

**MINUTES OF THE
BELL MEMORIAL PUBLIC LIBRARY
REGULAR MONTHLY BUSINESS MEETING
MONDAY, MARCH 28, 2016
6:30 p.m. Local Time**

CALL TO ORDER

The meeting was called to order by President Roger Moriarty at 6:30 p.m.

PRESENT

Roger Moriarty, Kylene Crabb, Larry Yeiter, Dick Webb, Stephen Boggs.

NOTE:

Kylene Crabb volunteered to act as Secretary.

MINUTES

Moved by Larry Yeiter and seconded by Dick Webb that the minutes of the February meeting be approved. Carried.

PUBLIC COMMENTS

No members of the general public were in attendance.

TREASURERS REPORT

Filed for audit.

CHILDREN'S DEPARTMENT REPORT

Two attended lego club on March 19.
Story hour has between 4-6 children plus their parents each Wednesday.
Kids Night Out will be held March 24. We will make wind chimes.
The large magazine rack was removed from the children's room and a more space efficient one replaced it. The children's cds were moved to the media room.
A 4x6 foot Indiana map has been ordered. It will be used for the summer reading program and on display in the children's room.
Fish are surviving in the fish tank. After a little more research, chameleons, or something similar, will be put in the other tank.



teacup bird feeder

PROGRAMMING/YOUNG ADULT REPORT

YA/Adult Programming Report

Zumba is still going at Bell Library every Monday.

Euchre is March 28th.

March programs were an Easter Bunny painting on wood and CPR program. The bunny program had 10 participants who made 12 bunny paintings.

CPR had 8 attending the program. I am planning on having another CPR program in September.

April's craft program demo is finished and on display. May and June's demos are finished.

May's program will be a teacup bird feeder for the garden and June's will be a woodpainted U.S. flag.

Still working on my Teen Summer Reading Program, notebooks are made for recording their pages read and bulletin board display is made and ready to put up. Just received an email that Purdue will be donating some items for the teens. Yay.

Working on demos for the Teen Summer Reading program for this summer. I am planning on doing six DIY programs and possibly one program from an outside source. Also will be working on getting more donations.

Anime in March we had 24 teens in attendance.

Teen Gaming had 16 teens in attendance.

April's newsletter is finished and printed.

News articles are written and ready to send to Warsaw Times Union and Inkfreenews. Sent news articles promoting the paver bricks to the Times Union and inkfreenews.

Worked on YA book reviews, order was sent for March.

MAINTENANCE

1. Motors on power vents have been replaced by Quine. Cost @ \$1,300.
2. Bell-X painted, next may be hallway to media then Children's Department



Groundcover behind building

3. What type of budget would you be acceptable with regarding the Reading Garden? Area needs to be completely re-mulched (black? Goes well with building) and weeds are beginning to smile.

All agreed that \$1,000 would be a good beginning budget for the area. This is only the 2nd year for the area and the first time for the Library to care for it.

4. Still planning on investigating alternatives to the HVAC unit above the Bell-X room.

DIRECTOR'S REPORT

1. No real computer repair time this month.

2. Additional Appropriation tabled by Kosciuszko County Council. SB to appear there at their April 14th meeting.

3. Painted Bell-X room. Need to hire a professional to finish painting the tall area in the clerestory.

4. Friends booksale scheduled for May 13 and 14.

5. Short discussion on hosting a pre-school at the Library. Additional information to be forthcoming.

UNFINISHED BUSINESS

1. Grievance section for Personnel Policy. For review purposes.

Discussed changing a committee of three to having the entire Board for the review. Director noted that four members gather for a purpose constitutes a quorum and thus would need to be advertised as an Executive Session.

Item will appear under Unfinished Business for the April meeting.

NEW BUSINESS

1. Discussion etc. regarding room re-utilization.

To date the most recommended option from the staff has been to move YA to the Bell-X room. Room can be set up to accommodate table/chair storage, programming space for YA and adults as well as space for studying etc.

Current YA area would be refurbished to be used for the "J" collection. Size appropriate shelving, seating and a study area (tables etc.) and re-painting as necessary.

