

**Rutherford Public Library Board of Trustees
Minutes for March 21, 2012 Meeting**

Open Meeting

1. Roll Call

Trustees Present	Mayor Joseph DeSalvo (arrived 7:05 p.m.) Ms. Brenda Fargo Ms. Janice Glock Mr. Gerry Grenier Ms. Rose Inguanti (arrived at 7:15 p.m.) Mr. Mark O'Connor (arrived 7:10 p.m.) Mr. Stephen Sacco Ms. Pat Wester
Absent	Ms. Nan Giblin Ms. Monica Rodriguez
Staff Present	Mr. Judah Hamer, Director
Others present	Mr. Jim McCarthy
Call to Order	The meeting was called to order at 7:00 p.m. by Pat Wester

2. Provisions of the Open Public Meetings Act

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

3. President's Report

A. Agenda

Motion: *To approve the agenda*
Moved: Sacco **Seconded:** Grenier
For: Fargo, Glock, Grenier, Sacco, Wester

B. Approval of the Minutes

Motion: *To approve the minutes of the February 15 Open Meeting*
Moved: Glock **Seconded:** Fargo
For: Fargo, Glock, Wester
Abstain: DeSalvo, Grenier, Sacco

Motion: *To approve the minutes of the February 15 Closed Meeting*
Moved: Fargo **Seconded:** Glock
For: Fargo, Glock, Wester
Abstain: DeSalvo, Grenier, Sacco

C. Report of the President

None.

4. Hearing of Citizens

Citizens present were invited to speak. Mr. McCarthy noted that under the Open Public Meetings Act, this was an opportunity for citizens to make comments, but it is not a Question and Answer session.

Jose Espinal, 20 Morse Avenue, Rutherford. He has a concern about moving the Children's Room because it is a safe environment and he feels the children will disturb adults upstairs.

Vjollca Balidemaj, 15 Hobart Avenue, Rutherford. She is an 11-year resident who chose Rutherford as a safe place to raise her children. She comes to the Library 2-3 times a week. She personally observed inappropriate content on the computers during the last renovation when the Children's Room was temporarily upstairs.

Christina Munoz, 49 Addison Avenue, Rutherford. She takes her daughter to the Children's Room several times a month and has safety concerns. She questioned what options had been explored regarding additional staffing, such as library study interns and volunteers.

Patrick Lenaghan, 20 Beech Street, Rutherford. Moving the Children's Room upstairs will create a less attractive and inviting space. The long term consequences will be worse than furloughs or reductions in hours and acquisitions. The Union is in favor of furloughing employees. 475 residents have signed a petition to keep the Children's Room downstairs. There has been no public campaign for restoration of budget cuts. The Library Board has ignored the public's opinion. There is a lack of long-term planning and vision with regard to fundraising. The Library will be less attractive to organizations giving grants because it won't have the community's support.

Carrie Hamilton, 20 Beech Street, Rutherford. She met with the Mayor and Director yesterday to present the petition with 475 signatures and she is speaking for those people. The Board and Director have not done enough to find alternate solutions. The Mayor and Mr. Hamer in a meeting with her the previous day blamed the Board for the changes being made. She hopes the community will go to next week's Council meeting.

Sheila Hickey, 56 Carmita Avenue, Rutherford. The Board is not mobilizing to fight for money and staff. The Library is used by more citizens than other town services. She is concerned about the noise upstairs.

Sergio Alloti, 32 Arthur Drive, Rutherford. There is a lack of communication and responsiveness to the public's concerns. He wrote a letter to the Mayor and Director which will be published in the South Bergenite. The Board is not doing enough to bring the community together to make decisions. A thorough assessment of the budget has not been done. The Library is not a 21st century space. There needs to be more flexibility and creativity in the building.

Mayor DeSalvo took issue with several of the comments Carrie Hamilton made during the hearing of the citizens, indicating them to be falsehoods and misrepresentations of actual statements. He spoke to an e-mail Ms. Hamilton sent subsequent to a prior meeting between the Mayor, the Director, Ms. Hamilton and Mr. Lenaghan. Mayor DeSalvo said that at no point during the meeting was any blame placed upon the Board. The Board was presented with a plan, which they approved. The

process was done properly and within the law. Children will not be disruptive if their parents

do not allow it.

