

A regular meeting of the Trustees of the Public Library was held on Monday October 7, 2019 at 6:15 p.m. at the Main Library. Those present were:

Axelrod	Goldman	Livingston	Martin-Page
Burstein	Healy	Lohe	Mehta
Chanyasukit (remotely)	Jones	Margolis	Vanderkay (remotely)

Also present: S. Slymon, Director; R. MacKenzie, Acting Director of Technology, C. Wilkins, Acting Reference Supervisor; residents Mr. & Mrs. Allaire and S. Berger.

**I Comments from the Public**

Mr. Alan Allaire and DON'T KNOW HIS WIFE'S NAME thanked the Trustees in trying to expand the hours at the Putterham Branch. I STILL DON'T UNDERSTAND WHAT SUSAN BERGER WANTS A TABLE IN THE LOBBY AT COOLIDGE FOR MAGAZINES?

**II. Approval of Minutes**

**M** It was moved to accept the minutes of the July 9, 2019 meeting. This motion was seconded and passed unanimously.

**III. Trustee Documents**

All committee reports should go to K. Martin-Page and cc R. Healy and S. Slymon. K. Martin-Page will then send all documents to the Trustees, S. Slymon, A. Reed and M. Gaffey in one e-mail.

**IV. Library Director's Report**

**Circulation:** The July circulation reports were distributed to the Board.

**Financial:** The Director hopes to have the financial spreadsheet updated by November's Trustee meeting.

**This Month in Libraries:** The Atlantic had this wonderful history lesson about public libraries in its August edition: <https://www.theatlantic.com/notes/2019/08/peavey-library-eastport-draft/596848/>.

MacMillan has launched an extremely damaging new e-book sales program, which is going to be very detrimental to libraries. The implications are complex, but explained neatly here: <https://www.publishersweekly.com/pw/by-topic/industry-news/libraries/article/80758-after-tor-experiment-macmillan-expands-embargo-on-library-e-books.html>.

In other bad news for services, Lynda.com was purchased several years ago by LinkedIn and they have redesigned their user model and launched LinkedIn Learning. This newly configured service requires individual users to provide an unreasonable amount of personal data in order to use the product. We consider this a bridge too far in terms of our patrons privacy and will likely have to discontinue our subscription to this very popular service. This article describes the situation: <https://www.cnbc.com/2019/08/28/linkedin-change-to-learning-tools-registration-upsets-librarians.html>.

C. Wilkins then reported the following: The Public Library of Brookline will discontinue its subscription to Lynda.com as of December 31, 2019. This decision is based in part on a [recommendation](#), made by the Massachusetts Library Association, that libraries in the

Commonwealth discontinue their use of Lynda/LinkedIn Learning until LinkedIn addresses the privacy and data retention/ownership issues inherent in their new product. LinkedIn (owned by Microsoft) purchased Lynda.com in 2015, and announced earlier this year that it would be transitioning Lynda content to a new platform called LinkedIn Learning. Current and future users will be required to create LinkedIn accounts in order to access LinkedIn Learning content. This requirement subjects all patrons and their LinkedIn Learning activities to the user, privacy, and cookie policies of LinkedIn, forcing them to agree to a number of stipulations that violate the privacy rights libraries normally guarantee to their users. We concluded that the course LinkedIn is determined to follow contravenes the fundamental principles for which libraries stand; we simply cannot provide this resource if we promise to protect the privacy of the public we serve.

"Big Five" publisher Macmillan recently announced changes to its e-book lending terms, which will take effect on November 1. It will place an eight-week embargo on the purchase of front-list titles, restricting libraries to only one "archival," perpetual-use copy for this period. After this embargo period, libraries will be able to purchase additional copies, but these copies will be more expensive (\$60/copy instead of \$30) and expire after a two-year term. Macmillan believes library e-book borrowing is "cannibalizing" its sales, and that library e-book borrowing is "frictionless." The truth is that the average wait for a digital audiobook or e-book in Overdrive is over 58 days in the Minuteman Library Network, and prohibiting libraries from purchasing new titles to address patron demand seriously inhibits libraries from achieving part of their core mission to provide materials in an equitable and timely manner. As a result of this draconian decision, the Library will likely consider a boycott of Macmillan titles.

Chicago Public Library joins Arlington in becoming a fine free library:

<https://www.chicagotribune.com/news/breaking/ct-chicago-library-fines-eliminated-20190930-liidqxi62nb4tnnmfmnlphykja-story.html>. This topic has been referred to the Library's Services Committee for review.

