

ORILLIA PUBLIC LIBRARY BOARD

MINUTES OF OCTOBER 28, 2020 MEETING

A regular meeting of the Library Board was held via Zoom commencing at 3:38 p.m.

PRESENT – BOARD – K. Seymour, Chair; C. Seiberling-Spriggs, Vice-Chair;
E. Chwilkowska; D. Elder; R. Greenlaw; P. Hehn; R. Kloostra;
G. McCorkell; R. Stevens; D. Watson

STAFF – S. Campbell, Chief Executive Officer
S. Papple, Director of Children’s & Youth Services
K. Absalom, Director of Information Services
S. Dance, Director of Technical Services
M. Wilkinson; Head of Circulation Services
M. Robertson, Multicultural Liaison
T. Chatten, Recorder

ABSENT – none

CONVENING OF THE MEETING

Call to Order – K. Seymour called the meeting to order.

Approval of the Agenda – An updated version was sent to Board members with additional correspondence items, as well as an in camera session added at the end of the meeting.

MOTION #2020:39

*Moved by D. Watson, seconded by D. Elder that the Orillia Public Library Board approve the revised agenda of the October 28, 2020 meeting. **CARRIED***

Disclosure of Pecuniary Interest and General Nature Thereof – None

CONSENT AGENDA

From the CEO report public washroom use will remain closed if we change to using West Street door for winter months to deter security issues. The Library Board still has a vacancy and should encourage member from BIPOC community.

The CEO presented highlights of quarterly statistics; there were 87 days that we would normally be open that we were closed due to Covid which had a large impact on services! There was a large increase in RA stats as we have been helping people while closed, online product use increased while website visits were down as people who are familiar with these are going directly to online products. “Views” is a new statistic as people attend programs virtually, computer use/internet and in library/in house use #s down during closure.

MOTION #2020:40

Moved by D. Watson, seconded by G. McCorkell that the consent agenda of the October 28, 2020 meeting be adopted.

CARRIED

DISCUSSION AGENDA

BUSINESS ARISING FROM THE MINUTES – none

REPORTS OF BOARD COMMITTEES AND REPRESENTATIVES

Finance Committee – Monthly statements for September 2020 not yet available.

Budget Update – The Library has requested funding to hire a security guard; with the budget at bare minimum now, there is no room to cover this added expense without cutting services in order to make this possible. As the CEO is no longer included in meetings with the City SLT we are waiting to hear recommendations from City staff of budget requests. R. Kloostra suggested a broader approach to security may be to consider City-wide issues, e.g. Rotary Place, Rec Centre, Port, Library & DOMB with problems downtown in general. G. McCorkell asked about the possibility of fundraising to cover these costs, S. Campbell stated generally fundraising for specific purposes is OK but not well received for operating cost items.

Personnel Committee – Update – The process of completing a Service Review has begun and a survey will be going out to gather information with a potential January completion date. The service review will look at gaps and any need to add resources with a conscious effort to include and reflect the community's needs.

CEO Performance Review – The Committee has started the process and board members will have an opportunity to provide feedback also through a fillable online form.

Market Review Report – The CEO prepared a report for Board information and discussion. As part of recent pay equity study the consultant recommended that OPL should have a pay scale market review of comparator libraries every 10 years, the costs for the review were not included in the 2020 capital budget request.

MOTION #2020:41

Moved by C. Seiberling-Spriggs, seconded by R. Kloostra that the Orillia Public Library Board approves funding a Market Review of comparator library salaries through the General Reserve Bank Interest Reserve Fund (56-6-3210-0829) of \$4,478.

CARRIED

NEW BUSINESS

Systemic Racism Response – The CEO in consultation with the Community Relations Committee and M. Robertson, the Library's Cultural Liaison, prepared a report for board information and discussion regarding wording of a statement on systemic racism to guide the Board and the Library as it embarks on a new Strategic Plan.

The approved statement will be referred to the Community Relations Committee for development of an action and communications plan.

Eight Board members voted for statement #3, two members were opposed.

MOTION #2020:42

Moved by C. Seiberling-Spriggs, seconded by P. Hehn that the Orillia Public Library Board endorses Statement # 3 on Systemic Racism as presented. CARRIED

ANNOUNCEMENTS – K. Seymour announced that she would not be present for the November Board meeting; the vice-chair will sit in as chair.

IN CAMERA CLOSED SESSION – Personal

MOTION #2020:43

Moved by P. Hehn, seconded by D. Watson that the Orillia Public Library Board enter an in camera session for a personal discussion at 4:38 pm. CARRIED

MOTION #2020:44

Moved by R. Kloostra, seconded by D. Watson that the Orillia Public Library Board leave an in camera session at 4:46 pm. CARRIED

December meeting to be confirmed at November 25 meeting.

Adjournment at 4:47 p.m. moved by P. Hehn, seconded by R. Stevens.

BOARD CHAIR

CHIEF EXECUTIVE OFFICER