

Board of Trustees of Morley Library

November 20, 2019

A regular meeting of the Board of Trustees of Morley Library was called to order at 4:30 P.M. on November 20, 2019 by Mr. Keener. The following members were present:

Ms. Coffee	Mr. Di Iorio	Mr. Keener	Ms. Lipps	Mr. Malchesky
Rev. Mirbel	Ms. Nasca	Dir. Martinez	Ms. Norman	

The minutes of the October 16, 2019 regular Board Meeting were reviewed. Rev. Mirbel moved that the minutes be approved as submitted, Ms. Nasca seconded, and the motion carried unanimously.

Ms. Norman reviewed the October financial reports. Rev. Mirbel moved that the reports be accepted, Ms. Nasca seconded, and the motion carried unanimously.

Ms. Norman asked that the Board make the following line item reallocations in the 2019 General Fund Appropriation: \$3 000 to #3110 Travel & Meeting Expense from #3700 Professional Services; \$2 200 to #3400 Insurance from #3700 Professional Services; \$1 000 to #3600 Utilities from #3700 Professional Services; and \$2 000 to #3600 Utilities from #3200 Communications. Ms. Coffee so moved, Ms. Lipps seconded, and the motion passed unanimously.

Ms. Norman reported that the Library's salary structure had been adjusted 1.6% (the 2020 Social Security COLA %) and that several consultants specializing in labor market conditions have predicted average salary increases next year to be about 3%. She and Director Martinez recommended a 3% cost of living adjustment for staff as well as selective performance-based increases for a total cost of \$36 700 plus benefits. Ms. Nasca so moved, Mr. Malchesky seconded, and the motion carried unanimously.

Ms. Norman briefed the Board on current staffing open positions.

Director Martinez updated the Board on several facilities issues (locks, HVAC system). She noted that Morley had joined with Perry and Madison Libraries in holding a Staff Day November 11. She also briefly summarized the findings of the State Library consultant regarding the strategic plan and facility space utilization and asked that the Board hold a separate meeting to go over the report in detail. It was decided to hold that meeting on December 4 at 4:30 PM.

Mr. Keener asked Director Martinez and Ms. Norman to submit their performance self-evaluations to him by December 11. He also asked Board members to consider serving on a sub committee to review the evaluations.

Mr. Keener read a letter from Mr. Malchesky resigning his seat on the Board due to his recent election as Painesville Municipal Court Judge. The resignation was accepted with regret. Mr. Keener asked Board members to consider nominating candidates to replace Mr. Malchesky.

There being no further business to come before the Board, the meeting was adjourned by Mr. Keener at 5:40 P.M.

Kenneth Keener, President

Catherine Nasca, Secretary