bridget Stone:</b> the services... when I was thinking about this earlier, I said quality services instead of quantity hours. So, um, and I know that this isn't, um, just a board decision, it's definitely something that.
1:14:44	<b>Bridget Stone:</b> you'll need to examine with the library. You know best on your busiest times, your most available times. I know we've got the high school buses, and it's so important that we have safety for them when they come off those buses. Um, and of course, the last thing we want to do is affect any hours for.
1:14:59	<b>Bridget Stone:</b> Any existing programming that have been here for years and years, like storage funds, um, chess.
1:15:05	<b>Bridget Stone:</b> you know, LEGO club, we have afternoons now, they've become very popular, so... I guess looking outside of.
1:15:12	<b>Bridget Stone:</b> Our most popular time, where can we cut hours, so that will allow for additional.
1:15:20	<b>Bridget Stone:</b> I'm not sure we have to do that. Um... So, the problem is, if you're hiring part-time people.
1:15:28	<b>Bridget Stone:</b> their availability is not always the same as if it's in person, so if you want to have somebody here on Saturday, not everybody wants to attend Saturday.
1:15:37	<b>Bridget Stone:</b> I mean, that's... that is one of the, you know, recommendations for that job, is that you report on Saturday, but...
1:15:43	<b>Bridget Stone:</b> So now you're limiting yourself to the number of people who are going to apply for Jeff, because they may not want to attend.
1:15:50	<b>Bridget Stone:</b> So it's a... it's a fine balance of...
1:15:54	<b>Bridget Stone:</b> Finding the right people, and also finding the right people with the others available that you need.
1:15:59	<b>Bridget Stone:</b> Is there anything that you would ask.
1:16:02	<b>Bridget Stone:</b> The members of this board to do to prepare for that discussion?
1:16:07	<b>Bridget Stone:</b> I would ask them to review the budget that Terry put forth and, um, see if there are places that we could cut. Um, I will tell you that there are a lot of places we can't cut, um.
1:16:20	<b>Bridget Stone:</b> We can't cut online electronic, we can't cut the copier lease, we can't cut.
1:16:26	<b>Bridget Stone:</b> Um, the interlibrary loan service, like, all of those are...
1:16:32	<b>Bridget Stone:</b> Our expenses that are...

- 1:16:34 **Bridget Stone:** pretty much set. And I think that's what kind of brought me to my decision to bring it up to the board, cutting hours, is.
- 1:16:42 **Bridget Stone:** We're operating on \$20,000. We can't cut anything there.
- 1:16:46 **Bridget Stone:** So what we're going to have to cut is the \$161,000 coming from SAP. We can't make a budget with any of the grants or any potential, because we don't know if that's something that...
- 1:17:02 **Bridget Stone:** The only thing we can do is use...
- 1:17:06 **Bridget Stone:** impact fees for books. Right. That is in the ordinance, so we found that...
- 1:17:12 **Bridget Stone:** Um, but I know we're coming up with, you know, what do we still need to do for background checks? I know it's in the personal policy that any.
- 1:17:20 **Bridget Stone:** individual working with a vulnerable population has to have background checks, and that's not just working as volunteer in two. So, that's something that we're asking all of our employees and volunteers to do here. How much is it going to cost, and if we no longer have?
- 1:17:34 **Bridget Stone:** the grant money. So, and, you know, that was an additional expense this year, right? So, to be level funded and have another expense that we have not had in the past.
- 1:17:46 **Bridget Stone:** That's hard.
- 1:17:48 **Bridget Stone:** Um, I found it said in one of the policies, so if you're a volunteer, you don't have to have a background check if you're working with somebody that has the background check.
- 1:17:58 **Bridget Stone:** There's somewhere in there, I'll have to highlight it. Here's the thing, I don't want to thread that needle. Like, I, like... But it's in there, is what I'm saying.
- 1:18:06 **Bridget Stone:** I'm not sure if it is or not. Well, I'm not saying that no to ask people, but...
- 1:18:12 **Bridget Stone:** it's just time, too, right? Background checks are quick. Actually, they are. They are now.
- 1:18:20 **Bridget Stone:** My question is back when... now, this is 20-plus years ago, I hate to date myself as being really old, but I am.
- 1:18:29 **Bridget Stone:** Um, when we...
- 1:18:33 **Bridget Stone:** I think it was...
- 1:18:35 **Bridget Stone:** No, I can't remember her name. He was our old librarian. Sue Webster? Yes.
- 1:18:40 **Bridget Stone:** she relied a lot on volunteers. There were a lot of people that loved volunteering at the hospital, or at the hospital, geez, at the library.
- 1:18:48 **Bridget Stone:** Um, I...
- 1:18:51 **Bridget Stone:** seriously think we should... there's a lot of community members that would do it, and do it on Saturdays, but do it other days.
- 1:18:58 **Bridget Stone:** If we just put it out there. There's still training that... So, there's, um, it is not best practice to have.
- 1:19:06 **Bridget Stone:** volunteers behind the desk. So volunteers may shelf, volunteers may run programs.
- 1:19:12 **Bridget Stone:** We have, um, a volunteer who comes in and sits on Saturday and reads a book so that staff are not alone during that time period.
- 1:19:21 **Bridget Stone:** We have another volunteer, like, we've set up Wednesday evenings with a volunteer who does fiber art, so that that staff person is alone on Wednesday evenings. But we are utilizing volunteers. Absolutely, as much as we can, actually, and I would argue more than we should. Yeah.
- 1:19:38 **Bridget Stone:** But they're just a warm body, and, like, they're doing the program, they're not.
- 1:19:44 **Bridget Stone:** We have other volunteers. We are running story time with a volunteer right now. That's not okay. Like, that really should not be. That is a...
- 1:19:55 **Bridget Stone:** Professional paid position. And, um, we've been doing that for the last 2 years.
- 1:20:01 **Bridget Stone:** So, that's helping our budget a lot. I didn't realize that. Yeah, and... volunteers, like, we took turns doing it.