Current Children's Department will also be refurbished (painting etc., walls are wanting for attention). Would also recommend removing the stage area (mostly 2x4s and plywood), to accommodate moving the desk in the department to that area (stage) as well as for additional shelving. Programming can still be held in the room, as well as in the large conference room. Desk would be moved for better control of both the existing Children's room and the new "J" area. Some additional wiring etc. will be required.

No action.

2. Regardless of #1 above, plan to investigate the potential of painting the dark blue/green wallpaper along the hall to the media department, not down the senior hallway. Am investigating how to put latex paint onto wallpaper and it can be done if an oil based primer is put down first. Will try on a very small portion near the senior center first to see how it does. Probably same color as Bell-X room is right now as well as painting the door frames gloss black.

No action.

3. Have put our building insurance out to be re-quoted. Two quotes are being provided to us by our current carrier Clevenger Insurance from Warsaw. The policies for us to consider will be from Liberty Mutual (have received this one) and Acuity (pending). I also requested information from The Healy Group in South Bend. Their quote from Selective Insurance is about \$2,000 less than that from Liberty Mutual. Our policy is up for renewal on April 1. I would like permission to proceed with whichever policy is the most beneficial for us regarding coverage and costs.

Director requested guidance as to how the Board would like to proceed. Was recommended by the Board President to have the entire Board make the decision. Director will contact all when final prices are received in a day or so.

OTHER BUSINESS

1. Board President remarked on a discussion held some time ago regarding the amount of money the Director is saving the Library by doing a majority of the computer work himself. In that discussion it was noted that consideration could be given at a later time in regard to a small increase in pay for these duties. Roger noted an approximate amount of \$18,000.00. The Director noted that in lieu of a raise that an additional week of vacation would be preferred over a raise.

At this point the Director had to excuse himself from the meeting for a short time, but the discussion continued.

After the discussion it was moved by Dick Webb and seconded by Kylene Crabb that an additional week of vacation leave be granted the Director and that his salary be increased by \$1,000 beginning in April. Carried.

PAYMENT OF CLAIMS

Moved by Dick Webb and seconded by Larry Yeiter that the claims be allowed as presented. Carried.

ADJOURNMENT

Meeting adjourned at 7:30

Roger Moriarty, President

Kylene Crabb, Acting Secretary

3/28/2016 9:40:41 AM

Financial Report by Fund

Period Beginning Date:

3/1/2016

Bell Memorial Public Library

Period Ending Date:

3/31/2016

Fund Number and Description	Year Beginning Balance	Month Beginning Balance	Receipts This Month	Receipts Year to Date	Disbursements This Month	Disbursements Year to Date	Ending Balance	Invested	Available Balance
100 operating	130,777.33	98,446.07	8,030.04	28,979.54	34,132.44	87,413.20	72,343.67	0.00	72,343.67
141 LIRF	300.00	300.00	0.00	0.00	0.00	0.00	300.00	0.00	300.00
150 PLAC	0.00	65.00	0.00	65.00	65.00	65.00	0.00	0.00	0.00
200 Payroll Fund	2,390.10	2,390.10	4,513.97	10,527.13	4,513.97	10,527.13	2,390.10	0.00	2,390.10
300 GOB of 2002	1,469.26	1,633.33	0.00	164.07	0.00	0.00	1,633.33	0.00	1,633.33
400 Gift Fund	71,809.24	75,852.04	0.00	4,042.80	0.00	0.00	75,852.04	51,234.83	24,617.21
401 gift-donation-program	714.16	732.36	0.00	18.20	0.00	0.00	732.36	0.00	732.36
500 Grants /Technology	3,569.42	2,844.42	0.00	0.00	0.00	725.00	2,844.42	0.00	2,844.42
600 LEVY Excess	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
800 Rainy Day	55,802.18	54,171.62	0.00	0.00	2,053.48	3,684.04	52,118.14	0.00	52,118.14
Total of All Accounts	266,831.69	236,434.94	12,544.01	43,796.74	40,764.89	102,414.37	208,214.06	51,234.83	156,979.23

