

**Rutherford Public Library Board of Trustees
Minutes for July 30, 2020 Meeting**

Open Meeting Held: Library Auditorium & Zoom Meeting

1. Roll Call

Trustees Present	Ms. Wendy Armacost Ms. Brenda Fargo Ms. Julie Kajouras Mr. Anthony Nicodemo Mr. Jimmy Rizzo Ms. Monica Rodriguez Ms. Krista Vellis Ms. Pat Wester Mr. Palmer Yale
Absent	None
Staff Present	Rhoda Portugal, Jane Tarantino, Jen Capoano, Lauren Walsh, Mamata Prabhu, Nancy Martin, Sara Cassaro, Tatiane Ontivero, Bridget Merli
Others Present	Ray Guzman
Call to Order	The meeting was called to order at 7:04 p.m. by Ms. Kajouras.

2. Provisions of the Open Public Meetings Act

Ms. Wester read the provisions of the Open Public Meetings Act.

3. President's Report

A. Agenda

Motion: To approve the agenda
Moved: Armacost **Seconded:** Wester
For: Armacost, Fargo, Kajouras, Nicodemo, Rizzo, Rodriguez, Vellis, Wester, Yale
Against:
Abstain:

B. Approval of the minutes

Motion: To approve the minutes of the July 20, 2020 open meeting - *tabled*

C. Approval of the closed meeting minutes

Motion: To approve the minutes of the July 20, 2020 closed meeting. - *tabled*

Motion: To approve the minutes of the July 27, 2020 closed meeting. - *tabled*

4. Hearing of the citizens

Ms. Kajouras opened the hearing of the citizens.

Jane Tarantino – The staff is ready for service to continue and expand. We have a motivated and cohesive staff. We look forward to the Interim and the new Director.

With no other comments from the citizens, Ms. Kajouras closed the hearing of the citizens.

5. Correspondence – None

6. Finance

No Bills for this meeting

7. Old Business

Discussion ensued regarding the hiring of a consultant to search for a new Director.

- o Mr. Rizzo asked if the Personnel Committee could reach out to BCCLS for a recommendation before we hire a consultant. Ms. Wester replied that she had reached out to BCCLS and was waiting for a return call.
- o Ms. Rodriguez mentioned that in her experience, there is a great benefit in hiring a consultant as they know the state, municipal library rules and civil service and have the time and resources to conduct a search.
- o Mr. Yale agreed that consultants have the experience and knowledge needed for an effective search.
- o Mr. Nicodemo asked if maybe BCCLS has an internal candidate.
- o Ms. Wester stated that she has been through this process twice and the consultant was worth it.
- o Ms. Armacost stated that even if BCCLS has a candidate, we shouldn't be looking at more than one.

8. New Business

- Salary for the new Library Director
 - o Mr. Rizzo asked if the consultant have input on the salary. Ms. Wester stated that they will.
 - o Discussion ensued as to whether the Library needed an interim director. Mr. Rizzo stated that he believes we have enough qualified people in the Library to tide us over. Mr. Yale stated the reopening of the library will be a complex job that will need a Director to oversee.
 - o Mr. Guzman asked if the Library has a reopening plan and suggested that the Board of Health be contacted for guidelines.
 - o The Motion was friendly amended by Ms. Rodriguez, Ms. Fargo and Mr. Rizzo to the below motion

Motion: To authorize the Personnel Committee to hire a consulting firm at fees not to exceed \$20,000, plus incidentals, to assist the Trustees of the Rutherford Public Library in the hiring of both an Interim Director and a new Library Director.

Moved: Armacost Seconded: Yale

For: Armacost, Fargo, Kajouras, Rodriguez, Vellis, Wester, Yale

Against: Nicodemo, Rizzo

Abstain:

Motion: To authorize the Personnel Committee to recommend the hiring of an Interim Director for the Rutherford Public Library until a permanent Director is found at the prorated annual salary not to exceed \$90,000.

Moved: Yale Seconded: Armacost

For: Armacost, Fargo, Kajouras, Nicodemo, Rizzo, Rodriguez, Vellis, Wester, Yale

Against:

Abstain:

Motion: To authorize the posting of a salary range with a minimum salary of \$110,000 for the new Library Director. – *Tabled until a Consultant Firm is hired.*

Ms. Kajouras reminded the Board to be aware of their committee obligations, as they may need to step in, in the absence of our Director. Mr. Hamer has the committees in his documents.

9. Adjournment

Motion: To adjourn the meeting.

Moved: Wester Seconded: Armacost

For: Armacost, Fargo, Kajouras, Nicodemo, Rizzo, Rodriguez, Vellis, Wester, Yale

Against:

Abstain:

There being no further business before the Board, the meeting was adjourned at 8:18 p.m.

Respectfully submitted,


Cori Verdino