

**Orange Public Library Board of Trustees Meeting
Thursday November 8, 2023**

Meeting was called to order at 6:49 pm

Roll Call:

President-

Vice President- Jonathan Beckford- Present

Trustee- David McKnight- Present

Secretary- Theresa Mason- Present

Mayors Alternate- Louis Copeland-Present

Karen Harris- Present

Attorney- Dan Smith- Present

April Cruz- Present

Alice McMillan- Present

Ann- Democratic Party chair for Orange

Open public meeting statement:

Trustee concern:

Louis- Can we ____ this and focus on what's important tonight

Louis – move to table minutes, everything up to bills, committee report after budget and bills.

Louis- treasurer will be address

Louis- motion on the table minters

2nd Theresa Mason

Johnathan- went over the OPL checks and balances and discuss what transfer was into Accounts

Louis- Johnathan what you did was good but there are bills that haven't been paid, we the PSEG bill \$6,000 which was never paid.

Budget

Louis- discuss the 2024 budget

Louis- discuss how high budget is but it was for the work on the roof; all salaries where brought up to scale.; next five years we could do a 2.5% increase with the workers and work with the Union.

Karen- I applaud in trying to rectify the salaries

Louis- you were not giving increments raises to others

Alice- Mr. Dan everyone got an increase by the Union

Dan- Yes, a couple yes back

Alice- 2 employees received a raise by the Union

Louis- Can you provide us those documents

Karen- Can we add the director position

Louis- I can add the salary in

Karen- you're going to budget what that person went out with.

Louis- I'm going to make a suggestion, we need someone that is strong in running the administration responsibility, it requires to have someone to watch.

Dave- Quote _____ 1, 2,3,4,5

Louis- I'm going to add the director's salary in

Louis- motion to go into close session

Ann – just wanted to come in and say Hi

2nd Theresa Mason

All in favor (I)

Karen- what is a library monitor

Louis- it was created and she work here over 20 years and doesn't have a high school diploma (Joan Gomez); it has to be a board vote; years of service and dedication and help Her get her GED, ECC or somewhere, I would like everyone to consider

Dave- Can someone call Carmen Pierre and grandfather her in

Louis- No, Civil Service has requirements. No we can't do that

Dave- If she doing job for 15 years it's different

Louis- that's why she's not civil service, that's why we need to help her

Dave- problem I'm having with her being here, do she has pension

Louis- she doesn't qualify for civil service we didn't know until last year, until having a conversation with her last year

Karen- Don't have a GED program connected to the school; on our platform – Parent University

Louis- Can the library be on that

Louis- as a board are supported

Dave- did we give feedback on her doing this, she said yes

Karen- Parent University- 35 seats a data base that over 2,000 courses for various certification it is a ___ cost 30 seats are free; it's on line we don't have an adult school

Louis- are you supported of this

Karen- yes for someone trying to better herself do we have the money

Louis- if she starts in January 2024 we call ECC its 6-8 months, she can go into the budget 2025

Johnathan- Do you have any thoughts, 6-8 months is a long time

Karen- we shouldn't have any role that is not define

Louis- I will work on that

Dan- was she always a monitor

David- she works and always does her work

Karen- how does someone survive off of min wages?

Louis- she still lives at home she's 30 years old or older

Louis- we don't have to come up with it now, just consider

Johnathan- security guard FT

Louis- No, PT

Karen- \$29,000 is PT

Dave- we need a FT police officer .incident happen 2 weeks ago fight broke out in library two grown men fighting, when police was call one pulled out pepper spray.

