

Board of Trustees Meeting Agenda

November 15, 2022 @ 6:30 PM

• Call to order 6.35 in attendance Anna, Carrie, Cheryl, Daniel, Alyssa, Andrea

 Approval of September meeting minutes approved

• Crafton Borough-- Carrie had some conversations with the mayor regarding her vision for her position as liaison, wants to foster a good working relationship, kind of knows how things work. The Mayor sounds very supportive. Have we had any progress to have Ingram recognize us as their community library? They would have to give us five bucks per capita to do that. Phil Levasseur had brought that up to them in the past and their council would have to initiate it. That would be a joint decision. Location would be an issue. It is possible we could change our name to Crafton Ingram Library. We are open to considering that. We should try to have a BoT member go to a council meeting at least every other month. We could go in person. Andrea and Cheryl would go. We can find out if you have to be a Crafton resident? Maybe we can question Crafton residency qualification for Board of Trustees. We will put a calendar together. We can sign up to go to meetings. Regarding our budget allocation increase request, Doug said they gave us $2k just for next year, we could have asked for more, our goal is sustainability but the borough did not want to commit to more. Can we add capital expense costs to us? We sent that is Sept/Oct, and we have not had definite answer.

No council member attending our meeting.

• President’s Report

o Employee healthcare coverage--we have 3 full time employees and no health coverage offered. Directors and officers are usually covered, lots of plans are available, lots of deductible choices, we would want to add annually $30k. We have had good employee retention, if we have to recruit again we will have to offer some coverage. Cheryl proposed adding that to budget now, let's look at it and add 30k, if we decide to change anything else, we will put out to board, would like to try to get Alyssa Cheryl and Anna together to discuss. Tracy and Gabrielle are excited about it, we would not need to pay for Tracy's husband since he will go on medicare. Costs might be more like 20k. Upmc defers to medicare. Kristin can let us know about a couple plans, looking at different deductibles, would rather have full coverage, previously most of the staff have been on other coverage. Short term disability is a possibility as well. We could handle on case by case, we could self fund that with cash on hand,

o Guests for future meetings (PNC, ACLA) we have not invited guests for now, but we will find better times for guests to attend. We will get them in in 2023.

o BoT officers no one's terms are up, we only did one year terms, we did not look at bylaws, do we need to stay in our terms, we might need to do by email by end of yr. We will have to check bylaws, no one is up in 2022. Maybe 2023. We thought about getting together socially but let's see if we can do it in nicer weather. In spring, when we are more invigorated. Andrea might have to step up into food pantry leadership and may end her term when it is up. Alyssa gets requests on how to get into food pantry and get food.

• Treasurer’s Report cash balance 15 months of reserves, investments have been crazy and up and down. If pnc came in to help us understand investments, investment strategy, we would like to see that, it has been good so far, should we do dollar cost averaging,

o Monthly financials

o 2023 budget approval majorline is investment income, lately it has been negative, we put it at zero for now, on the budget, realized gains or loss on investments, Cheryl will talk to jonathan and alyssa will talk to amy, anna says maybe talk to erica, or his assistant,

• Director’s Report --when do we need to do Alyssa's evaluation? It is usually in Oct, will follow up with details, we need to check out bylaws, get $ amt for her raise, cheryl will talk with her soon, for salary adjustment and health care costs, and anna and alyssa will review, besides that we will approve budget, pending adjustments, will follow up with sharon, want it to be unanimous,

Programming, we had good results with love your library campaign, we made 10k and we used to get around 4-5K. There were some late additions . they are for general funds, we will get match $s in early December. so many parents were impressed with halloween party,

• Old Business --no updates, school visit is happening this week

o School Campaign --Gabrielle will go to the school and do a power point to ask for teen advisor volunteers. maybe kids want service hours,

✓ BoT youth representative

o BoT prospects

o Other community activities anything that she needs help with? Tracy’s three daughters helped for halloween, are there any Thanksgiving crafts,

• Strategic Plan Initiatives

o Children’s Room – roof repairs still leaking, showed board members and has not told borough

o Community Garden - Andrea good attendance for the tour in oct

o Calendar of Activities & Binder – Andrea/Cheryl we will stay on this,

• New Business/Open Discussion

o Adult programming/events are still struggling to get some participation. Maybe we should focus on more events and sneak wine in. This is okay as long as everyone is of age and we are not selling it. We could have an adults only night, wine tasting, movie, we will give it some thought, something casual or escape your kids for the night , we could look at this for next year. We could attract a new group of people besides the dinner people, have something educational and fun, how to make charcuterie or butter tray. The previous board would do things with just their friends not the community at large. Book club was a request but then no one came to talk about it, we could have chef demos, celebrate local businesses, d and o, something to learn while sipping, give people an excuse to not hang with their kids and keep it a short time commitment, that would not cost a lot. There are lots of local breweries and distilleries and mead and wine, who do we know who knows business owners, promote yoga and book club.

Can we do anything besides books to lend? we have kits, board games, garden tools, appliances, it is good if we can get odd things but we have a storage issue, we can do some research on what people can borrow from other libraries

Freesale went well.

Next Meeting – January 17, 2023 @ 6:30

• Adjourned.