**CROSS COUNTY LIBRARY**

**BOARD OF TRUSTEES MEETING**

***December 20, 2016***

**Call to Order and Roll Call:** The meeting was called to order at 2:32pm by Reta Ragland.  Trustees in attendance were: Reta Ragland, Kitty Bingham, Jerry Harvey, Joy Shepherd, and George Anne Draper.

Library staff present: John Paul Myrick, Executive Director; Claire Miller, Deputy Director; Julie Phillians; Asti Ogletree; Lori Hunt.

**Public Attendance:** Keeli Smith, Renee Boeckmann, Judge Donnie Sanders, Mike Hamrick, Gary Eakin.

**Public Participation and Comments:** N/A

**Reading and Adoption of Minutes:** Reta asked about the loss in circulation statistics in Cherry Valley and Claire said that it seems to have only been when Stacy was out of the office since circulation had reached 19 in November.  She also said that they had been looking into a self-check system but John Paul mentioned that the cost was about $2,000 and the library could not afford it at this time.  Joy moved to approve the September minutes.  Kitty seconded the motion.  All aye, motion carried.

**Financial Reports, September through November 2016**:  Kitty asked about the gifts line item percentages in September, on page 12.  She indicated that it was overspent.  John Paul said that the library doesn’t typically budget for gifts received.  The budget said that the library was expecting to receive $50.00 a month ($600.00 for the entire year) and the library actually received $26,852.00 through the end of the September.  Thus, the line item is at 4475.33%.  Kitty asked what kind of donations these were and John Paul and Claire said that they were mostly memorials in honor of a loved one. Reta asked about the Card Service Center and John Paul said that it was where the Mastercard payment was made.  Reta also mentioned the furniture line item was overspent in October but she confirmed that it was for new library chairs.  John Paul said she was correct and Claire pointed out that the chairs along the wall were a part of the purchase and that patrons complemented them immediately.  John Paul said that the library currently has approximately $220,000 in the bank at this point.  Kitty made the motion to approve the financial reports as presented.  Jerry seconded the motion.  There was no further discussion about the financials.  The vote was as follows:

Kitty – yes

Joy – yes

George Anne – yes

Jerry – yes

Reta – yes

All aye, motion carried.

**Operations and Staff Reports:** Trustees didn’t have any questions concerning the reports for September through November.  Kitty moved to approve the reports.  George Anne seconded the motion.  The vote was as follows:

Kitty – yes

Joy – yes

George Anne – yes

Jerry – yes

Reta – yes

All aye, motion carried.

**Unfinished Business:**

**CCL 2017 General Fund Budget:** John Paul directed the trustees to look at a proposal for a revised 2017 budget in their packets.  The trustees had previously approved a 2017 budget so there is no rush to adopt the revised budget.  John Paul said that the revisions were due to the information he had received from the Quorum Court and Judge Sanders stating that the County would not be paying the utilities for the library in 2017.  Joy asked what line items were cut in the revised budget.  John Paul said there were cuts to book budgets, programming budgets, and additional maintenance money for future air conditioning repair had also been cut.  Joy said that she was not prepared to vote to approve the new budget at this time.  John Paul suggested that the trustees look over the revised budget and send him suggestions via email before the next board meeting.

**New Business:**

**Adoption of the 2017 Meeting Schedule:** John Paul then asked the trustees to look at the proposed 2017 Meeting Schedule for the Cross County Library Board and asked for approval.  Kitty moved to approve the proposed meeting schedule for 2017.  George Anne seconded the motion. The vote was as follows:

Kitty – yes

Joy – yes

George Anne – yes

Jerry – yes

Reta – yes

All aye, motion carried.

**Trustee Comment Period:** Kitty said that she wanted to discuss the email John Paul had sent the trustees and Darlene Andrews about Christmas Bonuses the day before.  Kitty provided handouts for those not on the board. She then stated that if the board could not act, then John Paul should be terminated. She said that the board and voted to suspend the budget program and there was no money budgeted for the bonuses that John Paul was asking for. She also said that John Paul was wrong for sending the memo to Darlene to cut bonus checks without board approval.

John Paul explained that there was still money budgeted for the 2016 bonuses, and that the board terminated its bonus program, and did not alter the 2016 budget. Based on that action, bonuses were removed from the 2017 budget.  Kitty said that John Paul’s statement to her that library employees were required to have equal fringe benefits to that of county employees was wrong.  The trustees had approved a merit raise that the county employees did not receive.   Kitty said that the budget had been approved and should not be changed whenever someone feels like it.   John Paul reiterated that this decision was based on state law, which he had confirmed by the county prosecutor and the library attorney.  Joy Shepherd said that if the lawyers say it is the law and we have the money, there should be no argument.

John Paul said the bonus program was explained to him by Mr. David Price, a consultant and recruiter hired by the Library, and used as a recruitment tool. He stated the bonus program was developed by his predecessor and Mr. Price and adopted by the Board in 2012. He stated that, after he first started, he surveyed libraries in the state and counseled the board in early 2014 against the percentages used in the bonus program. He stated trustees wanted it retained, and that he recalled that Mrs. Bingham specifically said that they had worked too hard to get it place to get rid of it.  Two years later, the trustees voted to suspend the program. He said now he feels he is being vilified because of a program he did not put in place, he did not recommend, and which was an official policy of the Library Board.  Mrs. Bingham asked John Paul how she was supposed to remember events of 2014. John Paul responded that he didn’t know, but he could recall it clearly.

Reta asked if Judge Sanders felt that library employees were county employees and he said that he did not. Having the floor, Judge Sanders questioned that John Paul’s email mentioned the county paying back funds.   John Paul clarified that this meant the county libraries paying back ECARL, not the Cross County government paying the Library. After some brief discussion of the fact that the County Libraries and ECARL runs on two separate, overlapping fiscal years, Judge Sanders said he had no more questions.

Joy asked Kitty what would make her feel better about this situation.  Did Kitty want to consult another lawyer?  Kitty said no.  Jerry proposed a vote by the trustees. Jerry moved to approve the payments noted in John Paul’s memo to Darlene. The vote was as follows:

Jerry – Yes

George Anne – Yes

Joy Shepherd – Yes

Kitty – No

Reta – Yes

The motion carried.

**Adjournment:** Reta moved to adjourn the meeting at 3:29pm.  John Paul interrupted her to state that there was one order of business not on the agenda which must be addressed. On behalf of the Board, the staff, and the County Government, John Paul presented Reta with a clock in appreciation for “time served” on the Board of Trustees, and wished her success in the future.

After a few remarks, Reta again moved to adjourned. George Anne seconded the motion.  All aye, motion carried.  Meeting adjourned.

Respectfully submitted,

John Paul Myrick, MLS

Regional Librarian/Executive Director