

RPLAC meeting – November 7, 2011

Flint River Regional Library System – Peachtree City Library

Present at the meeting:

RPLAC members:

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

GPLS Administrative Staff:

Christopher Evans (Business Manager)
Alan Harkness (Assistant State Librarian for Library Development)
Jay Turner (Director, Continuing Education)

Spectators:

Kathryn Ames
Linda Kean
Steve Schafer
John Szabo
Nicholas Fogerty
Jill Prouty
Carmen Sims
Sarah McGee
Joe Forsee
Barry Reese

Various dial-in spectators:

Ashley Moore, Beth McIntyre, Brigid Broderick, Carla Beasley, Claire Leavy,
Diana Very, Donna Howell, Karen Odum, Leigh Wiley, Susan Whittle, & Billy Trip

(Meeting convened at 10:22 AM)

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

Announcements from GPLS:

Alan Harkness – No further news about the budget.

Issues to be addressed:

Anne Isbell – We have made changes to the RPLAC Constitution and By-Laws. We need to see if we want to accept changes at the December meeting.

Patricia Edwards – Pointed out that in Article 4 that it is not clear how the Recording Secretary is selected.

Lecia Eubanks – Stated that she believed that the Secretary was elected.

Motion from Claudia Gibson: The Chair and Recording Secretary are elected.
Seconded by Steven Whigham

The attendance policy was discussed and it was agreed upon by RPLAC members that members had to be physically at the meetings to be counted as present.

Anne Isbell – Stated that she would have the Constitution and By-Laws sent out to everyone before the December Director's meeting.

Claudia Gibson – Pointed out that article 4H of the By-Laws states that the Chairperson of RPLAC appoints a member to be the Recording Secretary.

Steve Schafer – Commented that the committee appointed by Georgia Council can configure and encourage post retirement with TRS but they want to meet with them with some authority. He pointed out the problems with being seen as just like teachers but not exactly like teachers when dealing with TRS. He pointed out that they can't argue with a position of strength of we are not like teachers. Also, he commented that it would take approximately \$300,043 to restore us to the teacher's pay scale.

It was discussed that ending Director and Assistant Director supplements would raise \$180,000 which could be put towards rejoining the teacher pay scale exactly as we were for over 50 years.

Anne Isbell – stated that this would be a good first step towards resolving retirement issues.

Steve Schafer – Pointed out that it is a weakness we can't afford.

Lecia Eubanks – Stated that according to her understanding, the Board of Regents doesn't care we are on as long as it is approved by them.

Claudia Gibson – Asked if were asking the Board of Regents to match the money that is raised.

Steve Schafer – confirmed this was true

Lecia Eubanks – pointed out that we're not asking the Board of Regents for more money, we are just allocating funds internally.

Joe Forsee – Pointed out that when the decision to leave the teacher’s pay scale was made in Alma that it was not intended to be permanent.

Patricia Edwards – Questioned that if the decision to leave the teacher’s pay scale was an internal decision, why can’t we just change the formula internally?

Christopher Evans – Commented that in FY 2011 the legislature did not include funds for step raises. No one received step raises because it wasn’t funded. He pointed out that the Board of Regents does not determine Georgia Public Library Services’ budget. Christopher also stated that each item was a line item.

Donna Howell – Is in agreement with Steve. We must get back on the teacher pay scale to retain staff.

Adrian Mixson – Asked what would happen if we don’t raise the money? Should we eliminate positions or convert them or possibly change the formula to how many positions are earned based on population.

Susan Whittle – Stated that keeping us on the teacher pay scale should be one of our top legislative priorities.

Anne Isbell – Pointed out that when the decision to leave the teacher pay scale was made that they were facing a 10% budget cut and were in panic mode. She discussed whether or not if we wait would it become more expensive to join. She commented that if we are going to rejoin that we should do it now.

There was a discussion that the decision made by RPLAC would affect librarians in the state 20 years from now. Also, it was pointed out that libraries in Georgia are going to have a difficult time attracting talented people – especially in rural areas.

Motion from Claudia Gibson: To do away with supplements for both Directors and Assistant Directors supplements and do everything possible to get back on the teacher’s pay scale.

Secinded by Barry Reese

Joe Forsee – suggested that for difference in money that we look for further cuts per system to fund it or look at formula based on population. These options should be recommended to Georgia Public Library Service.

Claudia Gibson – expressed that the 2 motions should be separate

Yays – all

Nays - none

Patricia Edwards – Asked when these changes would take effect and was told next fiscal year.

Christopher Evans – Advised that we should state that step raises were excluded from our budget rather than give up voluntarily.

Anne Isbell – Asked if another motion was needed.

Claudia Gibson – Pointed out that she doesn't believe RPLAC can move forward without more information.

Motion from Lecia Eubanks: *Recommends that RPLAC supports the motion of the Georgia Council sub-committee and recommends that it reports to Georgia Public Library Service that we pursue clarifications of TRS as it affects library employees.*

Seconded by Carrie Zeiger

End of Old Business

Julie Walker is still working on putting together the state standards committee.

The next meeting will be December 8th in Morrow, GA after the Thursday Director's Meeting

(Meeting concluded at 11:47 a.m.)