

Cuba Library Board of Trustees  
Minutes of the Executive Board Meeting  
Held on December 12, 2017

Present: Robin Valeri, Jamie Achey, Shannon Appleby, Christine Berardi, Lyn Fulmer, Chip Lindberg, Marsha Long, Michelle Miller, Fred Pearce

Motion to revise Section 2 A c of the Salary and Benefits portion of the Personnel Policy so that it states

2 Salary and Benefits

A Salary and Benefits

c. The Board of Trustees will determine salaries/wages each year for the Youth Services Coordinator and Library Director, subject to the library budget.

Hourly Wages

Page

Applicable NY State Minimum Wage

Library Assistant

Applicable NY State Minimum Wage + \$0.50\*

Senior Library Assistant

Applicable NY State Minimum Wage + \$1.00\*

\*Note that the designated salaries for Library Assistant and Senior Library Assistant are only target wages. How quickly an individual's salary is increased to reach these targets is determined by the Board and is subject to the library budget.

Motion by Christine Berardi, 2<sup>nd</sup> by Shannon Appleby. Motion Carried

Motion that all hourly employees remain at their 2017 position (Page, Library Assistant, Sr. Library Asst) and hourly pay rate except for the Page (Anna Miretti) whose hourly rate will be increased to meet the minimum wage requirement of \$10.40/hour and for Shauna Comes so that her pay rate as a Library Assistant will be \$10.90/hour.

Motion by Christine Berardi, 2<sup>nd</sup> by Shannon Appleby. Motion Carried

Motion to give Tina Dalton a salary increase of \$2000.

Motion by Michelle Miller. 2<sup>nd</sup> by Marsha Long. Motion Carried

Motion for Leah Weber and Tina Dalton to each receive bonuses equal to 2% of all the grant monies they applied for and received in 2017.

Motion by Michelle Miller, 2<sup>nd</sup> by Marsha Long. Motion Carried.

Motion to purchase holiday gifts in the \$5-7 range for all members of the Library Staff and Volunteers.

Motion by Christine Berardi. 2<sup>nd</sup> by Michelle Miller. Motion Carried.