MINUTES BOARD OF TRUSTEES THE SMITHTOWN LIBRARY July 21, 2021

A regular meeting of the Board of Trustees of The Smithtown Library was held at the Smithtown building, Smithtown, New York on the 21st day of July, 2021. The meeting was called to order at 6:30 p.m.

The following Library Trustees were present and participating at the meeting: Brianna Baker-Stines, Anita Dowd-Neufeld, Annette Galarza, Joseph Gregurich, Thomas Maher and Theresa Stabile.

Trustee James Hornef was absent with prior notice.

Also present were Library Director Robert Lusak, Assistant Library Director Patricia Thomson, Treasurer Joanne T. Grove, Clerk Lauren Gunderson, Secretary Linda Taurassi and Library Attorney Kevin Seaman.

Annette Galarza, President of the Board of Trustees, acted as Chairman of the meeting.

READING AND APPROVAL OF MINUTES

1. Trustee Joseph Gregurich moved to accept adoption of the following resolution:

RESOLVED, that the REGULAR MEETING MINUTES of June 15, 2021 be approved as presented.

The motion was seconded by Trustee Anita Dowd-Neufeld and adopted by a unanimous 6-0 vote.

REPORTS OF OFFICERS, BOARDS, STANDING COMMITTEES & DIRECTOR'S REPORT

- 2. The BUDGET AND FINANCE COMMITTEE report was presented by Budget and Finance Committee Liaison Thomas Maher.
 - a. TREASURER'S REPORT

Trustee Brianna Baker-Stines moved to accept adoption of resolution "a":

RESOLVED, that the TREASURER'S REPORT for the month ended June 30, 2021 be approved for filing (copy of report appended to the original of these minutes).

The motion was seconded by Trustee Theresa Stabile and adopted by a unanimous 6-0 vote.

b. WARRANTS

Trustee Theresa Stabile moved to accept adoption of resolution "b":

RESOLVED, that the following WARRANTS be approved for payment:

i.	Warrant #21-July	("L" fund) PREPAYS	\$ 38,244.77
ii.	Warrant #21-July	("L" fund) WARRANT	\$ 624,739.72
iii.	Warrant #21-July	("M" fund) WARRANT	\$ 4,449.00
iv.	Warrant #21-July	(PAYROLL #13 – 6/25/21)	\$ 258,493.19
V.	Warrant #21-July	(PAYROLL #14 – 7/09/21)	\$ 266,923.21

The motion was seconded by Trustee Thomas Maher and adopted by a unanimous 6-0 vote.

c. TRANSFER - UNASSIGNED FUND BALANCE

Trustee Theresa Stabile moved to accept adoption of resolution "c":

RESOLVED, that the Board of Trustees of The Smithtown Library does hereby approve the transfer of \$500,000.00 of unassigned fund balance to the following committed funds: \$325,000.00 to library-wide <u>Capital Improvements and Equipment Replacement</u> and \$175,000.00 to <u>Retirement and Future Benefit Payments</u>.

The motion was seconded by Trustee Thomas Maher and adopted by a unanimous 6-0 vote.

- 3. The PERSONNEL COMMITTEE report was presented by Personnel Committee Liaison Brianna Baker-Stines.
 - a. PERSONNEL CHANGES

Trustee Anita Dowd-Neufeld moved to accept adoption of resolution "a":

RESOLVED, that the following PERSONNEL changes be approved as presented:

Part-time appointments:

- i. Part-time appointment of **Lauren Tannenbaum** to the position of Page, Children's Department, Smithtown building, at an hourly rate of pay of \$14.00, effective August 3, 2021 (to fill the vacancy created by the resignation of Sarah Adamo, effective 8/2018).
- ii. Release of **Adam Zoffranieri**, Reference Department, Commack building, from a part-time Librarian Trainee position into a part-time Librarian I position, at an hourly rate of pay of \$32.32, not to exceed 17.5 hours per week, retroactive to June 28, 2021, as per Suffolk County Department of Civil Service regulations.