Theresa- Arm guards

Dave- No, they don't respect security guards

Louis- if you want a police officer we will have to do it in increments; if you get a FT police officer it pays much more money this would be the lease cheap way

Karen- is Class II enough and have them PT

Dave- Class II is enough in the past they were here 12-5 or 12-8 or late nights

Karen- so Dave are you arguing for FT

Louis- it's not advised to hire on FT base

Karen- 2 PT's; what time do the doors open; if that's what make people safe

Louis-we still have to hire a Director and other positions

Dave- I'll take a PT officer

Louis- would you go with a security guard, I'll give you a price

Dave- security guard, arm, special

Louis-

Johnathan lets table a vote, security guard/arm

Karen- full disclosure, I really don't know what that is

Louis- I'm going to get all job description for you

Karen- why can we offer it here, we need a file clerk, everything is a mess that role is needed

Louis- I think Joan could do it, would you consider Joan for that

Karen- is that a civil service position; file engineer; don't want Renee to come back and say that's a civil service positon

Dave- Time management how do we look at that

Louis- we have to agree

Theresa- does that cost money?

Louis- we can increase her salary because she's the lowest pay here

Karen- can you look into this and make sure this isn't civil service

Louis- we are trying to protect her

Dave – can we support her with the class and motive her to go and offer her pay while taking class

Louis- stipend to do file clerk

Johnathan- offer her bonus

Louis- No, we can't do that

Theresa- Does she has to be away from the library

Karen- Yes, she can do it online at night while being home

Louis- are we all in favor to give her much time to pass

Karen- _____

Dan- What if she's not a good student

Karen- I have support of Parent University

Dan- How long you're going to give her? That's money on the table

Are you in agreement with children library on the table?

Karen- are we up to date with all the pension

Louis- we are not up to date with two Stephanie and Tajuana \$93,249.00

Johnathan- We have to do something with Stephanie; Narine has been getting a letter From IRS

Louis- has he been to work, do you recall he missed 65 days

Johnathan- money hasn't been paid towards his loan

Louis- have you shared letter with bookkeeper

Johnathan- I haven't shared it with anyone

Louis- a copy sent over to TaQuisha tomorrow

Johnathan- issue with pension; people still can't access their pension

Louis- Stephanie didn't give us all the bills no discussion and her financial mismanagement \$93,291.49

Karen- That will not allow us to pay salary

Louis- look at our account now and how much we have

Karen- where are we getting the \$93,000 from, we need to get pension situated that's important

Louis- out of the \$128,000 it shows all the bills

Karen- How are we going to pay pension

Louis- if you total what was not presented to the board \$19, 500.13. We found out where Dan did his deep dive and found out camera was off. Auditor, who provided us with report?

Plan based on next year budget put aside \$10,000 every month

Karen- thought City was going to help us

Louis- some board members were doing things and should not got involve

_____ Stephanie was a problem, City said you knew it and that's your problem deal with it.

Karen- library still need to be made whole

Louis- they gave us the money

Karen- library been short for years, we been in a whole and leave us at ground level. I understood that City was going to make us whole

Louis- intention has been there, can from mismanagement and took someone to come bail you out

Dave- who _____ mismanagement?

Louis-the director; from the beginning of the year she started falling behind in the beginning, she was always behind

Dave- we have \$20,000 salary or bills you can't pay with short fall

Louis- the budget was reduce by City Council, can't fault the Administration

Karen- what are we doing selling books?

Dave- we have to lay people off

Louis- out of whole, do an acting director for 3 quarter and pocket money and catch up with pension

Dave- did pension denied your payment plan

Louis- yes

For the record I didn't like any of this, it could have been avoided.

Dave- you said firing her could have been avoided, but still have to pay pension

Louis- decision being made has long impact

Karen- still in whole

Theresa- there's no way we can ask

Luis- the City is going to say NO

Karen- doesn't it accumulate

Louis- you can do a furlough

Dave- you have to talk to Union

Karen- we talk before nothing ever happen

Louis- for the record in terms of her suing

Dan- Furlough would be interesting, what kind of savings

Louis- have to look at it, furlough 3-4 months to get ____ to do it

Dan- if we start it next year you're going to get a lump of money to do it

Louis- \$61,000 a month leaving us with \$11,000 a month starting in January!, furlough \$4,000

Dave- did you propose a lock out?

