

**BOARD OF TRUSTEES**  
**OSSINING PUBLIC LIBRARY**  
**Work Session**  
**June 6, 2024 – 6:00pm**  
**2<sup>nd</sup> Floor Conference Room**  
**53 Croton Ave., Ossining, NY;**  
**45 Inningwood Rd., Ossining, NY**  
**APPROVED MEETING MINUTES**

BOT Members physically present: Althema Goodson, Meghan Huppuch, Alice Joselow, Shandi Speller, Cecilia Quintero, and Phil Rice. BOT Member present via ZOOM with advance notice: Amanda Curley. OPL Staff physically present: Karen LaRocca-Fels, and Steve Hamilton.

Call to Order

BOT President Amanda Curley called the meeting to order at 6:00pm.

OPL Mission and Vision Statements

Amanda Curley read aloud the OPL Mission and Vision statements.

The Ossining Public Library enriches, connects, and inspires our community. The Ossining Public Library will be the community's center for lifelong learning.

Amanda Curley asked for a motion to move the resolution item to the top of the agenda. All board members unanimously agreed and the motion to move the resolution item to the top of the agenda passed 7-0. Prior to voting on the resolution, Althema Goodson requested clarification on what exactly is being tested. Phil Rice stated that for the contractors to adequately repair the sinking concrete sidewalk, they first need to dig several test pits to sample the underlying soil to determine why the existing concrete is sinking. The test pits will also be beneficial to the larger retaining wall construction project.

Resolutions

***RESOLUTION #54 Approval of the Proposal from SGH in the amount of \$19,300.00 for lower parking lot test pits and sidewalk repair recommendations.***

***RESOLVED, that the Board of Trustees approves the Proposal from SGH in the amount off \$19,300.00 for lower parking lot test pits and sidewalk repair recommendations.***

All board members unanimously agreed, and the resolution passed 7-0.

Board Discussion

- Board of Trustees Review of the Long-Range Strategic Plan

The Board acknowledged that it is struggling with the best way to objectively assess and measure the current validity of the original Long-Range Strategic Plan pillars, as well as how best to measure achievement of the original plans' goals. The Board

unanimously agreed that originally the plan assessment was to be on-going and to use a data-driven approach. The Board and OPL staff acknowledged that even with the detailed monthly Director's Reports, the data-driven approach has not been implemented to the extent that was originally planned. Consensus was that, absent a data-driven assessment, the Board members would utilize existing data and their own observations and experience to assess the status of reviewing the existing LRSP pillars and goals.

#### Pillar 1 - Shared Financial Accountability

The Board identified the need to revise this pillar to reflect the current and future financial needs of the OPL more accurately. The primary item absent from this pillar is the bond for the extensive repairs necessary to the lower parking lot retaining wall. Discussion also centered on the need to define and improve upon the Board's involvement in this pillar, as the Board's involvement is presently absent from the pillar. Also discussed were existing communication and coordination between the Board and the Friends of the Ossining Public Library (the "Friends") and the Ossining Public Library Foundation (the "Foundation"), ensuring that all have a shared "team" vision and can better harness and enhance the strengths each brings to this pillar.

#### Pillar 2 – Diversified Collections, Programs, and Services

Discussion was focused on the difficulty in finding common definitions that all stakeholders could agree upon for "diversity" and "equity." There was a general acknowledgment that data alone could never adequately measure these difficult and extremely important concepts, but that the continued engagement, conversation, and dialog surrounding them are integral. The Board identified the need for the Board to make better community outreach to hear directly from the community about what other kinds of programming may be of interest.

#### Pillar 3 – Diversification and Development of Staff, Board, and Volunteers

The Board discussed concerns about lack of diversity of contractors who are hired, staff DEI training, and difficulty with Board of Trustees recruitment. The Board identified the need for better community outreach to encourage all members of the community to consider becoming involved with the library, whether as a member of the Board, a staff member, or a volunteer – or as a member of the Friends or Foundation. The Board noted that the library is bound by NYS Civil Service Law and Regulations and that hiring decisions are based strictly upon lists of candidates developed after competitive civil service examinations.

#### Adjournment

Amanda Curley asked for a motion to adjourn. Meghan Huppuch put forth the motion which was seconded by Shandi Speller. The motion to adjourn passed unanimously and the meeting ended at 7:06pm

#### Scheduled Upcoming Meetings

June 10, 7:00 pm: Annual Meeting and Report to the Community

June 17, 7:00 pm: Regular Board of Trustees Meeting

July 1, 11:00 am: Buildings and Grounds Committee Meeting

July 8, 7:00 pm: Board of Trustees Annual Reorganizational Meeting and Regular Meeting