

# Black Earth Library Board Minutes

9-17-19

1. Call to order, 7:02 p.m.
2. Roll call of members
  - Present: Angie, James, Gary, Heather and Carolyn, Pat T
  - Linda arrived at 7:27 p.m.
  - Pat left around 8:40 p.m.
3. Proof of posting
  - Angie read
4. Adoption/amendment of agenda
  - Heather moved to adopt
  - Angie seconded
  - Motion approved
5. Reading and approval of minutes
  - Gary motioned to approve after one correction
  - Angie seconded
  - Motion passed
6. Friends of the Library update
  - Trivia Night is coming up. Possible issue with the location. More info to come.
7. Action on library staff benefits/employee handbook
  - Sarah Kissel recommended passing the resolution and then make the handbook language changes. Angie read the resolution. Discussion followed regarding the sick leave section of the resolution.
  - Gary made a motion to approve section 302 sick leave (language below)
  - Heather seconded the motion
    - ...non-Library Village employees as well as post-retirement fund health account at the time of retirement.
      - 302 Sick Leave
        - Library Employees eligible for benefits earn sick leave at the same rate as other village employees to a maximum of one thousand two hundred (1,200) hours by each regular full-time employee.
        - Library employees retiring under the Wisconsin Retirement Fund standards will have a full (100%) conversion of their accumulated sick leave--maximum of one hundred fifty days--paid out at the rate of retirement into a post-retirement fund health account at the time of retirement. As per Village accounting standards, a separate line item will be maintained in the library budget to account for this benefit.
  - The motion did not carry.
    - Angie motioned to adopt the new language (below)
    - Linda seconded

- Resolution language: NOW, THEREFORE, BE IT RESOLVED , that the Library Board formally adopts the following benefit policy to include the creation of sick leave accrual with a cap higher than those provided to non-Library Village employees as well as post-retirement fund health account at the time of retirement as outlined below.

#### 302 Sick Leave

- Library Employees eligible for benefits earn sick leave at the same rate as other village employees to a maximum of one thousand two hundred (1,200) hours by each regular full-time employee.
- Library employees retiring under the Wisconsin Retirement Fund standards will have the option of a full (100%) conversion of their accumulated sick leave. A maximum of one hundred fifty days--may be paid out at the rate of retirement into a post-retirement fund health account at the time of retirement, with the remainder of their sick leave hours cashed out at 100%. As per Village accounting standards, a separate line item will be maintained in the library budget to account for this benefit.
- The motion carried.
- Contingent upon review of the attorney, Gary motioned to approve the 2019-02 resolution with the insertion of the new language within the Be It Resolved paragraph
- Heather seconded the motion
- Motion passed
- Angie motioned to table the adoption and exceptions to the Village of Black Earth's Employee handbook as a line item
  - Gary seconded
  - Motion passed

#### 8. Discussion/action on 2020 library budget proposal

- Discussion of budget items.

#### 9. Treasurer's Report

- Discussion of the report.
- James motioned to approve the treasurer's report
- Angie seconded
- Motion passed

#### 10. Action on bills

- Discussion regarding bills.
- Angie moved to accept the bills
- James seconded
- Motion carried

#### 11. Director's Report

Discussion regarding the director's report.

- Gary motioned to accept the report
- Angie seconded
- Motion carried

#### 12. Any other business that may legally be brought before the board

### 13. Adjournment

- Angie motioned to adjourn at 9:34
- Gary motioned to second
- Motion carried

Next meeting date: Wednesday October 16