- 1:20:10 **Bridget Stone:** So, I mean, the quality of the programming that we're able to get, right? So, it's a retired teacher, she goes above and beyond. It's developmentally appropriate, she has crafts, she loves doing it, she...
- 1:20:24 **Bridget Stone:** Um, is able to, uh, offer parenting tips and resources that, you know, not everybody can.
- 1:20:33 **Bridget Stone:** You get it. I know, you do. You should build a question like this.
- 1:20:39 **Bridget Stone:** What kind of control do we have over, um...
- 1:20:44 **Bridget Stone:** volunteers to say, we need you here at a certain time, because when you start building a schedule out, and you need... you can't quite lean into that.
- 1:20:52 **Bridget Stone:** Well, and also, even, you know, for instance, we have a volunteer who comes in to shelf.
- 1:21:00 **Bridget Stone:** And she, um, is achy, and it... it was not comfortable for her to shelf today and so...
- 1:21:10 **Bridget Stone:** Right? And then for the first 3 weeks, like, you spend a lot of time working with the person, so it's a lot of work to... and then to make sure that they did it properly afterwards.
- 1:21:20 **Bridget Stone:** If you put a book in the wrong place, it's a needle in a haystack, you know? Um, so...
- 1:21:26 **Bridget Stone:** Yeah, it's just... I had a mom who called and wanted her son to do community service hours at the library, and I was like.
- 1:21:33 **Bridget Stone:** I would love it, what could he do, right? Like, does he have a driver's license? Because we have some donations that he could take down to the restore for a nope, doesn't have a driver's license.
- 1:21:43 **Bridget Stone:** And I was like, honestly, I'm really short-staffed right now, and I can't come up with anything, right? But if you can, let me know. So...
- 1:21:53 **Bridget Stone:** Oh, and I'll just say, anecdotally, um, finding volunteers over the past.
- 1:22:02 **Bridget Stone:** since I've been here, I guess, since I've lived here, since I've lived here for 13 years, has been harder and harder and harder and harder. And that's different than when our children... so I don't know if that is an answer that anyone can rely on.
- 1:22:18 **Bridget Stone:** Again, I think we're gonna really dig deep into this the next meeting. Anything else anybody wants to sort of preliminaries?
- 1:22:25 **Bridget Stone:** Out there for discussion, or...
- 1:22:28 **Bridget Stone:** All right. Well, hearing no further discussion, we'll return to that and make some pretty hard decisions at our next meeting. Um...
- 1:22:35 **Bridget Stone:** Number 9, staffing discussion, um...
- 1:22:40 **Bridget Stone:** The decision of the trustee meeting in 218, the jury portal arguably closed if understaffed, less than 2 until staff picture is resolved.
- 1:22:47 **Bridget Stone:** At our upcoming meeting, how we retain the standard and stay within budget, I feel like we sort of half just discussed this, so I guess my intention was just to affirm that that decision was made at the last meeting, and there may very well be times when, despite all of my best efforts, I am not able to have 2 people here and we will need to close the library.
- 1:23:10 **Bridget Stone:** Oh, just...
- 1:23:12 **Bridget Stone:** So, you said hours. Were there any other...
- 1:23:16 **Bridget Stone:** Areas that were discussed.
- 1:23:19 **Bridget Stone:** for cutting that haven't been touched on. Has anybody ever brought forth... we talked about volunteers, we talked about cutting hours, they have to have two staff members. Are there any other... So, Terry, the budget that you put together is.
- 1:23:31 **Bridget Stone:** It's pretty well balanced, isn't it? It is. So, there's... there's a proposal on the table of.
- 1:23:38 **Bridget Stone:** something that could work, which would get us to staff people, and not cut hours.
- 1:23:45 **Bridget Stone:** Yes, I think that, you know, my concern is with the library impact piece, we can definitely count on those and utilize those in our budget.
- 1:23:52 **Bridget Stone:** All of the grant money, though, I think should be...

