Town of Esopus Library Governance and Personnel / Trustee Training Committee July 11, 2023

Attendance: Nancy Beranek, Susan Barbarisi, Martha Farrell, Stephen Lewis, Don Carragher, Shannon Powell

During trustee training, we discussed:

- the library as a special district library
- the location of our library's charter and bylaws
- the roles of the Foundation and the Friends
- the current staff structure

The committee then discussed policies. The Volunteer Policy was reviewed and revised. It will be presented at the next Board meeting for approval. The Reconsideration Request Policy was also reviewed and revised. It will be presented at the next Board meeting for approval.

Respectfully submitted, Nancy Beranek



# MANAGER'S REPORT - July

### **\*** BUILDING

- After the excess storming, the library's air conditioning was not functioning on Monday, July 10<sup>th</sup>. Dutchess TekCon came and replaced a blown fuse and fixed the various tripped breaker issues in the main circulation, offices, and server room zones.
- The building was closed 7/4 for the Fourth of July.

### **\* PROGRAMMING**

- Our Summer Reading Program has begun! We have 71 youth participants and 30 adult participants who are utilizing the ReadSquared app, in addition to a number of patrons who prefer to use paper copies. This is our highest enrollment participation in many years!
- I would like to share the following statistics:

Check outs from January 1, 2023-July 17, 2023	New Cards from January 1, 2023-July 17, 2023	Total Number of Adult Programs in January 1-July 17, 2023	Total Attendance for Adult Programs	Total Number of Children's Programs Jan- July 23	Total Attendance for Children's Programs
11, 525	171	107	1023	85	1250

### ★ PERSONNEL

 Our new Adult and Teen Program Coordinator, Meaghan has had a great first month and scheduled many programs for teens and is steadily filling the calendar in the upcoming fall months. She also has been accepting applications to have teen volunteers assisting in the library.

### ★ RESOURCES & COMMUNITY

- I'm pleased to announce that the American Library Association has awarded our library with the PLA Digital Literacy Workshop Training Incentive supported by AT&T. This grant will award \$6,000 and the tools to provide workshops to individuals in both English and Spanish on Internet Basics, Video Conferencing Basics, Cyber Security Basics, Email Basics, Computer Basics (both in Windows and Mac), and Mobile Device Basics (both in Android and iOS). I've attached the Press Release with my report.
- We collaborated with the UCSPCA on 7/11 to host a humane education workshop for children ages 5+. Children got to meet Rosie, the good citizen

dog, and learn why it is important to bond with animals. Afterwards, the children got to "adopt" a practice pet.

- We collaborated with Mid-Hudson Valley Federal Credit Union on 7/20 to teach children about the importance of saving early.
- As of July 1, there is a new language learning resource available to MHLS patrons: Transparent Language. This is replacing Mango Language. This new resource is much more expansive, offering a wider variety of languages and exercises. Our staff completed webinars on the transition to the new service. (If you previously subscribed to Mango, you can continue to utilize it through July before our subscription expires!)

Respectfully submitted,

mprovel 7/17/2003

#### PRESS RELEASE

#### FOR IMMEDIATE RELEASE

#### PLA awards \$1.27 million to more than 200 Public Libraries for digital literacy and ACP workshops

National initiative part of expanded support from AT&T to help families build online skills and learn about the Affordable Connectivity Program (ACP)

CHICAGO —Powered by a contribution from AT&T, the Public Library Association (PLA) has selected more than 200 public libraries across 45 states to host digital literacy and <u>ACP workshops</u>. <u>The PLA</u> <u>Digital Literacy Workshop Incentives</u>, <u>supported by AT&T</u> support public libraries in their work improving digital skills and promoting broadband adoption among families and communities. The workshops leverage the online digital literacy courses, created by PLA in collaboration with AT&T, that are freely available to anyone through <u>DigitalLearn.org and AT&T ScreenReady</u>. DigitalLearn.org online courses and training materials were developed with and for library staff and their patrons.

This second cohort is part of an expanded national initiative and collaboration between PLA and AT&T. In 2022, 160 libraries were selected to be part of the PLA Digital Literacy Workshop Incentive, supported by AT&T. The initial group of libraries held more than 1,500 workshops which helped over 8,000 learners build skills and confidence using technology. This new cohort will increase the number of learners libraries can continue to reach.