- M Branding:** The Director would like to start a conversation about when to begin this year's Strategic Plan goal of re-branding the library. A motion was made and seconded to create an ad hoc Branding Committee. This motion passed with 11 in favor and 1 opposed.
- M Furniture Disposal:** The Director requested that some study carrels, wooden book truck and coolers in the café be disposed of. A motion was made and seconded to dispose of those items. This motion passed unanimously.
- M Transfer Line Item Monies:** The Director asked the Board of Library Trustees for permission to move \$20,000 from the Personnel line item to the Buildings and Grounds line item. A motion was made and seconded to grant the Director permission to move the monies. This motion passed unanimously.

**Coolidge Corner Coffee Table book:** The Director showed the Trustees the Coffee Table Book designed by V. Goldman. The Director thanked her for all of her hard work and the outstanding job she did creating it.

**First Amendment Audits:** The Trustees have referred the Library Photography Policy to the Library Services Committee.

**Staffing:** Ryan Brennan has been appointed Director of the Dedham Public Library. Damian Ruff has opted not to return to work in favor of staying home with their new baby. Rhonda Mah has accepted a full time job at Wellesley Public Schools. The Director is happy to report that

she spent a good portion of September successfully interviewing job candidates for the current openings and is still waiting on final notice from Human Resources that everyone has passed their physicals and cleared their CORI's, but is pleased to report that Allison Nelson, Business Manager, Ricky Sirous, Branch Supervisor, Brita Zitin, Assistant Branch Supervisor, and Jessica Rieger, Archivist, Aidan Teahan, Library Page and Madinha Bond, Library Page have all been hired. Amy Diamond has been promoted to the Children's Library Assistant III position and Emerald Antell has been promoted to a full time Library Assistant II. A final interview with the preferred candidate for Assistant Director for Technology has also been scheduled.

**Coolidge Corner:** The Town had to pursue two subcontractors to satisfactorily complete the work on the Coolidge Corner renovation. The roofers and the glass company were served with notices of "intention to seek a cure" to provide the impetus for them to finish punch list items. The glass company was prompt and thorough in their completion once threatened with legal action, while the roofing company was decidedly not. This situation is in the capable hands of the incomparable Ray Masak.

**Technology:** We have successfully rolled out all of the new leased computers to the staff and the public. This year was a big lease year, with 45 computers needing to be replaced.

**Idea space:** The LSTA grant funding will come through on Oct 15, 2019 to augment the generous funding from the Foundation.

**Tween Room:** The Tween Room had a great grand opening last week. There were several hundred folks throughout the day, including a number of librarians from other towns to see what had been done. The room looks terrific, although there is still some furniture which has not yet arrived.

**Patriot Act:** The library has not been served with any court orders since the last meeting.

## V. Committee Reports

**Staffing and Hours:** Below are the Director's recommendations from July:

The library hours and staffing study that was completed while Coolidge was closed should begin to move forward again. I would suggest that we decide whether or not to move forward with crafting a proposal for the FY'21 budget. It is up to the Board of Library Trustees whether to continue with the committee as it stands, or convene a different committee. It occurred to me that the next steps might require a different skill set or appeal to different members of the Board. It would be my recommendation that we have the committee meet before the September meeting of the Board.

The Director must have all of the budget requests for FY'21 crafted and submitted by mid-October. The Director recommends proceeding by doing the following:

1. Issue a press release that the Board of Library Trustees are still working on this and plan to submit a budget request for FY'21 in October.
2. Have Hours & Staffing Committee meet as soon as possible, preferably twice.
3. Have a motion prepared for recommendation at the Oct 7, 2019 Trustee meeting

In order to accomplish this on what is now an extremely tight timeline, the documents need to be sent out for Board review the week before the October 7t, 2019 Trustee meeting, so that everyone has a chance to read them and ask any questions before the Oct 7, 2019 meeting. If we miss the window, we will have to wait another year to address this problem.

The Staffing and Hours Committee met and discussed the Director's recommendation to seek approximately \$130,000 in additional expenditures for the purpose of increasing hours at Putterham and Brookline Village Libraries. A motion was made and seconded to seek \$135,142 in additional expenditures for the purpose of increasing hours at the Putterham and Brookline Village libraries. This motion passed unanimously. A public meeting will be held at Putterham to inform patrons of this decision.

**Treasurer's Report:** The Treasurer distributed the final FY'19 Expenditure Report.

**Staff Appreciation Party:** The tentative date for the Staff Appreciation Party is January 24, 2020. C. Chanyasulkit will inform the Trustees if the date needs to be changed.

**VI. Old/New Business**

**VII. Adjourn**

**M** There being no further business to come before the meeting, upon motion duly made and seconded, it was unanimous:

Voted: To adjourn at 9:56 p.m.  
A true record.  
ATTEST

Koinonia I. Martin-Page  
Secretary  
2019