

October 21, 2024



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

Present: Nancy Campbell, Michel Micozzi, Kaitlin Daley, Zelda Yoder, Keith Mooney, Jerry Richter, Alan Carman, Chris Phillips, Warren Weik, Salvadore Sepulveda, Julia Becker, Melissa Adams and Vicky Fuller.

Absent: Anthony Orozco, Sherry Cameron, Alfonso Pena, Renee Dietrich. Excused.

Guests: Marissa Guidara, Becky Wanamaker, and Carolyn Spano.

Public Comment: None.

Minutes: Motion to approve the September Minutes was made by Salvadore Sepulveda and seconded by Julia Becker. Approved.

Treasurers Report: Alan reviewed the Treasurer's Report. Motion to accept the September report was made by Warren Weik and seconded by Chris Phillips. Accepted.

Director's Report: Melissa Adams reported that the NW Circulation desk should be installed the week of October 28. Pa Humanities submitted a grant to the Wyomissing Foundation for a Rain Poetry project for 2025 for \$25,000. The project will involve local children learning about and writing poetry, some of which will then be installed at three key locations throughout the city with a specialized paint that appears when wet. This is a project that PA Humanities has done in several other cities to include Philadelphia and Pittsburgh. We will hold our annual Halloween Bash on Saturday, October 26 from 11:30-2 PM. There will be a performance by the Reading Philharmonic Orchestra, crafts, trick or treating, a costume contest and special guests as well as snacks and drinks. The new custodial company for the branches started this month, and in addition to some small cost savings, we are hoping to see more consistent cleaning.

Becky Wanamaker for the District reported on the new Director cohort/Mentorship program. Two new directors are enrolled with two additional for the future.

Marissa Guidara mentioned their new youth database, Scholastic Teachables that offers thousands of educational materials. This database can support librarians and their programs as is ideal for parents, homeschool families and educators.

Library Services: Zelda Yoder reported that the committee met on October 2 to review three policies. All policies will be ready for review for the November meeting and for vote at the December meeting.

Facilities: Michel Micozzi reported he received the preliminary drawings for the layout of the workstations to be installed. Burkey recently finished renovations at Alvernia and Penske and they have furniture to donate if we are in need of any.

Finance: Chris Phillips reported the committee met today prior to the board meeting discussed the preliminary budget for 2025. Chris will be sending a draft of the budget prior to the December board meeting.

Personnel: Keith Mooney state the committee had a proposed policy change that were emailed for review. After the policy was sent out, Renee made a suggestion that the RPL staff be able to carryover up to one week of vacation. Keith asked for input from the board. Melissa mentioned that the city employees are no longer able to carryover vacation days. Keith explained the payroll liability involved and would not recommend it at this time.

Keith Mooney made the motion to adopt the Personnel policy changes as originally drafted and recommended by the committee. Alan Carman seconded. Adopted.

Strategic Planning: Julia Becker reported that she would schedule interviews with potential consultants next year to being drafting a plan to implement in 2026. The committee has discussed a tuition reimbursement program and she has shared it on a message board with other libraries to receive input on their policy.

Advancement: Carolyn Spano thanked the board for their support of Cocktails and Classics. The wrap up meeting is scheduled for tomorrow. To date the proceeds are \$135,000 with sponsorship down slightly and no match from RPLF for the Fund in Need which was determined by their budget passed earlier in the year. There were fewer auction items but the raffle was added. We received \$9255 for the auction and \$2200 for the raffle. Area to grow for 2025 will be the presentation of the Fund in Need and to have attendees pay attention to the live auction.

Carolyn and staff are currently working on the Annual Appeal letter and Craig Perrotty has agreed to be chairman. The letter should drop in early November with a goal of \$55-60,000. Additionally they are working on a marketing calendar

Unfinished Business: Kaitlin Daley reported interviews for a new attorney is scheduled on October 28.

New Business: None

Zelda's Trivia Question: What is the most circulated biography or autobiography at RPL over the last 5 years? *Becoming* by Michele Obama with 67 circulations and *Can't Hurt Me: Master Your Mind and Defy the Odds* by David Goggins. David Goggins is "the only man in history to complete elite training as a Navy SEAL, Army Ranger, and Air Force tactical air controller. He went on to set records in numerous endurance events, inspiring Outside magazine to name him the Fittest (Real) Man in America."

Motion to adjourn was made by Salvadore Sepulveda and seconded by Julia Becker. Approved.

Respectfully submitted as drafted by Vicky Fuller,


Kaitlin Daley
Secretary