Ms. Inguanti clarified that there had been no firings or terminations for cause. The layoffs are for efficiency and economy. She also pointed out the inefficiency of staff in the past by using as an example of a backlog of 2000 children's books [representing taxpayer expenditures of at least \$30,000] that were not put on the shelves and made available to the public for over two years. Ms. Inguanti also asked Mr. Hamer to cite the improvements in the number of storytimes provided in the past year compared to 2009. Mr. Hamer said in 2009 there were 11 storytimes and this year is so far about one per week. Ms. Inguanti noted that the issues being dealt with today have been coming for a long time. She reiterated the Mayor's sentiment about parents being responsible for controlling the behavior of their children.

5. Correspondence

None.

6. Director's Report

Donations are being accepted for the Friends of the Library book sale on April 21. The Friends are still looking for a President. They are working on producing a mug using an image from the Jim Hands map.

The first phase of the layoffs has taken place. Some workflows have been modified and staff are being cross-trained in connection with this. The payroll audit has been completed. After 40 years of service, our custodian has announced his retirement effective the last week in April.

The Library audit will be done at the same time as the Borough audit.

We need an elevator repair which is expected to cost \$550.

The Young Adult section has been relocated to the mezzanine.

Staff is in the process of weeding out old materials. Non-fiction books that are 20 years old are being discarded. Mr. Hamer stressed how this work is especially important with children's materials, since newer children's materials are both necessarily up-to-date and designed in a way that reflects current thinking about how children interact with information.

The Mayor dropped into the last session of the SGS jobs workshop to thank the team for their service to the community. Feedback on the series has been very positive.

The annual design contest for the summer reading program has been revised. Instead of a t-shirt design, the contestants will design the cover for the booklet. It will be full color and printed in-house. The Friends have committed to gift certificates for the winner.

We have a rise in circulation compared to last year; last year in February there were several Weather-related closures.

The program on using technology for job hunting, funded by a grant from the State, will take place on the next 2 Thursdays and is fully booked.

7. Committee Reports

A. Building and Grounds

None.

B. Finance

Motion: *To approve payment of bills enclosed in packet with the addition of three bills for: Gale Group, Scholastic and Kunis.*

Moved: Sacco Seconded: Glock

For: DeSalvo, Fargo, Glock, Grenier, Inguanti, Sacco, Wester

8. Other Reports

A. Mayor

None.

B. Foundation

Ms. Wester reported that there are now 11 members on the Foundation Board. The next meeting is April 24.

C. Legal

Mr. McCarthy reported that the layoff plan was approved by the Civil Service Commission.

The Return of Funds law has been clarified to state that bequests and donations are not subject to the Return of Funds law.

The Joint Insurance Fund covers Board members and the Director up to a limit of \$5 million.

Emails are considered public documents and subject to OPRA. The nature of the email dictates how long it must be kept. Intermediate documents are to be kept as long as the subject matter is relevant to an ongoing issue. Permanent documents, such as meeting minutes or personnel documents, must be kept indefinitely.

9. Executive Closed Session

WHEREAS, the "Open Public Meetings Act" requires that a public body adopt a resolution at an open meeting before going into closed session to discuss a matter which excludes the public as permitted under Section 7b;

NOW, THEREFORE, BE IT RESOLVED, that the Library Board of Trustees will hold a closed meeting on Wednesday, March 21, 2012 at 8:03 p.m. in the auditorium to discuss negotiations with the Union.

BE IT FURTHER RESOLVED, that the outcome of this discussion will be disclosed to the public when there is no further need for confidentiality.

Motion: *To go into Closed Session*

Moved: Grenier Seconded: Sacco

For: DeSalvo, Fargo, Glock, Grenier, Inguanti, Sacco, Wester

RETURN TO OPEN SESSION

The return to Open Session was at 9:03 p.m.

10. Old Business

There was a brief discussion of the ongoing HVAC system problems. Mr. O'Connor will review the Monsen contract.

11. New Business

A. Anticipated Staff Vacancy

It was agreed that this topic would be tabled until the next meeting.

B. Floor Plan

Motion: *To approve a request for Arcari & Iovino to revise the 2009 floor plan at a cost not to exceed \$2500*

Moved: Grenier Seconded: Fargo

For: Fargo, Glock, Grenier, Inguanti, Sacco, Wester

Abstain: DeSalvo

12. Adjournment

Motion: *To adjourn the meeting.*

Moved: Inguanti Seconded: Sacco

For: DeSalvo, Fargo, Glock, Grenier, Inguanti, Sacco, Wester

There being no further business before the Board, the meeting was adjourned at 9:12 p.m.

Respectfully submitted,



Patricia Wester
President