

Buffalo & Erie County Public Library
Board of Trustees Executive Committee Meeting (In Person at Central Library &
Remote)
4/8/2021
Transcript as recorded through Zoom

Committee Members present in person:
Elaine Panty

Committee Members present via Zoom:
Kathleen Berens Bucki, Chair
Kimberly Johnson, Vice Chair
Shendon Berlow
Katie Burd
Ex-Officio member: Ted Johnson

WEBVTT

1
00:00:44.580 --> 00:00:45.000
In Person Audio - Elaine Panty, Mary Jean Jakubowski: Okay.

2
00:00:46.140 --> 00:00:46.860
Kathleen B Bucki: Since.

3
00:00:47.190 --> 00:00:48.570
Kathleen B Bucki: We do have a quorum, I think.

4
00:00:49.320 --> 00:00:52.920
In Person Audio - Elaine Panty, Mary Jean Jakubowski: We get started right i'm
assuming we are, we can do the.

5
00:00:54.240 --> 00:00:56.670
Kathleen B Bucki: i'll call the meeting to order and then i'll call.

6
00:00:58.290 --> 00:00:59.550
Kathleen B Bucki: The role so.

7
00:01:01.530 --> 00:01:02.610
Kathleen B Bucki: I Kathleen.

8
00:01:02.790 --> 00:01:04.260
barons buck i'm here.

9

00:01:05.490 --> 00:01:08.400

Kathleen B Bucki: New place chair Kim Johnson is not yet here.

10

00:01:09.990 --> 00:01:10.440

Kathleen B Bucki: Then.

11

00:01:12.120 --> 00:01:13.260

Kathleen B Bucki: sheldon barolo.

12

00:01:13.680 --> 00:01:14.040

here.

13

00:01:15.360 --> 00:01:16.950

Katie Burd: katie word here.

14

00:01:17.970 --> 00:01:19.020

Kathleen B Bucki: And elaine panty.

15

00:01:19.770 --> 00:01:20.130

Bear.

16

00:01:21.180 --> 00:01:21.960

In Person Audio - Elaine Panty, Mary Jean Jakubowski: All right, that.

17

00:01:22.110 --> 00:01:25.980

Kathleen B Bucki: Is a quorum let's see i'll go through that.

18

00:01:26.550 --> 00:01:30.660

Kathleen B Bucki: fun information that we have to have in each of the meetings to.

19

00:01:31.770 --> 00:01:37.020

Kathleen B Bucki: State of New York executive Chamber executive order number 202 99.

20

00:01:38.310 --> 00:01:40.620

Kathleen B Bucki: issued march 26 2021.

21

00:01:40.680 --> 00:01:53.100

Kathleen B Bucki: extends previous executive orders continuing temporary suspension and modification of laws relating to the disaster emergency suspension of law allowing the attendance of meetings telephonically or other similar service through.

22

00:01:53.670 --> 00:02:01.230

Kathleen B Bucki: April 25 2021 permitting the buffalo and erie county public library Board of Trustees to hold today's executive committee meeting.

23

00:02:01.230 --> 00:02:01.920

In Person Audio - Elaine Panty, Mary Jean Jakubowski: remotely.

24

00:02:02.250 --> 00:02:06.660

Kathleen B Bucki: And constitute trustees as President, allowing them to be counted for quorum and voting.

25

00:02:07.650 --> 00:02:10.110

Kathleen B Bucki: The public was provided island instructions.

26

00:02:10.170 --> 00:02:20.670

Kathleen B Bucki: Through zoom with the ability to listen and comment, please be aware that a complete verbatim transcription of today's meeting through zoom will be kept on file by the Viennese cpl.

27

00:02:22.140 --> 00:02:26.700

Kathleen B Bucki: i'll trust these are asked to state your full name, before speaking and making motions for the.

28

00:02:26.700 --> 00:02:29.100

Kathleen B Bucki: record anyone from the public who.

29

00:02:29.100 --> 00:02:33.330

Kathleen B Bucki: Is on this call, will have the opportunity to speak during the public comment period.

30

00:02:33.930 --> 00:02:45.390

Kathleen B Bucki: At that time, you will need to identify yourself state and spell your name for the record and be limited to three minutes per person to speak, please note the Board will not comment at that time I don't see anybody on right now, anyway, so.

31

00:02:46.650 --> 00:02:47.130

In Person Audio - Elaine Panty, Mary Jean Jakubowski: let's see.

32

00:02:52.620 --> 00:02:56.880

Kathleen B Bucki: Are there any changes to the agenda, or I guess we're just talking about next weekend.

33

00:02:58.710 --> 00:02:59.850

In Person Audio - Elaine Panty, Mary Jean Jakubowski: it's one of those right.

34

00:03:01.980 --> 00:03:07.560

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Today, and I know that there will be a change can you're going to speak to that correct I really meant to them.

35

00:03:08.460 --> 00:03:14.880

Ken Stone: We have a contract the library Member library systems resolution that just developed basically.

36

00:03:16.470 --> 00:03:17.430

Ken Stone: i'm going to do a three four.

37

00:03:19.470 --> 00:03:21.600

Kathleen B Bucki: All right, so that then.

38

00:03:22.800 --> 00:03:25.350

Kathleen B Bucki: yeah next week i'm gonna as part of my report.