Appropriation Financial Report

Bell Memorial Public Library

Period Beginning Date 03/01/16 Period Ending Date 03/31/16

Account Number and Description	YR Appropriation	Month BB	Change to Appropriations	MTD Expense	YTD Expense	Unexpended Bal.	Encumbrance	Unencumbered Bal	%		
100 operating											
1 Personal Services											
100.1.01	Salary of Librarian	45,000.00	37,851.24	0.00	5,361.57	12,510.33	32,489.67	0.00	32,489.67	27.80%	
100.1.02	Salary of assistants	175,000.00	152,870.43	0.00	16,741.33	38,870.90	136,129.10	0.00	136,129.10	22.21%	
100.1.03	Wages of Janitors	14,000.00	11,900.84	0.00	1,523.50	3,622.66	10,377.34	0.00	10,377.34	25.88%	
100.1.04	Employer share FICa	16,400.00	13,999.61	0.00	1,807.42	4,207.81	12,192.19	0.00	12,192.19	25.66%	
100.1.05	Employers Contribution	12,000.00	10,348.68	0.00	1,246.44	2,897.76	9,102.24	0.00	9,102.24	24.15%	
100.1.06	Employers Group Insura	20,000.00	16,749.58	0.00	130.90	3,381.32	16,618.68	0.00	16,618.68	16.91%	
1	Personal Services	Totals	282,400.00	243,720.38	0.00	26,811.16	65,490.78	216,909.22	0.00	216,909.22	23.19%
2 Supplies											
100.2.01	Operating Supplies	3,000.00	2,776.19	0.00	305.89	529.70	2,470.30	0.00	2,470.30	17.66%	
100.2.05	Repair and Maintence S	3,000.00	2,868.68	0.00	137.17	268.49	2,731.51	0.00	2,731.51	8.95%	
100.2.06	Stationery and Printing S	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	
100.2.07	Office Supplies	3,000.00	2,532.30	0.00	425.14	892.84	2,107.16	0.00	2,107.16	29.76%	
100.2.08	children Program Suppli	3,250.00	3,150.00	0.00	47.03	147.03	3,102.97	0.00	3,102.97	4.52%	
100.2.09	YA Program Supplies	2,300.00	2,270.10	0.00	0.00	29.90	2,270.10	0.00	2,270.10	1.30%	
100.2.10	Adult Program Supplies	1,500.00	1,422.98	0.00	120.34	197.36	1,302.64	0.00	1,302.64	13.16%	
2	Supplies	Totals	16,050.00	15,020.25	0.00	1,035.57	2,065.32	13,984.68	0.00	13,984.68	12.87%
3 Other											
100.3.00	Professional Services	3,000.00	3,000.00	0.00	0.00	0.00	3,000.00	0.00	3,000.00	0.00%	
100.3.01	Telephone and Internet	7,000.00	6,698.30	0.00	901.07	1,202.77	5,797.23	0.00	5,797.23	17.18%	
100.3.02	advertising and Publicati	150.00	125.39	0.00	0.00	24.61	125.39	0.00	125.39	16.41%	
100.3.04	Gas	8,400.00	6,935.74	0.00	379.56	1,843.82	6,556.18	0.00	6,556.18	21.95%	
100.3.05	Repairs Building and Str	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%	
100.3.06	Offical Bonds	850.00	700.00	0.00	0.00	150.00	700.00	0.00	700.00	17.65%	
100.3.07	Dues	250.00	150.00	0.00	100.00	200.00	50.00	0.00	50.00	80.00%	
100.3.08	Professional Meetings	750.00	750.00	0.00	0.00	0.00	750.00	0.00	750.00	0.00%	