Separation of Service/Resignations:

- iii. Separation of Service of **William Knapp**, Call-In Library Clerk (as per Suffolk County Department of Civil Service recommendation), effective July 22, 2021.
- iv. Resignation of **Jennifer Bizzaro**, Page, Nesconset building, effective June 23, 2021.

v. Resignation of **Carley Davidson**, Library Clerk, Circulation Department, Nesconset building, effective July 27, 2021.

Leave of Absence:

vi. Leave of absence without pay for **Employee #1243**, effective June 28, 2021 until further notice, pending medical clearance.

The motion was seconded by Trustee Theresa Stabile and adopted by a unanimous 6-0 vote.

b. CONFERENCE / WORKSHOP / WEBINAR ATTENDANCE REQUESTS

Trustee Thomas Maher moved to accept adoption of resolution "b":

RESOLVED, that the following live or virtual conference or webinar attendance requests set forth hereinafter are hereby approved:

- i. That Library Director Robert Lusak be authorized to attend, on paid release time, the New York Library Association's 2021 NYLA Annual Conference, to be held in Syracuse, NY, from November 3, 2021 through November 6, 2021, with reimbursement for reasonable expenses incurred with the display of certified receipts.
- ii. That Assistant Library Director Patricia Thomson be authorized to attend, on paid release time, the New York Library Association's 2021 NYLA Annual Conference, to be held in Syracuse, NY, from November 3, 2021 through November 6, 2021, with reimbursement for reasonable expenses incurred with the display of certified receipts.
- iii. That Librarian II **Colleen Navins,** Teen Services Department, Nesconset building, be authorized to participate in a Notary Public Exam Preparation Course via virtual webinar, sponsored by Notary Public New York, with reimbursement for actual and necessary expenses not to exceed \$77.00, at a time to be determined.

The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

- 4. The BUILDINGS AND GROUNDS COMMITTEE report was presented by Buildings and Grounds Committee Liaison Anita Dowd-Neufeld.
 - a. FIRE SPRINKLER INSPECTIONS all Library buildings

Trustee Joseph Gregurich moved to accept adoption of resolution "a":

RESOLVED, that the Board of Trustees of The Smithtown Library does hereby authorize the Library Director to enter into a contract with Upright Installations & Inspections for a period of one year, to begin August 1, 2021, for the purpose of providing inspections of the Automatic Fire Sprinkler Systems for all library buildings, at a total annual cost not to exceed \$1,800.00 (\$450.00 per building).

The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

b. BURGLAR ALARM MONITORING - all Library buildings

Trustee Brianna Baker-Stines moved to accept adoption of resolution "b":

RESOLVED, that the Board of Trustees of The Smithtown Library does hereby authorize the Library Director to enter into a contract with Electronix Systems, to begin August 1, 2021 for the fifth (5th) year of a five (5) year contract, for the purpose of providing central station burglar alarm monitoring and panic button monitoring for all library buildings, at a total annual cost not to exceed \$1,536.00 (\$384.00 per building) [Note: upgraded AES radio monitoring primarily replaces the \$264.00 annual/\$22 per month expense per building for prior contract years].

The motion was seconded by Trustee Theresa Stabile and adopted by a unanimous 6-0 vote.

- 5. There was no COMMUNICATIONS COMMITTEE report.
- 6. DIRECTOR'S REPORT

The Library Director presented his Director's Report that had been submitted previously to the Library Board (copy of report appended to the original of these minutes).

UNFINISHED BUSINESS

- 7. <u>REVISED POLICY</u> Public Employer Health Emergency Plan for The Smithtown Special Library District [Policy 400-10] (2nd reading)
 - Note: 1) Only those portions being updated appear below
 - 2) Revisions are noted in underlined bold font; deletions are noted with a strikethrough

Trustee Brianna Baker-Stines moved to waive the reading of the Public Employer Health Emergency Plan for The Smithtown Special Library District [Policy 400-10]. The motion was seconded by Trustee Thomas Maher and adopted by a unanimous 6-0 vote.

Trustee Brianna Baker-Stines moved to accept adoption of the Public Employer Health Emergency Plan for The Smithtown Special Library District [Policy 400-10]. The motion was seconded by Trustee Theresa Stabile and adopted by a unanimous 6-0 vote.

Remote Work Protocols

Non-essential employees and essential employees who are required to work remotely will be enabled to do so to the greatest extent practicable.