39

00:03:27.090 --> 00:03:35.280

Kathleen B Bucki: The new trustee john Craig needs committee assignments so we'll take care of that at that point so then.

40

00:03:36.390 --> 00:03:42.930

Kathleen B Bucki: let's see, I guess, we can you don't have a report for this meeting, yet, so we can launch into the budget and finance cash.

41

00:03:45.180 --> 00:03:51.060

Ken Stone: Okay, you have to understand bunch of finance, I know it with janine we're going to speak to the State report, or would you like me to just.

42

00:03:52.530 --> 00:03:53.370

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Your choice.

43

00:03:53.730 --> 00:03:54.420

Kathleen B Bucki: Oh yeah i'm sorry.

44

00:03:55.980 --> 00:03:56.400

Jeannine Doyle: it's really.

45

00:03:58.590 --> 00:03:59.640

Jeannine Doyle: Special, I can tell you.

46

00:03:59.640 --> 00:04:07.770

Ken Stone: about the regular item is the annual New York state report it's been 200 bucks for finance because really everything.

47

00:04:09.780 --> 00:04:11.280

Ken Stone: includes milestones.

48

00:04:11.580 --> 00:04:17.910

Ken Stone: Measured statistical measurements and narratives about what we've done and initiatives that the library has undertaken.

49

00:04:18.750 --> 00:04:34.590

Ken Stone: And it is submitted electronically each share the state's format for doing so is clunky include G and as and windy If you recall from reviewing it the printouts are not exactly the most user friendly things for.

50

00:04:37.320 --> 00:04:46.560

Ken Stone: That kind of a review, but the information is chock full of interesting stuff that the State uses and develops for comparisons for libraries across eight.

51

00:04:46.950 --> 00:05:03.030

Ken Stone: And a lot of it ends up in the federal reports on library services that you see so you'll get the report it's generated in PDF and it will be part of the the link on the agenda yeah certainly have any questions we'd be happy to answer them.

52

00:05:04.530 --> 00:05:11.460

Ken Stone: Other than that, the one thing I do want to add if we don't have any questions on that i'm going to share a screen.

53

00:05:12.420 --> 00:05:13.590

In Person Audio - Elaine Panty, Mary Jean Jakubowski: That would be.

54

00:05:13.740 --> 00:05:14.790

Ken Stone: What just came up.

55

00:05:15.870 --> 00:05:17.970

Ken Stone: unanticipated expenditures.

56

00:05:19.230 --> 00:05:31.710

Ken Stone: For the contracting number libraries and what this is different than what you normally see, because it really had to do with our good old friend the pandemic.

57

00:05:33.960 --> 00:05:47.640

Ken Stone: The fact that the the way the contract libraries finances work is most of their finances, some were you most of the money that is spent to make a contract library operate, we spent.

58

00:05:47.850 --> 00:05:50.430

Ken Stone: For the system we generate their payroll.

59

00:05:51.450 --> 00:05:55.860

Ken Stone: We pay their benefits we buy all the library materials are almost.

60

00:05:55.860 --> 00:06:06.120

Ken Stone: All the library material, we pay almost all the utilities directly through the system budget, so the individual contracting library doesn't have to write checks for all that stuff.

61

00:06:06.960 --> 00:06:19.590

Ken Stone: What they do have to write checks for are basically fairly small things like the sewer bill if they have a sewer bill or minor repair main stack maintenance I kind of item.

62

00:06:20.070 --> 00:06:32.610

Ken Stone: And that's what we call under contract exhibit the contract library direct portion of it, and when they get their contract, they have an exhibit that

shows how much we're spending on their behalf, through the system.

63

00:06:33.630 --> 00:06:43.320

Ken Stone: How much they're spending directly and the other thing they do directly is say collect if you come and pay your your overdue flying or you.

64

00:06:43.590 --> 00:06:45.630

Ken Stone: pay for copies or something at.

65

00:06:45.660 --> 00:06:53.940

Ken Stone: The columns public library, like those revenue is collected at calls public library and it's reported with columns public library.

66

00:06:54.840 --> 00:06:55.860

In Person Audio - Elaine Panty, Mary Jean Jakubowski: So each year.

67

00:06:56.730 --> 00:07:01.110

Ken Stone: we're developing the budget, most of that expense and system side.

68

00:07:02.550 --> 00:07:08.520

Ken Stone: there's a small amount of expense in the contract library direct side, and then we have to estimate the revenues.

69

00:07:09.090 --> 00:07:16.860

Ken Stone: And the revenues, basically, the difference between what we estimate the revenues will be and what they would spend directly.

70

00:07:17.370 --> 00:07:29.340

Ken Stone: Is budgeted as a return to the system to help us pay their salary in fringe benefits so forth, well, as you can imagine, last year revenue this we're not up to snuff.

71

00:07:30.300 --> 00:07:39.930

Ken Stone: And you had you had a situation where as we're closing the books three libraries, the columns public library, the town of concord public library.

72

00:07:40.470 --> 00:07:53.130

Ken Stone: A new city public library had more direct expenditures than they had revenue to pay for them and what they ended up doing directly in their little budgets now all three of them.

73

00:07:54.090 --> 00:08:05.970

Ken Stone: Had substantial savings in Labor Labor and fringe benefit expense, but that's on our side of the ledger so while they met spend a lot less money than budgeted.

