

**Orange Public Library Board of Trustees Meeting
Thursday January 12, 2024**

Meeting was called to order at 6:42 pm

Roll Call:

President-

Vice President- Jonathan Beckford- Present

Trustee- David McKnight- Present

Secretary- Theresa Mason- Present

Mayors Alternate- Louis Copeland-Present

Karen Harris-

Attorney- Dan Smith- Present

April Cruz- Present

Mr. Charles Boner- Citizen

Floor open to visitors

Mr. Boner- Citizen: I'm here representing the citizen of Orange, looking for update on fundraiser

David- Last time you came in I asked did you bring a copy to Mr. Smith

Boner- No not one, I did give him a copy the last time I was here.

Dan- We can sit down and discuss and his perimeter

Lora White- Who's running this and who's getting money. "What's your cut?"

(2) Rumor has it that we are getting camera

David- we have cameras

Lora- They don't work

Lora- When are we getting raises?

David- Who said we are getting raises?

(2) Why don't you want cameras?

Lora- instead of getting cameras get computers

Lora- Air conditions are we going to be cool this summer

Louis- The library being a designated spot, a lot of activities this summer

Lora- Lunch program/breakfast that's good helping the community

Luis- Council women Eason called today about friends of the library they talk to someone By the name of Nicole James? Council has been on active interest in what's going on.

David- hopefully they will find out

Louis- At one point we may have to adopt a resolution on what happen prior to anyone being on the board. May have to resolve friends of a library

Lora – brought copy of February 2023 resolutions

David- It has to be adopted by the City Council and they have to pass the budget to give raises

Louis- recently we did an audit, every year the time on the book is not accurate including employee increase.

Prime point we have a price and everyone has to sign in on computer and sign in at the library, it takes your attendance

David- we have to sit down with the Union to discuss the increase, Union could stop if they are not involve

Lora- Have a good night

Louis- do you want facial recognition

Theresa- How much more

Louis- \$ 4,000-5,000 more

David- Yes

David-What's going to happen to the clock, its going to look as a time clock

Louis- face recognition is good

David- That kills all that

Alice- I keep track of the time sheets, two people are refusing to fill out the time sheets

Louis- Do they take their vacation and login at prime point and do their request

Alice-

Louis- I came in and the children library was closed and no one was here, how so many People take vacation at the same time

Alice- You can have one person covering that department

Louis- the point is the kids are out of school people pop up for access

Alice- there should have been 3 people at circulation desk

Louis- it looks as though we don't have coverage

Theresa- it was enough people here it just didn't look as if coverage was here

Theresa- what are we going to do about Mr. Barner?

David- I need Dan to look at it. We can't be involve. We can come and support, he's looking for advice on how to do it

Dan- he wants to have a fund raiser for the library on his own

David- I don't want to give him advice

Louis- he doesn't have a 5013C

David- I don't want to give him advice, I told him to show the attorney

Louis- how do you tell people this, it's a donation and wants to use our name. Don't want to get involve

Dan- is it the ideal or the money, maybe he want to get involve

David- don't know what his goal is

Theresa- Dan you're going to take care of it

Johnathan- he comes every month

Dan- Does he belongings to a church, let his church do it

Louis- it doesn't sound kosher

Dan- he comes by himself

Approval of minutes

Johnathan- Louis has a law suit against me

Louis- I file a notice of claim for deformation per say, you can sue some for false

Allegations. Ex: sexual harassment

May claim is about the board and Stephanie and her mouth. Mr. McKnight was present

When Stephanie made the statement; September 5, 2023 Johnathan gave some remarks

At City Council meeting where he identified his self as president elect during the period of time. "I made a Claim"

David- we have officers insurance

Louis- No

David- step out for a minute

Louis – we have to go into close session

David- are we going with this _____

Theresa- are we

Louis- we have to discuss the announcement for the library position; Dec 1-Dec 27 closed, Stephanie mailed them a letter and civil service sent an email to city hall. I did receive it in time, the time I got it, it was publish with civil service when I received it. It was already late, I had a conversation with Carmen Pierre from Civil Service. I explain to her the law doesn't allow us to go outside the board. Carmen said you are right to allow the City to make that decision for us. We told them we cannot take any responds that come in, we didn't agree to do this.

