

**Orange Public Library Board of Trustees Meeting  
Thursday October 12, 2023**

**Meeting was called to order at 6:40 pm**

**Roll Call:**

**President-**

**Vice President- Jonathan Beckford- Present**

**Trustee- David McKnight- Present**

**Secretary- Theresa Mason- Present**

**Mayors Alternate- Louis Copeland-Present**

**Karen Harris- Absent**

**Attorney- Dan Smith- Present**

**April Cruz- Present**

**Renee (CWA) – Present**

**Weldon Montague III (City Council) – Present (liaison to library)**

**Clifford Ross (City Council) - Present**

**Quantavia Hilbert (City Council) – Present**

**Antoinette Hall- Democratic Party**

**Jean Baptist- Citizen**

**Mr. Barner- Citizen**

**Floor open to visitors**

**Renee- Is the meeting being recorded tonight? I would like a an update on the Pension DCRP; Is the Library making contribution?**

**Now that the director resign, what are the plans on how the library is going to run?**

**Are you aware that libraries are making \$10,000 less than the NJ WAGES?**

**I will be making \_\_\_\_\_ to start negotiation; can I get some answer tonight?**

**I'm going to ask you \_\_\_\_\_you're the president and I'm going to get some answer Tonight**

**Mr. Boner- Citizen: I'm here representing the citizen of Orange. I put together a package And fund raiser for the City with conjunction of the library. Mr. McKnight was very helpful.**

**David- Council would you like to speak**

**Councilman Weldon – I'm just observing**

**Narine- I'm speaking to Mr. Beckford and Mr. Louis sending me a RICE notice**

**Committee Report:**

**Louis- City of Orange Township \$ 244,650.00 \_\_\_\_\_ balance that was approve by City Council for 2023 budget, we were funded at \$535, 00; \$691,254 min-2023; \$732, 00 balance from Jun-Oct**

Pension payment was made for all library employees other payment has been mail by bookkeeper

\$66,400- that clear this week

Pension received all funding's; it's not the board

In conclusion- the board set some object based on the funded

\$754,000 min funding can be received; it's not a reflection of what you're supposed to be given

Louis- we are not going to

Renee (CWA) - became very argumentative with Louis

## Building and Grounds

David- unable to speak with Stephanie; I spoke to Narine. Table until next week

David- Louis was that your final report

Louis- Treasure report

Johnathan – Bill list; see attached spread sheet

Louis- was they deposit

Johnathan- I deposit it today, I have receipt

Louis- I believe you should contact Hartford Insurance for clarification

Louis- appraisal is to give insurance an accurate cost of the building

Louis- it was for an employee

David- it was for dismissal Cha

Louis- we will have someone call it was a \$30,000 balance for AC

David- they was supposed to tell us when equipment was to arrive

Louis- we should ask bookkeeper to do a report;

\_\_\_\_\_ order the placing of the roof last replace in 2005; new roof completed June 2023

David- talk about roof order change order

Louis – you have it in your package, I suggest you make call to Tremco

Johnathan- we probably need to see original contract

David- the nor is what we request

Louis- when you go through the co, I suggest you have a conversation with them

Johnathan- do we keep it on the bill list

Louis- yes

Theresa- we have to call and keep it on our bill list

Johnathan- \$19,660.58

Louis- capital acct.

## Motion to approve

David- Dan is there an issue to table it, the roof

Dan- I don't think so about tabling it

Dan- if you're going to table it you need to set up a meeting, special for this particular Bill

David- who do we call and get a number

Louis- I believe Stephanie gave it to all of us in a package

Johnathan- we will approval all the bill on list

**Johnathan motion to approve bills**

**2<sup>nd</sup> Theresa**

**All in favor**

**New Business**

**Louis- there are 3 council members here, can we have \$300,000 more**

**Weldon – when you complete your audit**

**Hilbert- we the board are willing to help you and transparent**

**Weldon- we have to come up with raising money for the library**

**Johnathan; motion to go into close session**

**2<sup>nd</sup> Theresa**

**All in favor**

**Dan- based on initial trust claim, we had to take a look at what happen**

**to Mr. Mozell , look at your statement and what we should look at**

**the fact that the Director resign , help us**

**In my conclusion she was negligent, see Dan's report, if statements are not accurate let me know**

**I suggest table our bylaws and exam them and see where we can improve**

**Louis- term of library where do it leaves us**

**Dan- it blows back to her on an ongoing bases. No discussion w3ith Mr. Mozell she took a personal vendetta against him**

**Louis- with that said where does that leaves us**

**Dan- he was brought back into the building by trustee McKnight and Louis, it reduce liability; he's back, no absent, or tardiness , while it was expose we corrected the problem**