Working remotely requires:

- 1. Identification of staff who will work remotely (to be evaluated on an on-going basis and is subject to being modified or discontinued upon written notice)
- 2. Approval and assignment of remote work (employees who are assigned temporary remote work during a shutdown or following reopening should have no expectation of ongoing remote work assignments)

- 3. Equipping staff for remote work, which may include:
 - a. Internet capable laptop
 - b. Necessary peripherals
 - c. Access to VPN and/or secure network drives
 - d. Access to software and databases necessary to perform their duties
 - e. A solution for telephone communications

 Note that phone Library business lines may need to be forwarded to off-site staff

The Director, Assistant Director, and Department Supervisors will collaborate to identify staff/positions that can effectively work remotely. Eligibility determinations regarding remote work are within the sole discretion and subject to the Library Director's approval. Department Supervisors will be responsible for assignment and review of remote work. The Assistant Director, Network and Systems Specialist II and Department Supervisors will evaluate the equipment and software needed and available for those staff/positions approved for remote work by the Director. The Network and System Specialist II will provide software access and maintain a list of all equipment being used by staff for remote work.

While working remotely, the employee will:

- 1. <u>Comply with the employee's assigned remote work schedule; variations to that schedule must be prior-approved by the Director or his/her designee.</u>
- 2. <u>Check-in with the supervisor no less than two times per daily work schedule, as assigned, via email using the device identified as the work device.</u>
- 3. <u>Remain accessible by phone, text, and/or email during the hours of the daily remote work schedule.</u>
- 4. Communicate with the supervisor to discuss the status of open issues.
- 5. Be available for video/teleconferences scheduled on an as-needed basis.
- 6. <u>Be available to attend in-person scheduled work meetings as requested or required by the department or Library.</u>
- 7. Request supervisor approval in advance of working flexible hours.
- 8. Request the use of sick leave, vacation or other leave in the same manner as when working in the Library building.
- 9. <u>Meet the work output and/or productivity expectations of his/her supervisor and maintain professionalism.</u>
- 10. <u>Communicate to his/her supervisor, in advance and on an ongoing basis, any job duties or</u> responsibilities that cannot be effectively performed during temporary remote work.
- 11. <u>Take rest and meal breaks while working remotely in compliance with all applicable policies, and, as to non-exempt employees, not exceed their scheduled hours of work.</u>
- 12. <u>Continue to abide by all Library policies and procedures including those pertaining to computer use, social media and confidentiality.</u>

<u>Failure to abide by these requirements may result in the revocation of the remote work assignment, and/or disciplinary action.</u>

Any leave that was requested and approved prior to the closing of the Library due to a health emergency cannot be withdrawn by the employee (unless mutually agreed upon with the Director or designee).

The Library accepts no responsibility for theft, loss, damage, or repairs to the employee-owned equipment. Any equipment that the Library provides to an employee as part of a remote work arrangement shall remain the property of the Library and the Library will maintain that equipment. This equipment must be used for business purposes only. Unless otherwise agreed to in advance, the Library will not be responsible for any other costs the employee may incur while working remotely.

Remote workers should designate a workspace at the remote location for the installation of any necessary and approved equipment to be used during remote work. This workspace should be maintained in a safe condition, free from hazards to people and equipment. Remote workers are to advise the Library in the event that they have changed their remote working location, even if only on a temporary basis.

All remote workers are responsible for the security of information, documents, and records in their possession or used during remote work. Restricted-access material should not be accessed or removed from the worksite without written consent from the Library Director. All remote workers must apply appropriate safeguards to protect the Library's confidential information from unauthorized disclosure, and must comply with all privacy and security protocols and requirements implemented by the Library.

Staggered Shifts

Implementing staggered shifts may be possible for personnel performing duties which are necessary to be performed on-site but are less sensitive to being accomplished only within core business hours. If practicable, management may identify opportunities for staff to work outside core business hours as a strategy for limiting exposure. Staggering shifts requires:

- 1. Identification of positions for which work hours will be staggered
- 2. Approval and assignment of changed work hours

The Director, Assistant Director, and Department Supervisors will collaborate to identify positions for which work hours may be staggered. All work schedule changes are subject to the Library Director's approval. Staggered work shifts will typically be between 7:00AM and 9:00PM 9:00AM and 9:00PM and may include weekends. Facility safety and security measures will remain in place during staggered shifts. The Building Heads will assign a "Person-In-Charge" for all staggered shifts.

