



Minutes of the Regular Meeting of
The Board of Trustees
Webster Groves Public Library
September 18, 2019

The meeting of the Board of Trustees of the Webster Groves Public Library was held at 7 p.m. on Wednesday, September 18, 2019. President Nancy Marshall presided and Library Director Tom Cooper kept the minutes. Also present: Trustees Bethany Curtis, Joan Esserman, Justin Hauke, Tess Thompson, Jenine Harris, Sherry Taylor, and Andrew Rushing, and City Council Liaison Laura Arnold.

Call to Order

The meeting was called to order at 7:05.

Public Agenda

There was no public agenda.

Minutes of the March 20, 2019 Meeting

Ms. Curtis moved to accept the minutes as presented, Ms. Esserman seconded, and the minutes were approved.

Correspondence

There was no correspondence.

President's Report

Ms. Marshall announced that we have a new trustee, Leanne Waugh.

Librarian's Report

Mr. Cooper noted that he will be on vacation in early October, and the usual board packet may be a few days later in coming.

Advanced Planning

There was no report from this committee.

Automation/Systems

There was no report from this committee.

Building and Grounds

There was no report from this committee.

Finance

Mr. Hauke reviewed the financial report for August 2019. The budget is about \$7,000 overspent at this point, but that is largely due to the annual fee paid to MOREnet for Internet services. Mr. Rushing moved to approve the report, Ms. Thompson seconded, and the report was approved.

Human Resource

There was no report from this committee.

Policy

There was no report from this committee.

Old Business

Ms. Esserman moved to engage the services of Stifel in our bond refinancing. Ms. Thompson seconded, and the votes were:

Marshall	Aye
Curtis	Aye
Esserman	Aye
Thompson	Aye
Harris	Aye
Taylor	Aye
Rushing	Aye

Mr. Hauke recused himself from the vote due to potential conflicts of interest.

The motion passed. Mr. Cooper will notify Stifel and let the board know what comes next.

New Business

Mr. Cooper expressed his concern that the library's job classifications may not be spelled out as clearly as they could be. He also noted that in many institutions, there was a salary scale defining the pay for job classifications. In discussion with Dawn Cole, the City's HR manager, he learned that in smaller organizations, particularly those with finite tax income, it is not wise to spell out too restrictive a salary scale, for fear that the organization finds itself unable to meet those parameters. He asked if the Human Resource Committee is interested in meeting to discuss what level of specification the library might want to institute in defining job categories and salary scale. Ms. Thompson is chair of the committee, and Mr. Hauke is a member. But Mr. Hauke will be busy with Finance Committee proceedings, so Ms. Marshall said she would appoint the new trustee, Ms. Waugh to the HR Committee.

Ms. Thompson asked if there had been any follow-up on the idea of getting the library's outreach services, particularly homebound services, listed on the Website. Mr. Cooper said he would follow up.

Adjournment

Mr. Rushing moved to adjourn, Ms. Curtis seconded, and the meeting was adjourned at 7:25 p.m.

The next meeting of the Library's Board of Trustees will be held on Wednesday, October 16 at 7 p.m.