

PICKERINGTON PUBLIC LIBRARY BOARD OF TRUSTEES MEETING
February 11, 2016

The Board of Trustees of the Pickerington Public Library met in regular session on Thursday, February 11, 2016 at 7:06 p.m. in the library at 201 Opportunity Way. Members present were Cristie Hammond, Michelle Shirer, Michael Jones, Mark Smith and Robert Mapes. Absent member: Cheryl Ricketts and Dan Griscom. Staff members present: Tony Howard, Library Director, Kent Daniels, Assistant Director, Brenda Oliver, Fiscal Officer/Human Resources Manager and Colleen Bauman, Community Relations Coordinator. Others present: Kathy Bowden, President of the Friends, Mary Herron and Sarah Novak and Robert Neinast.

Excused Absences: Cheryl Ricketts, Dan Griscom

Cristie announced that in addition to the cookies that were provided by Carol Gaal, there is a thank you card from Grace Walker, April Anda and Carol Gaal. They thanked the Board for their raises.

Approval of Minutes of January meeting

2-1-16 Motion to Approve the Meeting Minutes for January 14, 2016.

Mark Smith made a motion to approve the January 14, 2016 board meeting minutes. Michelle Shirer seconded the motion. Motion passed

Public Participation – deferred to later in the meeting.

Friends of the Library Report – Kathy reported that there is nothing new. Next meeting she is hoping to have the 2016 budget.

Finance Committee

Fiscal Officer's Report – Brenda asked if there were any questions regarding the reports that the Board was given. She let the Board know that in the Finance Committee meeting the library is looking at different health insurance carriers, no difference in budget. Finance also looked at the estimated break down costs for a branch.

Other Committee Reports -

Tony said that they are looking to set up a Fairfield County Fund Fundraising Committee meeting this week. Mike Jones shared copies of a required filing for the PACC with Board members.

Director's Report

Monthly Statistical Overview

Circulation

- 14.4% increase in overall circulation (Print and Digital) (49058)
 - Mostly attributed to digital collections and renewals
 - 53% of overall circulation was print circulation(26083)
 - 11.9% increase in Print circulation
 - -8% decrease in first time print circulation from last year
 - 9 % of overall circulation was Digital Collections circulation (4493)
 - 57.4% increase over last year
 - This collection's circulation increased 57.4% over last year
 - 38% of the total circulation was from renewals (210698)
 - 62% increase over last year
- 141 Newly registered patrons
 - -37.6% decrease in new patrons over last year

Programming

- **Children's**
 - 1860 participants
 - 95 programs
- **Teen's**
 - 20 participants
 - 2 Programs
 - SAT/ACT test prep 16 students, this is due to Erikka Sawdey, Homework Help Coordinator. TAB
- **Adult**
 - 22 Participants
 - 4 different technology classes
 - (ebook 101, Microsoft word 101, computer basics, digital downloads)

Homework Help – numbers are up due to a dedicated staff member.

- 82 Students
 - Average of 4.5 students per day

Security Incidents

- 3 incidents
 - 2 Intentionally destroying or defacing library property
 - Chewing tobacco spit on display case
 - Vomit in water fountain

- 1 Inappropriate dress (No Shoes)

Miscellaneous

- **Building Projects**

- Beginning meetings with the Architect to enclose the HHC/technology classroom completely. Sound carries out into the building.
- Temperature Mixing valves for automatic sink
- Family Restroom remodel Completed

- **Mascot**

- Violet made her public debut at the annual Chamber dinner
- Meet our Mascot day for the general public is February 20, 2016

- **Credit Card Swipes**

- We removed the credit card swipes at the self-checkout machines for PCI Compliance reasons.

- **Volunteer Recognition**

- With the goal of enhancing our efforts to recognize our volunteers, Colleen applied on behalf of the library to become a certifying organization in the President's Volunteer Service Award Program. And the library was accepted!

- **Upcoming events**

- OU Pickerington site visit
 - February 16 @ 5:00 p.m.
- Trustee Workshop – Tony will send out information to the Board.
 - Saturday, March 19, 2016 | 9:30 a.m. - 3:30 p.m.
- OLC Legislative Day – Interested in attending, let Tony know.
 - April 13, 2016
Sheraton Columbus Hotel at Capitol Square
75 East State Street | Columbus, Ohio
- Central/Southeast Trustee Dinner, Holiday Inn, Columbus – Worthington
 - April 21, 2016

Bob Mapes also had forwarded information on a symposium being offered at OSU on the future of libraries in the digital age. Tony will be attending. The symposium is free.