74

00:08:06.900 --> 00:08:15.510

Ken Stone: The portion that they spent directly was exceeded the revenue and they had to dip into their savings, so their donations to cover the cash.

75

00:08:16.890 --> 00:08:29.700

Ken Stone: resolution would do is recognize that that that happened and it would pay the grand total from often between all three libraries is 6624 bucks.

76

00:08:30.720 --> 00:08:32.040

Ken Stone: This resolution would.

77

00:08:33.090 --> 00:08:41.370

Ken Stone: authorize the use of fun balance, because the savings were in 2020 that they had in their Labor and so forth, that fell to our fund balance.

78

00:08:41.760 --> 00:08:44.070

Ken Stone: is available a son designated fund balance so.

79

00:08:44.070 --> 00:08:46.950

Ken Stone: With this resolution would bring it out a fund balance.

80

00:08:48.000 --> 00:08:59.580

Ken Stone: And authorize us to reimburse them basically to send them a check in the amount of 1659 four columns so 111 76 for newstead and i'm for.

81

00:09:00.240 --> 00:09:10.380

Ken Stone: concord and 3789 for newstead the biggest difference for newson why it's a little bit more is there the one of the few libraries that pays their electric bill.

82

00:09:11.880 --> 00:09:18.330

Ken Stone: They are serviced by akron akron municipal electric and municipal electrics tend to have.

83

00:09:18.360 --> 00:09:19.650

In Person Audio - Elaine Panty, Mary Jean Jakubowski: very, very low rates.

84

00:09:19.890 --> 00:09:20.880

Ken Stone: And the county can't beat it.

85

00:09:21.300 --> 00:09:24.510

Ken Stone: So they pay their bill direct that's my bad month dollar amounts larger.

86

00:09:24.930 --> 00:09:36.360

Ken Stone: And essentially what this does is a kind of a bunch of transfer that crosses fiscal year so that's why we have to bring it out of fun balanced so that's it if there if there any questions.

87

00:09:37.530 --> 00:09:46.170

Ken Stone: The only thing I would add to this is that we're likely to see additional actions, this year, and perhaps next year.

88

00:09:47.370 --> 00:09:49.440

Ken Stone: Because the revenues are such that.

89

00:09:50.580 --> 00:09:59.460

Ken Stone: One of the things we found with coven is that with revenues being reduces as much as they are and for example we're we're.

90

00:09:59.910 --> 00:10:14.070

Ken Stone: intentionally making that a wee bit worse because we're waving hold fees, you know it's hard for people to get in the library, some people have have concerns about going into libraries, so they use the request system to just come up with it and.

91

00:10:14.280 --> 00:10:16.080

Ken Stone: We don't feel would be appropriate at.

92

00:10:16.080 --> 00:10:16.770

In Person Audio - Elaine Panty, Mary Jean Jakubowski: This point to.

93

00:10:17.010 --> 00:10:17.850

Ken Stone: Virtual see.

94

00:10:18.750 --> 00:10:19.170

Ken Stone: and

95

00:10:19.560 --> 00:10:24.360

Ken Stone: That means that some of these libraries will be small dollar amounts.

96

00:10:25.620 --> 00:10:27.630

Ken Stone: Are half might have a cash flow problem at.

97

00:10:27.630 --> 00:10:28.530

In Person Audio - Elaine Panty, Mary Jean Jakubowski: The beginning of the year.

98

00:10:28.830 --> 00:10:30.450

Ken Stone: Because say that they have a.

99

00:10:33.450 --> 00:10:45.510

Ken Stone: Contract maintenance bill for for some piece of equipment in their library they pay direct at the beginning of the year, they may not have enough cash to do that so that's one of the things we're looking at doing for next year's budget is.

100

00:10:45.540 --> 00:10:47.790

Ken Stone: Perhaps put some kind of a minimum in there.

101

00:10:48.210 --> 00:10:53.820

Ken Stone: That we made disperse those libraries and if they don't need it, we get it back at the end of the year.

102

00:10:54.210 --> 00:10:56.190

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Because the contract provides.

103

00:10:56.640 --> 00:10:59.850

Ken Stone: That, at the end of the year, any excess.

104

00:10:59.880 --> 00:11:01.740

In Person Audio - Elaine Panty, Mary Jean Jakubowski: of revenue and what they directly.

105

00:11:02.010 --> 00:11:03.930

Ken Stone: spend sent back to.

106

00:11:03.960 --> 00:11:05.670

Ken Stone: US it's called the return system.

107

00:11:06.060 --> 00:11:07.140

Ken Stone: To help cover the Labor.

108

00:11:07.740 --> 00:11:08.730

In Person Audio - Elaine Panty, Mary Jean Jakubowski: So it really is a.

109

00:11:09.240 --> 00:11:15.240

Ken Stone: You know it's a net no cost transaction it's just making it easier for them to budget management and.

110

00:11:16.410 --> 00:11:27.600

Ken Stone: yeah i'm several of them were worried about how do I meet you know pay this bill and we've explained how cash flow works, but i'm glad that their words and their attuned to it they're concerned about it because it's.

111

00:11:28.830 --> 00:11:30.030

Ken Stone: So any questions.

112

00:11:32.250 --> 00:11:33.840

SheldonBerlow: No, thank you very much.

113

00:11:34.350 --> 00:11:34.710

Ken Stone: Thank you.