1:23:56	<b>Bridget Stone:</b> Set aside, and not...
1:23:58	<b>Bridget Stone:</b> be put within... or be put... be put where it is, you know, can fit in. I guess, I think it would probably help if you explain the United Way grant and how that.
1:24:08	<b>Bridget Stone:</b> So that could be maybe the next meeting? Sure. Now, they're getting pretty detailed. Yeah, I keep trying to keep these a little general for now, but I think, yeah, we'll have to really dig into these details to see if it works.
1:24:24	<b>Bridget Stone:</b> Um, I'm excited to hear that you've proposed something we think could work, so that's... that's good to hear to start with.
1:24:31	<b>Bridget Stone:</b> Um, I'll be excited to dig into this. Um...
1:24:35	<b>Bridget Stone:</b> Safety discussion, we had moved forward and gone through. Uh, number 11, library policies, the Patron Code of Conduct and Policy for Lost or Damaged Materials.
1:24:46	<b>Bridget Stone:</b> Um, this... we have a discussion here for, um, these policies alongside recent situations. Yes.
1:24:53	<b>Bridget Stone:</b> Um, I do see that we're talking about amending them at the next meeting. Is it worth our time to talk about these now, for any reason? Or should we just postpone this discussion to the next meeting? I would like to know what the, yeah, the situations are that would warrant a meeting. I didn't know how recent we were talking, so this is recent to everybody else. Recent to everyone, yeah. All right.
1:25:14	<b>Bridget Stone:</b> Well, if it's recent news, what, uh... what's news? So, 1.2.6, Patron Code of Conduct.
1:25:22	<b>Bridget Stone:</b> Uh, we have a person who is, uh, at the library.
1:25:28	<b>Bridget Stone:</b> several times a week, if not daily. Um, he...
1:25:33	<b>Bridget Stone:</b> is unhoused. Uh...
1:25:36	<b>Bridget Stone:</b> He has grown more and more comfortable here. We have a sub who is a retired RN. She.
1:25:46	<b>Bridget Stone:</b> Uh, interprets his behavior as escalating. Um, he's...
1:25:52	<b>Bridget Stone:</b> Doing a lot of moving around, um, in the children's section, pacing.
1:25:57	<b>Bridget Stone:</b> He's talking to himself a lot, he's getting louder, he has an odor about him.
1:26:05	<b>Bridget Stone:</b> Um, and he's, like...
1:26:08	<b>Bridget Stone:</b> We have free coffee and tea, right? Like, it's human. It, like, I welcome people to have a warm drink when it's hot.
1:26:16	<b>Bridget Stone:</b> Cold outside, or whenever they need it. Um, he's also been using our microwave and, um.
1:26:22	<b>Bridget Stone:</b> I want to say this as sensitively as I can. Some of this food seems like it's about ready to turn, and, um, so...
1:26:30	<b>Bridget Stone:</b> Then we don't really feel like we want to warm our food up in the microwave, because it...
1:26:35	<b>Bridget Stone:</b> Smells bad. And, um, it's kind of...
1:26:39	<b>Bridget Stone:</b> Upsets your stomach. So, um...
1:26:43	<b>Bridget Stone:</b> So, I want to be kind, I want to be empathetic.
1:26:49	<b>Bridget Stone:</b> Um, and also, I want everybody to feel safe in the library. That's my job. And so our policy right now says that.
1:27:01	<b>Bridget Stone:</b> Um, it's up on the screen, 1.2.6. Um...
1:27:07	<b>Bridget Stone:</b> Uh, the policy is to define unacceptable behavior and to suggest conduct that's appropriate in the library.
1:27:13	<b>Bridget Stone:</b> Skipping down a paragraph, unacceptable behavior causes excessive noise levels, creates disturbances.
1:27:20	<b>Bridget Stone:</b> interferes with other patrons' use of the library, damages library property, and is not permitted in the library. So, I could interpret, um, having a smell that is.
1:27:33	<b>Bridget Stone:</b> Uh, unpleasant, and...

