

**Vermont Library Association Board Meeting**  
**Hartland Public Library | September 10, 2014**  
**10am - 12pm**

**Meeting called to order:** 10:09am

**Present:** Amy McMullen, Shara McCaffrey, Jimmy Allen, Sarah Costa, Amy Grasmick, Toni Josey, Amber Billey, Helen Linda, Selene Colburn, Amy Wisehart, Virgil Fuller, Tom McMurdo

**Attending virtually:** Charlotte Gerstein, Prudence Doherty

Amy McMullen moved to approve the minutes from our July retreat and Jimmy seconded. **The minutes were unanimously approved.**

**Officers reports**

**President:** Toni has leads for people to serve as Trustees Section President, Inclusion Committee Chair, Awards Committee members, and NELA representative, and will be following up with them to fill these vacancies. She will be attending a chapter leader meeting at NELA and the Friends and Trustees conference in November.

WindRidge Books is a Vermont publisher with a new book inspired by date due cards in library books. The author selected VLA as the recipient of a portion of the sales proceeds. Toni expressed her thanks to Jessamyn for setting up the new board listserv on Google Groups and requested that from hereon all board email be conducted through this forum rather than the old UVM vlboard list.

We are still hoping to plan fall meetups with different sites across the state, each hopefully sponsored by board members.

Also on the horizon for VLA are the Champlain Maker Faire, VT Comiccon, and Pride Parade. VSLA would like to collaborate with VLA for a one-day conference on makerspaces in school libraries and are looking for VLA board members who would be willing to serve on the planning committee for that. Amy McMullen volunteered to serve dependent on timing. They're looking at November 15 at the Randolph Elementary School for the conference. Shannon Walters and Mara Siegel are spearheading this makerspace conference.

**Vice President:** Virgil attended the July Board of Libraries meeting and reminded us that all public libraries (incorporated and municipal alike) are required to follow open meeting law procedures in order to meet standards.

**Past President** (Amber): nothing to report.

**Secretary** (Sarah): nothing to report.

**Treasurer** (Jimmy): see reports. Please submit reimbursement requests to him. VLA is now registered with Amazon Smile; shoppers can opt to donate a percentage of sales profits from certain purchases to VLA. Toni requested that the itemized expenses document include a memo note to show what reimbursements are being made for. Amy Grasmick asked about an oddity in the budget document; Jimmy suspects it is Quicken calculating a portion of our annual budget for each line item and will investigate further. Prudence asked about section expenses that had already been accrued. Those requests should go through the section president, and presidents should submit revised budget requests if they expect to exceed their \$250 allotment in a year.

## **Section reports**

**College and Special Libraries** (Prudence): Laura Crain and Prudence have been working on the Oct. 23 meeting titled "Let's Talk About The Web" to be held at the VHS library in Barre. It's free with an option of ordering a lunch. The meeting will run from 10-2. More information will go out between 9/16-23.

**Public Libraries** (Amy Wisehart): We submitted the ALA career development facilitators application and are waiting to hear back. Amy's agreed to serve on Marty's committee looking at state delivery systems for ILLs. She will be putting out a survey to the public Libraries membership to look at what events people would be interested in this Spring. Amy also received a scholarship from ARSL to attend the ALA Midwinter and Annual conferences and will be happy to represent VLA there.

**Tech Services** (Tom): Still discussing workshop and meeting possibilities. Some interest in an RDA workshop, but there isn't actually much adoption of RDA across the state. Amy Grasmick suggested a workshop on RDA for copy cataloging.

**Youth Services** (Amy McMullen): Still want to schedule a roundtable review of summer reading programming. Don't have a date yet, but it will hopefully be held before winter.

## **Committee and Representative Reports**

**Awards** (Amy Grasmick): nothing to report.

**VTLib** (Tom): VLA is cosponsoring the Friends and Trustees meeting Nov. 1 with VTLib. Michael Roche is the point person for that. Grace's position should be filled in the next few weeks, with the new person starting in October or November.

**Govt. Relations** (Selene): Trying to get fall meeting schedule up and running. Their focus in the fall will be the legislative breakfast - getting those materials available and seeing how best to facilitate them.

**Intellectual Freedom**: absent; no report.

**Membership** (Helen): Jessamyn's researching tools that could serve as the regional library event calendar online. The VT Comiccon VLA committee will be meeting over Google Hangouts next week. VTLib is paying for four tables, so Helen proposes VLA pick up the tab for cheap giveaways. In the coming months, she'll be experimenting with Google Checkout for membership payment processing; if it works well, that may serve as an online payment option for conference registration.

**Personnel** (Shara): Shara has been contacting mentors and mentees to help facilitate mentoring relationships. She will be doing a second attempt at the salary and benefits survey for academic libraries. The public library survey committee lost its number cruncher, so Shara could really use volunteers who are savvy at survey analysis. They're also looking to revise the guide to increasing public library compensation, particularly including adjustments for cost of living increases from the last few years. They may also need to revisit the larger methodology of how we found the recommended minimum salary figures for directors, coinciding with state-wide surveying.

Shara moved to increase the 2012 minimum to adjust for COLA from the last few years. Selene seconded. **Motion unanimously approved to increase the recommended minimum salary for VT library directors to \$43,818.**

**Conference** (Jessica - remote update): The first meeting will happen this month. She'd like to get a VSLA contact to collaborate with on a leadership preconference. No speaker and no theme have been selected yet, though Charlotte suggested something on community activism.

**ALA** (Charlotte): Banned Books Week is coming up, and ALA has lots of resources to support events and programming for it.

### **Other Business**

**Board Vacancies:** Toni is following up on leads for Trustees president, inclusion committee chair, scholarship committee, and NELA representative. The Intellectual Freedom Chair hasn't attended for more than three consecutive meetings, so Toni will politely remind him of the responsibilities of the position and we will appoint a replacement if necessary.

**Position description discrepancies:** There are three different (often contradictory) sources of position descriptions that still need to be reconciled. Sarah will make a Google Doc conglomeration of all the different documents so that we can work within a single document. As we update our own position and section descriptions, it would be useful to include the expected time commitment each position entails.

**Volunteer hours from library directors:** Tom summarized the VALS discussion spurred by a librarian who'd been asking the listserv about boards expecting directors to work unpaid hours to complete their expected job duties. Most responders said that they were also asked to or voluntarily worked unpaid hours as well, though there was a very articulate response on why one should refuse to not be paid for one's job. Rob Geizsler also wrote a long response about the legal implications of this practice: volunteering to do the work for which you are paid is a violation of the Fair Labor Standards Act. Virgil expressed concern that this is pervasive across Vermont libraries and that it is time for us to take action.

Tom, Shara, Amber, and Virgil volunteered to get a survey together to see how widespread the practice is and whether librarians are working unpaid hours of their own free will or because of pressure from boards. We will then use that data for a presentation at the November Friends and Trustees Conference. Sarah and Amber suggested that there be a Librarians' rights education session at the annual conference as well. Helen recommended e put an advocacy kit on the website to offer librarians who need help presenting their case to their board. Tom pointed out this is a situation where VLA is clearly advocating for librarians.

**Listserv:** please join the Google Group and use it for all future board communication.

**StoryHack VT:** Amber will follow up with the StoryHack facilitators to see if VLA can help. In general, VLA would like to collaborate more substantively on library-related events with both VSLA and VTLib.

**Fall meetups:** aiming for early October. Toni will start following up with members who planned previous meetups.

**Pride Parade:** Meet at 11:45 Sunday, September 14 at the site.

**Meeting adjourned: 12:06pm.**