

## **VLA Board Meeting**

November 12, 2014 | 10am - 12pm

Aldrich Public Library | Barre, VT

**Present:** Toni Josey, Virgil Fuller, Amber Billey, Sarah Costa, Amy McMullen, Amy Wisehart, Kevin Unrath, Jessamyn West, Shara McCaffery, Kelly McElligott, Helen Linda, Prudence Doherty, Tom McMurdo, Howard Burrows

**Attending Virtually:** Charlotte Gerstein, Jessica Summer

### **Presentation from attorneys Caroline Earle and Robin Freeman:**

Caroline and Robin are Vermont lawyers interested in filling a perceived gap in access to affordable legal advice for Vermont public libraries. They are particularly experienced in employment law and would be interested in providing counsel around collective bargaining, performance reviews, the Fair Labor Standards Act, etc., though they also have experience in public records and, to a lesser extent, intellectual freedom. They presented several models of service to the board via email. The board was generally receptive to the presentation and will discuss next steps. Regardless of how or whether VLA does contract for legal services, there is interest in having Ms. Earle and Mr. Freeman prepare a presentation for lay people at VLC or the Vermont Library Trustees Conference and canvass members for specific legal questions and topics of interest ahead of time.

**Meeting called to order at 10:26am** after Ms. Earle and Mr. Freeman's presentation.

Sarah moved to approve the minutes from the last meeting and Helen seconded. **Minutes unanimously approved.**

**President's report:** Toni attended the Trustees Conference and reported that there was a great keynote and good lunch discussions. Attendees were interested in ALA's career development facilitators' training but have limited time to engage with it. Toni will be talking with Cindy about how to get information and trainings to those who can use it in a timely and effective manner. The organizers would love to have VLA host a session at the Trustees Conference next year on director salary recommendations.

Toni thanked Helen, Sam, Hannah, and Jessamyn for representing VLA at ComicCon and thanked the CSL Section and the Vermont Historical Society for hosting a wonderful "Let's Talk About the Web" conference.

Jessica has requested some funding for attending Midwinter as the conference chair and will be sending in a budget to that end. Amber suggested NELA may be more appropriate than Midwinter in size, scope, and content, as MidWinter tends to be very meeting heavy.

**Vice President's Report:** Virgil's report from NELA is in the VLA News. He attended the chapter leaders forum at NELA where much of the discussion was on delivery systems, most of which are federally rather than state funded. He's compiling research on that for further discussion with VLA and VTLib.

Virgil is interested in seeing Vermont do a "Passport to Libraries" similar to Connecticut's as a way to encourage the public to visit and engage with libraries across the state. Virgil has a list of volunteers interested in working on the passport project here. This may include cross-branding with the 251 Club and the development of a Vermont Libraries app. Virgil submitted a proposal for Vermont to host the 2014 Koha conference in August at Champlain College.

The unpaid hours survey received a lot of responses, the majority of which illustrate that this is an issue in Vermont libraries. There was interest in the data and handouts at the trustees conference.

Virgil is still looking into discounts for VLA members attending MLS degree programs. Several schools have responded positively and offered deals already.

The Board of Libraries is forming a Vision Committee and would like VLA representation. Contact Virgil if you're interested.

**Past President:** nothing to report

**Treasurer:** Jimmy is on paternity leave.

**Secretary:** nothing to report.

**College and Special Libraries Section:** 55 people attended the "Let's Talk About the Web" conference. The section received wonderful feedback on it and may reprise some sessions for VLC. It was a bit expensive (the workshop was free to attendees) and would probably require about \$150 per day-long workshop in the future.

Prudence had several questions on section business management.

What and when are the section business meetings? Annually at VLC and as needed throughout the year.

The CSL listserv is still hosted at UVM - should it switch to Google to match VLA? Helen recommended doing so.

How do they engage people who have expressed interest in volunteering? This is an ongoing issue and topic of discussion across VLA.

Should VLA have a list of Vermont academic libraries on the CSL section page? It couldn't hurt. Sections are encouraged to develop content for their pages that their members will find useful.

Laura Crain will be representing the section on the conference committee.

HIRT will be meeting in February. Pru still is not sure how they relate to CSL and what her duties are in regard to budgeting and coordinating with them. An organizational chart would be helpful - Toni volunteered to make one.

Introductions were belatedly made.

**Public Libraries Section:** Amy Wisheart is trying to figure out the spring workshop time and topic based on survey feedback. She's hoping the section will be involved with the career

development facilitators trainings. The section may host a directors roundtable discussion as well over the coming year.

**Technical Services Section:** The fall section meeting is tomorrow at Midstate, at which they will be discussing programs for the conference.