PLA President Maria McCauley remarked, "Public libraries continuously play a vital role in providing digital literacy tools and information to their communities. The expansion of this powerful collaboration with AT&T for the second year will ensure that even more families and communities can benefit from programs and resources that increase digital access and equity."

Workshops, available in English and Spanish, will be offered on 8 digital literacy topics, as well as how to apply and use the ACP benefit. Courses cover basic technology skills which include topics such as internet use, video conferencing, cybersecurity, and mobile device basics and ACP basics.

"DigitalLearn aligns perfectly with our library's mission of providing equitable access to digital literacy, technology, and information. DigitalLearn has played a critical role in our library by providing digital support and literacy. Our library will continue to use this resource in a variety of ways." Miranda Robbins, New Braunfels Public Library, New Braunfels, TX, 2022 cohort participant.

Selected Libraries (\* indicates participation in both incentive programs)

Adamstown Area Library Alamance County Public Libraries Alameda County Library Alexandria Public Library Algona Public Library Altoona Public Library Amador County Library Anacortes Public Library Aram Public Library Asotin County Library Augusta County Library Augusta Public Library\* Avon Grove Library Azalea Regional Library System Baldwin Borough Public Library Baltimore County Public Library Bandon Public Library Bangor Public Library Bay County Public Library Bellmore Memorial Library Bemis Public library Bethlehem Area Public Library Blair Public Library and Technology Center Blue Island Public Library

Bondurant Community Library Boulder Public Library Brandon Free Public Library Breeden Memorial Library Bridgeport Public Library Bristol Public Library\* Britton Public Library Brookings Public Library Broward County Libraries Division Brown County Public Library Burnsville Public Library Cambridge Public Library Campbell County Public Library Carpinteria Community Library Carroll and Madison Library System Centerville Public Library Charles County Public Library Charleston County Public Library Charlotte Library Chelmsford Public Library Chester County Library & District Center Chillicothe Public Library District Churchill County Library City of Rosebura Cobb County Public Library System\* Community Libraries of Providence Cranston Public Library Cumberland County Public Library Cutler Memorial Library CVW Long Lake Public Library Cynthiana-Harrison County Public Library\* D. A. Hurd Public Library Association Danville-Center Township Public Library David F. Cargo El Valle de Anton Chico Library DC Public Library\* De Soto Trail Regional Library System\* DeKalb County Public Library Del Norte County Library District **Delaware Division of Libraries Delmont Public Library** Delray Beach Public Library Desert Foothills Library Dougherty County Public Library Driftwood Public Library E.D. Locke Public Library East Brookfield Public Library\* East Chicago Public Library East Cleveland Public Library East Providence Public Library\* El Paso Community College Jenna Welch and Laura Bush Community Library Elmwood Park Public Library Emmaus Public Library\* Ephrata Public Library Ericson Public Library Ferguson Library Fletcher Free Library Fort Kent Public Library Frank Sarris Public Library Fulton County Library (GA) Fulton County Library (PA)

Genesee District Library\* Gibsonville Public Library Gladwin County District Library Glen Ellyn Public Library Grant County Library Gravette Public Library Green County Public Library Greenburgh Public Library Gwinnett County Public Library Hammond Community Library Harris County Public Library Harrison Public Library Hastings Public Library Hazel M. Lewis Library Heartland Library Cooperative\* Heartland Regional Library System Henry Waldinger Memorial Library of Valley Stream Heritage Public Library Hialeah Public Libraries Highwood Public Library Hillside Public Library Homer Public Library Homewood Public Library Hornell Public Library Huntsville-Madison County Public Library Iowa City Public Library Jackson County Library Services Jefferson County Library -Jefferson-Madison Regional Library\* Jersevville Public Library Kimball Public Library Lake Andes Public Library Lake Park Public Library\* Letts Public Library Liberty Library\* Lincoln County Library Lincoln Township Public Library Little Elm Public Library\* Lodi Public Library Logan-Hocking County District Library Lone Cone Library District Longview Public Library Loveland Public Library\* Madison Public Library Mason County Public Library McCracken County Public Library McIntosh Memorial Library /Memphis Public Libraries Menominee County Library Mentor Public Library Middle Georgia Regional Library Middlebury Public Library Mill Valley Public Library Mohawk Valley Library System\* Montgomery-Floyd Regional Library Montour Falls Library Morgantown Public Library System Nampa Public Library Navajo Nation Library Nevada County Library

