

Minutes  
Bartholomew County Public Library  
Board of Trustees Meeting  
October 17, 2022  
Board Meeting 4:00 – 5:00 pm

Call to Order

The meeting was called to order at 4:05 p.m. by President Gron.

Present on site: Monta Frazier, Gary Gron, Laura Hack, Stephen Shipley, and Billie Whitted.  
Library staff: Jason Hatton, Director; Angela Eck, Assistant Director; Michelle Williams,  
Business Services Coordinator. Mike McIver, Attorney.

Present via Zoom: Vern Jorck and Mike Wilkerson

Absent: None

Approval of Minutes

The minutes of the September 12, 2022 meeting were reviewed. Whitted said the word Personnel had been misspelled in Section A of the Action Items section. Hatton responded that the correct word Personal had been used as that is the wording designated by the State for the budget and should not be changed. Frazier noted that in that same section, the budget year of 2021 should have been 2023. Whitted moved and Frazier seconded approval of the September 12, 2022 minutes as edited. Motion carried unanimously.

Financial Report and Approval of Claims

A. Claims 631 through 710 in the amount of \$620,635.25 were reviewed. Hatton made note of the following claims: Claim 661 to Bored? Games! for collection items, noting that this is a local business. He said we try to use local businesses for purchases as much as we can. Claim 678 to Graham Plumbing for a flushometer cartridge and Claim 679 for Billy Goat repairs, as they are a bit odd. Claim 680 is for the new wrap on the Bookmobile. Claim 691 for Heritage Quest database, which is paid from the Helen Rowell memorial. Claim 699 to Repp & Mundt for repairs at Hope on the limestone windowsills and the awning replacements, which was paid out of LIRF. Claim 706 for TumbleBooks database. Hack moved and Frazier seconded approval to pay Claims 631 through 710 in the amount of \$620,635.25. Motion carried unanimously.

Action Items

A. Adoption of 2023 Budget. Hatton reviewed the budget as previously presented at the September Board meeting. He discussed the three sections of the budget – Operating, LIRF and Rainy Day. The total budget for 2023 is \$5,271,690.00. Whitted said she was in favor of raises for staff, but not the 5% proposed. She said raises should be no more than the 3.5% being given to county employees. She raised the concern that inflation and recession should be taken into consideration for potential shortfalls in funds for the buildings and facilities. Hatton said this resolution is regarding the budget as a total number, and that the question of specific raises would be addressed later in the meeting. Gron asked for a Motion to adopt the

2023 budget as presented. Frazier moved and Jorck seconded approval of the Motion. Whitted raised the question of whether Jorck could vote as he was attending virtually. McIver answered that there are restrictions, but that he would need to review the requirements. Jorck rescinded his second of the motion. Hack seconded the Motion to approve the 2023 budget as proposed. The motion passed with 4 votes in favor and 1 against, without counting 2 provisional votes in the affirmative from Jorck and Wilkerson.

B. Adoption of 2023 Salary Increases. Hatton presented a review of the proposed salary increases for 2023. He said he is proposing a 5% increase on current salaries. He noted retention issues and issues regarding attraction of new employees. He said that potential employees have not accepted offers due to wages being too low. He said that inflation and recession affect the staff also. He praised the staff and the work they perform. Gron said there was widespread support for the increase as proposed. Gron asked for a Motion to adopt the 2023 Salary Increases as presented. Frazier moved and Hack seconded approval of the 2023 Salary Increases as proposed. The motion passed with 4 votes in favor and 1 against, without counting 2 provisional votes in the affirmative from Jorck and Wilkerson.

C. Resolution to Adjust Salaries for Longevity. He stated that wages need to be competitive for retention of current employees and attraction of new. His proposal was that staff should be moving up through the wage ranges appropriately, known as salary penetration. Whitted asked that we table this discussion until the November meeting. Hatton said that while the specific language may not have been discussed, the topic has been discussed at multiple board meetings. Whitted made a motion to table the discussion until the November meeting. There was no second. Discussion followed regarding longevity adjustments. Gron asked for a Motion to adopt the resolution to adjust salaries for longevity. Frazier moved and Hack seconded approval of the Resolution to Adjust Salaries for Longevity. The motion passed with 4 votes in favor and 1 against, without counting 2 provisional votes in the affirmative from Jorck and Wilkerson.

## Reports

A. Director's Report. Hatton reported:

1. Staff Day was successful. Guest speakers Kelly Daugherty of Love Chapel and Aida Ramirez of the Human Rights Commission provided valuable information.

2. Two Strategic Planning sessions have been held. Margaret Sullivan will be back for a third session in November. She had discussions with Board members and reported excellent conversations.

3. The library has received 12 reconsideration forms. Seven forms were for the same book. Five forms were for Teen books in the Teen section. All forms are under consideration.

4. Regarding the flooring project, the bid advertisement was in the Republic today. It will run one more time next Monday. Bids will be opened at a Special Board meeting on November 1 at 3:30 pm for that sole purpose.

5. We are adding a new database – Just For Kids. Teachers have asked us for more databases that are educational and the committee selected this one.

6. We had a successful launch party for our Growing Readers program. This program is modeled on the 1000 Books Before Kindergarten program. We are partnering with Viewpoint Books. Every child that completes our program will receive a free book from Viewpoint.

7. Exhibit Columbus Symposium will be held in Downtown Columbus October 21 – 23 and Hatton encouraged all to attend and participate.

B. Holiday Policy Draft. Hatton presented information on the Holiday schedule for 2023. He suggested adding Juneteenth to our current schedule. He also suggested discontinuing the holiday time for Thanksgiving Eve and adjusting the holiday time for New Year's Eve. We currently close for 9.75 holidays during the year. The Library is open for Presidents Day and Veterans Day, but full-time staff are awarded 8 hours for Floating holiday, which are available to them any time during the month, February and November respectively. His suggestions for change would result in 11 days of holidays, with the library closed for only 9 of those days. He also recommended adding pro-rated time for holidays to part-time staff on a sliding scale similar to the vacation and sick time adjustments made previously this year. He asked that questions or comments come to him before the next meeting.

#### Public Comment

Several members of the community attended the meeting to express their thoughts and opinions in support of the materials available at the library. They expressed their opinions on materials, programs, the appearance of departments within the library, and activity outside the library. McIver reminded those wishing to speak that this time is for comment only, not questions or debate. He reminded everyone of the three-minute limit for speakers, and that there will be timers in view of all to note the limit. There was a sign-in sheet available prior to the start of the meeting and all who signed up were given their time to comment as they chose. Those making a comment were thanked for their input and reminded that we do listen to their concerns and evaluate their feedback.

#### New Business

None.

#### Adjournment

There being no other business to come before the board, the meeting was adjourned at 6:38 p.m.

Attested:

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Billie Whitted, Secretary

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Gary Gron, President