

Shelbyville Bedford County Public Library Board September 26th Meeting, 2023

Board Members present: Ralph McBride, Mary Gore, Ronette Tillman, Jennifer Templeton, Shay Maupin, Yesenia Lira-Garcia, John Boutwell, Mark McGee, Mary Pitner, Marilyn Ewing, and Dr. Gerald Martin. Also present: Margaret Petty – interim Library Director, Kate Huddleston - Regional Director and Cynthia Matthews – Assistant Director.

Called to Order

The meeting was called to order at 1:03 pm with a quorum of eleven (11) members. Ralph McBride, Chair, welcomed new Board Members, Dr. Gerald Martin & Marilyn Ewing.

Opportunity for the Public to Address the Board

No report.

Approval of Minutes

Ronette Tillman made the motion to approve September's minutes and Mary Pitner seconded. All approved.

Treasurer's Report

Jennifer Templeton made the motion to approve the Treasurer's Report. Mary Pitner seconded the motion. All approved.

Regional Libraries' Report

Kate Huddleston went over the Regional Library Report which included upcoming deadlines and reminders such as the public library survey. She also stated she gave Margaret Petty an official copy of the Succession Planning book. The Board members have access to it as well. Kate gave a thank you to Mary Pitner and Mark McGee for going to the Trustee Workshop in Brentwood, TN.

Old Business

Ralph McBride gave a brief overview to catch up Marilyn Ewing and Dr. Gerald Martin on the comp. time issue. Ralph echoed that Lis Ann Grenier left employment of SBCPL in July 2023 but requested to be paid until the beginning of September 2023 using her unused sick leave, vacation and comp time. After much thought and deliberation, Ralph had Margaret Petty hold the remaining checks until the Board decided on whether Lis Ann should be compensated.

During September's meeting, the Board unanimously decided not to compensate Lis Ann for her sick leave and vacation time. Ralph asked Margaret to put together a report on comp time paid to salaried employees in the past.

Margaret stated in her report that before Rita Allen (former Library Director), comp time was not available. She also went on to say that there were only 2 full time employees who left during that time, and they were Betty Fox and Doris Segroves. Fox nor Segroves hardly worked overtime, if any. It was found that Lis Ann is the only Director to leave SBCPL and return. Lis Ann resigned in June 2019 and later returned August 2020. Margaret says there is no record of her accruing or being paid comp. time. Additionally, Margaret found that when Lis Ann left SBCPL, she was never removed from payroll. Although she did not receive any payments during that time, her job title was updated to Library Director when she returned in 2020. For this reason, she did not go through the typical progression of "time off". She immediately picked up where she left off, at 2 weeks per year instead of 1 week after 6 months and so forth. In doing so, she violated her contract.

Ralph cited the federal law and compared it to the employee handbook. It was collectively decided that the Library Director contract and employee handbook will need to be revised. Kate Huddleston stated our "comp. time portion is too vague".

Jennifer Templeton made a motion to deny additional payments for the remaining comp. time claimed by Lis Ann Grenier. John Boutwell seconded her motion. All were in favor except Mary Gore.

New Business

No report.

Friends of the Library

Mary Pitner announced they are getting ready for the Friends of the Library Author's Luncheon on October 10th. Ronette Tillman, Mark McGee, and several others said they will represent the Board.

Personnel Committee

In the continued search for the next Library Director, John Boutwell stated 5 resumes have been submitted. The Personnel Committee planned to meet after the Board meeting to discuss how to move forward.

Community Relations

Mark McGee shared that he will be submitting a photo of himself, Mary Pitner and Kate Huddleston from the Trustee Workshop in the Bedford County Post.

Property Committee

No report.

Librarian's Report

Margaret Petty kicked off her report with a fundraiser for the library. For \$25, the patron receives a stuffed animal DIY kit. Once assembled, the teddy bear can be donated to a child in the community or used to create gifts for loved ones. She went on to say that there will be a car wash fundraiser from October – January after partnering with Tidal Wave. With many locations, the ticket can be used several times a week and at any Tidal Wave in the country.

Margaret also asked if anyone wants to donate candy for the Halloween festivities, to bring it to the next Board meeting on October 24th.

Mary Pitner made the motion to adjourn the meeting at 2:16pm.

Shay Maupin | Treasurer/Secretary