1:27:36	<b>Bridget Stone:</b> And puts people off as interfering with other patrons' use of the library. I could interpret him speaking.
1:27:45	<b>Bridget Stone:</b> to himself at some vol... and he's not yelling, but he's... it's definitely a conversation in a bar level. Um...
1:27:55	<b>Bridget Stone:</b> And it's the type of language, and that he's in the children's section, um, pacing around. Like, the other day, I hung out in the children's section with a young guy.
1:28:06	<b>Bridget Stone:</b> To make sure that he felt safe getting the books that he wanted and, like, I'm not gonna... I'm not gonna let a kid not...
1:28:12	<b>Bridget Stone:</b> Feel okay being...
1:28:14	<b>Bridget Stone:</b> Looking for books. Um, so... so... I...
1:28:20	<b>Bridget Stone:</b> feel like I have a vague policy here which covers the situation that I need. I'm not sure that we need to make it more defined.
1:28:30	<b>Bridget Stone:</b> We could put something in about personal hygiene. I don't know that we want to go there. Um, I think that's worth considering. I think it's a very sensitive issue. I think that the best approach to this is to, um...
1:28:44	<b>Bridget Stone:</b> Address him with another strong person, um...
1:28:50	<b>Bridget Stone:</b> Or perhaps, um, check with the police department and see if they have any social workers or mental health experts who, um, are available, but.
1:29:01	<b>Bridget Stone:</b> To just discuss with him that we've been having some complaints and some concerns about.
1:29:06	<b>Bridget Stone:</b> His presence and behavior, and not his presence, his behavior in the library and.
1:29:12	<b>Bridget Stone:</b> that's where I get a little stuck, like, I'm not sure...
1:29:16	<b>Bridget Stone:</b> If I don't cite the behavior that's a problem, right, then... then...
1:29:22	<b>Bridget Stone:</b> What am I saying to him? You shouldn't be eating in here. In the policy, it says no eating or drinking in the library.
1:29:28	<b>Bridget Stone:</b> We do...
1:29:30	<b>Bridget Stone:</b> we do let... so families are here for hours... like, all day during the summer, right? And so they come, they bring a little picnic, they eat here, they eat in the...
1:29:40	<b>Bridget Stone:</b> And the weather's getting nicer, maybe he can eat in the pavilion, right? The intention of that is you're not eating at the table in the center while reading a book and getting cheesy poofs all over it, yeah. Bridget, you also cited the lost and damaged materials policy. No, different issues. So we have a young man. I don't want to move on yet, sorry, I just wanted to ask if they were the same before I... No difference.
1:30:04	<b>Bridget Stone:</b> Yes.
1:30:07	<b>Bridget Stone:</b> Um, as many of you...
1:30:10	<b>Bridget Stone:</b> both property, which is right next to Dollar General, for a time had some additional buildings on there that were not yet destroyed. Um, there was a homeless person, I'm sorry, a homeless person who was living there for, um, a bit.
1:30:23	<b>Bridget Stone:</b> And we had come across him in, um, you know, a kind of a walkabout situation when it comes to a Zoom situation.
1:30:31	<b>Bridget Stone:</b> Um, we weren't sure what to do as a zoning office, so we did inform the local police department. Um, and they, you know, had gone out there, um, but we actually talked with Rob. He is our, um, full-time.
1:30:45	<b>Bridget Stone:</b> Um, firefighter, um, and he is specifically trained to work with people in... Oh, that's awesome. I didn't know that.
1:30:54	<b>Bridget Stone:</b> Love, Rob! There and talk with the gentleman, let them know that, you know, the property owners were going to be demolishing, they're filling in the pool, doing all of this.
1:31:06	<b>Bridget Stone:</b> do you have a place to go? How can we get you the help that you need? Um, so I almost want to say we can reach out to Ron... That's great, thank you.

