

GRAFTON-MIDVIEW PUBLIC LIBRARY
BOARD OF TRUSTEES REGULAR MEETING

August 8, 2023

President Joe Urig called to order the regular meeting of the Grafton-Midview Public Library Board of Trustees at 7:00 pm. Roll call: Joe Urig, Evelyn Hemmingsen, Corey Heredos, Mindy Harris, Ted Schriver, and Clare Gallaher. Library Director Adele Infante, Fiscal Officer Lorie Scheer, and staff member John Kenny also attended. Angela Carter arrived at 7:14 pm.

Adjustments to the Agenda

Add Social Committee after the Personnel Committee to discuss the annual Board/Staff picnic.

Recognition of Visitors

None

Comments by the President

Joe Urig expressed welcoming words to those in attendance.

Public Comments

None

Meeting Minutes

Clare Gallaher moved, and Ted Schriver seconded to accept Resolution # 23-8-1, approving the minutes with a revision from the Board of Trustees Regular Meeting on July 11, 2023. All voted aye. Motion carried. Evelyn Hemmingsen abstained.

Fiscal Officer's Report

Lorie Scheer presented and reviewed the following financial reports at the meeting: Bank Report, Revenue Report, Expense Report, and Check Register for July 2023. Discussion followed.

President Joe Urig stated that the July 2023 financial reports were received, reviewed, and ready to file for audit.

Director's Report

Adele Infante reminded the Board about the Community Foundation of Lorain County's Connect to a Cause event on September 21 to benefit the Library endowment fund. This year, each Board member must contribute a minimum of \$5 to the fundraiser to qualify the Library to receive additional funding from the Community Foundation.

Personnel Committee

Committee chair Angela Carter discussed the results of a recent personnel committee meeting and proposed a three-prong strategy to compensate hourly Library staff. The plan includes market adjustment wage increases at the end of the year. In addition, during the first quarter of the New Year, the Library will award a merit raise to an hourly employee who goes above and beyond the work expected from the previous year. The final part of the strategy involves the Board reviewing the salary scale when necessary to keep abreast of the current wages.

Angela Carter moved, and Corey Heredos seconded to accept Resolution # 23-8-2, approving changes in the compensation package offered to hourly Library staff based on a three-prong strategy recommended by the Personnel Committee. All voted aye. Motion carried.

The committee chair then distributed a chart with a proposed change in the distribution of hourly staff vacation hours. Discussion followed.

Evelyn Hemmingsen motioned, and Corey Heredos seconded to approve Resolution #23-8-3 awarding vacation, as demonstrated in the chart, effective January 1, 2024. All voted aye. Motion carried.

Angela Carter also proposed changes to the Associate I and II job titles. Upon the director's recommendation, the two positions will become one. Effective with the next pay period, August 20, 2023, all Associate I employees will move up to a minimum starting hourly wage of \$14.00.

Angela Carter moved, and Corey Heredos seconded to accept Resolution # 23-8-4, approving the change in associate job titles from Associate I and II to Associate and moving Associate I employees to \$14.00/hour with the September 8, 2023 paycheck. All voted aye. Motion carried.

Due to an anonymous employee question regarding the safety of keeping our building open to observe the eclipse next year, Angela Carter proposed closing GMPL on April 8, 2024. Discussion followed.

Angela Carter moved, and Evelyn Hemmingsen seconded to approve Resolution # 23-8-5 to close the Library on April 8, 2024, with those scheduled to work to receive pay. All voted aye. Motion carried.

Angela presented the last item, closing the Library for Juneteenth as a paid holiday. Discussion followed whether a floating holiday would allow staff more options.

Clare Gallaher moved, and Corey Heredos seconded to accept Resolution # 23-8-6, approving the addition of one floating holiday per year for all holiday-eligible employees in exchange for the holiday pay previously granted on the day before Thanksgiving, taking effect on 1/1/2024. All voted aye. Motion carried.

Social Committee


The social committee set a tentative date of September 10 for the annual Board/Staff picnic. The Board asked Adele to survey staff for ideas for future events with the Board and to assess their interest. Discussion followed.

Midview School Board Meeting

No report.

Adjournment

Joe Urig adjourned the regular meeting at 8:39 pm.


Chairperson


Attest