

Augusta Memorial Public Library Meeting Minutes
Monday, Dec. 20, 2021 5:30 pm

Meeting called to order at 5:32 pm by Leslie LaRose

Present: Rebecca White Body, Polina Kudelina, Carrie Amo, Barb Johnson

Also present: Leslie LaRose

Absent: Bunny Turner, Del Thorson, Brenda Pettis,

Quorum Present

Open Meeting Law Compliant

Agenda Approved : Motion made by Carrie, seconded by Polina

Minutes from Nov. 15, 2021 Approved: Motion made by Carrie, seconded by Barb

Financial Report:

1. Partly because the Library didn't purchase new computers in 2021 due to a supply shortage, there will be about \$8000 left in the budget at the end of the year. If not spent, this money would have to be returned to the City of Augusta.
2. Motion to accept the budget by Carrie, Polina seconded, motion carried

Director's Report:

1. A staff member tested positive for COVID 19, and her quarantine ends Dec. 27. The Library followed the School District's policy when handling this situation.
2. The Library will implement a new program that provides boxes of books available for checkout at Amish schools. Part of the budget surplus could be used to purchase materials appropriate for the Amish patrons.

Friends of the Library report

1. No Friends report

Pandemic Response Update

1. No changes to the current policy are necessary at this time.

Personnel Policy

1. Leslie obtained a new Personnel Policy text that addresses previous concerns with the Harassment Policy. It covers situations involving romantic and/or sexual relationships that aren't currently relevant to the staff, but the Board advised leaving it in so it will be available should the staffing situation change.
2. Per Leslie's recommendation, the Board added a bullet point to the grievance procedure clarifying that staff grievances against the Library Director would be handled by the Personnel Committee rather than the Director.
3. The Board liked that the definitions in this new text aren't as rigid as those in the previous draft, so they offer flexibility to deal with hard-to-define instances of perceived harassment.

4. Polina motioned to approve Draft #2 of the Personnel Policy with an updated harassment section and a bullet point clarifying the grievance procedure added to the Personnel Committee description. Carrie seconded the motion, and it was approved.

2022 Budget

1. Some items still need to clear, but after they do, about \$8000 will remain in the budget. The Board directs Leslie to spend down the surplus.

Meeting adjourned at 6:10 pm.

Minutes taken and typed by Rebecca White Body