1:31:14 **Bridget Stone:** someone who can sit down, talk, and it can just be a, hey, I'm in the library, bumped into you, I need to go in and not... Right. The library called me to tell you. Confronting, yeah. That is great. I appreciate that a lot. He does. Yeah. Um, so I would say before.

1:31:31 **Bridget Stone:** or we... we try to reorganize policies or things, we kind of reach out to the... Well, what I heard from you, Bridget, is that the policy is effective as is. You're just... Yes. Interpretation.

1:31:42 **Bridget Stone:** You're talking really about your... it sounds like safety when enforcing this policy. It sounds like we just addressed that. Right, yes. So, I didn't hear anything really in this discussion that was suggesting changing policy yet. So, um, so I...

1:31:56 **Bridget Stone:** I mean, really, it sounds like we just stumbled upon the solution.

1:32:02 **Bridget Stone:** Bridget, I'm just watching your reaction, you seem already more comfortable to say. So I'm wondering if we can even just move beyond this part of the discussion and move on to the second half of this. I think that that sounds like a great next step to take.

1:32:16 **Bridget Stone:** What's the... so what is the next... So there's some nuance with this next issue. So, um, we have a young man who...

1:32:23 **Bridget Stone:** Is just turned 18 and he has been checking out books and circling words in them and um.

1:32:35 **Bridget Stone:** The words are a little spicy, um, and...

1:32:39 **Bridget Stone:** So, it took us a while to figure out what was going on, and we now have a, you know, the grocery baskets that you carry around.

1:32:48 **Bridget Stone:** overflowing with books that he has circled. Um, Craig was here.

1:32:54 **Bridget Stone:** on Thursday, and Craig and I spoke with the young man and said, you may not write in books, you may not deface books, these are books for everybody.

1:33:04 **Bridget Stone:** And you need to pay for the books. Um, so I... we're working on doing the invoice, but there are hundreds of dollars of books that he has damaged, and that I...

1:33:19 **Bridget Stone:** it impedes other people's ability to enjoy the books. So...

1:33:24 **Bridget Stone:** Um, I think, here's the nuance, that he may have some challenges, and, um, state law prohibits me from having conversations with parents about the books that their children check out if the kids are 12 or older.

1:33:41 **Bridget Stone:** So, um, I'm really glad Craig was there, because I felt like...

1:33:46 **Bridget Stone:** Um...

1:33:48 **Bridget Stone:** Uh, it, it, uh, made the situation, uh...

1:33:55 **Bridget Stone:** if there was any question about the ethics of the situation, I have a witness. So, um, so that was good.

1:34:02 **Bridget Stone:** I...

1:34:05 **Bridget Stone:** I guess I will give this young man the opportunity to make it right. I will be very happy to work on a payment plan with him. I don't have.

1:34:15 **Bridget Stone:** the staffing or resources to have him work off the damages. Um...

1:34:21 **Bridget Stone:** I, you know, I would love to loop his parent in, and I don't think I can do that. Um... If you sent the invoice to his house.

1:34:31 **Bridget Stone:** What people do... I mean, it's against federal law to open somebody else's mail, so... but if a mom does it...

1:34:41 **Bridget Stone:** You know, it's definitely...

1:34:44 **Bridget Stone:** Yeah. Mm-hmm.

1:34:47 **Bridget Stone:** Mm-hmm.

1:34:50 **Bridget Stone:** Um... so I know you said he's sort of, dammit, hundreds of dollars of...

1:34:55 **Bridget Stone:** With the damage. Sometimes, I know books have turnover, and they're on their way out. Are these, like, books that are all really nice?

