

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF THE HALF HOLLOW HILLS COMMUNITY LIBRARY HELD ON NOVEMBER 19, 2018 AT THE CHESTNUT HILL ELEMENTARY BUILDING

1. The meeting was called to order by the President, Maxine Roeper Cohen, at 6:32 p.m. Also, present were Board members Larry Bloomstein, Jacob Goldman, Bruce Gordon and Wayne Griffith.
2. Also, present were: Helen Crosson, Library Director, Charlene Muhr, Assistant Library Director; Michele Peluso, Business Manager I and Patricia Lynch, Clerk of the Board of Trustees.
3. Lisa Garland, Arlene Lowenhar, Linda Milliken, Donna Barnes, Tara Lingg, Chelsea Helf, Pat Brynes, Sheila Blechner, Annmarie Donohue, Jolene Lescio, Catherine Given and Elena Cannon (Staff Members) attended the meeting as guests. JoAnn D'Alessandro, Joyce Seefried and Peter Josyph (Patrons) attended the meeting as guests.
4. Lisa Garland, (President of the Employee's Association read the following letter to the Board of Trustees.

Half Hollow Hills Community Library Employees' Association

Library Board Meeting

Monday, November 19, 2018, 6:30 PM

“The most important asset of any library goes home at night— the library staff.”

Sound familiar? Helen added her own signature to this popular quote by Timothy Healy and posted it prominently in various staff areas upon her arrival as our new leader almost four years ago. At that time, Helen made her mission perfectly clear—to build a new library—which all of us understood and were inspired by. We all banded together, embraced the challenge, and began marching step-by-step, inch-by-inch, meeting-by-meeting toward achieving the goal. Along the way, Helen posted another motivational slogan—

T – Together

E – Everyone

A – Achieves

M – More

Last year your bond vote passed, but we believe it would not have passed without the dedicated efforts of the “most important asset of any library,” without the “TEAM”—1) fulfilling or exceeding the expectations of the diverse and demanding members of our community every day of the week, and 2) casting our district resident votes in favor of moving ahead with the monumental project, and convincing our friends, neighbors and relatives to do the same.

As you know, we just completed the move from 55 Vanderbilt to Chestnut Hill, where we will be operating for a minimum of eighteen months. These are not ordinary times; we are functioning amid fluctuating circumstances and abnormally stressful conditions. And as you know, our employment contract expired on July 1st and we have not been able to agree on the terms of a new contract, though we cannot understand why. We do understand that it's all about the budget, and we are happy to talk about the budget.

* First, the library has benefitted from a notable reduction in full-time librarians' salaries within the last five years. Rita Gross, Eileen Effrat, Rosemarie Jerome, Elaine Conner and Ellen Druda all retired and were either replaced with lower salaries or not replaced at all, and this resulted in an annual savings of \$294,786.

* Second, your salary budget was underspent each of the last several years—fiscal year '17-'18 by \$7,974. Health benefits for retirees cost approximately \$100,000 less than was budgeted. The programs budget was underspent by \$35,806. Custodial supplies and building maintenance were underspent by \$45,331, office and library supplies were underspent by \$27,027, and the budget for training, workshops and conferences was underspent by \$21,738.

* Third, we are aware that each year you move a substantial amount of money from your operating fund to your capital fund—\$440,000 last fiscal year alone.

It is now fiscal year '18- '19 and we all know that there is plenty of room in this budget to monetarily reward your staff. The people who supported you in getting your bond passed, who have been working under a great deal of pressure since then, and who must continue to conduct themselves as usual in an unusual situation for the next couple of years are asking that you treat them with the respect and award they deserve. Considering the high cost of living here on Long Island, most of the staff, in our assessment, is either underpaid or grossly underpaid. Our wages are not comparable to wages being paid at comparable libraries. We really need increases of at least 5.0%, 5.0%, 4.5%, 4.5% over these next four years.

We believe the Board is not negotiating in good faith. All attempts to reach an agreement through our attorneys have failed, and we have been asking to schedule a meeting with Larry since August to no avail. Therefore, we will not participate in any further negotiation with the Board, and demand we proceed to arbitration as soon as possible.