Tony shared numbers from the annual report of the Fairfield County Foundation. It did drop \$19,455 in losses and unrealized gains; there was a gain of \$7,000 and a donation

of \$1,000. Recommendation from the Foundation is that we spend \$13,929. More information will be shared at the committee meeting.

Bob Mapes asked about the times for the program introducing Violet the Cow. The flyer will be emailed to the Board.

Assistant Director's Report

Kenton presented his report. Big shifting project is complete. Newspaper area is finished with plexi-glass lids. Meigs County picked up the wooden newspaper stand.

Website update: Final round of updates. Working with the developer to make some changes, things to be edited, moved and enhanced.

Classes – Sign-ups are underway for the Lunch and Learn professional series. Donna is working on finalizing financial programs for Money Smart Week in April. This program is organized by the Federal Reserve and ALA (American Library Association). We will be hosting events with Kemba for teens and parents, millennials, and seniors.

Self-Reliance 2016 - First three workshops are April 21, 25, and 28. We have two homesteaders. Copia Farms in Johnstown and Solid Ground Farm from Athens County. Plus a dehydrating workshop with Fairfield County OSU Extension.

Handouts were passed out to the Board on Ten Tech Week and Mango Day. Automatic Holds are ready to launch with the new website. 30 authors are available.

SCA will have a hands-on medieval day. It will be a family event with activities.

Hotspot – First Hotspot should be here tomorrow, fully configured and ready. Staff will test it. After that, staff will work on packaging, display and marketing.

Cristie asked if we knew what the students were working on in the Homework Help Center. Kenton replied that a lot of it was math help.

Old Business

New Business

Eviction Appeal – Tony said that the Board was sent a memo regarding the eviction appeal and was aware of details. He asked that the Board review all of the documentation involved with the issue and make a decision to support the eviction or overturn the decision. Patron, Robert Neinast -made his presentation. The notes are included in these minutes.

Tony clarified a couple of things. Historically, libraries started making “no shirts-no shoes” rules came out of liability issues due to safety and fear of being sued. Tony also

said that as Director, he has to look out for the best interest of the patrons and staff. This decision has nothing to do with the patron's life choices or fashion. Cristie asked for comments from Board members. Michelle said that the patron was prepared and was passionate about this issue. Bob Mapes asked if there had been any complaints from other patrons about this issue. No complaints known. He also asked about the appeal process and possible litigation. Tony replied that without an attorney present, the Board cannot go into Executive Session. Money has been budgeted for attorney fees. Bob Mapes was concerned about the money and time being spent. He said the patron knows the risk and it is no bigger risk than other patrons. No liability to the library. Time and money better spent on the upcoming Levy. No benefit coming out of the time spent on this issue. He would give the exception. Mike Jones asked if there were any other patrons with the concern. Mike Jones said not to change the policy. Tony replied not with the same issue. Cristie said she didn't have an issue with the no shoes. She did say that rules were made for the benefit of all people. Having a shoe rule for children is a good thing, wouldn't want someone's child walking around and through messes in bathrooms etc. Cristie does not want to change the policy for one person.

2-2-2016 Motion to grant an exception to the barefoot rule in the Library Code of Conduct Policy.

Bob Mapes made a motion to grant an exception to the barefoot rule in the Library Code of Conduct policy for this patron. Mike Jones seconded. Motion passed with roll call.

Roll call vote: Michael Jones – yes, Cristie Hammond – yes, Mark Smith – yes, Michelle Shirer – yes, Dan Griscom – excused, Robert Mapes – yes, and Cheryl Ricketts – excused.

Record request was redacted by the patron. Patron did request a copy of the meeting minutes from 2011. Patron will contact Tony on what is still being requested.

Attendance Policy

In the course of working with staff, Tony discovered that there were some gaps in the attendance policy. Additionally some common practices for managing attendance were not outlined in the current policy. The major changes to the policy are splitting the Administrative Procedure and the Board Policy and fine tuning and outlining occurrences, which is fairer for staff and easier to manage issues for managers. This new version also clearly outlines management expectations when it comes to managing attendance. Updated last January 12, 2015.

