



Central Rappahannock Regional
Library

INSPIRING LIFELONG LEARNING
FOR EVERYONE IN OUR COMMUNITY

Proudly serving Fredericksburg, Stafford, Spotsylvania, and Westmoreland

**LIBRARY BOARD MINUTES
SPECIAL BOARD MEETING**

July 26, 2018

The special meeting was called to order at 4:01 P.M. by Kathryn Miller. Also present were Meg Bohmke, Xavier Richardson, Cheryl Miller, Sam Smart, David Ross, Chris Glover, Rebecca Purdy, and Martha Hutzel.

Martha Hutzel thanked the Board for attending a Special Board Meeting and reviewing the materials. Martha Hutzel shared the reasons for bringing the policy changes to the Library Board.

Martha Hutzel directed the Board to the Policy Manual Disclaimer. David Ross suggested editing the first sentence of the disclaimer to remove some of the general language. The Board agreed to delete the words “only general” in the first sentence.

Xavier Richardson moved to amend the policy to include the disclaimer. Sam Smart seconded the motion. The Board voted unanimously to accept the changes.

The Board then discussed the leave policy updates. The Board decided that the following issues would be revisited at a later date:

- The Military Leave section for the addition of a policy for differential pay to make up the difference in salary when a military employee is activated.
- The caps for the Personal Leave Bank will be reconsidered after a re-evaluation of staff leave totals
- Consideration will be given to adding and clarifying language that PTO donations are equal to hours and not to salary.

The Board agreed to change the wording of the policy update in the Personal Leave Bank section; Changing “Will require repayment of insurance premiums” to “Will require prorated repayment of insurance premiums.”

Hutzel recommended and the Board agreed not to make additional changes to the leave policy until after July 2020.

David Ross moved to accept the leave policy changes, Xavier Richardson seconded the motion.

The Library Board vote unanimously to update the policy with the amended wording.

The meeting adjourned at 5:10 P.M.