New Rochelle Public Library New Ulm Public Library Niles-Maine District Library North Riverside Public Library North Valley Public Library Nova Southeastern University's Alvin Sherman Library **Onslow County Public Library** Osceola Library System: Hart Memorial Central Library: Oxford Public Library Parkston Public Library Parsippany Library Philipsburg Area Community Library\* Pike County Public Library Plainsboro Free Public Library Portsmouth Public Library Pottstown Regional Public Library Pottsville Free Public Library\* Prince William Public Libraries Providence Public Library Pueblo City-County Library District Putnam County Library Ray Township Public Library\* **Richton Park Public Library District Rio Community Library Rochester Public Library District** Rockingham Free Public Library Rosenberg Library Rusk County Community Library Santa Barbara Public Library Santa Cruz Public Libraries Schaumburg Township District Library Scottsboro Public Library Sharpsburg Community Library Shelby County Public Library Sherwood Public Library Skidompha Public Library Slippery Rock Community Library Somerset County Library

South Georgia Regional Library South Mississippi Regional Library Southworth Public Library St. Charles City-County Library District Staunton Public Library Stillwater Public Library Sturgis Public Library Sunflower County Library System Terrebonne Parish Library The Malvern-Hot Spring County Library Thomas St. Angelo Public Library of Cumberland, WI Thomaston Public Library\* Tifton-Tift Co. Public Library Town of Esopus Library Traverse Area District Library Trenton Veterans Memorial Library Trussville Public Library Tulsa City-County Library Twinsburg Public Library University City Public Library\* Upper Skagit Library Volga City Public Library W. Walworth Harrison Public Library Wantagh Public Library Waterloo Public Library Wayne County Public Library Webster Parish Library Westerville Public Library Whale Pass Public Library William B Harlan Memorial Library William F. Laman Public Library\* Williamson Public Library Wolcott Public Library Woodbury Public Library\* Wythe-Gravson Regional Library Yankton Community Library Yavapai County Free Library District Zula B. Wylie Public Library

"Collaboration is a crucial part of helping to close the digital divide," said Charlene Lake, chief sustainability officer, senior vice president, AT&T corporate responsibility. "Our work with libraries is making a difference as we meet people in their local neighborhoods and bring them digital literacy tools and resources so they can gain the skills needed to participate in our connected world."

Workshops funded by the PLA Digital Literacy Workshop Incentive will be conducted online and/or in person at participating libraries across the United States in 2023. Workshops will begin in August and will be offered through December 2023. Patrons should check with your local libraries to learn about upcoming workshops in the community.

#### About the Public Library Association

The Public Library Association (PLA) is the largest association dedicated to supporting the unique and evolving needs of public library professionals. Founded in 1944, PLA serves nearly 9,000 members in public libraries large and small in communities across the United States and

Canada, with a growing presence around the world. PLA strives to help its members shape the essential institution of public libraries by serving as an indispensable ally for public library leaders. For more information about PLA, contact the PLA office at 1 (800) 545-2433, ext. 5PLA, or pla@ala.org.

### About Philanthropy & Social Innovation at AT&T

We're committed to advancing education, creating opportunities, strengthening communities. and improving lives. As part of our company wide \$2 billion commitment from 2021–2023 to address the digital divide, we launched AT&T Connected Learning to invest in connectivity and technology, digital literacy, and education solutions. We aim to help today's learners succeed inside and outside of the classroom. Since 2008, we've committed more than \$600 million to programs that help millions of students across all 50 states and around the world, particularly those in underserved communities.