Let me be clear the Mayor had nothing to do with this.

We all are good with the minutes

Yes

**David- motion to accept all past minutes pending Louis to fill in the blankets
2nd Theresa**

Building reports

David- Ms. McMillian I wanted to talk to Narine when shoving snow. Narine came and did it all by his self. Narine will be paid, Louis and myself discussed snow storm; 6:30am the library wasn't done; 6:30- 9:36

Alice – he's going to get money

David- when library is closed and storm came someone has to be on call

Alice- can he find someone to help him

Louis- yeah his name is Ramon

David- I will have to talk to them they are maintenance workers

Louis- DPW us to do it for us

Alice- we might have a problem with maintenance; Romon he only come in one day and comes in late every day

David- you have to call us

Louis- I encourage you to use the 31A form

David- are you ok using the form

Alice- yes; he came in Tuesday and left at 12noon and hasn't been in all week

David- how many days do he have

Louis- when you work in government you earned 1.5 days

David- do you have forms from him

Alice- No

David- Tuesday left early

Alice- he gave an excuse to Narine

David- what is he's being charge

Theresa- how many days

Alice- 15

Louis- how many days out; is he part of the Union

Alice- yes

Louis- he has to have a union rep to represent him

David- she's the shop steward/management; it's going to be a conflict

Louis- she's doing her job

David- assigned another shot steward

Louis- I think Alice has been around long enough to separate it. Don't have to separate it.

Dan- it's not our issue it's the union

David- problem when she writes him up

Louis- it works better in our favorite

Dan- he should be written up

Theresa- board committee can write him up

Louis- we can write him up; David you bring a good point we should write him up

Theresa- When are we writing him up?

Louis- I'll start it tomorrow

David-when are we getting the clock?

Louis- I'm going to get prices and I'll bring it in

David- put it on all computers

Johnathan- facial goes by the camera

Louis- login facial

Alice- we don't have camera on computers

Louis- we could use a central one

David- they broke last bio meter thumb and knock the shit off the wall

Louis- we can make them pay if they break it

Theresa- we don't know who broke it

David- facial recognition

Louis- that means they can work from home

David- what's the best area to put the computer

Louis- you don't think they will do that

Alice- people are good

Johnathan- time frame

Louis- it can be done by February 2024

Johnathan- Do we have money to do it?

Louis- yes, don't think they need to do lunch

David-do they get break

Louis- sign in out for lunch; 4 sign outs a day

David- only option

Louis- quick and easy

Dan- was theft report taken?

Alice- we don't know when that happen

Theresa- How long ago?

Alice- since 2014

David- directors have change

Dan- when that came up that's an insurance claim

Johnathan- sensors on laptop

Louis- we have to come up with a way to monitor

Alice- sign in the office on secretary desk

David- put it at reference desk; let's look at monitor; 2 computers to look at; also let's look at the cost an expense

Louis- ok

Finance report

Louis- operating on finance from 2023; I sent everyone a text \$ 21,800 capital; it was \$25,000; \$11,000 remanding in account, 2023 funds; \$57,586.86 transfer over

Transfer on quarterly bases I will speak with the BA & CF. We used the left over money to pay for pension and catch up.

We need to start working better as a board and educate the city council; we are the least funded library in Essex County \$732,000 budget \$752,000

Our problem is City Council;

You got those notes just making sure they don't blame my Boss

I think we could discuss a strategic plan – internet system; board ban; capital and move forward. Ex: New York library built houses over the library urban areas; plan to move in directions of technology library, computers and above building units in the PNC building; opportunity for employees as well, additional revenue to come in

Dan-specialize library

Louis- yes, specialize going to state of the art; library people will go in an use it

Johnathan- is that something being done in Union

Louis- yes, very similar

Education hub; tech hub. We made some on our own capital funds.