114

00:11:36.540 --> 00:11:36.840

SheldonBerlow: Very.

115

00:11:37.920 --> 00:11:38.790

Ken Stone: fun and excitement.

116

00:11:39.060 --> 00:11:47.100

Kathleen B Bucki: Thank you can and i'm janine heard something in the chat about the

State reports I don't know if we need to say that verbally.

117

00:11:48.630 --> 00:11:56.100

Jeannine Doyle: Okay, and say, I just wanted to add that this year's report, like usually at the board things i'll give some comparables.

118

00:11:56.190 --> 00:11:57.030

Jeannine Doyle: i'll point out.

119

00:11:57.990 --> 00:12:11.730

Jeannine Doyle: Some statistics with regards to changes either pluses or minuses and this year it's unlikely that point out too much because it's really just so hard to compare it to prior years.

120

00:12:13.290 --> 00:12:13.560

Ken Stone: yeah.

121

00:12:16.260 --> 00:12:18.210

Kathleen B Bucki: yeah I think that we all understand.

122

00:12:20.820 --> 00:12:29.520

Ken Stone: The numbers ago look a little goofy if you're comparing prior year, especially from this point forward, because now say, April and May.

123

00:12:30.840 --> 00:12:48.090

Ken Stone: The business we're doing is you know people are coming back, but they're not coming back at normal level set because they're being careful, amongst other things, and and yet, if you look at the MID April and perhaps may stats typically May.

124

00:12:49.200 --> 00:12:49.800

In Person Audio - Elaine Panty, Mary Jean Jakubowski: we're gonna look.

125

00:12:50.070 --> 00:12:57.510

Ken Stone: Like it's gangbuster business because in 2020 there was very little it was curbside pickup for a lot of so.

126

00:13:00.270 --> 00:13:07.020

Ken Stone: or closed entirely, and it was all electronic circulate, so the numbers are going to be really goofy.

127

00:13:08.040 --> 00:13:14.280

Ken Stone: And if you see reports about employment and other other fiscal reports and governmental levels.

128

00:13:14.640 --> 00:13:16.020

In Person Audio - Elaine Panty, Mary Jean Jakubowski: keep that in mind too, because the.

129

00:13:16.020 --> 00:13:17.220

In Person Audio - Elaine Panty, Mary Jean Jakubowski: same thing is going to be happening.

130

00:13:21.900 --> 00:13:23.460

Kathleen B Bucki: Okay, so.

131

00:13:25.530 --> 00:13:29.460

Kathleen B Bucki: Now we're on to report to the director Mary Jean.

132

00:13:31.080 --> 00:13:42.660

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Sure i'm Thank you very much, if you don't mind I just would like to mention, I know, the next item is the Association of contracting library trustees, I just wanted to mention, there will be a report next week on that.

133

00:13:43.410 --> 00:13:55.980

In Person Audio - Elaine Panty, Mary Jean Jakubowski: They are planning to have a program via zoom on May, the first you've all been getting those invites and the agenda for that will be coming out in about a week once they finalize that.

134

00:13:57.570 --> 00:14:20.250

In Person Audio - Elaine Panty, Mary Jean Jakubowski: My report and thank you very much, Madam chair, I am pleased to to let everyone know, last month, I announced that our libraries would be providing appointments to assist people and getting vaccines, we have already in the first two weeks of that program have helped over 150 people.

135

00:14:21.330 --> 00:14:31.470

In Person Audio - Elaine Panty, Mary Jean Jakubowski: The comments are tremendous anything from your staff is an air angels Thank you so much, we never would have gotten our appointments had it not been.

136

00:14:31.980 --> 00:14:41.760

In Person Audio - Elaine Panty, Mary Jean Jakubowski: For so i'm very proud of this program as it continues, and we are also on that respect working with the erie county Department of Health.

137

00:14:42.390 --> 00:14:52.890

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Who will be opening up an appointment assistance line as well, and we will be, of course, providing referrals to each other so i'm very pleased with your Program.

138

00:14:54.540 --> 00:15:04.140

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I don't have much of another report except to let all of you know, I had a conversation with chair buckeye last evening.

139

00:15:05.550 --> 00:15:19.050

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And I am informing i'll get emotional I am informing you that I have submitting my intense for retirement effective June 20 of this year.

140

00:15:19.980 --> 00:15:20.520

Really.

141

00:15:22.050 --> 00:15:31.020

In Person Audio - Elaine Panty, Mary Jean Jakubowski: really, really, I will send a copy of my letter to all of you and to the full board this evening.

142

00:15:31.470 --> 00:15:41.520

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I just want to thank the board profusely for all of the support that you have given me throughout my 10 year you know the library really has a special place.

143

00:15:42.000 --> 00:15:53.940

In Person Audio - Elaine Panty, Mary Jean Jakubowski: parks, this was not an easy decision, it was really based on my need to to have some time with family, and you know there's multiple factors to it but.

144

00:15:54.390 --> 00:16:16.260

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I just want you to know that I appreciate everything and I most certainly will be working with chair buckeye on

outlining some options that the Board will have in transitioning from from my being in the position to whomever enters the position and, of course, we have our wonderful janine.

145

00:16:18.660 --> 00:16:32.400

In Person Audio - Elaine Panty, Mary Jean Jakubowski: In my absence she's always been you know responsible party, so you know, I think that you know we'll have those conversations is the days begin to unfold, but.