2-3-2016 Motion to approve the recommended changes to the Attendance Policy.

Mike Jones made a motion to approve the changes as written. Michelle Shirer seconded the motion. Motion passed with roll call.

Roll call vote: Michael Jones – yes, Cristie Hammond – yes, Mark Smith – yes, Michelle Shirer – yes, Dan Griscom – excused, Robert Mapes – yes, and Cheryl Ricketts – excused.

Pickerington Public Library

Attendance Policy

Board Policy:

Date Reviewed: 2/11/16
Date Approved:
Effective Date: 2/11/16
Replacing Policy Effective: 1/12/15

Absenteeism and tardiness detract from the quality of services provided by the library and may cause an undue burden on co-workers. Because the Library depends heavily upon its employees, all library staff are expected to begin work promptly at their scheduled starting time and remain at work until the end of the scheduled workday and/or completion of duties defined by the supervisor. To the extent permitted by law, absenteeism and tardiness lessen an employee's chances for advancement, merit pay and may result in disciplinary action up to, and including discharge of employment

Administrative Procedure:

Date Approved: 2/12/16
Effective Date: 2/11/16
Replacing Procedure Effective: 1/12/15

1. Absence Reporting

- A. Employees are expected to personally (unless incapacitated*) call the "call off" line (614-837-4104 ext. 224) if he/she will be late or absent and the library has not opened for the day.
- B. If an employee is late or going to be absent and the library is already open, they are expected to personally notify their supervisor or the Human Resources Manager as far in advance as possible, but no later than 30 minutes before his/her scheduled start time.
- C. Supervisors have the right to ask the reason for tardiness/absence; if due to medical necessity; the exact nature of an illness need not be divulged.
- D. Employees should attempt to provide an estimated arrival time or a day of return to work.
- E. An employee* who fails to notify supervisor of absence or fails to report to work (no call, no show) at least one half (1/2) hour after start of shift may be subject to disciplinary action. Employees who no call, no show three consecutive days will be discharged due to job abandonment.
- F. On the day the employee returns to work after an absence that has not been previously authorized, he/she must report to his/her supervisor. Employees should note the use of paid leave on the time sheet and complete the Request for Leave form.

* Or their representative in extreme cases

2. Attendance Records

- A. Attendance records will be maintained by immediate supervisors for all employees on the approved attendance tracking form. Any deviation from an employee's work schedule, including hours worked beyond the scheduled hours, must be authorized by his/her supervisor in advance.
- B. Employees are expected to use leave benefits appropriately. An employee whose frequent absences/tardiness affects the library's ability to provide services will have his/her attendance record reviewed for possible corrective counseling.
- C. Supervisors will review, with the Director, the attendance records of employees who have accrued more than nine (9) occurrences of absenteeism within any rolling 12-month period.
- D. Occurrence Definitions
 - i. Unscheduled absence (1st day of illness including any additional scheduled consecutive days) will count a one (1) occurrence.
 - ii. Tardiness will count as follows
 - 1. 6-15 minutes late = .25 occurrence
 - 2. 16-30 minutes late = .5 occurrence
 - 3. 31-45 minutes late = .75 occurrence
 - 4. 46 minutes late or more = 1 occurrence
- E. An unscheduled absence is that which has not been preapproved by a supervisor before the end of the previous day. Based on operational needs, the department manager determines and communicates to their staff, the deadline for "before the end of the previous day" notification of an unscheduled absence. Employees who arrive on time for work but leave early due to illness or emergency will not be charged with an occurrence. In the instance where this is overused by an employee, it will be addressed as a performance issue.
- F. Management communication expectations
 - i. Once an employee reaches Five (5), six (6) and seven (7) occurrences their supervisor is expected to notify them in writing (by email) of their occurrence balance.
 - ii. When an employee reaches eight (8) occurrences their supervisor will work with Human Resources and issue an Oral Warning which will be placed in their personnel file.
 - iii. When an employee reaches nine (9) occurrences their supervisor will work with Human Resources and issue a Written Warning which will be placed in their personnel file.
 - iv. When an employee reaches ten (10) occurrences in a rolling twelve month period they will be subject to discharge. The employee's supervisor, the Human Resources Manager and the Director will issue the discharge.
- G. The following types of absences will not be considered an occurrence of absenteeism.
 - i. Vacation
 - ii. Court leave or Jury Duty
 - iii. Military leave
 - iv. Approved schedule trades between co-workers