8. REVISED POLICY - COVID-19 Reopening Safety Plan [Policy 500-70] (2nd reading)

Note: 1) Only those portions being updated appear below

2) Revisions are noted in underlined bold font; deletions are noted with a strikethrough

Trustee Anita Dowd-Neufeld moved to waive the reading of the COVID-19 Reopening Safety Plan [Policy 500-70]. The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

Trustee Theresa Stabile moved to accept adoption of the COVID-19 Reopening Safety Plan [Policy 500-70]. The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

Communication

The Library will continually review and implement State and County issued guidelines <u>regarding</u> <u>social distancing</u>, <u>protective equipment</u>, <u>hygiene and cleaning</u>, <u>screening and contact tracing</u>, <u>etc. for patrons and staff</u>.

Employees will be notified of updated information via their smithlib.org email account.

All employees will be trained on new protocols and informed of all safety guidelines.

The Library will adhere to New York State guidance regarding face coverings for patrons. (Moved to "protective equipment" section)

Social Distancing

The Library will adhere to State and County issued guidelines regarding social distancing for library patrons and staff. Not all of the following guidelines will be observed depending on the current guidance.

Protective Equipment

<u>The Library will adhere to New York State guidance regarding face coverings for patrons and staff.</u>

Screening & Contact Tracing

Employees who are sick or feel unwell should stay home or return home if they become sick or feel unwell at work.

Employees will may be asked to undertake a health self-assessment test (e.g. questionnaire, temperature check) before beginning work each day. Assessment responses will be reviewed every day and documented. The need for health self-assessments will be periodically evaluated by the Director and changes will be communicated to employees via their smithlib.org email account.

Employees who present no symptoms but have tested positive in the past 14 days may only return to work after completing the NY State mandated quarantine period.

9. REVISED POLICY - Financial Management Policy [Policy 900-10] (2nd reading)

Trustee Thomas Maher moved to waive the reading of the Financial Management Policy [Policy 900-10]. The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

Trustee Brianna Baker-Stines moved to accept adoption of the Financial Management Policy [Policy 900-10]. The motion was seconded by Trustee Anita Dowd-Neufeld and adopted by a unanimous 6-0 vote.

1. FISCAL YEAR

The fiscal year of The Smithtown Special Library District shall begin commence with upon the first day of January and end with on the 31st day of December.

2. CONFLICT OF INTEREST

No Trustee, officer or employee shall be interested directly or indirectly in any claim against or contract with the Library, <u>as prescribed within the terms of the NY General Municipal Law</u>. for lawful compensation and expenses. However, a trustee who is not the treasurer may be a stockholder, officer or director of a bank designated as a depository for the Library.

3. DUTIES

The Board of Trustees shall:

- Appoint a treasurer on an annual basis who shall hold office at the pleasure of the Board.
- b. Provide a satisfactory minute book for recording the minutes of the meetings of the Board of Trustees.

c. Provide the treasurer with a distribution ledger in which he/she shall record itemized receipts and itemized payments, which shall be classified in each case as is required for the annual financial report.

Provide the Treasurer with financial software to properly and effectively record deposits and disbursements with appropriate financial controls as approved by the current auditing firm.