146

00:16:33.420 --> 00:16:41.160

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Please know that I appreciate all of you, and I thank you for your understanding in my need to make this announcement.

147

00:16:43.350 --> 00:16:43.680

SheldonBerlow: whoo.

148

00:16:46.860 --> 00:16:50.640

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Yes, that was there was a good reaction, Mr birla whoo I liked it.

149

00:16:53.100 --> 00:17:01.680

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I liked I liked it so with with that, and you know i'm my report there for today, but thank you.

150

00:17:04.200 --> 00:17:04.650

In Person Audio - Elaine Panty, Mary Jean Jakubowski: well.

151

00:17:06.210 --> 00:17:08.190

In Person Audio - Elaine Panty, Mary Jean Jakubowski: i'm safe for us but i'm happy for you.

152

00:17:09.450 --> 00:17:10.320

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Thank you elaine.

153

00:17:11.640 --> 00:17:24.450

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I look forward to the next chapter, and I think the libraries future is bright and exciting and I will really be thrilled to learn about the libraries next chapter as well.

154

00:17:26.070 --> 00:17:29.880

SheldonBerlow: Can we ask you a couple questions going ahead and.

155

00:17:29.970 --> 00:17:30.420

In Person Audio - Elaine Panty, Mary Jean Jakubowski: so on.

156

00:17:30.780 --> 00:17:32.160

In Person Audio - Elaine Panty, Mary Jean Jakubowski: A horse yo.

157

00:17:32.700 --> 00:17:34.560

SheldonBerlow: Did you say June 1.

158

00:17:35.460 --> 00:17:39.240

In Person Audio - Elaine Panty, Mary Jean Jakubowski: June 20 June 20 20th.

159

00:17:40.920 --> 00:17:45.540

In Person Audio - Elaine Panty, Mary Jean Jakubowski: there's still a couple of months there's still a couple of months, I wanted to give you plenty of time.

160

00:17:46.830 --> 00:17:48.960

Ted Johnson: 20th 2026.

161

00:17:51.060 --> 00:17:52.710

In Person Audio - Elaine Panty, Mary Jean Jakubowski: No, no i'm sorry.

162

00:17:53.790 --> 00:17:54.630

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Is that.

163

00:17:56.220 --> 00:18:02.580

SheldonBerlow: definite date or would you stay with us, through a search or replace replacements.

164

00:18:04.440 --> 00:18:17.880

In Person Audio - Elaine Panty, Mary Jean Jakubowski: June 20, this is a definite date I would prefer to have a definite date I certainly can help in any way, and you know for a search if that's what the board chooses to do.

165

00:18:18.480 --> 00:18:30.180

In Person Audio - Elaine Panty, Mary Jean Jakubowski: there's been a lot of changes

in in how libraries are RON and operated meeting the director position or or a chief executive officer position.

166

00:18:30.480 --> 00:18:45.360

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And i'd like to just really outline those things to the board, because you really do have you have options, and you have you have an option to really you know it takes some time and decide the direction and the future of the library.

167

00:18:47.160 --> 00:18:47.490

SheldonBerlow: Okay.

168

00:18:47.550 --> 00:18:54.360

SheldonBerlow: Then um, can I ask you a couple of simple term things, while we're together.

169

00:18:54.630 --> 00:18:54.990

work.

170

00:18:56.340 --> 00:19:01.650

SheldonBerlow: Number one have we resolve successfully.

171

00:19:02.850 --> 00:19:08.640

SheldonBerlow: New employee issue compensation issues that we've been debating.

172

00:19:09.690 --> 00:19:31.560

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Yes, yes, all of that has been care of the compensation for the library administration, I had authorized those changes pursuant to exactly what was presented to the Executive Committee that packet, that is, that is, the the numbers that I went with yes all taken care of Thank you.

173

00:19:31.950 --> 00:19:33.210

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Okay um.

174

00:19:33.270 --> 00:19:35.280

SheldonBerlow: Second, and this is looking.

175

00:19:35.310 --> 00:19:36.810

far ahead.

176

00:19:37.890 --> 00:19:39.600

SheldonBerlow: However, I do see a.

177

00:19:39.720 --> 00:19:49.080

SheldonBerlow: reliable source and so on, that we have to begin to think of proof of vaccination.

178

00:19:50.430 --> 00:19:53.430

SheldonBerlow: Vaccination cards, and I think.

179

00:19:58.740 --> 00:20:05.640

SheldonBerlow: Just places are beginning to do what I think it behooves us to be prepared to.

180

00:20:05.700 --> 00:20:08.880

SheldonBerlow: face the question in a good manner.

181

00:20:09.390 --> 00:20:09.930

SheldonBerlow: How would.

182

00:20:10.410 --> 00:20:12.360

In Person Audio - Elaine Panty, Mary Jean Jakubowski: recommend that.

183

00:20:12.480 --> 00:20:20.070

SheldonBerlow: That we what we do, or not do, because this can be a very important.

184

00:20:21.240 --> 00:20:22.140

SheldonBerlow: As well as.

185

00:20:22.200 --> 00:20:39.060

In Person Audio - Elaine Panty, Mary Jean Jakubowski: divisive issue, it is a very important issue, it is also, in my opinion, something worthy of a legal opinion, as well as conversation with the erie county health department, so I I absolutely.