- v. Pre-approved absences that are submitted on the Request for Leave form at least twenty-four (24) hours in advance of scheduled shift.
 - vi. Absences due to work related injuries if covered by a physician's statement or a supervisor's directive.
 - vii. An absence preapproved by a supervisor before the end of the previous day
- H. Employees may make up for time missed with the supervisor's permission according to the needs of the library. This must be approved by their supervisor, the Director or Assistant Director.
- i. Full-time employees – time must be made up before the end of the work week.
 - ii. Part-time employees – time must be made up before the end of the pay period.
- I. Mandatory staff and department meetings, orientation and training sessions will be considered part of the regular work schedule. Absences will be considered an occurrence.

PTO Policy

After an in-depth review of the current PTO Policy and the former PTO policy, Tony determined there needed to be more clarity around the sick leave reserve. Furthermore, in reviewing other library systems PTO policies, Tony found that our approach to be the outlier. Normally when an organization has a PTO Policy, that organization completely eliminates its sick and vacation banks. The proposed updated policy separates Board Policy from Administrative Procedure. It outlines a PTO schedule similar, but not exactly like other libraries with PTO policies. Tony shared the PTO allotment schedule. This PTO schedule is designed to support staff retention. It moves us from an annual allotment of PTO to a quarterly allotment of PTO. The Policy completely removes Sick Leave Reserves by creating a PTO bank. This is in line with all other libraries that were looked at. It defines PTO payout, which is a common practice in Libraries and common to "PTO Libraries". Vacation Leave balances will not change due to current laws. Last update to this policy was January 12, 2015.

Brenda explained that the employees don't have to retire to get a portion of their PTO. This schedule allows easier employee management of PTO. Mike Jones asked if there were employees already at the maximum banked amount. There is not. Bob Mapes asked if PTO would be prospective or retroactive. Tony said it would go back to January 1. Michelle commented that what has been presented is what she thought was the original intent of the current policy. She went on to say that she did not want to create a policy to penalize employees or give too much incentive to not take time off. Cristie agreed with Michelle and wants employees to be encouraged to take time off.

2-4-2016 Motion to approve the recommended changes to the PTO Policy retroactive January 1, 2016.

Bob Mapes made a motion to approve the PTO Policy with recommended changes to be retroactive to January 1, 2016. Mark Smith seconded. Motion passed with roll call.

Roll call vote: Michael Jones – yes, Cristie Hammond – yes, Mark Smith – yes, Michelle Shirer – yes, Dan Griscom – excused, Robert Mapes – yes, and Cheryl Ricketts – excused.

Pickerington Public Library

Paid Time off Policy

Board Policy:	Date Reviewed:	2/11/16
	Date Approved:	2/11/16
	Effective Date:	2/11/16
	Replacing Policy Effective:	1/12/15

It is the policy of the library to provide Paid Time Off (PTO) to eligible benefited employees for periods of time away from work. PTO benefit time encompasses the traditional Vacation Days and Sick Leave. Jury Duty, library designated holidays, Military and Bereavement Leave are not covered under this policy. Employees are not permitted to use any PTO hours, until such time as the leave is displayed on the employee paycheck stub. These hours are allotted in accordance with their hours of work and years of library service.

Administrative Procedure:	Date Approved:	2/11/16
	Effective Date:	2/11/16
	Replacing Procedure Effective:	1/12/15

- A. PTO hours are allotted quarterly on January 1st, April 1st, July 1st, and October 1st. The maximum PTO balance that can be accrued is 960 hours for full-time and 300 for employees working 30 or more hours per week. An employee's PTO bank may not exceed the maximum set forth in the PTO schedule. If an employee's allotment would exceed the maximum hours that can be banked, the employee will only receive the number of hours to reach the maximum hours and the rest will be forfeited. PTO cannot be used until it has been allotted.
- B. If an employee changes from full-time to part-time or vice versa during the year, PTO will be adjusted on a pro rata basis. If an employee transfers from full-time to part-time employment and the employee's banked PTO exceeds the maximum for part-time employees, the library will pay the employee for the hours in excess of the maximum for part time employees at the percentage the employee would have been paid if he or she had terminated employment. If an employee's status changed to unbenefited due accepting a part-time position less than thirty (30) hours, the employee will be paid the appropriate percentage as if he or she terminated employment.
- C. PTO benefits must be used in no less than 15-minute increments and employees are responsible for requesting PTO seven (7) days in advance (or as soon as the employee knows of the need for PTO, if less than seven (7) days), except in the case of illness. A request of one day or less must be submitted 24 hours in advance.

