

**EASTERN COUNTIES REGIONAL LIBRARY
GENERAL BOARD MEETING: THURSDAY, February 23rd**

PRESENT:, Clair Rankin, Cllr. Claude Poirier, Cllr. Hudson MacLeod, Cllr. Blaine MacQuarrie, Cllr. Debbie King, Cllr. Courtney Mailman, Bill Greenlaw (via Zoom)

IN ATTENDANCE: Laura Emery, Chief Librarian/Secretary to the Board; Patricia McCormick, Deputy Chief Librarian

REGRETS:

1. Welcome – Land Acknowledgement

Clair Rankin called the meeting to order.

The meeting began with members introducing themselves to our new Board member from the Municipality of the District of Guysborough, Hudson MacLeod

Laura Emery read a land acknowledgement sent by Mary Desmond in recognition of African Heritage Month.

2. Approval of the Agenda

Motion 129: Poirier/King. Approved. That the agenda be approved.

Blaine MacQuarrie mentioned that the letter of appreciation sent to Shirley MacNamara was well written.

3. Minutes of the January 19, 2023 meeting

Motion 130: King/MacQuarrie. Approved. That the minutes of the January 19th, 2023 meeting be approved

4. Business arising

a. Financial requests to the Department of CCTH

Financial requests have been submitted to the Province for the following: a cargo van; self-checkouts for the St. Peter's Hub Project and the Sherbrooke Library, a contract position to help with community engagement work outlined in the review. We also discussed with the Province a grant for a WiFi extension in Sherbrooke. We have also requested \$20,000 funding for a Board Governance Consultant.

b. Election of the Vice-Chair

Cllr. Courtney Mailman was nominated for the position of Vice-Chair, which she graciously accepted.

Chair Clair Rankin agreed to be ECRL's representative on LBANS.

5. Financial Report

Motion 131: Poirier/MacQuarrie. Accepted. That we accept the financial report to January 31st.

6. Personnel Committee Report

a. Orientation meeting – The Personnel Committee had an orientation meeting yesterday at Central Office where they were provided with an overview of ECRL HR policies and practices, performance reviews, and staff salaries.

b. Review of draft budget related staffing issues

i. Workload increase – The implementation of Same Page has increased the workload of staff causing stress among staff.

A motion was made to move in-camera to discuss salary and budget issues covered in agenda items 6.b.ii through 7.a.

Motion 132: MacLeod/King. Accepted. That we move in-camera

ii. Cost of Living Adjustment –

iii, Management Staffing changes

7. CEO report

a) Draft Annual Operating Budget review and discussion

Motion 133: MacLeod/King. Accepted. That we move out of in-camera

b) CORAL Visioning sessions – Funding formula update

Laura Emery attended the CORAL Visioning Session in Truro along with the other regional directors. The session focused on staffing, wages, and funding for collections. A key issue raised was indexing the funding formula.

c) Board governance training session

A Board governance training session is tentatively scheduled with consultant Alyson Townsend on the evening of Friday, April 14th and Saturday, April 15th. Laura will confirm by email.

Motion 134. MacLeod/Poirier. Accepted. That we accept the CEO's report as presented

8. Library Reports

Sherbrooke – There has been positive feedback on the new library staff. **Cheticamp** is open and busy. **Port Hawkesbury** – new self-check. **St. Peter's** – Plans for the community hub are held up waiting for the Engineer's report.

9. LBANS representative – nothing to report

10. EDI

- a) [How to Talk About Indigenous People in Canada - 2.5 minutes](#)
- b) [Truth and Reconciliation in Canada - 4 minutes](#)

11. Date of Next Meeting

The next regular board meeting is scheduled for March 23rd at 5:00 p.m.

12. Adjournment

Motion 135. King/Mailman. That the meeting be adjourned at 7:15 p.m.