###

# **BOARD OF TRUSTEES REORGANIZATIONAL MEETING MINUTES** June 28, 2023

Board Members Present: Don Carragher, Reggie Heffernan, Susan Leiching, Susan Barbarisi, Elaine Rylance, Nancy Beranek, Larry Decker, Martha Farrell, Laura Lauria, Elaine Jaffe
Board Members Excused: Stephen Lewis
Board Members Absent:
Staff Present: Shannon Powell, Mary Garraty, Jennifer Russell

# I. CALL TO ORDER -

The Board meeting of the Town of Esopus Library Board of Trustees was called to order by President Don Carragher at 6:03 pm. At this time the Board went around and introduced themselves.

# **II. ELECTION OF OFFICERS**

Don Carragher introduced the newly elected Trustees. Since there are no other nominations Nancy Beranek accepted the candidates and everyone was in favor of the elections of officers which are listed below.

- President Don Carragher
- Vice-President Susan Barbarisi
- Treasurer Reggie Heffernan
- A motion to accept the election of officers, was made by Elaine Rylance and seconded by Elaine Jaffe. AYE: 8; NO: 0; ABSTAIN: 0 Board Members Excused: Stephen Lewis Board Members Absent:

All three new officers were approved.

The Code of Ethics, Conflict of Interest Policies and the Sexual Harassment training sheets were distributed to each Board Members' mailbox. Each Board member is to review, sign and return the policies thus acknowledging that they had reviewed them.

Trustee training will begin again. In addition each trustee can do training via the trustee handbook and the MHLS website.

The committee assignments were discussed but not finalized. It was mentioned that Reggie will join the Foundation, Elaine Rylance will join Friends and Susan Barbarisi will attend a staff meeting once a month.

# **IV. ADJOURNMENT**

There being no further business or discussion, Susan Barbarisi made a motion to adjourn and it was seconded by Larry Decker. The meeting adjourned at 6:16 pm. AYE: 8; NO: 0; ABSTAIN: 0 Board Members Excused: Stephen Lewis Board Members Absent:

Prepared by Mary Garraty, Secretary to the Town of Esopus Library Board of Trustees

# SUSTAINABLITY/ RESEARCH & DEVELOPMENT

# July 12, 2023

Present: Elaine Rylance, Chair Don Carragher, Larry Decker, Martha Farrell and Shannon Powell

Don explained the Mission Statement as in the binder and how it came to be. It may or may not be the way that inspires us to go forward. We discussed possible other topics as revisiting the landscaping grant, composting and new programs, like "crystals" which would be opening geodes.

The committee did decide to conduct a survey to help determine the direction to proceed. It might include an incentive as a certificate for a book from the book cellar or a book bag, etc. Committee members will contact local libraries to share the surveys they have done in the past.

We also might gain some insight from the Sustainability webinar.

Respectfully submitted

Elaine Rylance

Next meeting is August 9 at 4 p.m.

# Town of Esopus Library July Board of Trustees Meeting Wednesday July 26, 2023

### Agenda

Call to order	Don Carragher
Approval of Reorganizational Board Meeting Minutes and June Board Meeting Minutes	
President's Word	Don Carragher
Public Comment (2 minutes each)	Public
Treasurer's Report/Finance Committee	Reggie Heffernan
Interim Manager's Report	Shannon Powell
Friends	Elaine Rylance
Committees	
1 Duildings and Crounds Lorm Decker	

- 1. Buildings and Grounds Larry Decker
- 2. Governance and Personnel / Trustee Training Nancy Beranek
- 3. Sustainability, Research and Development Elaine Rylance

Adjournment

**Resolutions:** 

2023-41 – Payment of June Claims 2023-42 – Volunteer Policy Update 2023-43 – Request for Reconsideration Policy and Form Update

# TOWN OF ESOPUS LIBRARY BOARD OF TRUSTEES MEETING MINUTES June 28, 2023

Board Members Present: Nancy Beranek, Susan Barbarisi, Don Carragher, Larry Decker, Elaine Rylance, Elaine Jaffe and Martha Farrell, Reggie Heffernan
Board Members Excused: Stephen Lewis
Board Members Absent:
Staff Present: Shannon Powell, Mary Garraty, Jennifer Russell
Public:

The meeting of the Town of Esopus Library Board of Trustees was called to order by President Don Carragher at 6:17 p.m.