A request for extended PTO of more than one workday must be submitted four weeks prior to beginning of leave. A request may be denied at the discretion of library management.

- D. Full-time and part-time employees working 30 or more hours per week are eligible for PTO hours, beginning 120 days after starting employment.
- E. A new employee will be awarded PTO hours based on prior years of public library service and pro-rated based on the month of hire. However, a new employee is not permitted to transfer any type of leave allotment or accrual from a previous employer unless approved by the Library Board of Trustees. Employees in their first year of employment at PPL will have no right to receive any compensation for any banked PTO hours upon resignation or discharge of employment. Once an employee reaches 12 months of PPL library service they are eligible to receive compensation for banked PTO according to the PTO schedule.
- F. An employee does not have to state a reason for requesting PTO. However, the employee's supervisor has the right to deny the request if it would disrupt the ability to provide services to the public. The Library will not deny use of PTO for a medical reason that prohibits the employee from working.

PTO is allotted based on the following schedule:

Years Of Library Service	Full-time (FT) Part-time (PT)	Annual hours Allotment	Maximum Hours Banked	Payout	
				%	Maximum Payout Hours
120 days 1 year	Full-time	64 Hours	64 Hours	0%	0 Hours
	Part-time	54 Hours	54 Hours		0 Hours
1-3 years	Full-time	184 Hours	960 Hours	5%	48 Hours
	Part-time	144 Hours	300 Hours		15 hours
4-9 years	Full-time	184 Hours	960 Hours	12.5%	120 Hours
	Part-time	144 Hours	300 Hours		37.5 Hours
10-15 years	Full-time	224 Hours	960 Hours	17.5%	168 Hours
	Part-time	174 Hours	300 Hours		52.5 Hours
16-20 years	Full-time	224 Hours	960 Hours	20%	192 Hours
	Part-time	174 Hours	300 Hours		60 Hours
21+ years	Full-time	264 Hours	960 Hours	25%	240 Hours
	Part-time	204 Hours	300 Hours		75 Hours

- G. If after one year of the employee's hire date, the employee resigns, is laid off, dies, retires or is dismissed from the library, the library will pay the employee or their estate for all PTO hours based on the payout percentages shown in the PTO schedule section of this policy.
- H. If an employee is dismissed (i.e. fired) as a result of a criminal act against the library, he/she will not receive any leave payout from his/her PTO hours balance.
- I. The library will transfer all PTO hours for which an employee did not receive payment to any other employer that is willing to accept them. The library will assume none of the costs of paid time transferred to another employer.

Accumulated Sick/Vacation Leave Balances from prior Policy

- A. On the date this policy takes effect, all sick leave reserve balances will be converted to PTO and added to the employee's PTO Bank. Once all sick leave balances have been transferred, this leave category will no longer be used or replenished.
- B. The Vacation Reserve hours can be used once an employee has exhausted their PTO Bank. Once the Vacation Reserve hours are exhausted, they will not be replenished. Upon separation of employment Vacation Reserve balances will be paid out at 100% of the employees balance.

Vacation Policy

After review of the PTO Policy, it was discovered that there was a reference to the former vacation policy. Additionally, the new PTO Policy recommended earlier that addresses vacation reserve balances. There is no longer a need for the Vacation Policy.

2-5-2016 Motion to delete the Vacation Policy

Bob Mapes made a motion to delete the vacation policy. Mark Smith seconded the motion. Motion passed with roll call.

Roll call vote: Michael Jones – yes, Cristie Hammond – yes, Mark Smith – yes, Michelle Shirer – yes, Dan Griscom – excused, Robert Mapes – yes, and Cheryl Ricketts – excused.

Emergency Closing Policy

With winter in full force, the policy and procedure was reviewed around the emergency closing of the library. The current policy only covers the Board's official stance on the closing of the library during an emergency. The proposed changes to the current policy, separates the Board Policy from Administrative Procedure. It defines the term unexpected closing and the media outlets to be contacted when the library must close. It also clearly defines the library administration's stance on inclement weather and staff expectations.