**Louis- can you question him**

**Dan how much he \_\_\_\_\_ replacement value, was his repetition tarnish here, he lost his job you will have a real problem. We do know she said she will find another reason as she continue to harass him while being on the job**

**Louis- if he pursue punitive damage**

**Dan- compensative wages, punitive – to person; 2 types of damages could turn into a significant blow**

**Louis- if he \_\_\_\_\_ what's the cost**

**Dan- based on labor put into case , disposition \$5,000-\$15,000 depending on \_\_\_\_\_ spent on case; he would \_\_\_\_\_ all trustees and those who had direct contact with him 6 trustees; employees ; pool of people can be depose. We do have a problem with hostile work environment;; no records kept of it a Director making comments to others board knows about and what did the board do about it. If it come in at \$1000, 000 depends on the testimony of witness**

**Louis- the case depends on the person**

**Dan- average law what full story**

**Louis- \$120,000 disposition; low \$40,000 attorney hours; spend somewhere between \$200,000**

**Louis - \_\_\_\_\_ thought about numbers being thrown out and we need To think about what we doing, we should pay stuff, I'm not trying to be difficult, we are over thinking it; none of us can do anything to anyone here.**

**When you're on the board it can hurt us and it would come out our pocket City Council isn't going to fund us for additional \$120,000**

**Theresa- We didn't do anything**

**Louis- we knew about it, he was fired on April 24, 2023, that's why we would be held reliable**

**David- he stayed out 1 day**

**Louis- we are going to lose money**

**Dan- we are going to lose money**

**Louis- how do we explain it?**

**David- we don't explain it period**

**Louis- Stephanie is gone, we have to do a letter accepting her resignation.**

**Louis- is everyone ok with it?**

**David- I'm ok**

**Theresa- I'm ok**

**David- David suing a whole bunch of people**

**Johnathan – I'm thinking**

**Louis- we can bill a whole bunch of things in our budget but we can't for payout**

**My suggestion when do resolution to accept resignation, provide letter have attorney to contact her attorney to resolve this and the policy we put in place; that's my suggestion**

**David- what's next?**

**Louis- letter to open up negotiations with Union \_\_\_\_\_ on how to do salary, move everyone into their title and adjust other salaries , we put together a propose budget**

**Louis- my boss doing a good Fuckin job everybody**

**David- you're blowing horns**

**Louis- are we in an agreement to do letters and a letter to Mr. Garzon**

**David – are we in an agreement to do \$19,000**

**Louis- we can vote on who ever get the positon, we can give them a stipend and approve 10% of position.**

**Louis- we pass resolution and not havening given them date and not acting not more Than 1 year, bring new person in during 4<sup>th</sup> quarter. Alice is damn good at doing her job**

**My personal opinion Alice Director, Stephanie # 2 Director**

**Johnathan- two bills have to be paid**

**Louis/David- removing Stephanie from bank accounts an accepting her resignation**

**Louis- we can give it to Sr. Liberian**

**By laws says treasure and president**

**Louis- I don't think board members should have power of signing checks**

**Johnathan- motion to come out close session 8:49 pm**

**2<sup>nd</sup> Theresa**

**All in favor**

**David- Renee pulled Johnathan to the side before you pick a person, based on fact she said yes.**

**Louis- Motion to send letter to Renee Garzon local 1031 CWA to open negotiation contract**

**Dan- he wants to bring up whose part-time, why do we want to negotiate with him**

**David- Is Mr. Mozell in the Union**

**Louis – one part-time added (Robert)**

**David- two part-time added 3<sup>rd</sup> left out and even 4<sup>th</sup> full-time**

**Louis- full-time filled out form and he was terminated**

**David- Renee hasn't accepted him**

**Louis- he's a part of the government body, questions is they taking out dues**

**Dan – they're NOT**

**Dan- that UNION needs to go**

**Louis- employees has to vote them out employees doesn't, board does**

**David – Union fail to represent and didn't**

**put 4 people in, if it's not in best interest of library we have to challenge them**

**Louis- I think it's a perfect ideal**

**David- Renee has a conflict and not in best interest of library, double major**

**Louis- motion to move forward send letter to open contract negotiation with Renee Garzon**

**2<sup>nd</sup> David**

**Louis – motion to accept resignation of Stephanie Flood**

**2<sup>nd</sup> Theresa**

**Louis- motion to remove Stephanie from bank accounts**

**2<sup>nd</sup> Johnathan**

**Louis- motion to move to have Sr. Liberian to bank accounts**

**2<sup>nd</sup> Theresa**

**Louis- motion to pay Tremco bill \$19,000**

**2<sup>nd</sup> David**

**All in favor**

**Louis- motion to have Dan represent library**