Johnathan- what's the time frame

Louis- 5 years; library board to buy property

Theresa- building on Main and Scotland

Director's report

Alice-

Incident-

Dan- what floors by the public computers

David- do the alarm goes on at night

Alice- every since OEM left building we haven't been able to put alarm on

David- we need to get with Johnston

**Louis- if they are not providing service can we take a bid on service;
2 bills from document service**

David- why we have an overage bill

Alice- I don't know why, we lease the copy machine; cartage and maintenance
David- how much being chare for copy
Alice- \$.50 for color and \$.20 for black and white
David- make more copies; how much are we paying for movies?
Alice- about 450-500
Johnathan- is it like block buster
Alice- it's a DVD, its license
David- what if we stop service
Alice- then we cancel the service
Louis- where are the movies?
Alice- in our cabinets
Dan- why bills are still coming in Tamir name?
Louis- no one never changed the contract
David- what's the fee for not returning
Alice- \$5.00
Louis- we spend \$1500 a month at staples
Alice- supplies from staples last 6 months
Johnathan- uniforms
Louis- they don't use the uniforms
David- is uniforms in the contract
Louis- I will have to look and review contract
Johnathan- American wear
David- they supply uniforms
Theresa- where is the uniforms
David- I didn't know we get bills for uniforms
Alice- the last time uniforms was order when Mr. Jones was here. They order and didn't pays for it.
David- what does it look like?
Alice- Navy kaki
Theresa- they want their \$ 400
Dan- they breach the contract
David- why can't we do away with it and send a letter to the union
Dan- we put them on notice
Alice- I think the uniforms should continue
Theresa- was they ever told?

Approval of 2024 board meeting schedule

David- did we pay Stephanie?
Louis- No, in close session

Motion to approve bills
1st Johnathan
2nd Theresa
All in favor (I)

Approve board meeting schedule

Approve as amended with renegotiation of contract

Louis- I spoke to the City about elevator bills and the City said to pay it

David- Can we kill August 8,

Louis- if we are doing well; satisfactory based on board optional

David- condition if necessary to meet on August 8

All in favor

Theresa- we still have to approve the bills

Louis- we will do it next month

Louis- to be honest I believe they have to come in

Louis- if you making \$30,000 don't hold them \$50,000 they have to hold them to it

Louis- Union file a grievance since we gave them money, that's stupid makes no sense

Louis- I talked to Chris Hartwyk wants to know (a) why we want more money; (b) they are waiting on things to come in, they may move forward with an arrest.

(c) Why library was closed after Christmas

David- they couldn't pick a day

Alice- the board approve it

Louis- I want the board to take a vote for Ms. Knight to come in and do an audit

Louis- an employee miss 65 days and it hasn't been reported, time was never put in the system

Alice- I did the time

Louis- 65 days is 4 years of sick time

Alice – he had a lot of time

Alice- one of the trustee allow him to carry over 5 years vacation time. I sent a letter to Mr. Smith and Mr. Copeland

Louis- yes your right, union contacted us

Theresa- vacation time carry over

Louis- yes it does

David- did all the employees carry over

Alice- yes, 1 year of vacation

Louis- motion to go into close session

2nd David

Louis- Came to figure that was agreed up to settle case \$100,000

Theresa – I didn't agree

David- Dan and attorney

Louis- fight it out but to be honest we lose it cost us more money, settle and put it away and we could go after him not coming to work

Suggest take an L; we have someone here who is doing the right thing

David- I'm good with it

Louis- Johnathan can't vote; his name is in the suite.

Out of close session to approve settle agreement \$100, 000

Louis- wasn't paying letter service for \$200,000; still look at paying Stephanie. I suggest

Dan to go speak with them, Stephanie can't sue us. (State of NJ mention time to give lunch)

David- we take time to pay her

Dan- not paying entire amount ½ and 3 month from now the balance

Theresa- money coming out of our budget?

Louis- our budget

Theresa- can we afford it

David- can we be a part of HR write up?

Louis- board has to vote

David- is there a count on the machine

Louis- (I think the move is leaving)

David- when is security coming

Louis- next month

David – police officer

Louis- yes

Motion to come out of close session at 9:25pm

2nd Louis

Approval of bill list

2nd Theresa

Minutes

2nd David

Charge off/ motion to

2nd Johnathan

Motion to take TaQuisha audit

2nd (?)

David- are we writing Romon up?

Louis- yes

David- we are looking for benefits supports

Louis- billing out new job description, writing out a plan

Louis- we are not talking about you April and you are in the room

Louis motion to close

2nd Johnathan