5. Patrons JoAnn D'Alessandro and Joyce Seefried spoke to the Board of Trustees in support of the staff.
6. Gregory Kropp of A.R. Kropp Co & Sons, David Chen of Calgi Construction, John Evans and Peter Gisolfi of Peter Gisolfi Associates attended the meeting.
7. Gregory Kropp of A. R.Kropp Co & Sons led the Board Members on tour of Chestnut Hill.
8. Gregory Kropp left the meeting at 7:20PM.

9. Peter Gisolfi and John Evans of Peter Gisolfi Associates presented updated plans for the new construction. There is consensus of the Board of Trustees for the use of the following exterior materials: Cordova Stone, Aluminum Panels, Spandrel Glass, also brick, aluminum Storefront windows, aluminum standing seam roof, cast stone will Dow sills and lintels.
10. Peter Gisolfi and John Evans left the meeting at 8:15PM.
11. David Chen of Calgi Construction gave his presentation to the Board which included updates on the bid process for the demolition at 55 Vanderbilt Parkway and requested Special Board Meeting in early December to award the bid.
12. David Chen left the meeting at 8:34PM.
13. Patron Peter Josyph spoke to the Board of Trustees regarding the discard of books.
14. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein the Board of Trustees moved to adjourn at 8:34PM into Executive Session to discuss personnel and contract negotiations.
15. The Board of Trustees reconvened into open session at 9:15PM.
16. Upon a motion by Mr. Gordon, seconded by Mr. Bloomstein, the minutes of the regular meeting on October 22, 2018, were approved.
17. Upon a motion by Mr. Bloomstein, seconded by Mr. Goldman, Abstract No. 867 in the amount of \$10,624.39 was ratified.
18. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein, Abstract No. 868 in the amount of \$35,537.20 was approved.
19. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein, Abstract No. 869 in the amount of \$514,903.20 was approved.
20. Upon a motion by Mr. Griffith, seconded by Mr. Bloomstein, Abstract No. 870 in the amount of \$83,801.55 was approved.
21. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein Abstract No. 871 in the amount of \$86,254.81 was approved.
22. Upon a motion by Mr. Griffith, seconded by Mr. Gordon Abstract No. 872 in the amount of \$2,500.00 was approved.
23. Upon a motion by Mr. Griffith, seconded by Mr. Bloomstein, Payroll Warrant No. 1410 dated October 25, 2018, in the amount of \$139,181.39 was ratified.

24. Upon a motion by Mr. Goldman, seconded by Mr. Griffith, Payroll Warrant No. 1411 dated November 8, 2018, in the amount of \$134,781.37 was ratified.
25. Upon a motion by Mr. Gordon, seconded by Mr. Griffith, the Board approved the proposed SCLS 2019 Operating Budget.
26. Discussion of the Office of The New York State Comptroller Report was tabled until the December Board of Trustee meeting.
27. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein, the Board approved the Cleaning and Custodial Contract for MCJ Cleaning Services Corp beginning December 1, 2018 through November 30, 2020.
28. Helen Crosson discussed her Directors Report with the Board. Helen expresses gratitude for all the employees who worked so hard to open Chestnut Hill today, November 19, 2018.
29. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein the Board of Trustees approved the personnel report. (as amended). (Mr. Gordon abstained)
30. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein the Board of Trustees approved CBM Post Move-In Deep Cleaning Service at a cost of \$1,998.00.
31. Upon a motion by Mr. Goldman, seconded by Mr. Bloomstein the Board of Trustees approved additional services from American Interfile at a cost of \$1,800. Also, removal and disposal of all excess materials that have accumulated over the past 30 plus years, excluding any built-in items, leaving the building broom clean at a cost of \$8,830.00.
32. Upon a motion by Mr. Gordon, seconded by Mr. Bloomstein the Board of Trustees meeting was adjourned at 10:07PM.

Respectfully submitted,

Patricia Lynch
Clerk of the Board of Trustees

Jacob Goldman
Secretary