

## **Working Group on the Status of Libraries in Vermont**

Topic: Staffing

Friday, July 22, from 9 am to 3 pm

Meeting Minutes

**Working Group members present:** Meg Allison, Maria Avery, Jeannette Bair, Catherine Delneo, Denise Hersey, Christopher Kaufman Ilstrup, Andy Kolovos, Kelly McCagg, Susan O'Connell, Wendy Sharkey

**Testimonials:** Beth Royer, Patty Genadio, Laura Fetterolf, Susan O'Connell, Dana Hart, Deb Chamberlin, Denise Hersey, Katie Male-Riordan, Meg Allison

**VTLIB staff members:** Jessie Dall, April Shaw, Josh Muse, Janette Shaffer, Tom McMurdo, Lauren Kelley, Jonathan Clark, Joy Worland

### **I. Call to Order [00:00:19]**

Action: Meeting called to order at 9:03 am.

### **II. Changes to the Agenda [00:05:55]**

Catherine Delneo welcomed everyone and clarified the planned agenda. As a reminder to the public and Working group members, the Working Group website can be found here:

[https://libraries.vermont.gov/services/projects/working\\_group/testimony\\_record](https://libraries.vermont.gov/services/projects/working_group/testimony_record)

Testimony can be found at:

[https://libraries.vermont.gov/services/projects/working\\_group/testimony\\_record](https://libraries.vermont.gov/services/projects/working_group/testimony_record)

Hearing no changes to the agenda the meeting moved to the third agenda item.

### **III. Public Comment [00:09:05]**

There were no public comments.

### **IV. Approval of Minutes & Housekeeping [00:10:30]**

Catherine moved into the next business portion of the meeting, which was the approval of past meeting minutes.

Catherine made a motion to correct the misspelled name of Howard Burrows from Howard Barrows.

**Motion made by Wendy Sharkey to approve the minutes with corrections. Susan O'Connell seconded. All in favor with none opposed. The motion passes.**

## **V. Report from Department of Libraries Staff on Subject [00:14:35]**

**Guest: Josh Muse**, Vermont Department of Libraries Library Consultant IT

- Data Department of Libraries collects
- Information on topic regionally and national level
- Q&A from the Working Group with the subject matter expert

Discussion following Josh's presentation [00:49:00] considered what other data points could be added or would be beneficial to the working group including more statistics about school libraries, unions, and population.

Cathy shared a resource regarding "Requirements to Become a Librarian By-State":

[https://www.everylibraryinstitute.org/requirements\\_to\\_become\\_a\\_librarian\\_by\\_state](https://www.everylibraryinstitute.org/requirements_to_become_a_librarian_by_state)

This was shared to explain data that is divided by job title. However, some quick fact checking by Joy Worland, Vermont Department of Libraries revealed that not all the data found through this link is correct.

## **VII. Testimony from the community [01:16:00]**

- 10:15 Beth Royer, Library Director, Carpenter-Carse Library, Hinesburg [01:16:08]
- 10:30 Patty Genadio, Member of the public, Jeffersonville [01:31:39]
- 10:45 Laura Fetterolf, Trustee, Cornwall Public Library [01:41:43]

## **VIII. Brief Recess**

Recess called at 10:45. Recess adjourned at 11:00.

## **IX. Testimony from the community**

- 11:15am Susan O'Connell, Craftsbury Public Library [02:01:13]
- 11:30am Dana Hart, Director, Ilsley Public Library, Middlebury [02:17:09]
- 11:45am Deb Chamberlin, Director, Russell Memorial Library, North Ferrisburgh [02:31:29]
- 12:00pm Denise Hersey, University of Vermont [02:44:31]

## **X. Recess**

Recess called at 12:15. Recess adjourned at 1:30.

## **XI. Testimony from the community**

- 1:30pm Katie Male-Riordan, New Haven Community Library [03:14:19]

Resource that pertains to Katie's work in New York:

North County Library System website: <https://www.ncls.org/who-we-are/>

- 1:45pm Meg Allison, U32 High School [03:25:00]

## **XII. Discussion of the Working Group [03:39:29]**

- Identify key themes on the topic of Staffing
- Identify knowledge gaps on the topic of Staffing
- Identify potential recommendations on the topic of Staffing

Working group members discussed several key themes that they heard throughout the testimonies presented. They include:

- need to have robust benefits and livable wage for folks working in libraries
- Salary and staffing have inadequate levels to meet needs
- The role of Boards in staffing decisions
- The role of volunteers in meeting staffing needs
- The need for advocacy regarding staffing
- Professional development
- The role of VTLIB and VLA in supporting staffing concerns, and creating resources for libraries on benefits and salaries

Some knowledge gaps on the topic of staffing were also addressed:

- The need to include safety in the staffing discussion, especially for libraries with single staff.

Discussion also revolved around the idea of consortiums and the ability for libraries to share resources. Susan O'Connell wanted the discussion to be very careful around the term "consolidation" as that word has negative connotations. Susan felt that libraries would benefit from consolidating administration but not physical space:

[03:47:20] - "I think we can retain our independent libraries and reap huge benefits by consolidating some of the administrative tasks...We can consolidate that and take a lot of burden off individual libraries and boards but still keep our own independence."

Further discussion ensued regarding consortiums and research sharing among libraries, the Vermont Department of Libraries and the Vermont Library Association.

#### **Action Items: [04:02:01]**

Past action items include the idea of creating a survey to help gather data that would be beneficial to the working group. Cathy recommended the idea of using a survey consultant to manage, create and analyze data. It would be a good use of resources. The consultant would be able to help manage concerns like getting the survey out to the public, libraries and the librarians. The consultant would know the best way to ask questions and refine questions to get workable, usable data. Meg wanted to make sure that the survey would include the school librarians.

Permission was granted for Cathy to gather preliminary information regarding the hiring of a survey consultant. Future meetings would include a vote on any definitive actions taken moving forward, including authorizing funding for the survey.

#### **Summary Documents: [04:15:07]**

Cathy working on a summary document for Programming and shared her document noting best practices. Think that summaries would be helpful in generating the final working Group report. Andy Koslovos agreed to help with creating summaries from previous meetings.

Cathy also noted written testimony that was submitted and can be found online at:

[https://libraries.vermont.gov/services/projects/working\\_group/testimony\\_record](https://libraries.vermont.gov/services/projects/working_group/testimony_record) [04:25:04]

Abby Adams, Library Director, Platt Memorial Library, Shoreham  
Eileen Gatti, Director of Information and Access, Eliot D. Pratt Library, Goddard College  
Bob Joly, Director, St. Johnsbury Athenaeum, St. Johnsbury  
Almy Landauer, Circulation Librarian, Fletcher Free Library, South Burlington  
Peter Langella, Librarian, Champlain Valley Union HS, Hinesburg  
Maya Newroot, Children's Program Coordinator, Rochester Public Library

**XIII. Adjournment [04:26:15]**

Respectfully submitted,

Jessie Dall, Executive Assistant Vermont Department of Libraries For Catherine Delneo, State Librarian and Working Group Chair

Please note all time stamps are recorded as: Hours, Minutes and Seconds with annotation as [HH:MM:SS].

The recording can be found at: <https://youtu.be/uXn9tw4-60w>