

RPLAC meeting – September 14, 2011

Three Rivers Regional Library System – St. Simon’s Island Public Library

Present at the meeting:

RPLAC members:

Patricia Edwards – Jefferson County Library (Rural Single County)
Lecia Eubanks – Cherokee Regional Library (Rural Multi-County)
Kelly Lenz – South Georgia Regional Library (Urban/Rural Multi-County) – RPLAC Secretary
Anne Isbell – Lake Blackshear Regional Library System (Rural Multi-County) – RPLAC Chair
Jon McDaniel – Forsyth County Public Library System (Urban Single County)
Adrian Mixson – Hall County Library (Urban Single County)
Carrie Zeiger – Flint River Regional Library System (Urban/Rural Multi-County)
Claudia Gibson – Chestatee Regional Library System (Urban/Rural Multi-County)
Carmen Sims – (Urban Single County)
Barbara Osborne – Harris (Urban Single County)
Sandy Hester – Fitzgerald-Ben Hill County Library (Rural Single County)
Stephen Whigham – Ocmulgee Regional Library System (Rural Multi-County)

GPLS Administrative Staff:

Christopher Evans (Business Manager)
Alan Harkness (Assistant State Librarian)
Julie Walker (Deputy State Library Director)
Lamar Veatch (State Librarian)
Jay Turner (Director, Continuing Education)
Nathan Rall (Director, Library Facilities, Planning & Construction)

Spectators:

Jean Turn
Kathryn Ames
Joe Forsee
Laura Harrison
Claudya Muller
Susan Stephens
Kathy Griffis
Barbara Osborne-Harris
Alison Weissinger
Lisa Rigsby
Lace Keaton
Sandy Hester
Ashley Moore
Jon McDaniel
Carolyn Fuller
Claire Leavy
Leard Daughety

Various dial-in spectators:

Comments from Barry Reese

(Meeting convened at 4:56 PM)

Motion from Anne Isbell: *To approve the minutes from the last meeting.*
Seconded by Claudia Gibson

Announcements from GPLS:

Lamar Veatch – Was invited to present to Board of Regents a 30 minute presentation on Georgia Libraries. After FY13 budget 10 projects plus a formula increase of \$200,000 was approved. This was an improvement over last year. Julie and Chris worked with the Board of Regents to get this included. Also, Dr. Steve Wrigley, Executive Vice Chancellor, University of Georgia was recently appointed to the Board of Regents. Dr. Veatch hopes that the University System and Public Libraries can eventually share services and programs. The Board of Regents was impressed with the volume and amount of programs and services that Georgia's public libraries are currently offering.

Julie Walker – John Brown, Vice Chancellor for Fiscal Affairs for the University System of Georgia, spoke about the overall climate of the budget. He cautioned that if revenues stay at current levels that Georgia Public Library Service may not have to take a 2% cut.

Issues to be addressed:

State salary grant survey results were discussed, especially question # 9 which had a tied vote. Anne Isbell pointed out that everyone used this money for salaries and stated that she would go into more detail about this issue at the Director's meeting.

Anne Isbell – RPLAC is considering two changes to the by-laws. First, if a member misses two meetings they are no longer considered a member. Also, members must be physically present at RPLAC meetings in order to vote. There will be a vote at the next meeting to approve these changes.

Lecia Eubanks – appreciated the information on the school superintendents' and administrative staff's salary formulas.

Lamar Veatch – Pointed out that compared to the public schools system's funding formulas, public libraries' formulas look simple.

Lecia Eubanks – Asked about libraries that take a converted position and pay a business manager with those funds. Not all libraries are across the board on this, and it is not clear.

Anne Isbell – Pointed out that libraries have more flexibility because they can convert positions. Also, since librarians will not receive step raises for FY11 and FY12 that those two years will not count towards experience.

Julie Walker – Bringing in a new person with 7 years of experience but only giving them credit for 5 could cause problems. She was concerned about who would be tracking the years.

Anne Isbell – Stated that this sounded like an accounting nightmare.

Julie Walker – This does not seem equitable.

Adrian Mixson – You always have these inequitable situations and was concerned that this might cause possible legal problems. Also, pointed out that it is not always easy to find changes on Georgia Public Library Service's website.

Lamar Veatch – Stated that 3 if not 4 regents have not given raises to anyone.

Lecia Eubanks – The alternative to this this situation would be a larger cut for everyone.

Steve Schafer – Says that he has not had a raise in three years. He agrees with Anne Isbell that keeping track of years is an accounting mess. Also questions how to justify to someone with 16 years of experience that they will not receive a raise while someone out of state receives more money.

Anne Isbell – Asks that if this went into effect July 1st 2011, how many people have been hired since then?

Lecia Eubanks – 4 or 5 new people have been hired since then.

Julie Walker – Proposes a solution that anyone newly hired have 2 years subtracted from their experience.

Christopher Evans – Pointed out that Georgia Public Library Service used to spend between 120,000 – 140,000 on step raises, but now spends 300,000 per year on step raises. Also, he does see raises happening anytime soon.

Kathryn Ames – Suggests that that this policy might be a detriment when it comes to recruiting librarians, because the state salary schedule is posted on the Georgia Public Library Service website.

Lecia Eubanks – Stated that Carrie Zeiger had a good point earlier when she mentioned that the issue of step raises could be a retention issue as well as a recruitment problem.

Joe Forsee – Suggested the option of leaving the current pay scale on the website but adding that newly hired librarians will have two experience years deducted.

Motion from Lecia Eubanks: To deduct 2 years of experience from all state paid librarians.

Seconded by Adrian Mixson.

Vote: Motion passed

Observation from Patricia Edwards that the discussion of the state Standards Committee on the agenda was skipped over. Julie Walker stated that she is working on getting a committee together to work on the state standards. The next meeting date is November 7, 2011 at 10 AM at the Flint River Regional Library – Griffin – Spalding County Library.

(Meeting concluded at 5:46 PM)

