



March 21, 2022

A meeting of the Board of Directors of the Reading Public Library commenced at 4:30 PM, Dennis Skayhan, President, presiding.

Present: Dennis Skayhan, Alan Carman, Chris Phillips, Michel Micozzi, Renee Dietrich, Zelda Yoder, Salvadore Sepulveda, Scott Lindsey, Sherry Cameron, Felix Pena, Keith Mooney, Nancy Campbell, Ramona Turner Turpin, Michel Micozzi, Melissa Adams and Vicky Fuller.

Absent: Alba Fernandez. Excused.

Guests: Marissa Guidara, Becky Wanamaker and Amy Resh

Public Comment: None

Minutes: Motion to approve the February 2022 minutes was made by Keith Mooney and seconded by Chris Phillips. Approved.

Treasurers Report: Chris Phillips reported the county payment and grant payments were received in the first quarter. Expenses were business as usual and on budget. The investments reflect the current market. Motion to accept the Treasurer's report was made by Alan Carman and seconded by Renee Dietrich. Accepted.

Director's Report: Melissa received communication from the new owners next to the main library that we will no longer be able to park in their lot after March 31. Melissa is discussing options for city parking garage spaces with Frank Denbowski. The Department of Health distributed free covid tests at the main library. The new security cameras were installed at Main and the branches with the final camera at the main library on hold. The Northwest branch and the Main Children's department discussed having an Autism Story-time with Mayor Eddie Moran and Representative Chrissy Houlahan. Southeast is seeing an increase in the use of the new meeting rooms.

Becky Wanamaker gave the District report. Twenty-one libraries have submitted their annual state reports. This has been a great way to get to know the other libraries. The District committee is working on the agreement for fiscal year 22/23 outlining the budget as well as goals going forward. This has been a welcome opportunity to fine tune her role within the District. Renee Dietrich asked if PaLa was lobbying/advocating for additional funding. Becky said that she knew there were efforts, but that she would reach out to PaLa to see what details she could forward to the board.

Marissa Guidara discussed the district's sensory inclusion initiative. Each of the 25 library locations received a Sensory Toolkit which is a collection of sensory tools that young patrons can use while at the libraries and libraries can incorporate into their story-times to help create a more welcoming, inclusive space for children with autism, sensory processing disorders, or other disabilities. She facilitated a training on these tools for all the district libraries and there will be a related continuing education opportunity by a profession on the topic in April.

Library Services: Zelda Yoder reported that the committee met on March 16th and discussed the signage for the bathrooms. They are working on changing each to unisex. Revisions to the meeting room policy to include length of reservation times, age of patrons requesting use, as well as how the rooms may be used were sent prior to the board meeting and discussed. A revision to change that notices would be sent to library cardholders for materials that are 5 days or more overdue instead of 10 was also discussed.

Zelda made the motion to approve the changes to both the meeting room policy as well as the library services policy as discussed. Seconded by Chris Phillips. Approved.

Facilities: Michel Micozzi discussed that the last camera to be installed on the front of the main library was on hold while a request from the Historical Society was approved. Michel met with Public Works to discuss the library's wish list for upgrades to each library to see what projects could be done by the City. The second part of the Main HVAC install is partially funded.

Finance: Alan Carman reported that the Investment Policy was submitted for review prior to the meeting. The target allocation for equity would be 50-90%, fixed income 5-40% and cash 0-55. There were no questions or comments.

Motion to approve the Investment Policy was made by Alan Carman, seconded by Felix Pena. Approved.

Personnel: Keith Mooney discussed that Melissa's goals were reviews and will be put in a different format. They also discussed possible future retirement of staff.

Strategic Planning: Felix Pena met with Daniel Egusquiza as to how the library is planning to change in order to meet the needs in the future. How would the library redefine the personnel policy as well as seeking individuals for positions with or without a degree. Additionally the topic as to how do we measure success with programs and potentially inviting move people in partnerships that accompany our goals quality rather than quantity and how these items fit within and benefit our strategic plan.

Advancement: Nancy Campbell reported that we received 2500 from Truist for the Education Tax Credit Program. The Welcome Reception for Melissa Adams will be April 20th at the main library from 5:30-7:00 PM. The 1763 Loyalty Society will be invited. May 19th is our Celebrity Bartender event at Saucony Creek Franklin Station. We are securing five local community members to be bartenders this year. Cocktails and Classics will be held on September 30th.

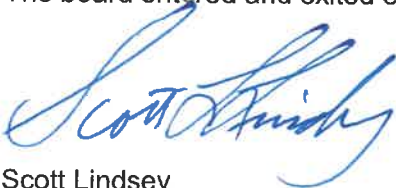
Unfinished Business: None

New Business: None

Zelda's trivia question in honor of Women's History month, "What were the top 10 women's (autobiography/biography) in 2021?"

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| 1. Harriet Tubman | 6. Helen Keller |
| 2. Nancy Pelosi | 7. Loretta Lynn |
| 3. Isabella of Spain | 8. Bette Midler |
| 4. Ruth Bader Ginsberg | 9. Tammy Wynette |
| 5. Joan of Arc | 10. Eleanor Roosevelt |

The board entered and exited executive session and then adjourned the meeting.



Scott Lindsey
Board Secretary