Louis- I'm not proposing a lock out

Karen- we can't ____ mismanagement

Louis- we have to explain why we are in this position

Karen- find it hard to believe accrue fee

Johnathan- a lot is lawyer fee

Louis- what we spent in insurance was a lot

Dave- they can't take more, they only take what was owe

Dan- she was supposed to communicate with _____ and _____ cut us off

Theresa- did we do a resolution?

Luis- Yes

Dave- _____ against library serenity bond, can we still see if it could cover with \$66,000-

Dan- \$49,000 serenity bond

Luis- serenity bond works for contractor insurance company

Dan- can't say he had to pay amount when he plead guilty

Dave- serenity bond is supposed to cover

Luis- do they cover for fraud

Dave- library director faulted on grant contract, default on job

Luis- library faulted on the grant ____ false document and committed fraud

Dave- I did the work, they already had enough money to repair it.

Luis- I wrote the grant, here is where the fraud comes in. there is a sign sitting in the basement.

Dave- it didn't say for construction; it says grant money for project

Luis- how do you want me to handle on furlough and layoff and how much we could save

Karen- _____ time frame

Luis- what is roof top

Dave- how many units are they changing?

Dave- the \$19,000 I spoke to Jeff Potter _____ for change order didn't realize layer of roof in center. When they bid job and sub contract said its dead flat center. So they pitch it different, since they did assessment he said he called Louis and you said ok. They are not looking for any money right now, if you can, can we invoice you next year.

I spoke to Chris Hartwyk; it's still sitting in account. They are not invoicing us that's when warranty starts

Luis- we still have \$19, 000 we did resolution; we can carry over a certain amount of money every year, we have to ask if we can use it by speaking to Chris Hartwyk

Dave- is payment from city paying?

Luis- money sitting there has to go toward roof and air-condition

Dave- can we pay the whole \$66,000 out of the \$300,000, \$97,350 leaving us with \$37,053

Luis- furlough looking for \$60,000

Dave- PO doesn't expire out until June 2024, if it expires they will give us another one

Luis- Need to speak to CFO if we can carry over that money, it might be a _____ we have

Karen motion to come out of executive session

2nd Luis

Dave- if we need to use the \$93,000 will we be able to use it?

Luis- NO, we can't because it was allocated

Dave- trying to see if we can satisfy issue

All in favor (I)

Karen- motion to pay bills

2nd Luis

Luis- Johnathan did she accept to be signer? Dan I ask you to do a letter.

Johnathan- Ms. McMillan was given a check

Luis- she remove Stephanie and bank said Stephanie wrote a letter and said we were stealing and she was writing to the newspapers

Dave- I don't talk to her, Dave didn't tell anybody anything, Dave don't freaking know nothing

Luis- I told you what she said

Karen- Can we sue her?

Dan- what does she has?

Dave- she owns a million dollar house

Dan- you think you know

Dan- what she own, look at the house, she can be sued and _____ organization in false light. TaQuisha and Luis can have a suit, Luis suit is active

Luis- I'm suing everybody

Luis- TaQuisha went to bank but was not allow to get a copy of bank let4er Stephanie wrote . TaQuisha is the only one on bank account only one to sign

Dave- we need two people on the accounts

Luis- what happen in the past with criminal activities, board member can't sign. By laws are old an need to be updated she publish it put it in bank and papers

Theresa- are we voting on this?

Luis- not budget, you gave me other things to do

Luis- suggestion, Library should not be close when City is closed.

Dave- these are things that need to be discuss

Luis- motion to approve bills (432,095 back over due PSEG, 6394.95, 550 Samuel Kline 2100 Comcast, 665 Johns____, take Temco off, Hartford insurance, all bills except temco _____ movie add in

Johnathan- check start 354-93

Dave- no issue with any cash or authorization with only 1 signature

Motion

2nd Karen

Karen motion to have Dan put together a brief on liable statements and _____

2nd Karen

All in favor

Luis- motion for Dan to _____ letter to _____ legal to _____

2nd Dave

Karen motion to close

2nd Luis

All in favor