1:35:03	<b>Bridget Stone:</b> Um, and yeah, so it's a problem, um...
1:35:11	<b>Bridget Stone:</b> Especially since we don't have a very fat budget this year, right? So...
1:35:18	<b>Bridget Stone:</b> from the library, the community usually steps in.
1:35:26	<b>Bridget Stone:</b> So I'm almost wondering if this is the situation, not giving any details, but saying...
1:35:31	<b>Bridget Stone:</b> the library has encountered a problem with some damage. We're looking to replace the books. If you're interested in helping out, let us know. Do a wish list on...
1:35:44	<b>Bridget Stone:</b> Amazon, or a better place, um, for those books? For the firms?
1:35:49	<b>Bridget Stone:</b> It could be. I think friends right now are going to be working on getting themselves up and running, um, but yeah, in the future, for sure. That's a great suggestion, Colleen. We can make a wish list, and people can check those books out. I think that's, um, because it's like a...
1:36:04	<b>Bridget Stone:</b> by donation, so they're not giving up somebody, it's, here's a book, it's mailed to the library, we thank you. You are a solution person this evening, thank you!
1:36:16	<b>Bridget Stone:</b> Well, you know, the only thing that I would bring up as trying to be responsible about taxpayer dollars is, you know, it's not easy to solicit.
1:36:25	<b>Bridget Stone:</b> money, books, volunteerism from people. And so, if we're trying to replace hundreds of dollars of.
1:36:32	<b>Bridget Stone:</b> Books that we've already bought.
1:36:35	<b>Bridget Stone:</b> we are taking that... it's already tough to get somebody to donate a book. Now we're asking them to donate a book we've already had. Right. What responsibility do we have to make sure that we are.
1:36:46	<b>Bridget Stone:</b> using donations responsibly, and I... I don't know, I'm not trying to be, like, a stick in the mud, so I want to make sure that we're not... No, it sounds like there's a lot of things that are sensitive here. We're all trying to be really.
1:36:57	<b>Bridget Stone:</b> Kind and empathetic to this situation.
1:37:03	<b>Bridget Stone:</b> Or super popular, yeah. If you have an extra copy that you'd like to drop off.
1:37:10	<b>Bridget Stone:</b> let them... please speak to the library director who can give you a list of what's available. What are our policies for buying books to some extent? Like, for instance, if I go to Better World books, right, I can get a lot of books for...
1:37:23	<b>Bridget Stone:</b> like, I'll go there a lot, and I'll buy used books that are \$3 to \$5, which was \$20. It's like thrift books, yeah. Yeah, but it's just like, and a lot of the books, honestly, are books that libraries have donated to be sold because they had, you know, maybe they bought 80 copies because it was popular, and now they only need 5, or...
1:37:40	<b>Bridget Stone:</b> You know, um, so... I bought a lot of books over there at Christmas, and I was shocked, honestly, at the amount of library books that I ended up collecting.
1:37:48	<b>Bridget Stone:</b> But, to that extent.
1:37:52	<b>Bridget Stone:</b> They're good condition to mint condition, their label book condition they're in, they are, you know.
1:37:57	<b>Bridget Stone:</b> If we were to do a little shopping, or work with this individual to do some.
1:38:03	<b>Bridget Stone:</b> discount shopping, does it have to be hundreds of dollars?
1:38:09	<b>Bridget Stone:</b> So does having a list out there put too much information? Yeah, that's what I was thinking of, like, the largest director for those. Like, actually, I mean, these are books that I've read, several of them, and I was like.
1:38:25	<b>Bridget Stone:</b> Oh, I didn't know... like, I just went right by it, right? It was part of the story. I didn't even pick up on the... it was whatever. Um, so...
1:38:34	<b>Bridget Stone:</b> It was tuned in. Um, I also think that, you know.
1:38:39	<b>Bridget Stone:</b> There's merit in having somebody take responsibility for their actions, and...
1:38:45	<b>Bridget Stone:</b> For sure. So, I want him to own his actions and, um, and make amends for them, to the extent that he can, and.
1:38:56	<b>Bridget Stone:</b> Once we've exhausted that, and honestly, I don't have time to, like, go through a, like.