186

00:20:40.770 --> 00:21:03.510

In Person Audio - Elaine Panty, Mary Jean Jakubowski: will be reaching out to our legal team over athon shown it asking for guidance speak particularly because we are a public entity and that's the critical piece of this, and so I think getting their

opinion and their advice is absolutely critical and the decision making process.

187

00:21:04.080 --> 00:21:07.980

SheldonBerlow: Oh, I agree completely I just wondered whether you are.

188

00:21:08.280 --> 00:21:17.640

SheldonBerlow: willing to march into this, considering you have such short time and I was hoping you'd say yes, because of.

189

00:21:17.850 --> 00:21:19.830

SheldonBerlow: no end to the board.

190

00:21:19.860 --> 00:21:29.640

SheldonBerlow: The background and so on, if you want to this is certainly your prerogative, that we should know in advance.

191

00:21:30.360 --> 00:21:32.910

SheldonBerlow: That we're going to have to provide.

192

00:21:33.000 --> 00:21:34.710

In Person Audio - Elaine Panty, Mary Jean Jakubowski: This kind of information.

193

00:21:35.490 --> 00:21:38.490

SheldonBerlow: At some time through another channel as.

194

00:21:39.870 --> 00:21:49.530

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Well, I appreciate the fact that you feel it's my prerogative, but I think all of you know me well enough i'm not going to leave anything hanging that's just not who, I am as a person.

195

00:21:49.890 --> 00:22:05.910

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And that's who I have been in this position so absolutely you know I would say both feet forward, but I would say, a button and a boot forward with my with my broken I go here So yes, absolutely I will be in contact.

196

00:22:06.990 --> 00:22:07.320

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Okay.

197

00:22:07.770 --> 00:22:12.300

SheldonBerlow: Thank you very much, because that's very important each of this particular issue.

198

00:22:14.940 --> 00:22:15.240

In Person Audio - Elaine Panty, Mary Jean Jakubowski: are a.

199

00:22:15.360 --> 00:22:24.030

SheldonBerlow: Man, but just hope that with all your knowledge and understanding that would be with us, at least in the beginning.

200

00:22:26.580 --> 00:22:27.270

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Absolutely.

201

00:22:34.860 --> 00:22:37.860

SheldonBerlow: Formally search committee really.

202

00:22:40.410 --> 00:22:40.920

In Person Audio - Elaine Panty, Mary Jean Jakubowski: No.

203

00:22:42.630 --> 00:22:49.950

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I think it's important for an outline of the different options because think certainly have changed in in the.

204

00:22:50.490 --> 00:23:06.000

In Person Audio - Elaine Panty, Mary Jean Jakubowski: New York State Department of Education and things have changed in library world, so let me put something together, I will present that to share buckeye and then i'm sure she will begin to formulate a plan thereafter.

205

00:23:08.340 --> 00:23:08.550

In Person Audio - Elaine Panty, Mary Jean Jakubowski: yeah.

206

00:23:09.780 --> 00:23:15.900

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Mr Mr birla, as I said, to Mary Jean this would be my sixth director.

207

00:23:18.810 --> 00:23:19.440

There we go.

208

00:23:20.460 --> 00:23:21.900

In Person Audio - Elaine Panty, Mary Jean Jakubowski: But who's counting right I.

209

00:23:23.310 --> 00:23:24.090

In Person Audio - Elaine Panty, Mary Jean Jakubowski: will definitely.

210

00:23:24.270 --> 00:23:26.610

Kathleen B Bucki: call on your wisdom and experience.

211

00:23:26.610 --> 00:23:28.440

Kathleen B Bucki: lean in this process.

212

00:23:29.820 --> 00:23:40.590

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I know I wasn't expecting this to come up to you know, we have no we have like yours to go that's The other thing, so what I want to tell you also.

213

00:23:41.940 --> 00:23:51.750

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I saw I was on as it was channel for last night or the night before they get another piece and their news thing about the library.

214

00:23:52.440 --> 00:23:57.300

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And it showed the different libraries that we're going to have consultants there for that, where people are going.

215

00:23:57.750 --> 00:24:11.460

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And they, and so this helps also because it's been added before if you keep putting it on periodically and I everybody else does that, then it helps us it helps immensely we have very good press coverage on it i'm very thrilled with that.

216

00:24:12.900 --> 00:24:13.500

Well, marriage.

217

00:24:14.520 --> 00:24:16.410

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I think my first thought was to vote.

218

00:24:16.710 --> 00:24:21.300

Ted Johnson: For you, as Executive Director so i'm very, very sorry to hear you.

219

00:24:22.710 --> 00:24:24.270

Ted Johnson: decide it's time to retire.

220

00:24:27.570 --> 00:24:32.400

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Thanks, I appreciate your support, I do but it's time.

221

00:24:33.840 --> 00:24:34.440

Ted Johnson: I understand.

222

00:24:35.970 --> 00:24:37.110

Ted Johnson: I wish I could retire.

223

00:24:38.040 --> 00:24:38.250

yeah.

224

00:24:41.220 --> 00:24:43.320

In Person Audio - Elaine Panty, Mary Jean Jakubowski: You got so much gumption left there to.

225

00:24:44.970 --> 00:24:45.720

get one down.

226

00:24:49.650 --> 00:24:50.760

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Well, Mary Kay this.

