

Newbury Town Library  
Minutes of the Special Trustees Meeting  
Date: Aug 03, 2022

Meeting called to order at 2:02 PM. In attendance: Trustees, Terry Litterst, Dick Ravin, Alex Burke, and Beth Cennami, Library Director, Erin Thompson, and Assistant Director, Dorothy Moynihan. Trustee, Margaret Grimes was absent.

Led by Library Director, Erin Thompson, the board engaged in a conversation about library staff compensation and benefits. Because of challenges built in to the town's hiring practices, the library often loses the chance to hire the best candidates for open positions. In addition, the town's vacation policies create difficulties for existing staff.

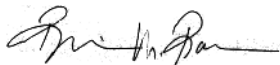
Among these challenges are:

- Low wages that are not competitive with other libraries
- Inability to give raises/promotions based on merit, longevity or education
- Scheduling which doesn't match evenly with Town Hall's, resulting in the library's requirement to remain open on afternoons before and the day after major holidays, when attendance is near zero.
- Unpaid days off due to unforeseen circumstances such as blizzards or library HVAC problems
- Built-in problems with how the Town recognizes and pays for accrued vacation time
- Lack of paid personal days

Trustees Terry Litterst and Beth Cennami volunteered to research how other towns Newbury's size, handle these issues and report back to the board.

The meeting was adjourned at 3:24 PM

Respectfully,

A handwritten signature in black ink, appearing to read 'Richard Ravin', written in a cursive style.

Richard Ravin  
Secretary