- d. Provide the treasurer with a cashbook in which he/she shall enter an itemized record of receipts and payments.
- e. Adopt a pre-numbered receipt form, and require the treasurer to acknowledge the receipt of any library funds paid over to his/her custody by issuing his receipt as follows; a copy to the payer and a copy to be retained by the treasurer.
- f. Adopt a pre-numbered voucher-check and require the use of this form in paying all obligations except as otherwise provided in paragraph "r" of this subdivision. This form must provide for the signature of the treasurer and may provide for as many additional signatures as the board may require.
- g. Adopt, at least 30 days prior to the start commencement of the ensuing fiscal/calendar year, an estimate of receipts and appropriations (annual budget).
- h. Amend the budget at any time during the fiscal <u>calendar</u> year and provide for appropriations from any additional revenues received.
- i. Keep <u>Maintain</u> the incurred obligations in each fiscal year within the amounts authorized by the budget and amendments thereto.
- j. Settle all accounts of the library on or before the last day of the fiscal year.
- k. Disburse Library funds by approval of warrant only on the basis of itemized vouchers, which have been certified by the claimants and Library Treasurer/auditors and approved by the Board of Trustees except as permitted under NYS municipal guidelines or as otherwise provided in paragraph "n" of this subdivision.
- I. Provide by resolution at the annual organizational meeting that amounts due upon approved contracts, fixed salaries or for compensation of employees regularly engaged at agreed upon periodic rates, may be paid without prior audit upon submission to the Treasurer of a voucher or payroll duly certified by the Director or his/her duly authorized representative.
- m. Establish rules and regulations governing the reimbursement of Trustees, officers and employees for actual and necessary expenses incurred in the performance of official duties assigned by the Board of Trustees. In lieu of actual and necessary travel expenses, the Board of Trustees may establish a mileage rate adopts the annual mileage rate of reimbursement established by the Internal Revenue Service for the use of personally owned automobiles.
- n. Require the Treasurer to render monthly reports, showing <u>displaying</u> the following information for the guidance of the Board: balance on hand at the beginning of the month; itemized list of receipts during the month; total withdrawals made from the bank account during the month; balance on hand at the end of the month and reconciliation with the bank statement.
- o. Require a monthly report from the Treasurer showing indicating the amounts of receipts by source and expenditures by budget category for the months and year to date.
- p. Cause an annual audit of the Treasurer's records to be made either by a committee of the board or by an independent auditor.

- q. Provide adequate filing equipment for the preservation and systematic arrangement maintenance of all paid and unpaid bills, cancelled checks, bank statements, debit charge slips, contracts and other financial records.
- r. At its discretion, establish a petty cash fund for the purpose of making payment in advance of authorization of properly itemized bills for materials, supplies or services furnished to the library calling for immediate payment on delivery.
 - i. Whenever a petty cash fund is established, the Board shall designate the Library Director or the Treasurer of the Library to administer and be responsible for such fund. No such fund shall exceed \$1,182 at any one time which shall be approved annually.
 - ii. The person in charge of such petty cash fund shall keep <u>maintain</u> such records as may be necessary for the accurate accounting of all transactions and shall make reports to the Board of Trustees as required by such board.
 - iii. From time to time checks may be drawn to person the Director designated to administer the petty cash fund in an amount which shall not exceed payments made in cash as indicated evidenced by receipts, receipted bills or other evidence of payment in a form available to audit.
 - iv. The petty cash fund shall be completely closed-out at the end of each year and the general fund reimbursed by the original <u>remaining</u> amount transferred to the petty cash fund.
- s. The Treasurer or his/her designee shall deposit all moneys within five days after receipt in the depository designated by the Board of Trustees. The trustees may authorize the Treasurer to deposit or invest moneys not required for immediate disbursement in special time deposit accounts or certificates of deposit issued by a bank or trust company located and authorized to do business in the State of New York, provided that such account or certificate shall be payable within the time the moneys shall may be needed, and provided further that such account or certificate of deposit shall be secured by a pledge of obligations of the United States of America or of the State of New York as provided under General Municipal Law. Investments may also be made in obligations of the United States of America or the State of New York, registered or inscribed, when possible, in the name of the Library, and payable or redeemable at the option of the system within such time as the proceeds shall be needed, but in any event not later than the end of the fiscal year. Such obligations shall be purchased through, delivered to and held in the custody of a bank or banker designated by the trustees for the deposit of Library moneys.

4. REAL PROPERTY TAX LEVY

For the year commencing January first, two thousand three and for each year thereafter, a proposed increase in the real property tax levy for operating purposes shall not exceed the real property tax levy for the prior fiscal year by more than 5%.

In preparation of the annual budget, the Board will review the current NYS tax cap guidelines in establishing the necessary tax levy for the subsequent year's budget.

5. FUND BALANCE

Fund balance reserves for the general fund shall not exceed an amount equal to three months of general fund expenditures.