227

00:24:50.760 --> 00:24:51.450

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Is Kim.

228

00:24:52.380 --> 00:24:53.040

Kimberly Johnson: I am.

229

00:24:53.640 --> 00:24:57.720

Kimberly Johnson: very sorry I know my eyes look like they were gonna pop out of my head when.

230

00:24:58.830 --> 00:25:00.270

Kimberly Johnson: When you said that.

231

00:25:00.390 --> 00:25:01.770

Kimberly Johnson: And i'm just.

232

00:25:01.860 --> 00:25:03.780

In Person Audio - Elaine Panty, Mary Jean Jakubowski: speech list um.

233

00:25:04.710 --> 00:25:09.210

Kimberly Johnson: I just don't know we we we would be able to go for advocacy day, what are we going to do.

234

00:25:10.410 --> 00:25:22.200

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Well, you know I can always see a patron advocates and maybe the library would invite invite me along to advocacy day I would be very happy to go in a different capacity.

235

00:25:22.620 --> 00:25:23.970

Kimberly Johnson: I will put you in my carry.

236

00:25:23.970 --> 00:25:26.040

Kimberly Johnson: Then, yes okay.

237

00:25:27.330 --> 00:25:27.690

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Do.

238

00:25:28.110 --> 00:25:31.500

Kimberly Johnson: It because they're going to be looking for you, they won't recognize this without you.

239

00:25:32.640 --> 00:25:37.530

In Person Audio - Elaine Panty, Mary Jean Jakubowski: But here's hoping that advocacy day will be like it used to be not like last year yeah.

240

00:25:37.830 --> 00:25:38.250

Right.

241

00:25:39.360 --> 00:25:40.200

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Exactly.

242

00:25:41.790 --> 00:25:58.440

Kimberly Johnson: Well i'm definitely I I am so grateful to you for the opportunity i'm so i'm grateful for to to you for everything that i've learned, thus and the wonderful people that i've met thus far from here, and just think but for.

243

00:25:59.220 --> 00:26:02.580

Kimberly Johnson: My mom and I will never.

244

00:26:02.670 --> 00:26:03.300

Even.

245

00:26:04.920 --> 00:26:10.320

Kimberly Johnson: Come this way so um I definitely appreciate, you will.

246

00:26:10.470 --> 00:26:12.810

Kimberly Johnson: Definitely miss you, but I respect.

247

00:26:13.770 --> 00:26:16.140

Kimberly Johnson: Retirement I respect.

248

00:26:16.170 --> 00:26:21.330

Kimberly Johnson: Anyone that reaches out and takes advantage of their opportunity to retire.

249

00:26:24.420 --> 00:26:25.320

Kimberly Johnson: because she didn't.

250

00:26:27.180 --> 00:26:28.410

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Right right.

251

00:26:29.340 --> 00:26:31.560

Kimberly Johnson: because she didn't and.

252

00:26:32.790 --> 00:26:33.600

Kimberly Johnson: She just.

253

00:26:33.720 --> 00:26:34.800

Kimberly Johnson: wasn't driving for us.

254

00:26:34.830 --> 00:26:35.220

Kimberly Johnson: And as.

255

00:26:35.310 --> 00:26:38.940

Kimberly Johnson: I see her in you and and.

256

00:26:40.530 --> 00:26:40.920

In Person Audio - Elaine Panty, Mary Jean Jakubowski: So.

257

00:26:41.310 --> 00:26:44.400

Kimberly Johnson: take advantage and be with your family.

258

00:26:44.820 --> 00:26:45.840

In Person Audio - Elaine Panty, Mary Jean Jakubowski: So support.

259

00:26:45.840 --> 00:26:46.470

Kimberly Johnson: Your decision.

260

00:26:48.090 --> 00:26:48.990

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Thank you, Kim.

261

00:26:50.070 --> 00:26:57.000

In Person Audio - Elaine Panty, Mary Jean Jakubowski: But you know what can they say once you retired you're just as busy as when you were working gosh that's going to be her case.

262

00:26:57.030 --> 00:26:58.830

Kimberly Johnson: i'm sure that's going to be the case with her.

263

00:26:59.340 --> 00:27:00.960

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I know I know where she's going.

264

00:27:02.760 --> 00:27:04.080

Ted Johnson: she's going to Disney world.

265

00:27:09.690 --> 00:27:12.450

In Person Audio - Elaine Panty, Mary Jean Jakubowski: favorite place in the world or never now.

266

00:27:15.240 --> 00:27:18.870

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Thank you all, I appreciate your kind words and support and.

267

00:27:19.890 --> 00:27:20.970

In Person Audio - Elaine Panty, Mary Jean Jakubowski: You know, Kim to be.

268

00:27:22.320 --> 00:27:26.580

In Person Audio - Elaine Panty, Mary Jean Jakubowski: The same sentence with your mom just touches my heart in a way that I.

269

00:27:28.200 --> 00:27:31.410

In Person Audio - Elaine Panty, Mary Jean Jakubowski: i'm really glad i'm not out of bed a screen right now.

270

00:27:33.510 --> 00:27:36.840

In Person Audio - Elaine Panty, Mary Jean Jakubowski: But thank you for that it means a tremendous amount to me.

271

00:27:39.360 --> 00:27:41.940

In Person Audio - Elaine Panty, Mary Jean Jakubowski: don't make this harder you folks don't make the heart.

