

**Skaneateles Library Association
Board of Directors' Regular Meeting
Tuesday, September 13, 2016**

Present: David Lee, Laurie Spencer, Michael Cirincione, Andrew Hagen, Gina Benedict, Bob Lotkowitz, Geralyn Huba, Sharon O'Connell, Paula Conan, Todd Marshall, Nickie Marquis and Scott Elia were in attendance. Danette Davis joined by conference phone. David Graham and Peg Whitehouse were absent.

Approval of the August 9, 2016 Minutes: The minutes were approved.

Public Comment: There were no members of the public present.

Director's Report: The report had been emailed previously. Director Marquis highlighted the library's upcoming purchase of Hoopla, a streaming and downloadable content provider.

Silence Room: Geralyn Huba thanked the board for their help and pointed out the new organization of the room. The matter of deaccessioning the ornate glass-fronted china cabinet was discussed. The piece may be worth \$1500 to \$2000. Nickie Marquis has sought the advice of an office designer who is considering a new floor plan for the room. Nickie would like to move the armoire which is in the Silence Room to the location of the china cabinet when it is sold. After some discussion, Geralyn Huba moved that the china cabinet be sold; Michael Cirincione seconded the motion, and it passed unanimously.

Nickie Marquis would also like to replace the shelving on the west wall of the silence room.

Budget/Staff Benefit Package: The budget approved for the community funding initiative has been updated in some areas with actual costs where there were originally only estimates.

Using information regarding benefits packages at other OCPL libraries, the board discussed offering the following benefits to staff:

- Sick days and vacation days to employees working 20 hours per week or more
- Paid individual health insurance (at a cost of \$7,500 per person) to full time employees working 37 hours per week or more
- A Simple IRA with matching contributions to employees 21 and older earning \$5,000 or more per year
- Supplemental Disability Insurance would be available to the library director only, designed to replace 68% of income in the event of sickness or injury.
- Life insurance policy that would be owned by the library and would provide a salary for three years after a death. \$250,000 is the minimum amount of term insurance available.

The board discussed several plans and options for these benefits, including cost to the library.

Todd Marshall made a motion to accept the budget including benefits. Gina Benedict seconded the motion.

Stella Maris/Bookends Opportunity: The library's Bookends Committee updated the board on the work it has done since the last board meeting. Issues surrounding governance, funding, use for the current building and right-sizing the project for the community were discussed.

Andrew Hagen proposed that we accept the following resolution as "our preferred option":

The SLA Board is committed to fully pursuing the Bookends project as its preferred option for the future location of the Skaneateles Library and the John D. Barrow Gallery. The Board intends to pursue this on three fronts:

1. Develop an acceptable building design for the Library, Barrow Gallery and Learning Center. The Board prefers that the design emphasize the use of shared and flexible space to help limit the overall size of the building and building operation costs. The board is agreeable to a 1 story front, 2 story back design. The board has a strong preference that the firm of Butler Rowland Mays be engaged in this process for internal design of the Library. The Board understands that there may be multiple firms involved in the exterior, shared space and learning center design and there will be significant input from the larger Bookends committee on the overall design.

2. Investigate with input from the community an acceptable new civic, government, education, arts, or other appropriate use of the existing library building or exhaust this as a reasonable possibility. From discussion we do not believe that our plans will be successful unless the community is engaged and given a voice in the future use of the current building.

3. Develop an acceptable governance structure that supports the combined missions of Skaneateles Library, The Barrow Art Gallery and the Learning Center. The SLA Board must retain full operational oversight of the Library, the public funding supporting the Library, and the Barrow. However, the board recognizes that any new governance structure will require significant changes in order to provide acceptable representation of the Bookends Project and the combined greater vision of all 3 institutions.

Gina Benedict seconded the motion. The motion passed 9 to 3.

The meeting adjourned at 9:25 PM.

Next Meeting: Tuesday, October 11 at 6:30 pm.

Respectfully submitted,

Sharon O'Connell