<u>Fund balance reserves for the general fund shall be reviewed annually in developing the proposed budgets.</u>

6. DEBT LIMIT

Tax-supported debt shall not exceed 10% of the assessed value placed on taxable property within the assessment district. **SUSPENDED 2/17/04**

7. AMENDMENT

This policy may only be amended by a two-thirds vote of the entire membership of the Board of Trustees, provided that the amendment has been submitted in writing to the Board at the previous meeting.

PUBLIC COMMENTS

There were no public comments.

NEW BUSINESS

10. LIBRARY BUDGET VOTE AND TRUSTEE ELECTION:

Trustee Thomas Maher moved to accept adoption of the following resolution:

RESOLVED: That the Board of Trustees of The Smithtown Library does hereby authorize Clerk Lauren Gunderson to undertake all actions necessary pursuant to Chapter 193 of the Laws of New York to conduct the Library's 2022 Budget Vote and Trustee Election to take place on October 12, 2021, including:

- i. The hiring of the Suffolk County Board of Elections (BOE) to serve as a sole source vendor for voter registration listings, mailing labels, poll roster books, and full voting hours switchboard assistance at a cost not to exceed \$1,000.00 (Note: BOE is unable to provide voting machines due to NYS early voting.)
- ii. Administering the selection and appointment of not more than 12 persons to serve in the capacity of poll inspector for the 2022 Budget Vote and Trustee Election at a flat daily rate of pay, per inspector, of \$200.00.
- iii. Administering the selection and appointment of not more than 4 persons to serve in the capacity of election chairperson for the 2022 Budget Vote and Trustee Election at a flat daily rate of pay, per chairperson, of \$250.00.

The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.

11. At 7:14 p.m. Trustee Brianna Baker-Stines moved to enter executive session, pursuant to Article 7, Section 105 "E" of the Public Officer's Law, to discuss matters pertaining to collective negotiations pursuant to Article 14 of the Civil Service Law. The motion was seconded by Trustee Joseph Gregurich and adopted by a unanimous 6-0 vote.

The following trustees were present and participating in executive session: Brianna Baker-Stines, Anita Dowd-Neufeld, Annette Galarza, Joseph Gregurich, Thomas Maher and Theresa Stabile.

Also present were: Library Director Robert Lusak, Assistant Library Director Patricia Thomson, Treasurer Joanne T. Grove, Clerk Lauren Gunderson, Secretary Linda Taurassi and Library Attorney Kevin Seaman.

- 12. At 7:47 p.m. Library Director Robert Lusak, Assistant Library Director Patricia Thomson, Treasurer Joanne T. Grove, Clerk Lauren Gunderson and Secretary Linda Taurassi left executive session while Library Attorney Kevin Seaman and the Library trustees remained in executive session.
- 13. At 11:17 p.m. Trustee Theresa Stabile moved to reconvene in open public session. The motion was seconded by Trustee Brianna Baker-Stines and adopted by a unanimous 6-0 vote.
- 14. Trustee Brianna Baker-Stines moved to accept adoption of the following resolution:

RESOLVED, that the Board of Trustees of The Smithtown Library authorizes the Library Director to execute a Memorandum of Agreement providing for a two-year rollover of the Collective Bargaining Agreement between The Smithtown Library and the CSEA, Smithtown Library Unit.

The motion was seconded by Trustee Joseph Gregurich and adopted by a unanimous 6-0 vote.

- 15. Library Board President Annette Galarza noted that the Board of Trustees wished to schedule a "Special" Board meeting on Wednesday, August 4, 2021 at 6:30 p.m. at the Smithtown building. (Note: the next "regular" meeting of the Board of Trustees is scheduled to take place on Tuesday, August 17, 2021 at 6:30 p.m. at the Kings Park building).
- 16. There being no further business, Trustee Thomas Maher moved to adjourn the meeting at 11:19 p.m. The motion was seconded by Trustee Joseph Gregurich and adopted by a unanimous 6-0 vote.

Minutes approved this 17th day of August, 2021.

Annette Galarza, President

of the

Smithtown Library Board of Trustees

Linda Taurassi

Secretary to the Board of Trustees