

**Orange Public Library Board of Trustees Meeting  
Thursday December 14, 2023**

**Meeting was called to order at 6:38 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 McMillian- Present**

**Narine-Present**

**Renee (CWA) – Present**

**Antoinette Hall- Democratic Party**

**Mr. Charles Boner- Citizen**

**Floor open to visitors**

**Mr. Boner- Citizen: I'm here representing the citizen of Orange, support for library and fund raiser project.**

**Renee- would like to thank you all for working on the pension system. Are part time workers in the pension system, opal request 2 months ago for all the \_\_\_\_\_ for 2023? Employee terminated 2 ½ years ago \_\_\_\_\_ by the state. Please advise why Barbara Faye to return, has not been reinstated.**

**Antoinette Hall – I would like to congratulate the board members on a great job and getting the library board back on board.**

**Dr. Seuss, read across NJ and would like to host it here at the library for the entire community for March 2024 and I would like to work with Ms. Harris starting around 5 pm on Thursday. Happy about the board working out the budget.**

**Louis- we will be talking about budget tonight and will reach out to stake holders.**

**Narine- bathroom clogging up, I spoke with Mr. Copeland and Mr. McKnight 2 bathroom in the back, emergency exit door.**

**Louis- we need an estimate on the hand blowers in the bathroom**

**David- is the blowers by law in the threshold, is there a problem with people placing tissue In the toilet.**

**Theresa- is he going to get the estimate**

**Louis- no the board will call on it and we will discuss at the next meeting**

**David- is it an extreme emergency can we call Essex lock smith out for the back door**

**Trustee concerns- Table**

## **Building & grounds**

**Karen-** is the roof finally done

**Louis-** yes, roof is done and PO was sent to the City. It was done in June 2023

**AC** is not done yet, unit is in and waiting for parts

**Karen-** Estimate update on AC

**David-** we need to talk to the AC Company

**Louis-** hand clock for prime point; I sent a email to administration for Q union for January 1, 2024 \$103,000

**David-** We need to talk to the AC Company

## **#10 director report**

**Alice-** all the reports are in the package

**Karen-** how do we address the public that things are being taken care of while other things happening

**David-** how did you feel asking him not to vape?

**Alice-** I was a little afraid and uncomfortable but was able to produce

**Karen-** worldwide option assoc. program

**Alice-** they are not coming back

**Karen-** can you reach out to them

**Alice-** I will try

**Antoinette Hall-** I brought on the wizard basketball team

**Louis-** strategic plan

**Karen-** Pat brought something like that in

**Louis-** we are looking at a strategic plan to include the community, I think we could have a spokesperson no board member but we will be there

**Karen-** can we reach out to state board assoc to assist us with strategic plan. I think we should have a tentative date

**Louis-** does anyone like to add their vision and at next meeting we will have an ideal

**Karen-** appreciate draft

**Louis-** one thing that will require a board vote challenge coming out on American alliance like Mr. Bloom spoke person

**Karen-** once we formulate a strategic plan can you lay it out as an awareness to reach a goal

**Louis-** our votes would be education

**Karen-** schedule date for plan and there after plan date to meet with urban area and NAACP

The right to read is a major movement across the country bill# public should be made aware of it, fundamental protect right. I own a copy and could share it.

**David-** with us receiving government funds are we allow to participate

**Louis-** we don't receive government money, we receive tax payers' money, tax dollars

**David-** just want to make sure we are in compliance

**Dan-**Something need to be spike about armor stead act

**Karen-** we have to abide by armor stead act

**Louis-** all can be incorporate in an advance campaign

**Vote on Bills**

**Karen – motion to pay bulls**

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

**All in favor I**

**Karen Harris –Yes**

**David- Yes**

**Johnathan - Yes**

**Louis- Yes**

**Theresa- Yes**

**Karen- do we have to share with public about date for plan**

**Louis- Yes**

**Theresa- are we change times for meetings**

**Louis- No**

**Motion to go into close session by Karen**

**2<sup>nd</sup> Louis**

**All in favor I**

**Close session 7:30pm**

**Louis- Let's go over budget**

**Karen- Who is Barba Faye**

**Louis- we are going to bring her back she worked and retired from East Orange**

**Louis- she wasn't civil service, she was union**

**David- where di the challenge come from?**

**Dan- Courts rule because of union**

**Louis- we are going to talk about this issue awe are not going to settle for \$200,000**

**But we will settle. Dan explain it.**

**Dan- explain if we push it, key issue library d\_\_\_\_\_ isn't responsible for her conduct**

**Karen- when its argue in front of a judge or jury**

**David- can his past history come up**

**Dan- it's up to a jury**

**Karen-jury will make final decision**

**Louis- give them the upfront version**

**Dan- it will go before an arbitration, we need to look at**

**Louis- right way to do it. We went from lay off to termination**

**Dan- my assessment for case will be \$100,000**

**David- can we drag the union into this**

**Louis- yes**

**Dan –they can be included in case**

**David- Can Stephanie be brought in personally**

**Dan- if she acted outside the scope she will be liable, these are a lot of things we need to look at**

**David- you gave her a cease & desist**

**Theresa- she never had enough vote**

**Louis- she sent a text message**

**Karen- I'm ok with \$500.00, \$2000, 000 is unrealistic**

**David- motion to transfer \$18,000 to \$811 to pay pension amount \_\_\_\_\_ dir**

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

**Motion to accept propose budget for 2024 with increase 3% with except of one to bring up to scale and to re write job description to be move HR support person**

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

**Individual vote**

**Karen- to look at calendar for January 6, 2024 @ 10:00am**

**Theresa- is it mandatory**

**Louis- Yes**

**Louis- Ashley super \_\_\_\_\_ restaurant w/private room**

**Louis- I will send a text about room and brunch**

**Karen- Motion to close**

**Louis- Motion \_\_\_\_\_ to engage with attorney and come back on January 11, 2024**