

# BEAUMONT LIBRARY DISTRICT

BOARD OF TRUSTEES MEETING  
6:30 PM at the Library - June 29, 2017  
125 East Eighth St., Beaumont, CA

## MINUTES

CALL TO ORDER - S. Brady called the meeting to order at 6:30 pm.

ROLL CALL - S. Brady, M. Parker, S. Perry, K. Tursky, L. Dickinson  
ABSENT: C. Carr  
GUEST: M. Cook, D. Secor, M. Stem

REPORT OF POSTING OF AGENDA - Agenda was posted 72 hours in advance.

Public comments on items not on the agenda and/or jurisdiction items – 3-minute limit

### 1. CONSENT ITEMS

Approval of Minutes of the previous meeting

MOTION: (Brady/Parker) to approve the Minutes as presented. (4-0-0)

### 2. DIRECTOR'S REPORT

Review of warrants listing – There were no exceptional expenditures other than the PERS health payment, annual EBSCO magazine subscription billing, and expenses for the various summer reading program performers (including the professional BMX stunt driver who drew a large audience on June 24.

Activity Summary Report – The summer programs got off to a great start with people turned away at the two opening events on June 5. So far, over 500 children have turned in reports and nearly 2,000 children and adults have attended programs. The Director attended the annual ALA conference in Chicago and was part of two presentations: the Allie Beth Martin Award, for which he served as Jury Chair; and the AIA/ALA Library Building Awards, for which he was a Jury member. Other highlights included Sarah Jessica Parker who will serve as ALA's new Book Club Central to nationally promote book discussion groups and Andy Weir, the author of The Martian.

Changes in Status of District Employees – June 6 was E. Fusco's last work day following her resignation to pursue other employment opportunities. The

resulting vacancy has been advertised as an entry level Librarian position and we have 20 applicants to date. The Principal Librarian posting has drawn 10 applicants. The screening process for both jobs will move forward in July.

### 3. OLD BUSINESS

#### A. SALARY & MERIT PAY OPTIONS

The Director presented options for merit pay through use the current salary step schedule or salary ranges, salary increases for staff, and implementation of a merit increase program tied to employment anniversaries.

MOTION: (Brady/Parker) as of July 1 to implement salary ranges; give a 2.5% increase to each employee on the payroll—excluding the Director and those who have been on the payroll less than a year (though the latter would receive the 2.5% increase on their employment anniversaries); and begin core competency based performance evaluations with the potential for merit increases for all staff. (4-0-0)

The Board requested that the Director present a plan at the next meeting that would make the move to merit increases equitable for all employees regardless of anniversary date.

#### B. THIRD READING OF BUDGET 2017/18

The Board decided to consider the Life Insurance Policy proposal under New Business before dealing with the budget. Cost is estimated at no more than \$2,640 annually with the earliest effective date as August 1. The Director proposed to delete the mention of life insurance in the current policy and create a new section, as follows:

After 30 days of continuous service, the District provides life insurance to employees who work a minimum of 35 hours per week with coverage set at a flat \$50,000 per employee and a minimum of \$100,000 up to the annual salary level of the Director. Covered employees may supplement these amounts at their own expense.

MOTION: (Tursky/Brady) to approve the new life insurance policy as presented. (4-0-0)

The Board then gave consideration to the 2017/18 budget, which includes \$75,000 additional revenue over the prior fiscal year and appropriates \$124,000 more in expenditures (mostly under personnel, and unlikely to be spent).

MOTION: (Brady/Tursky) to approve the 2017/18 budget as presented. (4-0-0)

### 4. NEW BUSINESS

A. SDRMA BOARD OF DIRECTORS ELECTION

The Director presented the slate of seven candidates for the SDRMA Board with his recommendations of the best four.

MOTION: (Brady/Parker) to accept the Director's recommendations. (4-0-0)

ADDED STARTERS AND COMMUNICATIONS

The Director announced that New York Times best-selling author Andrew Carroll will be appearing at the library on July 15 as part of our World War I centennial grant programming. It was also noted that SCA-3 is still awaiting a vote by the full Senate.

TRUSTEE COMMENTS AND REQUESTS

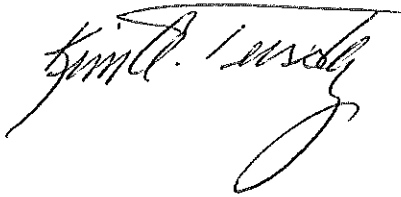
K. Tursky reported that he was approached to meet with a particular political party group to discuss the potential for vacancies on the Beaumont Library District Board. S. Brady, C. Carr, and K. Tursky have terms that expire later this year and paperwork with the county must be completed in August.

PUBLIC COMMENTS

M. Cook commented briefly on the Friends Book sale efforts. D. Secor reported that N. Secor still hopes to receive a letter of recommendation from the library.

ADJOURNMENT - at 7:56 p.m.

APPROVED:



DATE:

7-27-17