Appropriation Financial Report

Bell Memorial Public Library

Period Beginning Date 03/01/16 Period Ending Date 03/31/16

Account Number and Description	YR Appropriation	Month BB	Change to Appropriations	MTD Expense	YTD Expense	Unexpended Bal.	Encumbrance	Unencumbered Bal	%
100.3.09 Electricity	12,200.00	9,152.46	0.00	1,090.88	4,138.42	8,061.58	0.00	8,061.58	33.92%
100.3.11 Water	2,200.00	1,830.54	0.00	184.73	554.19	1,645.81	0.00	1,645.81	25.19%
100.3.12 Travel Expense	350.00	301.70	0.00	28.18	76.48	273.52	0.00	273.52	21.85%
100.3.13 Waste Disposal Service	780.00	650.00	0.00	65.00	195.00	585.00	0.00	585.00	25.00%
100.3.14 Postage	400.00	400.00	0.00	0.00	0.00	400.00	0.00	400.00	0.00%
100.3.15 Taxes and Assessments	75.00	75.00	0.00	0.00	0.00	75.00	0.00	75.00	0.00%
100.3.16 Maintenance-Equipment	4,000.00	3,268.99	0.00	1,321.34	2,052.35	1,947.65	0.00	1,947.65	51.31%
100.3.19 Building insurance	7,500.00	7,500.00	0.00	0.00	0.00	7,500.00	0.00	7,500.00	0.00%
100.3.21 Publicity Promotional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
100.3.23 Maintenance of Building	3,000.00	2,190.91	0.00	300.00	1,109.09	1,890.91	0.00	1,890.91	36.97%
100.3.24 Freight and Express	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
100.3.25 Repairs-Equipment	2,000.00	1,278.00	0.00	0.00	722.00	1,278.00	0.00	1,278.00	36.10%
3 Other Totals	52,905.00	45,007.03	0.00	4,370.76	12,268.73	40,636.27	0.00	40,636.27	23.19%
4 Capitol outlay									
100.4.00 Furniture	500.00	500.00	0.00	0.00	0.00	500.00	0.00	500.00	0.00%
100.4.01 Books-Children	5,700.00	4,890.16	0.00	55.10	864.94	4,835.06	0.00	4,835.06	15.17%
100.4.02 Periodicals and newspa	1,800.00	630.15	0.00	0.00	1,169.85	630.15	0.00	630.15	64.99%
100.4.03 DVD-Children	1,000.00	1,000.00	0.00	17.96	17.96	982.04	0.00	982.04	1.80%
100.4.04 DVds	7,500.00	6,936.61	0.00	651.24	1,214.63	6,285.37	0.00	6,285.37	16.20%
100.4.05 Music CD	1,500.00	1,500.00	0.00	0.00	0.00	1,500.00	0.00	1,500.00	0.00%
100.4.06 Books on Cd	1,800.00	1,759.28	0.00	508.84	549.56	1,250.44	0.00	1,250.44	30.53%
100.4.07 Equipment Technology	4,500.00	4,299.01	0.00	0.00	200.99	4,299.01	0.00	4,299.01	4.47%
100.4.08 Books- Young Adult	3,500.00	3,027.87	0.00	278.69	750.82	2,749.18	0.00	2,749.18	21.45%
100.4.09 Books-Adult	10,845.00	9,280.41	0.00	403.12	1,967.71	8,877.29	0.00	8,877.29	18.14%
100.4.31 E-BOOKS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
4 Capitol outlay Totals	38,645.00	33,823.49	0.00	1,914.95	6,736.46	31,908.54	0.00	31,908.54	17.43%