1:39:03	<b>Bridget Stone:</b> set him up on a computer, like, show him the site, you do it, you do the math, right? Um, in this case, yep, yep.
1:39:12	<b>Bridget Stone:</b> And then present it to me. Like, that's what I can do. I like the idea of, again, we need to make sure that we...
1:39:21	<b>Bridget Stone:</b> responsibility with this, but I think we can try to meet people. Sure, for sure. Mm-hmm.
1:39:27	<b>Bridget Stone:</b> So for now, he is not allowed to check out any more books, and we are watching him while he's here to make sure that he's... he's like, well, can I read books in the library? And I was like, sure, no writing in him. Um, so he's real clear on where the line is.
1:39:41	<b>Bridget Stone:</b> I guess my last question would be...
1:39:44	<b>Bridget Stone:</b> Sans would probably... there's no way he could put time into some restoration or anything. I would love it, but I don't have time to train my staff, right? Like... No, but I mean, like, obviously, like, erasers or whiteout or things of that nature is not... No, it's beyond that. It's... yeah.
1:40:01	<b>Bridget Stone:</b> So many pages, and it's pen, and that would still be the same, right? It would still be. It's more of me, I think, just trying to determine, like... I haven't seen the damage, so I didn't... Yeah, no, I love restorative practice. I would love to do that.
1:40:15	<b>Bridget Stone:</b> Yeah, yeah. So, um, I... again, it looks like we're gonna discuss this at our next meeting a bit. Um, I don't think we're...
1:40:23	<b>Bridget Stone:</b> I think I have what I need to run with, actually. I'm not sure we need... do you all feel like we need to discuss this further at the next meeting? I feel like I've got your...
1:40:35	<b>Bridget Stone:</b> Great, um, all right, thank you for your help, I appreciate it. Yeah.
1:40:40	<b>Bridget Stone:</b> Um, my last question I guess I might have, less about buying those books, but if they're really popular books, is there the opportunity to put out to the community something like.
1:40:52	<b>Bridget Stone:</b> The library is looking for these particular popular books. Less of a donation, though. Like, if I bought.
1:40:58	<b>Bridget Stone:</b> a copy of Fifty Shades of Grey, Steamy, you said, so let's say I've got... if I've got... Not even.
1:41:06	<b>Bridget Stone:</b> I don't need anymore. I don't have to go to Amazon and buy it. I might just be like, I'm ready to donate. But I don't know that the library's looking for that book, you know what I mean? Right. So I think it's maybe just a little tweak in the language of.
1:41:19	<b>Bridget Stone:</b> Do you have a book that you've already used that you're ready to give up, versus going to buy another book? And I don't know what that policy's like. Yeah, so... so, this is the trick. So.
1:41:31	<b>Bridget Stone:</b> generally speaking, people want to read new books. People don't want books that are 5, 10 years old, right? And people get very emotionally attached to their books. I understand that. So people drop off books, and they feel like, oh, this is the best thing ever, but really, nobody wants to read.
1:41:48	<b>Bridget Stone:</b> that. So, um, so, and then we spend a lot of time processing the book, right? Like, covering it and stamping it, put the due date in the back.
1:41:57	<b>Bridget Stone:</b> That all costs money, that supplies, it's time, and then I catalog it, which is also time.
1:42:03	<b>Bridget Stone:</b> Um, so, you know, you might invest \$5 in that book. Um...
1:42:08	<b>Bridget Stone:</b> on top of the cost of repurchasing it, if we have to repurchase it. So...
1:42:13	<b>Bridget Stone:</b> My preference is if somebody destroys a book in some way, that they give us the money for it, because it might be cheaper now than it was when we initially bought it, and that.
1:42:25	<b>Bridget Stone:</b> Offsets the cost of supplies and labor to get it back in circulation.
1:42:33	<b>Bridget Stone:</b> Hmm.
1:42:35	<b>Bridget Stone:</b> There's a policy on donations. Correct. The library is open to consider materials or funds.
1:42:41	<b>Bridget Stone:</b> Funds donated to the library for a particular purpose will be allocated, yadda. Please contact the library director for more information on donations. So, don't specifically say donations of books.

