



TRAVERSE AREA DISTRICT
LIBRARY

TADL Board of Trustees Policy and Personnel Committee Minutes

September 1, 2020
10:30 am~ Zoom meeting

610 Woodmere Ave. / Traverse City, MI / 49686

Attendance: M. Vickery and J. Wescott, Trustees; M. Myers, D. Radjenovich and M. Howard, Staff.

Agenda Approval: The agenda was approved as amended.

Minutes Approval: The minutes of the August 4, 2020 Policy and Personnel meeting were approved.

Public Comment: There was none.

Policy Issues:

TADL Wedding and Picture Policy (Discussion)

Howard did some investigating about past weddings at the library. It was decided by the committee members that this is not in demand and because of COVID, not a priority right now. Howard will further investigate and draft a Picture and Video Policy within the existing Policy 4.9 Speech Related Activity Policy and bring it back to the October meeting.

Exhibit and Display Policy

Attorney Zeits made some modifications to the policy as suggested by the Committee. All members were pleased with the changes as it shows the balance of the artist's rights and the library's responsibilities and rights. Wescott moved that the policy be submitted to the Board for approval in September. Seconded by Vickery. All were in favor.

Remote Access for Board Meetings

Howard presented a new policy based on feedback from the Committee. This generated much discussion with the Committee wanting to bring this policy to the full Board for discussion at the September meeting before moving forward.

Patrons and Mask Issues Update (Discussion)

Howard gave an update with some issues the library is having with patrons who do not wear masks because of a medical exemption. Howard will work with legal counsel to discuss options of guaranteeing access to the materials via curbside only for patrons who refuse to wear a mask. The Committee wanted to express support to the staff for their good work with patrons by not escalating issues.

Personnel Issues:

Director 1-year review

Howard will have her list of accomplishments and goals for the Personnel Committee in October. This will be important to discuss Howard's goals and Board goals in October as Howard and Radjenovich will be presenting a budget in November.

There was also a thoughtful discussion about staff goals and taking care of staff during the pandemic. Radjenovich will send out a reminder about the Employee Assistance Program to remind staff that confidential help is available during these stressful times.

Next Meeting Date / Time: October 6, 2020 at 10:30am.

Next Meeting Topic Suggestions: Video/Photographing patrons and staff; Remote Access; Director Review

Public Comment: There was none.

Adjournment: The meeting adjourned at 11:50 am