Appropriation Financial Report

Bell Memorial Public Library

Period Beginning Date 03/01/16 Period Ending Date 03/31/16

Account Number and Description	YR Appropriation	Month BB	Change to Appropriations	MTD Expense	YTD Expense	Unexpended Bal.	Encumbrance	Unencumbered Bal	%
Fund Total	390,000.00	337,571.15	0.00	34,132.44	86,561.29	303,438.71	0.00	303,438.71	22.20%
200 Payroll Fund									
1 Personal Services									
200.1.12 Perf Manaddorty	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
1 Personal Services Totals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
2 Supplies									
200.2.00 FEDERAL	0.00	0.00	0.00	1,390.09	3,251.67	0.00	0.00	0.00	0.00%
200.2.03 MEDICARE INS.	0.00	0.00	0.00	342.56	797.53	0.00	0.00	0.00	0.00%
200.2.04 STATE	0.00	0.00	0.00	796.09	1,854.38	0.00	0.00	0.00	0.00%
200.2.05 COUNTY	0.00	0.00	0.00	274.37	639.27	0.00	0.00	0.00	0.00%
200.2.06 INSURANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
200.2.10 FICA	0.00	0.00	0.00	1,464.86	3,410.28	0.00	0.00	0.00	0.00%
2 Supplies Totals	0.00	0.00	0.00	4,267.97	9,953.13	0.00	0.00	0.00	0.00%
Fund Total	0.00	0.00	0.00	4,267.97	9,953.13	0.00	0.00	0.00	0.00%
300 GOB of 2002									
3 Other									
300.3.01 bond fee	750.00	750.00	0.00	0.00	0.00	750.00	0.00	750.00	0.00%
300.3.02 Principal of bond	30,000.00	30,000.00	0.00	0.00	0.00	30,000.00	0.00	30,000.00	0.00%
300.3.03 Payments for interest	8,640.00	8,640.00	0.00	0.00	0.00	8,640.00	0.00	8,640.00	0.00%
300.3.06 GOB Property tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
300.3.07 Interest Bonds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
3 Other Totals	39,390.00	39,390.00	0.00	0.00	0.00	39,390.00	0.00	39,390.00	0.00%

Appropriation Financial Report

Bell Memorial Public Library

Period Beginning Date 03/01/16 Period Ending Date 03/31/16

Account Number and Description	YR Appropriation	Month BB	Change to Appropriations	MTD Expense	YTD Expense	Unexpended Bal.	Encumbrance	Unencumbered Bal	%
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Fund Total	39,390.00	39,390.00	0.00	0.00	0.00	39,390.00	0.00	39,390.00	0.00%
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600 LEVY Excess									
3 Other									
600.3.01 Levy excess	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
3 Other Totals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
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Fund Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
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800 Rainy Day									
3 Other									
800.3.00 Technical Support	9,200.00	7,930.10	0.00	2,053.48	3,323.38	5,876.62	0.00	5,876.62	36.12%
800.3.25 Equipment Maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
3 Other Totals	9,200.00	7,930.10	0.00	2,053.48	3,323.38	5,876.62	0.00	5,876.62	36.12%
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4 Capitol outlay									
800.4.00 Technology Purchases	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
800.4.05 software	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
800.4.07 technology Purchases	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
4 Capitol outlay Totals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
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Fund Total	9,200.00	7,930.10	0.00	2,053.48	3,323.38	5,876.62	0.00	5,876.62	36.12%

Appropriation Financial Report

Bell Memorial Public Library

Period Beginning Date 03/01/16 **Period Ending Date** 03/31/16

Account Number and Description	YR Appropriation	Month BB	Change to Appropriations	MTD Expense	YTD Expense	Unexpended Bal.	Encumbrance	Unencumbered Bal	%
Total All Funds	438,590.00	384,891.25	0.00	40,453.89	\$99,837.80	348,705.33	0.00	348,705.33	22.76%

Appropriated Accounts with Receipts Posted to them

Fund	Account	MTD	YTD
200	200.2.00 FEDERAL	\$1,390.09	\$3,251.67
200	200.2.03 MEDICARE INS.	\$342.56	\$797.53
200	200.2.04 STATE	\$796.09	\$1,854.38
200	200.2.05 COUNTY	\$274.37	\$639.27
200	200.2.10 FICA	\$1,464.86	\$3,410.28
		\$4,267.97	\$9,953.13

