

Minutes for the Board of Trustees of the Williamsburg Libraries

Thursday February 10, 2022 7:00 pm

Virtual meeting via Zoom

Present: Bev Bullock, Joan Coryat (recorder), Pat Billingsley, Ken Borden, Rob Stinson.

1. The meeting was called to order by Joan at 7:04 pm.
2. Minutes
 - a. Joan designated as recorder
3. FY23 Budget
 - a. Joan noted that the 'West of Worcester' worksheet was updated to include missing data and that both worksheets, the other being 'Berkshire, Hampden, Hampshire & Franklin Counties' worksheet, were updated to only include cities/towns with populations less than 50,000 and staff positions with 20 hours or more.
 - b. The group discussed the merits of using the 'West of Worcester' data that included all towns west of Worcester or 'Berkshire, Hampden, Hampshire & Franklin Counties' data that is more local. Ken was of the opinion that more data is better but Bev and the majority decided that local data was more representative of Williamsburg.
 - c. Joan explained that another column which was added to the spreadsheet combines average hourly wages of Assistant Director and Children's Librarian which better reflects our staff position.
 - d. Based on average wages in western MA, the following discrepancies with Meekins wages were discussed:
 - i. Current hourly wage for Assistant Director/Children's Librarian at Meekins: \$19.21
Average hourly wage in Western MA: \$23.92
Discrepancy: \$4.71
 - ii. Current hourly wage for Technical Services Librarian at Meekins: \$16.73
Average hourly wage in Western MA: \$20.82
Discrepancy: \$4.09
 - e. It was noted that if we requested raises based on the discrepancies, that would amount to raises of 24.5% and 24.4%. A discussion followed that also considered the possible positive impact of the Collins Commission Study to be concluded this summer. It was decided after considering pros and cons to request half the difference in FY23 and the remaining half in FY24.

Pat moved to request half of the amount as shown in discrepancies (as noted below), Ken seconded, unanimously approved.

 - i. Requested increase for FY23: \$2.36 per hour, \$4,295.20 per annum
 - ii. Requested increase for FY23: \$2.05 per hour, \$3,731.00 per annum

Joan will write a summary of the request and send to Bev to be incorporated into the FY23 Budget Request.

4. School library budget moving to library budget (new line item)
 - a. Bev recently met with Stacey Jenkins, Paul Wetzels and Bill Sayre to discuss the school library budget who concluded unanimously that it would make sense to move school budget to the library budget as a separate line item. It was realized during our discussion that those additional funds from the town would translate into the library needing to spend approximately another \$3000 on materials. However, it was deemed to still be an advantage as it would simplify the process. Joan moved to accept the transfer of the school budget line item to the library budget, Ken seconded, unanimously approved. Bev noted that the Memorandum of Agreement (MOA) would still be sent to the School Committee for approval as currently happens minus the \$ amount. The School Committee will be voting on the same at their 2/16/22 meeting which Bev and Joan will attend.
5. Next meeting date: Tuesday, February 22nd at 7 p.m.
6. Joan moved to adjourn at 7:46 pm, Pat seconded, unanimously approved.