Lane Library District

Regular Board Meeting

Wednesday, April 26th, 2023, 5:00pm at the Creswell Library.

Regular Meeting

Attending: Public: None; Board Members: Erin Weatherly, Lisa Linnell-Olsen, Andrew Morgan, Sue Bowers, Eric Cullander; Nick Caum, Director. Public: none.

Meeting of the LLD Board of Directors convened at 5:30pm by Eric C.

Public Input: None

Consent Calendar: Sue B. moved to accept the Consent Calendar items as presented. Erin W. seconded. The motion passed unanimously.

Financial Report February: There were a couple questions about how matching grants work. Lisa O. moved to accept the financial report as accepted. Sue B. seconded the motion. The motion passed unanimously.

Old Business

Mural: Nick C. presented some design options for the mural. The board wanted to keep things simple and move the project ahead. Nick will get in contact with Connie and set up a start time for the mural. The mural contract will be amended to include the price for renting a scissor lift. However, Connie will be responsible for renting the lift herself.

Front Porch and Courtyard Update: It was agreed that the front porch should have a stone veneer on the post bases that match the monument sign. A small, curved metal awning was the option put forward. Nick will work on creating an RFP for the awning.

Donor Wall and Bricks: Nick C. shared examples of the brick tiles. Overall, the board was very pleased with the brick tiles. There was some concern about the weight of them and the strength of the wall. The board also wanted to change the wording on the sign in the middle of the donor wall. Nick C. will ask about having extra support for the donor wall built and ask to change the words “Donor Wall” to “Thank You” or a similar variant.

Benefits/PLO: The board went through the PLO section to be added to the Employee Handbook. There were a few questions that were worked out as a group. The board decided not to adopt the changes until the July board meeting as PLO does not become active until mid-August.

The board discussed potential changes to the health insurance benefits offered by the library. The goal is to find a way to drive down costs to the library while still supporting staff. Nick C. will reach out to two other special district libraries in our area to learn about their benefits and how they are administered. The big questions are if and how an employee’s family is covered, which SDIS plan is offered (if using SDIS), and if there is any kind of compensation for an employee who is eligible for health insurance through the district but does not use it. Nick C. will also find out how flexible the library’s HRA program is.

The board decided that it would be best to not try to wrap up all these questions before the budget process finishes. Nick C. pointed out that the one thing that needs to be decided at the next meeting is what level insurance plan will be offered to employees for the upcoming year.

New Business

Budget: Nick C. spoke with the district lawyers and got confirmation that volunteers are able to serve on the budget committee. Sue B. moved to appoint Vicki Hemphill to complete the final year of Steve Carmichael's term and reappoint Martha McReynolds to a three-year term. Andrew M. seconded. The motion passed unanimously.

The board reviewed a draft proposal of the budget for the upcoming fiscal year.

Volunteer Policy: Nick C. shared thoughts from the staff with the board. One of the points shared was that youth don't always get to choose if they are vaccinated or not and if youth are allowed to volunteer when not vaccinated then adults shouldn't be required to either. Eric C. suggested following CDC guidelines. Andrew M. asked what the school policy was at this time. Lisa O. pointed out that the public health emergency status is ending. Overall, the board felt it was still important to be vaccinated and want to encourage staff to do so. However, the Public Health Emergency is ending, the schools no longer require a covid vaccine, and masking requirements have been dropped in health care settings. They also felt that if they were to drop the vaccine requirement then they would reserve the right to reinstate it in the event of another public health emergency. They also felt that if the policy was dropped for volunteers, it should also be dropped for staff. Lisa O. moved that the library, at this point in time, drop the requirement that staff and volunteers be vaccinated for covid-19, and that this motion is being made based on the fact that we are currently not in an emergency situation, as defined by Oregon Health Authority, or the CDC, and that in the future if those situations change, the board can change this policy at that time. Erin W. seconded. The motion passed unanimously.

Tote Bag Fundraiser: Andrew M. asked about the tote bags discussed at the previous meeting. Nick C. provided a rough estimate on how much each tote bag would cost to purchase.

Meeting adjourned at 7:10pm

The next meeting will be on May 23rd, 2023, after the Budget Committee meeting scheduled to start at 5:00pm at the Creswell Library and via Zoom