

Minutes: Special Meeting of Abilene Public Library Board September 24, 2020

Roll call

Present

Absent

Wendy Moulton

Elly Cauthon

Cindy Montgomery

Sheryl Davidson

Marilyn Holt

Sandy Foltz

Amanda Cormack

Kara Cromwell

Sheila Biggs

Carri McMahan

Chris Ostermann, mayor

Meeting via Zoom called to order by president Sheila Biggs.

Because no one was sure if Marilyn Holt was present (she was but no one could see or hear her), Carri McMahan was asked to take meeting minutes. Marilyn also took minutes, so there should be two sets for this meeting which was held to consider the Pandemic Personnel Policy.

Comments: Wendy Moulton stated that policy is response to past incidents. The first item discussed was Number 3 of the policy. It was asked if this should apply to only this instance of pandemic or to other instances of infectious diseases and if there should be language in the preamble that specifies which infectious diseases would be covered. It was suggested that the policy be called a Public or Employee Emergency Policy not a Pandemic Policy in order to include but not specify other infectious diseases.

There was discussion regarding the travel statement which specifically states attendance at events, out-of-state travel, and a specific number of people at gathering. It was asked if board and library director really should police employees' private time, although risky behavior should have its consequences in regards to enforced time off and possibly loss of pay for time away. It was agreed that language should only say that employees should follow local and state guidelines.

Item Number 4 of the policy was also considered with agreement that if Items 3 and 4 were eliminated, language could be inserted that states employees are expected to follow local and state guidelines for travel and size of social gatherings they attend.

Item Number 1. Chris Ostermann, who supplied information on Family First Response and Cares Acts (FFRC), stated that it was best to follow these are government statutes. Suggested follow policy language that states federal and state statutes will be adhered to for pay and employee

rights. Wendy Moulton responded that part-time staff might not be covered by FFRC, and Carri McMahon added that employees should not be put in situation of having to seek unemployment benefits. Sheila Biggs added that board has the authority to decide to pay staff, aside from FFRC, and that board is committed to keeping staff funded since the money for salaries is already in budget.

It was agreed that Wendy would reword the policy based on the meeting's discussions and suggestions. Motion to table approval of present policy made by Amanda Cormack; seconded Sandy Foltz; approved. The board will meet in special session tomorrow, Sept. 25, via Zoom to consider the reworked policy.

Motion to adjourn, made by Carri McMahon; seconded, Amanda Cormack; approved.

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Submitted, Marilyn Holt, September 25, 2020