

Board of Commissioners Regular Meeting

August 25, 2022

1. **CALL TO ORDER:** The meeting was called to order by Commissioner Congress at 9:04 A.M.
2. **ROLL CALL:** Commissioners Present:
 - Melanie Congress, Chair
 - Nicole McHale, Vice Chair
 - Sandy Zahorchak, Treasurer
 - Linda Uhler, Secretary
 - Susie Holly
 - Barbara RubenCommissioners Excused:
 - Roy Gibson, virtual attendeeA physical quorum is confirmed.

Staff Present: Margaret Mohundro, Executive Director
Cathy Cameron, Clerk
3. **SETTING OF AGENDA:** The Agenda was set as presented.
4. **PUBLIC COMMENT:** Chair Melanie Congress invited public comment.
Public Comment (attached)
5. **SECRETARY'S REPORT:** Commissioner Uhler presented the Minutes from July 28, 2022, which were approved as presented.

6. **DISCUSSION – Old Business**

YOUTH COLLECTION – Discussion was heard on Policy 09: Board policies are intended to be very broad and to represent the mission of the Library and to support the Community; Staff develops procedures and practices. Executive Director Mohundro met with Staff who weighed in on the discussion and talked about how books are catalogued; how displays on various titles should be decided; how to determine if action is needed such as relocation of books or relevance of books or take no action at all. Director Mohundro advised that procedures are updated and changed for efficiency and clarity as technology changes adding that Staff discussed three (3) possible actions to consider: 1.) Do not remove the books. Place tags on the books advising that a companion book is available in the adult section; 2.) Clarify the Request for Reconsideration Form; 3.) Displays – Expand input among Staff on display topics, hold quarterly meetings among Staff to discuss displays.

Commissioner Uhler said that these actions address the issue; Commissioner Holly agreed; Commissioner Zahorchak had no further comment; Commissioner McHale suggested language in the request form that materials should remain in the location until a decision is made; Commissioner Congress added that the policies are posted on the website, adding that the Library does not endorse or restrict topics or make value judgments and that ultimate responsibility rests with the parents. Commissioner Congress added that she researched other libraries and the Sanibel Public Library District policies are similar to them including Jacksonville, Florida and Fort Worth, TX, and others, and that the Library's Policy 09 is relevant. Commissioner Congress added that in talking to the parents involved in this incident, the parents told her that when they

were given the Request for Reconsideration Form, it made them feel that this would ban the books, which was not their intent. Commissioner Congress agreed that clarification of the form is moving forward and parents can explain what action they feel is necessary; Commissioner McHale said that the DRAFT form is relevant in better helping make a decision on the collection; Commissioner Congress added that Executive Director Mohundro spoke with Staff on relocating books on higher shelves or to the adult section. Commissioner Congress also added that she looked at the catalogs of other libraries and found the titles in question on the shelf in the Children's area in the Lee County Library System as well as in Collier County, but did not find any of the titles in the Fort Myers Beach Library catalog. Commissioner Congress added that the titles in question had been checked out several times from the Sanibel Public Library prior to this incident; Commissioner Uhler agreed that the DRAFT Request for Reconsideration Form is better and more thorough and likes the provision of an alternate title on the form; Commissioner Ruben agreed that the policy is clear and added that if the Library does not have an alternate title, they will work to provide it through Interlibrary Loan or purchase; Commissioner Gibson (virtual attendee) added that Library policies are not arbitrary, but are based on work, research, thought, contemplation. He agrees with his colleagues to maintain the core principles within the current policy with a position of equality of access.

The Board agreed that the policy will stand as it is written. Procedures, which are the responsibility of the Executive Director and Staff, are reviewed routinely.

- 7. TREASURER'S REPORT:** July financial reports were recapped by Commissioner Zahorchak and will be held for audit.

BUDGET DISCUSSION: 2022-23 DRAFT Budget was presented by Commissioner Zahorchak; DR420 Line 4 6,358,196,055 - Proposed millage rate is 0.435 mills. Discussion was heard: Executive Director Mohundro will finalize the salary numbers; Pension will be corrected to \$133,000; Transponders were discussed as to what happens if an employee leaves – the District funds the purchase of transponders for eligible employees each October and does not request the transponder be returned when employment ends, as the transponder is registered to the employee by LeeWay; Commissioner Gibson added that the City of Sanibel does not recapture costs of transponders if an employee leaves.

- 8. DIRECTOR'S REPORT:** Highlights include Gear 2 Go; Archives audio recordings and oral histories have been digitized; Crowther Roofing will be on site on Friday regarding a couple of possible roof leaks.
- 9. STAFF INFLATIONARY COMPENSATION:** Discussion was heard on a one-time inflation compensation payout to staff; funds used will be from the current fiscal year savings in gross payroll; amount agreed to by the Board is \$35,500; payout will be made in September 2022.

A motion was made by Commissioner Congress, seconded by Commissioner Uhler approving a one-time inflation leveling compensation payout in the amount of \$35,500. The payout shall be made as follows: (13) Full Time - \$2,500, (3) Part Time - \$1,000. The motion passed unanimously by voice vote.

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10. BOARD COMMENTS: Commissioner Gibson inquired as to Library plans for the 60th anniversary celebration, suggesting a time capsule and possibly the Foundation being involved in activities, along with Commissioner McHale inquiring about a party.

Commissioner McHale requested that the Strategic Plan Update and the Crisis Communications be included in the October meeting.

11. EXECUTIVE DIRECTOR REVIEW: The Board will complete forms. Commissioner Congress will present an overview in September. Compensation will be voted on at the September meeting.

12. FOUNDATION UPDATE: No report.

13. ADJOURNMENT: Commissioner Congress adjourned the meeting at 11:25 A.M.

Upcoming Meeting Dates:

Thursday, September 22, 2022 @ 3:00 P.M.

Thursday, October 27, 2022 @ 9:00 A.M.

Thursday, November 17, 2022 @ 9:00 A.M.

Thursday, December 22, 2022 @ 9:00 A.M.

Thursday, January 26, 2023 @ 9:00 A.M.

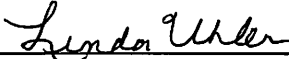
Thursday, February 23, 2023 @ 9:00 A.M.

Thursday, March 23, 2023 @ 9:00 A.M.

Budget Hearing Dates:

Tentative Budget Hearing– Thursday, September 8, 2022 @ 5:01 P.M.

Final Budget Hearing – Thursday, September 22, 2022 @ 5:01 P.M.



Linda Uhler, Secretary
/cac