



**Board of Trustees
Meeting Minutes**

Date: January 27, 2021
Location: Remote (Zoom)

Trustees Attending:

Mark Orton (President)

Anna Nilsson (Treasurer)

Caitie Hilverman (Secretary)

Anna-Maria Assevero

Carol Pledger

Julia Black

Kimberly Erwin

Charlie Whittingham

Dan Ronsani

Theresa Parsons

Staff Attending: Emily Chameides (Director)

The reason for this special meeting was to discuss potential policy changes regarding insurance coverage and vacation days. These topics came up for discussion during the hiring of the new Program Director, who inquired about family insurance coverage and requested an increase in vacation days.

There was lively discussion surrounding this. The general consensus was that we should offer three tiers of insurance coverage. The point of debate was surrounding how much of an increase in costs the Library would cover.

The number that was discussed most often during our decision making was \$9,000. This would be the additional cost to the Library if we covered 75% of the family plan. Given that we have four full-time staff, if they all decided to use this coverage at once we - the Library - would incur an additional cost of \$36,000 in a single year.

Trustees made excellent points about fiscal responsibility and our responsibility to make informed decisions for our taxpayers and donors. The maximum added expense of \$36,000 would be a large increase to our budget if all four full-time employees elected for Family coverage in the same year.

Trustees also raised the philosophical and moral question regarding the stance that our Library should take regarding supporting families. For the hire in question, if the Library chose to not subsidize health insurance for the other two non-individual plans, they would have to use 20% of their salary to cover the additional expense of the Family Plan.

After much discussion it became clear that Trustees thought that we should take this step to support the families of our library staff this year.

Motion to have three levels of coverage from the library - Library covers 90% for individual plan, 75% for spousal and family plans made by Michael Grisham and seconded by Carol Pledger. Motion was supported by all Trustees present except Anna Nilsson and passed.

Motion to have 15 vacation days for Director level positions made by Charlie Whittingham and seconded by Theresa Parsons. Motion passed unanimously.

Motion to adjourn by Charlie Whittingham and seconded by Kimberly Erwin at 7:05pm.

Caitie Hilverman	1/28/2021
Recording Secretary	Date