272

00:27:45.150 --> 00:27:45.780

Kathleen B Bucki: We all.

273

00:27:45.960 --> 00:27:47.340

Kathleen B Bucki: appreciate you and.

274

00:27:48.390 --> 00:27:50.100

Kathleen B Bucki: You will wish you the best but.

275

00:27:50.430 --> 00:27:50.880

Kathleen B Bucki: You know.

276

00:27:50.940 --> 00:27:51.420

Kathleen B Bucki: it's going to be.

277

00:27:59.370 --> 00:28:00.000

Kathleen B Bucki: it's gonna be.

278

00:28:00.120 --> 00:28:01.050

Kathleen B Bucki: Tough for us to.

279

00:28:02.220 --> 00:28:03.060

Kathleen B Bucki: find someone.

280

00:28:03.540 --> 00:28:04.710

to step into your role.

281

00:28:05.730 --> 00:28:06.000

In Person Audio - Elaine Panty, Mary Jean Jakubowski: With.

282

00:28:06.120 --> 00:28:06.750

Kathleen B Bucki: or without the.

283

00:28:09.480 --> 00:28:18.270

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Right I I have, I have no doubt that you will be able to do it and I, you know, I have some thoughts on that and I will put those plans together so.

284

00:28:20.010 --> 00:28:21.450

Kathleen B Bucki: Well, thank you so much.

285

00:28:22.170 --> 00:28:22.890

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And thank you.

286

00:28:24.000 --> 00:28:25.650

Kathleen B Bucki: I don't think there's anyone from the public.

287

00:28:25.650 --> 00:28:26.970

Kathleen B Bucki: hears that right.

288

00:28:29.940 --> 00:28:35.160

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Correct yeah I mean I think nice what I think makes it so hard for us cases that.

289

00:28:36.840 --> 00:28:38.280

In Person Audio - Elaine Panty, Mary Jean Jakubowski: and looking at all of the.

290

00:28:40.380 --> 00:28:44.340

In Person Audio - Elaine Panty, Mary Jean Jakubowski: items in the news and all the different reports that have been made.

291

00:28:47.130 --> 00:28:48.600

In Person Audio - Elaine Panty, Mary Jean Jakubowski: If it's been said.

292

00:28:49.830 --> 00:28:56.310

In Person Audio - Elaine Panty, Mary Jean Jakubowski: That Mary Jean as a Director has become the face of the library, and I think that's what makes it so hard for us to.

293

00:28:57.630 --> 00:28:59.010

In Person Audio - Elaine Panty, Mary Jean Jakubowski: see her lead because.

294

00:29:00.060 --> 00:29:02.910

In Person Audio - Elaine Panty, Mary Jean Jakubowski: More than any of the past directors, she has really.

295

00:29:04.440 --> 00:29:09.840

In Person Audio - Elaine Panty, Mary Jean Jakubowski: stood out as far as reaching out to the public and going to all the different functions and.

296

00:29:10.890 --> 00:29:11.280

In Person Audio - Elaine Panty, Mary Jean Jakubowski: and

297

00:29:12.780 --> 00:29:14.340

In Person Audio - Elaine Panty, Mary Jean Jakubowski: And just bringing the the.

298

00:29:15.420 --> 00:29:26.700

In Person Audio - Elaine Panty, Mary Jean Jakubowski: The public, making the public aware of what the library doesn't all that we have done and what we're doing any that that's the part that really I think that's what makes it so hard for us.

299

00:29:34.560 --> 00:29:36.570

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Just for me anyway that's the deal yeah.

300

00:29:38.100 --> 00:29:38.700

In Person Audio - Elaine Panty, Mary Jean Jakubowski: That is.

301

00:29:39.120 --> 00:29:39.900

A great point.

302

00:29:46.350 --> 00:29:47.100

Kathleen B Bucki: Any other.

303

00:29:48.540 --> 00:29:50.580

Kathleen B Bucki: Comments questions I.

304

00:29:51.720 --> 00:29:53.160

Kathleen B Bucki: can answer them all today right.

305

00:29:59.160 --> 00:30:01.050

Kathleen B Bucki: So is there a motion to adjourn.

306

00:30:02.280 --> 00:30:06.270

In Person Audio - Elaine Panty, Mary Jean Jakubowski: So anyway and i'll make the motion before I start crying.

307

00:30:09.510 --> 00:30:10.080

In Person Audio - Elaine Panty, Mary Jean Jakubowski: shoulder.

308

00:30:12.750 --> 00:30:13.410

All favor.

309

00:30:14.640 --> 00:30:14.970

In Person Audio - Elaine Panty, Mary Jean Jakubowski: I.

310

00:30:16.620 --> 00:30:17.310

Kimberly Johnson: Have a good day.

311

00:30:17.340 --> 00:30:18.120

Kathleen B Bucki: Have a good weekend.

312

00:30:19.050 --> 00:30:20.430

Kathleen B Bucki: Thanks everyone next.

313

00:30:20.430 --> 00:30:20.730

Week.

314

00:30:22.620 --> 00:30:23.280

Thank you.

315

00:30:25.650 --> 00:30:26.280

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Okay now.

316

00:30:26.460 --> 00:30:27.030

In Person Audio - Elaine Panty, Mary Jean Jakubowski: Mary Jane.