LULD Board Members Present:
Dale Harris, Christine Thomas, Lee Bridge, Tara Adams, and Gary Goorhuis

Community Members:
Terry Moore, Rodney Moore, Chris Adamson, Colleen Eberlein (Zoom), Ron Eberlein (Zoom)

Staff Present:
Sue Cousineau

Called to Order:
Dale Harris calls the meeting to order at 6:04 p.m.

Pledge of Allegiance:
Dale Harris lead the Pledge of Allegiance

Public Comments:
Terry Moore spoke about Coastline and its potential benefits to the members. She passed out articles and information.

Review of the Meeting Agenda:
Lee Bridge made the motion to accept the minutes. Christine Thomas seconded the motion. All voted in favor.

Review of the Minutes of December 14, 2021 Board Meeting:
Lee Bridge made the motion to accept the minutes of December 14, 2021. Christine Thomas seconded the motion. All voted in favor.
Christine made the motion to accept the Executive minutes. Lee Bridge seconded the motion. All voted in favor.

Finances:
A: Gary Goorhuis made the motion to pay the bills. Lee Bridge seconded the motion. All voted in favor.
B: Discussion in regards to how the finances are presented.

Library Report:

a. Staff is working on:
   i. adding DVDs to the library collection from donations
   ii. Summer Reading Program is being worked on
   iii. Collection Development
iv. One County, One Book Reading Program
v. Go Wild with Reading Program to Encourage Young Viewers
vi. Storytime videos and crafts with a Spanish storytime and publishers are extending their permissions for a virtual storyteller
vii. The length of employment of each employee was given

b. Stats
   i. Checkouts were lower than last month
   ii. 110 views and 55 craft/science kits in December

c. Donations
   i. Bill and Nancy Huffman
   ii. John and Marjorie Fryer
   iii. Dale Harris and Michelle Petrofes
   iv. First Interstate Bank

d. Zoom Meetings
   i. House Bill 2560 says that meetings do need to be online as well as in-person and that the library phone needs to be within reach during the meeting

Action Items Follow Up and Report
a. Grants
   i. LSTA+ODNP Grant for digitizing newspapers from 4/25/1914 - 4/18/1930
   ii. Grant Received: 2022 Ready to Read grant for $1,889.98 from a federal grant through the State of Oregon Library
   iii. Lee Bridge shared a photograph of the Neighborhood Libraries progress which is funded through a grant
      1. Discussion about tentative plans for Neighborhood Library celebration
      2. Discussion about how large of a collection can go into the Neighborhood library, where the donations are coming from, and the size of the Neighborhood Libraries
      3. Discussion about adding a geocache being added to the Neighborhood Library
   iv. Discussion about multiple future grants

b. LULD Covid-19 Policy Monthly Review
   i. Covid-19 guidelines and rules remain the same as last month

c. State of Oregon Employment Department
   i. Reimbursing Account vs. Tax Paying Account
      1. The library received a letter saying that a new bin was not needed, but when Sue Cousineau called she was told it was done incorrectly

   i. Discussion in regards to medical, dental, and vision benefits
   ii. The addition of Juneteenth day equals ten paid holidays a year
   iii. Discussion in regards to retirement benefits
   iv. Discussion in regards to paid time off (PTO)
   v. Discussion about the appropriateness of a physical exam prior to employment
vi. Tara Adams made a **motion** to delete the physical exam in the personnel policy, and add the new schedule of 0-1 years of continuous service at the monthly accrual of 14 hours and a yearly accrual of 168.00 hours, 2-5 years of continuous service at the monthly accrual of 16 hours and a yearly accrual of 192.00 hours, 6-10 years of continuous service at the monthly accrual of 19.329 hours and a yearly accrual of 231.978 hours, 11 plus years of continuous service at the monthly accrual of 21.00 hours and a yearly accrual of 252.00 hours. Gary Goorhuis seconded the motion. All voted in favor.

**New Business:**

a. Discussion in regards to Interview Process
   i. Dale Harris will start with a general invitation for the applicant to introduce themselves
   ii. Lee Bridge will narrow down the list of questions
   iii. Executive Sessions are set for January 25, 2022, January 26, 2022, and February 1, 2022 at 6:00 p.m.
   iv. Vote on which candidates to interview

**Comments from Board Members:** None

**Next Meeting:** Tuesday, February 8, 2022, at 6:00 pm

Meeting Adjournment: Dale Harris adjourned the meeting at 7:51 p.m.

Submitted by:

________________________________________________ Date: 1/11/2022
Tara Adams - Board Secretary

Accepted as written or amended on (date) ____________________________

Approved by:

_______________________________________________________________
Dale Harris - President