Grievance Policy and Procedures

- I. The Library strives to treat all employees fairly and with dignity and respect. Disagreements, though, will happen and will occasionally require additional effort to bring about a resolution. If a staff member believes they have been treated unfairly by a fellow employee or the Director, a guideline has been created to secure a successful final result. The steps outlined below are required for a grievance to be filed:
 - A. After an employee has attempted to settle the issue, it is their option to file a formal grievance. The grievance needs to be submitted to the Director within seven (7) business days after the action occurred and needs to be succinct and fact based with the following information:
 1. Employee name and position.
 2. Date, time, location and witnesses (if any) of incident occurrence.
 3. Name of staff member about whom grievance is being filed.
 4. Succinct description of the issue/s.
 5. Action/s taken to resolve the issue.
 6. Recommendations as to how issue can be resolved.
 7. Employee signature.
 - B. Even if the issue is between the staff member and the Director, this same procedure is required to be followed.
 - C. All documents will become part of the personnel file for both parties.
- II. The Director will respond to the employee within seven (7) business days; additional time may be required for investigation and fact finding. If so, the Director will inform the employee of such and will state by when a response will be forthcoming.
 - A. At a time convenient for both parties, an in-person meeting will be held between the Director and the employee to discuss the Director's findings and decision. Both the Director's findings and decision will be given in writing to the employee.
 - B. If the employee is dissatisfied with the Director's decision, an appeal can be filed with the Library Board President within seven (7) business days of the Director's response. A copy of all documentation must be included with the written appeal. These copies must also be forwarded to the Director.
 - C. The Library Board President will then convene a committee to meet of three

Trustees (one of whom being the Library Board President) at a time convenient for all to meet with the employee and discuss the issue/s. A similar meeting will also be held with the Director.

- D. The committee will then determine a timeline by which their response to the grievance will be given. Additional time may be required if the committee feels it necessary to consult with legal counsel.
- E. The committee will deliver their final determination in writing to both parties.
- F. All Board decisions are final.
- G. All documentation will be kept private and confidential.

Re: Agenda for March 28, 2016, 6:30 p.m. attached

Oh <lhkuhn1@gmail.com>

Sun 3/27/2016 10:21 PM

To: Stephen Boggs <SBoggs@bell.lib.in.us>;

Read the attachments. Re: outdoor areas, how did you base your budget in NC? Without looking, I'm thinking we never addresses outside except for sidewalks & it was catch as catch can. I also think the darker mulch. Hope we can get the HVAC issues resolved. Glad the Bell-X is painted & you & staff staying on top of keeping things up. Only comment, trying to picture the gloss black door frames.

Thinking of our brief conversation re: pre-school, I am only gong to "express" my opinion, as the initial grant & stipulations were nothing short of a recurring nightmare when we had to provide this service. Let me also preface by saying I'm more than pleased there is a need/demand in so many areas & we have truly become a community center.

- 1) liability: are they providing their own coverage?
- 2) I have a concern re: #'s. There are currently 17 already signed up for pre-school this next year. Is that 1 class & if so, what is the class limit?
- 3) Is the small conference room the correct size? It seems very small to me for more than 10.
- 4) What/where are equipment needs being met? The tables, chairs, toys, play equipment, etc. (When my kids attended AND when I was on the board, there were the typical pieces: play kitchen, play tables, etc.) I see this as pretty tight in any of our areas.
- 5) What will the pre-schoolers do for outside activities?
6. Food prep for snacks, special meals, etc.?
7. Sanitation as well as general cleaning issues? (Incontinence, emesis, etc., probability greater than just wi our kitchen dis attending story time, etc.
- 8)I personally do not want a pre-school area in the same room as our pass through door to the reading garden.
- 9) IF we grant an area, I would suggest the other meeting room. I believe it's larger & it does not directly open to the garden area. (@ least we have the toddler/tiny toilets!) in addition, groups COULD still meet in that rom in the evening, although I would not consider it ideal.
- 10)I strongly believe this should be a temporary situation & an ongoing search for the pre-school location should be continued. I would set parameters: 1 semester to 2 semesters tops & they should be actively seeking a location over the summer.
- 11) Who will be the governing body? This should not be a private enterprise and it must have a board to oversee it's operations. AND who will select this group? Not employees.
- 12) I'm a bit uneasy re: requirements. I believe churches remain exempt of regulation, & while I do not believe in "big brother/big government" (even though I'm a govt employee!) I think we are looking @ opening a BIG can of worms to have an unregulated pre-school out of a tax supported library, despite any good intentions.

You may share my thoughts with the board if it comes up for discussion.

If this comes to a board vote, I have to vote "no".

H

P.S. We have to be cognizant of who comes in contact with my the areas, picking up kids, security, drop-offs, etc., the list is growing in my mind!!!

Sent from my iPad

On Mar 24, 2016, at 12:31 PM, Stephen Boggs <SBoggs@bell.lib.in.us> wrote:

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