# **II. APPROVAL OF MEETING MINUTES**

Written minutes for the May monthly Board meeting held on May 24, 2023 was submitted and open for review. A motion to accept the minutes of the May monthly Board meeting held on May 24, 2023 as corrected was made by Nancy Beranek and seconded by Larry Decker. AYE: 8; NO: 0; ABSTAIN: 0 Board Members Excused: Stephen Lewis Board Members Absent:

# III. Presidents Word – Don Carragher

Don discussed the condensed Roberts Rules of Order that were handed out. Please be aware that the voucher schedule is important. Don also discussed the packet that Mary handed out. Trustee code of ethics, Conflict of interest, sexual harassment training. Fill out any necessary forms, sign, date and return. There is no training scheduled during the summer.

# IV. Public Comment - None

# V. TREASURER'S REPORT/FINANCE – Reggie Heffernan

Written report was submitted. The Hickey Fund was discussed. The Hickey Fund will be left as is for the time being. It was suggested that there be instructions on how to bequeath to the library so that the library can use the money. We are in the queue for an audit with RBT CPAs. Reggie reviewed the Finance Committee Meeting Minutes and proposed the following resolution:

Resolution #36 of 2023 (Payment of May Claims): The Board of Trustees of the Town of Esopus Library accepts and approves the payment of claims from May 1, 2023 to May 31, 2023 for items in the amount of \$32,279.04. A motion to accept the resolution was made by Susan Barbarisi and seconded by Elaine Rylance.
 AYES: 8; NAYS: 0; ABSTENTIONS: 0
 Board Members Excused: Stephen Lewis

Board Members Absent:

 Resolution #37 of 2023 (Friends Donation): The Board of Trustees of the Town of Esopus Library accepts this monetary donation of \$8,000.00 with its restrictions from the Friends for the 2023 Operating Budget. A motion to accept the resolution was made by Elaine Jaffe and seconded by Martha Farrell. AYES: 8; NAYS: 0; ABSTENTIONS: 0

Board Members Excused: Stephen Lewis Board Members Absent:

 Resolution #40 of 2023 (Donation in Memory of Peter Nelson): The Board of Trustees of the Town of Esopus Library accepts these monetary donations totaling \$3,050.00 in the memory of Peter Nelson for the 2023 Operating Budget A motion to accept the resolution was made by Larry Decker and seconded by Nancy Beranek. AYES: 8; NAYS: 0; ABSTENTIONS: 0 Board Members Excused: Stephen Lewis Board Members Absent:

# VI. DIRECTOR'S REPORT – Shannon Powell

Shannon reviewed the Director/Manager's Report. Tree Pros came and trimmed the Magnolia tree as well as other necessary trimming. The summer reading program is starting on July 1st. Meaghan Darling, the new Adult/Teen Programmer has jumped right in. Shannon also listed the latest programming statistics. The Budget/Trustee Election took place June 6th with the highest attendance ever. Shannon mentioned that the Town of Esopus Library received the full \$30,000.00 grant from Sarahana Srestha's office.

# VII. FRIENDS -

There was no Friends representation at this time.

# **VIII. COMMITTEE REPORTS**

- Buildings and Grounds Larry Decker
   Written report was submitted. Larry reviewed the meeting minutes. Code Adam lock down was discussed. The raised beds were also discussed. Deck furniture will be purchased for the deck with the monies from the memorial donation the library received.
- Governance and Personnel Nancy Beranek
   Written report submitted. Nancy reviewed the meeting minutes and presented the following resolutions:
  - Resolution #38 of 2023 (Personnel Actions L. Gough- M.Darling): The Board of Trustees of the Town of Esopus Library agrees to the personnel actions resolution. A motion to accept the resolution was made by Elaine Rylance and seconded by Elaine Jaffe. AYES: 8; NAYS: 0; ABSTENTIONS: 0 Board Members Excused: Stephen Lewis Board Members Absent:

- Resolution #39 of 2023 (Addition of Smoking Policy and Opioid Prevention Measures Policy): The Board of Trustees of the Town of Esopus Library accepts the addition of the Smoking Policy and the Opioid Prevention Measures Policy to the External Section of the Library Policy Manual. A motion to accept the resolution was made by Reggie Heffernan and seconded by Susan Barbarisi. AYES: 8; NAYS: 0; ABSTENTIONS: 0 Board Members Excused: Stephen Lewis Board Members Absent:
- **Strategic Planning Committee** reviewed the list of candidates. They will also reach out to the colleges that offer library degrees for candidates.
- Sustainability, Research and Development Don Carragher The Committee met and it was agreed that the meeting would be continued with the Governance and Personnel Committee in order complete hiring discussions. They then continued with an emergency Board Meeting which went into executive session.