- 1:42:52 **Bridget Stone:** Yeah, so when people say, I've got two boxes of books that were my great aunt's, they've been in my basement, and I... and they stink, thank you. Um, I say, oh, thank you so much for thinking of us, I know that the St. Albans Library has a book sale, you might want to reach out to them.
- 1:43:09 **Bridget Stone:** Or the little free libraries, the state prison, if they're paperback, or... Restore.
- 1:43:18 **Bridget Stone:** So that's what I do. Appreciate everyone entertaining my question. So, um, I don't have any further about maybe some solutions there. It sounds like you feel well-armed to move forward. Thank you very much, yes.
- 1:43:30 **Bridget Stone:** Any other, uh, further discussion on item 11?
- 1:43:33 **Bridget Stone:** Excellent. Hearing none, uh, item 12, planning our next meeting. Uh, is Wednesday, March 18th? Well, I guess, first off, are we gonna try and stick to the same schedule? These Wednesday... was it... is it, like, the second Wednesday, or the...
- 1:43:46 **Bridget Stone:** Third Wednesday at 5, how's this set up currently? Third Wednesday. Yeah. Um, I know for me.
- 1:43:53 **Bridget Stone:** in my other job, Monday and Tuesday evenings, I'm typically engaged tonight, so that worked out well.
- 1:44:03 **Bridget Stone:** Um, so Wednesdays always worked for me, but if Thursdays or Fridays or even Monday or Tuesday afternoons work well for others, I'm flexible.
- 1:44:11 **Bridget Stone:** Personally, Wednesday at 5 does work well for me. I don't know if that works well for everybody here, but yeah, I think it's...
- 1:44:18 **Bridget Stone:** Yeah.
- 1:44:20 **Bridget Stone:** Um, I don't see any reason to really move it then. If we can keep it the third Wednesdays at 5...
- 1:44:26 **Bridget Stone:** Every meeting, let's say, until December, for that third meeting, for that third Wednesday.
- 1:44:35 **Bridget Stone:** Um, at 5? Yeah, just go ahead with that. Um, I think if we get to a point where people then go back and look at their phone calendars and realize that they've got a major conflict on a day, let's discuss it and see if we can bump it.
- 1:44:48 **Bridget Stone:** one way or the other. I get the impression there's not a lot of, like, public.
- 1:44:53 **Bridget Stone:** Uh, attendance at these meetings? Typically, no. You never know? No?
- 1:44:59 **Bridget Stone:** Yeah, typically, like, not the short duties or anything. In the summer, there's a month that we don't meet, and we... No, I'm all for that, too.
- 1:45:11 **Bridget Stone:** Yeah, no, I, uh, I always look forward to, like, that... Yeah, it's like the one time you get to just, like, step back and think about things, so I appreciate that, and I...
- 1:45:21 **Bridget Stone:** I see we only have to have, like, 6 meetings a year in our charter, so I think that makes total sense to me.
- 1:45:30 **Bridget Stone:** Um, so do we need to do executive session today? So that... to go for the budget, or do we just wait till next week?
- 1:45:40 **Bridget Stone:** I would... I would, um, suggest that you look at it really carefully to understand that.
- 1:45:47 **Bridget Stone:** I think this approach is having two people here.
- 1:45:51 **Bridget Stone:** Mm-hmm. At most times. We may have one or two Saturdays. But I don't... is that what we're... I don't know if that was what we were going to talk about in the executive... Personnel? Right, yeah, it was personnel related. So, not related to this. No, but, I mean, I think.
- 1:46:07 **Bridget Stone:** it could affect the budget, depending on what we decide to do moving forward. An executive session today. For personnel, yeah. Right.
- 1:46:16 **Bridget Stone:** Um, I would need a motion then to move into executive session.
- 1:46:20 **Bridget Stone:** You have to read... Oh, yeah, sorry, yes, I should say, there's something you have to... Yeah, you have to read, like, the...
- 1:46:26 **Bridget Stone:** So...

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- 1:46:28 **Bridget Stone:** Oh yeah, but Ben has to read it. Oh, I have to read it. Yes. So, alright. Um, so we've had a motion to go into executive session.
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- 1:46:36 **Bridget Stone:** I would entertain a motion to enter into executive session to discuss personnel matters which premature disclosure discussion may be detrimental to the board in itself and or the individuals involved.
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- 1:46:48 **Bridget Stone:** Can I make that motion. Is there a second? All right, hearing a second, all those...
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- 1:46:54 **Bridget Stone:** Voting to move into executive session, say aye.
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- 1:46:57 **Bridget Stone:** Those opposed?
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