

**KIMBALL LIBRARY BOARD OF TRUSTEES
SPECIAL MEETING MINUTES
OCTOBER 12, 2022**

ATTENDANCE:

Tom Kelley, Chair

Karen Brown, Director

Marnie Finn, Treasurer

Julie Hammond, Alternate Trustee (10:13)

Karen Trasatti, Secretary

Jill Ottow, Vice Chair (10:34)

Call to Order 10:03am

Tom explained the reason for today's meeting is due to the library budget being tabled at the last Board of Selectmen meeting on 9/26/22. Selectman Baldwin questioned the adequacy of library staff salaries, specifically Kathy Watson's salary. .

Karen Brown indicated a correction has been made to the initial proposed budget to include Kathy Watson's merit increase. Karen B provided trustees with a wage survey of other towns in Rockingham County. The survey shows some positions need adjustments, specifically the Children's Librarian. If COLA is approved by the town, some staff will see a wage increase. Karen also indicated large increases are expected for utilities and other town departments are proposing salary increases and her recommendation was to adjust the Children's Librarian wage in the 2024 budget.

10:13 Julie joined the meeting and Tom appointed her Acting Trustee for Jill Ottow.

10:34 Jill Ottow joined the meeting.

10:40 Tom appointed Julie Hammond to Acting Trustee for Sunaina Chawla.

Discussion about staff wages, wage survey and the Children's Librarian salary being on the lower end and to include her wage increase in the 2023 budget.

Motion by Tom, seconded by Marnie to increase the wage of Katie Cloughly in the 2023 budget to bring her to the median range established in wage survey, an increase from \$20/hr to \$23.50/hr. 5 Yes, 0 No. Motion passes.

KB indicated Katie will not receive a COLA increase for 2023.

Tom raised the issue of the director receiving COLA increases. The Director is under contract and exempt from COLA. Tom made a motion to include the director in COLA awards for 2023. Very brief discussion and due to the late hour of the topic being discussed, Tom withdrew his motion and suggested it be reviewed at the director's performance review.

10:50 Meeting adjourned

Respectfully submitted by,
Karen Trasatti, Secretary