Bob Mapes asked that the use of Nixle be added to the policy. A short discussion followed.

2-6-2016 Motion to approve the changes to the Emergency Closing Policy with amendment.

Mike Jones made a motion to approve the changes and rename it Unexpected Closing of the Library. Mark Smith seconded. Motion passed with roll call.

Roll call vote: Michael Jones – yes, Cristie Hammond – yes, Mark Smith – yes, Michelle Shirer – yes, Dan Griscom – excused, Robert Mapes – yes, and Cheryl Ricketts – excused.

Pickerington Public Library

Unexpected Closing of the Library

Board Policy:

Date Reviewed: 2/11/16

Date Approved: 2/11/16

Effective Date: 2/11/16

Replacing Policy Effective: 1/12/15

It is the policy of the Library to operate on a delayed opening schedule or close completely when weather/situations warrant, and to pay employees for any scheduled hours they did not work when the library is closed unexpectedly.

The Library Director or his/her designee shall have authority to close or delay opening the library because of an emergency situation or special event.

Administrative Procedure:

Date Approved: 2/11/16

Effective Date: 2/11/16

Replacing Procedure Effective: 1/12/15

Unexpected Closing

- A. Unexpected Closing occurs when the Library is closed due to severe weather, a building or local community emergency or special event.
- B. Delayed openings or closing the Library will be communicated to employees by managers via phone call/text. It will also be posted on the library website and social media sites. The Director or his/her designee will notify the following Major Media Contacts.
 - WBNS, Channel 10 – wbns10tv.com
 - WCMH, Channel 4 - nbc4i.com
 - WSYX, Channel 6 – wsyx6.com

Nixle

Inclement Weather

- Many factors impact the decision on whether or not to close the Library, including considerations made by local government agencies and announced snow emergency levels in Fairfield County. Typically, the Library will consider closing after a level 2 snow emergency is announced for Fairfield County. School closing announcements do not have primary influence on the library's decision to close. The Library will work to strike a reasonable balance between staff and customer safety, and the community's need for access to Library resources.
 - If inclement weather occurs overnight, the Facilities Manager will monitor the situation and provide input to the Director or his/her designee to assist him/her in making the decision whether to close the library.

Delayed Opening and Early Closing

- If inclement weather occurs after the library has opened, the Director or his/her designee will make the decision on whether to close early in order to timely notify employees on later shifts, as well as patrons.
- In the event of a delayed opening (i.e. the Library will open at noon rather than 9:00am), scheduled staff are expected to arrive at the library in the manner that is consistent with their normal starting time. For example, if a staff member is scheduled to begin work 15 minutes prior to the Library opening, they would be expected, as weather permits, to arrive at a similar time in advance of the announced opening time.
- Staff scheduled to work during the closed hours due to delayed opening or early closure will work a shortened schedule. All other employees will work their normal schedule.

- All employees will be paid for any scheduled hours they did not work when the library was closed due to emergency. Paid hours for delays or emergency closings will be noted as such on time cards. Non-exempt employees may not work from home.
- If an employee is unable to report for work when the library is open, she/he will not be paid for the scheduled hours unless the employee requests the scheduled hours she/he was absent to be deducted from their paid time off balance. The employee is required to call the library to report his/her unplanned absence. This will be recorded as an occurrence per the Attendance Policy.
- For employees living outside of Fairfield County, if the library is open and there is a Level 2 or higher emergency in the county where an employee lives, the employee would not be expected to report for work until the emergency is downgraded to a level 1 emergency. The employee would be paid for the scheduled hours that were missed during the level 2 emergency in their county. The employee is required to call the library to report his/her unplanned absence. This will not be recorded as an occurrence.
- Non-exempt employees are not allowed to make up missed time, unless they obtain prior approval of their manager.
- Employees on paid time off or vacation during a delay or emergency closing of the library must still use their leave.

Cristie reminded the Board that there were cookies available. Mark Smith exclaimed that the cookies were awful and to wrap them up for him to take the rest home. The Board enjoyed the cookies.

Meeting adjourned at 8:45 p.m.

Next Board Meeting:

FAB Committee Meeting

Thursday, March 10, 2016 at 6:30 p.m. (Meeting Room B)

Regular Board Meeting

Thursday, March 10, 2016 at 7:00 p.m. (Meeting Room A)

Cristie Hammond
Library Board President

Robert Mapes
Library Board Secretary

