

Northern New York Library Network  
Board of Trustees Meeting  
March 16th, 2023  
Zoom Video Conference

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The March 16th, 2023 meeting of the Northern New York Library Network Board of Trustees was called to order at 10:05 A.M.

**Trustees Present:** Andrew Kelly, President; Steve Kenworthy, Secretary; John Thomas; Jenica Rogers, Jill Tarabula; Paulette Roes; Sarah Weisman; Jeff Garvey; Ginger Tebo; Jacqueline Madison; Emily Hastings

**Trustees Absent:** Gwen Cunningham; Ellen Adams; Krista Briggs

**Staff Present:** Meg Backus and Brenna Barkley.

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### **Agenda**

**Motion 22/23--30:** Jill Tarabula (Jacqueline Madison) moved to approve the agenda as amended (Meg Backus requested a review of Vacation Policy). Carried unanimously.

### **Minutes**

**Motion 22/23--31:** Steve Kenworthy (Sarah Weisman) moved to approve the minutes of the January 19th, 2023 meeting as distributed. Carried unanimously.

### **Financial Reports**

The Board reviewed and discussed the financial statements for December 2022 and January 2023.

**Motion 22/23--33:** Steve Kenworthy (Jill Tarabula) moved to accept the financial statements for December 2022 and January 2023 as distributed. Carried unanimously.

### **Vacation Policy**

Meg proposed an update to the current vacation policy “vacation cannot be used until half of the probation period is completed.” She proposed that new employees are able to use their vacation

allowance as it accrues rather than having new employees wait six months for access to it. The concern is that the current policy creates more risk and difficulty than it prevents.

**Motion 22/23--35:** Sarah Weisman (Steve Kenworthy) moved to confirm changes by deleting the waiting period in the vacation policy. Carried unanimously.

### **Performance Review of the Executive Director**

Meg discussed the Executive Director's annual review process and timeline. Board members will be invited to participate in April.

### **Director's Report**

Meg Backus noted her written report was included in the Board packet. Highlights of current issues include:

The Project launch for New York Historic Newspaper's migration to Veridian on Feb 23 has thus far gone well. Files started being transferred Mar 6, 2023. Meg noted that using the current site is giving the error that it's too busy. Meg has increased pricing \$0.18/page from the previous \$0.15/page. This includes the whole digitization process from microfilm through hosting. (Non-member organizations will be charged \$0.25/page)

Professional Development grants awarded to

- Holly Heller-Ross, \$825, SUNY Plattsburgh, ACRL 2023 Conference in Pittsburgh, PA
- Jess Spooner, \$1200, SUNY Canton, SUNYLA, The Bronx, NY

Library Advocacy events were in-person in Albany Feb 27-28. Gov Hochul's budget cuts library aid by 4% and One-House budgets restore cuts and increase: \$104.6M from Assembly (statutory Aid level) and \$103.1M in Senate.

The FCC map created for federal BEAD and Digital Equity funding fail to represent libraries accurately. Meg participated in calls with ALA and The Schools, Health & Libraries Broadband (SHLB) Coalition to alert the FCC that libraries are not properly represented on the map as community anchor institutions that deserve priority attention for broadband connectivity.

The Network took the lead organizing the logistics of the regional “listening session” scheduled in collaboration with the state’s ConnectAll office and the North Country Digital Inclusion Coalition. The event will be held at the Wild Center on March 28, 1-3pm.

Phil Jones, Associate Director of Business Services retired 3/15. Brenna Link-Barkley now Assistant Office Manager 14 hrs/week and new Business Manager Jennifer Thomas will start April 3, 2023.

Lydia Willoughby has accepted the position of Regional Services Librarian position, start date May 16, 2023.

### **Adjournment**

The Board meeting was adjourned at 11:24 A.M.

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Next Board Meeting

May 18th, 2023, Thursday, 10:00 AM

Zoom Video Conference