**Trustees Section:** Welcome to new section president Howard Burrows! Howard contacted TOEC (the Town Officers' Education Conferences, of which the VLA/VTLib Trustees Conference used to be part) to reestablish a relationship between them and VLA. He would love to see the Trustees section expand to include Friends and other library advocates. Toni encouraged everyone to look at trustees who might be interested in serving as Vice President for the section.

**Youth Services Section:** Amy McMullen will be meeting this afternoon with Sharon, VTLib's new youth services consultant, to plan a workshop around effective and meaningful use of teen volunteers, probably to be held in February. Amy also mentioned that there's a lot of new money available in grants for early literacy which the section is looking into tapping.

**VTLib Representative Report:** Tom acknowledged that there had been issues organizing the Trustees Conference, in large part because none of the individuals who had primarily organized the last one were still present at either organization. He brought up the question of how much involvement each organization should have in the conference and what their responsibilities are. He would like to collaborate more efficiently and effectively while clarifying and delineating the roles of VLA and VTLib. Jessamyn mentioned similar issues working with VTLib on ComicCon. Tom offered to be cc-ed anytime VLA is interfacing with VTLib so that he can help resolve communication issues. Toni also offered to help plan next year's trustees conference as past president. Overall, Tom would like to continue to develop better communication pathways between VTLib and VLA. VTLib's new website will launch in January.

**Membership and Outreach Committee:** The web team is working on implementing domain emails for the board. Helen will then start looking at using Google Checkout for online membership and conference payments. Membership renewal postcards will go out before the end of the year.

ComicCon was great, but the VLA table ended up being understaffed due to overwhelming crowd response. ComicCon's theme next year will be literacy and they would love to collaborate more with VLA to plan the Con; this fits well with the 2015 summer reading theme (superheroes). Amy suggested having a ComicCon/summer reading breakout session at VLC. Jessamyn reiterated VLA's thanks to Sam Maskell and Hannah Tracy for helping staff the table.

**Personnel Committee:** Shara is getting more questions about salary surveys for public libraries than she is for academics, so they may do a public survey again first before the

academic one. They increased the recommended minimum wage on the website and posted a brief statement on the hours worked vs. hours paid issue. Tom and Amber both volunteered to help Shara crunch numbers from the salary surveys. Shara would like to combine VLA's and VOKAL's mentorship volunteers into one database.

**Conference Committee:** Jessica is looking into options for new sites. VSLA's conference moved to the same week as VLC, so she's in talks with Champlain to see about combining conferences for a better price. She would love to set up the comic reader's license at VLC. She already sent out the call for breakout session suggestions. Jessica is determined to have online registration with a strict cut off date this year. Helen and Jessamyn approve.

**ALA Representative:** ALA released a statement on Obama's call for net neutrality. Charlotte will be heading to Midwinter and Toni suggested coordinating with other attending VT librarians for roommates, networking, etc.

**Scholarship Committee:** April Shaw volunteered to chair the committee. Amber moved to appoint her and Helen seconded. **April Shaw unanimously approved to chair the Scholarship Committee.**

VLA still needs a NELA representative.

### **Other business**

Review of position description discrepancies: Sarah thanked everyone for their feedback and will leave the document up a bit longer to allow for further edits and comments before applying the changes. She reiterated that the voting members of the board include the five members of the executive committee, the ALA and NELA reps, a representative from each section, and the chair of every committee *except* the Scholarship, Inclusion, and Nominations and Elections Committees. These voting members are encouraged and expected to attend all VLA board meetings. Sarah also recommended that Section vice presidents be made aware at the time of their nomination that they are responsible for representing the section on the Conference Committee that year.

Michael at VTLib suggested VLA set up a formal librarian emergency financial assistance fund. Toni will forward his message on to the board for discussion and share with the Scholarship Committee.

Tom volunteered to write up a summary of the unpaid hours survey findings.

**The next board meeting will be held via videoconference on Wednesday, January 14 at 10:15am.** The possible locations for videoconferencing are as follows:  
Martha Canfield Library, Arlington

Midstate Library Service Center, Berlin  
Bradford Public Library, Bradford  
Brooks Memorial Library, Brattleboro  
Fletcher Free Library Burlington  
Cobleigh Public Library, Lyndonville  
Ilsley Public Library, Middlebury  
Kellogg-Hubbard Library, Montpelier  
Morristown Centennial Library, Morrisville  
Goodrich Memorial Library, Newport  
Rutland Free Library, Rutland  
St Albans Free Library, St Albans  
Dorothy Alling Memorial Library, Williston  
Norman Williams Library, Woodstock

Sarah will contact the libraries to see about reserving the equipment for that time period.

**Meeting adjourned at 12:01pm.**