**IX. Trustee Training** – Don Carragher and Nancy Beranek

Don discussed the recent training sessions that were held. If you have not received the certificate for attending the training class, let Don know. It seems that those that attended in a group session did not receive their certificates. Don will pursue.

Don will have the committee assignments completed in a few days.

# X. ADJOURNMENT

There being no further business or discussion, Nancy Beranek made a motion to adjourn and it was seconded by Larry Decker. The meeting was adjourned at 7:07 p.m. AYES: 8; NAYS: 0; ABSTENTIONS: 0 Board Members Excused: Stephen Lewis Board Members Absent:

Prepared by Mary Garraty, Secretary to the Town of Esopus Library Board of Trustees

Town of Esopus Library Buildings and Grounds Committee

July 10, 2023 4:00 pm

Attending: Larry Decker, Don Carragher, Shannon Powell, and Elaine Jaffe

Absent: Steve Lewis

Tech is still coming to access exhaust unit behind bathrooms. Pending

Discussed possibility of having doors in basement and the employee entrance door fitted for electronic locking. This would enhance our "Code Adam" lockdown as well as repair the doors that are not closing properly. Shannon will discuss this with Jarred our security person.

Elaine J. will be working with Brad Barns to determine best installation of garden shed with water drainage consideration. Cement base vs gravel base. Don will connect with Cliff for another opinion.

Deck furniture to be purchased from Lowes. Don has 10% off coupon.

Don will take down large bush in front of building (garden side) as it has become unruly and blocks security camera. Don is in the process of getting Larry to help.

Larry will contact John Clark about pond and it's algae problem and sediment situation.

Elaine will call Tree Pros need to set up a date to come out. Still need front area cleared and Burning Bushes removed as well as parking lot ewes which Don calls "The D's".

Larry will contact the A-Team to see about replacing our water fountain with a "working" streamlined up-to-date model as well as replacing sink trap in upstairs bathroom.

Don is looking into replacing light switch sensor in children's room.

Ants in children's room will be addressed.

Our Water Meter in not in compliance and needs to be replaced. Don will call Mike to find out more about this.

We need to find the WiFi router that is up in the ceiling. Shannon is working with Issac (IT Person) to upgrade our antiquated system. Don hopes to go wireless (have our own Hot Spot).

Sidewalk cement is pulling away from front of building.

The next Building and Grounds meeting is scheduled for Aug 14, 2023 at 4:00 pm

Submitted, Larry Decker

### Town of Esopus Library Finance Committee Minutes July 13, 2023

Attendance: Reggie Heffernan, Don Carragher, Nancy Beranek, Elaine Jaffe, Shannon Powell

The payment of claims for \$ 25,550.84 was reviewed by the Finance committee and a resolution for approval by the Board of Trustees will be presented to the Board at the July meeting.

We reviewed the finance committee's responsibilities for the new members.

We reviewed the six-month actual expenses vs budget and all looked in order.

Teckcon HVAC has advised us that we have not had a change in rates for nine years and so there will be an annual increase from \$1,830 to \$2,900 effective August 15. Because this is a sudden jump and our budget is already set, the committee agreed to offer them half of the increase for the rest of the year and see what they say.

Shannon reported that the Department of Labor wage audit was submitted twice. Once by our old accountant and once by our new accountant. Shannon handled it, but it is one more reason for us to look into finding a new firm once the audit is performed and a new director is in place.

Don requested money to do shredding of old material in the basement. The \$400 line item for copy paper can be used. Don will be in touch with Iron Mountain to determine the actual cost.

Because of vacation schedule the August finance committee will be moved to Wednesday August 9th after sustainability meeting at 5 pm

We will examine Investment Policy next month

Respectfully submitted, Reggie Heffernan, Treasurer

> Next Meeting Wednesday, August 9 5 pm