

Terry:

I would say until April 12th, until our next Board meeting, we should continue to pay them and then decide to pay, to do... to see what would be best for them.

Amanda:

Some school districts go until April [inaudible 00:22:28].

Terry:

Okay. There may be a point that it's better for them to apply for unemployment-

Ted:

Because it's not taxable in their income.

Ted:

Can I make a quick suggestion just to get your thinking about it? Why don't we continue to pay them through the next pay period, which is in two and a half weeks, and come back and maybe we'll have a clearer idea of where everything stands if the stimulus bill passes.

Terry:

Right, I agree with that.

Ted:

We can always furlough them because unemployment is immediate. They don't have a waiting period anymore.

Terry:

Right. But what I would like to do is assure them that we're not just going to cut them loose or not pay them. If Jim can say to them, "We're going to keep paying you at the moment, but we're going to keep visiting this every two weeks to see if we can come up with something better for you" like this stimulus package or things of that sort. So it's not just out there hanging that, okay, we'll give you two weeks, but we don't know what's going to happen after that. We're assuring them, that we're going to keep their best interests in our minds.

James:

Jim, what have you said to them in regard to this so far?

Jim:

I have said that in the period that we are currently being closed, I'm reading that as an emergency closing as we would a snow storm or an event like that. We are closed in the... The emergency period is until this coming Saturday.

Terry:

Okay. I would just like them to know that their finances are going to be guaranteed for now, unless something better comes along.

Ted:

I would suggest also that you keep in mind we can always, if we do furlough them, and they go on unemployment and lose money that they would have made had we continued to pay them, we can always make that up to them after they come back off unemployment. We can't do it while they're on unemployment. If they're losing \$50 a week being on unemployment and it goes on for two months, we will be in a position because we haven't paid them to make a lump payment to make them right. It's just something to consider.

James:

So why don't we continue through this and the next pay period and see where the stimulus bill lands because we're kind of flying blind on this one without know... They seem to pass and create a new one every other day. So any real [inaudible 00:25:04] like concrete plan at the federal level or the state level, this is really all we can do without it being conjecture.

Ted:

I agree.

Jim:

Let me just... Here's a technicality that I need to clarify. If I've said that the sign is on the door and on our webpage we are closed until, whatever it is, Saturday the 29th, now I have to do something. If we're going past that, that's just this coming Saturday. So I've got to... I can say until further notice and change it that way without being specific, which might be one of the better ways of doing it.

James:

I think that's your only option. Nothing else that really would have any meaning to it.

Ted:

I would say that you word it a little bit differently. We are closed for the duration of the emergency and until we have permission to reopen.

Terry:

Until we have permission to reopen.

Terry:

James, don't come down. I can, if you email me that, I can put it up in the library.

Jim:

Okay. Yeah. I mean I have a staff member or two who come by and do things and one of them made up the sign for the door as it is right now.

Terry:

I was going to offer to empty out the book drop because that might get kind of full.

Jim:

That I'm sure already, first of all, we have somebody coming in at least three or four days a week doing that.

Terry:

Okay, great.

James:

Is there something any of them can be doing from home?

Jim:

That is something, too. I've started to ask my supervisors if they can think of things people can do because that's something that's happening in other libraries. Just some way to [inaudible 00:27:00]. In other words, they can attend webinars or training seminars online. They could do other things in terms of the future.

Terry:

We all caught up on our required trainings like the sex training and things of that nature.

Jim:

... 2020. We did that for 2019. They won't be paid extra for that. We are paying them and so- [crosstalk 00:27:31]

Rebecca:

Can I just say that most other libraries, at least on their webpage, have something about what they can do at this time, like electronic resources, which ours just says we're closed and that's it. And our website is so difficult to navigate. I feel like that is something somebody at the library should be doing, is saying what is available through our library because we do have those resources.

Jim:

And I, well I have to be also careful though is you know, not just having, let's say two or three people doing some work and then...

Terry:

And other people not.

Rebecca:

On the one hand, yes, on the other hand, they're all getting paid. So whatever you ask them, they should be doing,

James:

This is their job. What are they going to do? They're adults. They can't be like, that's not fair. They're not children. This isn't kindergarten. There are people who are working for the school district, some of whom are sitting at home doing nothing.

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Rebecca:

Honestly, we could even have staff members doing things like streaming things for the public. Even reading books to kids, quite honestly. Kids are all home.

James:

I think we get back to the point where none of the librarians really know how to do that. We were discussing-

Rebecca:

Read a book?

Amanda:

They could record that on their phone and send it to Oscar.

Rebecca:

Yeah, because, Jim was saying this in the beginning, whether we should close, because we are a public service. We really could be providing public service right now.

Terry:

Maybe Oscar can put up...

Amanda:

Book recommendations, information on how to access the online options. Those are things that the other libraries are putting ahead on.

James:

By posting this on the social media, getting their feet wet in the whole aspect.

Terry:

Maybe people don't even realize that they can be downloading books on their Nook, or whatever they call that, and have Oscar put up at least a sheet on how to do that. If you're interested in downloading a book for your Zoom, what is the book called?

Ted:

Overdrive on the Nook or Kindle.

Amanda:

Yeah, or like there's one Libby or something like that. There's a couple of them.

James:

[inaudible 00:30:24] Oscar, every other library is doing, and just copy directly from what they're doing.

Ted:

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While we're still here, we can vote on continuing to pay the staff for the next pay period. At least until when we have a better idea.

Terry:

I would even go the next two pay periods in case we can't get back.

Ted:

Well, again, we meet in two weeks again and make another motion to extend that pay to the next pay period.

Terry:

I just want the staff to know that they're not going to just be left out there.

Ted:

We can let them know. We're addressing the crisis as it unfolds. We have to have a better idea of where we're going to be in two weeks, and we don't at this point.

James:

Let's tell them that we're going to continue forward from this pay period, the next pay period and readdress it because we don't know what's going to happen. Not that we're going to cut them off, but they may be back at work at that point.

Terry:

A better option may come along for them and then we'll address that.

Ted:

We'll readdress it in two weeks when we have a better idea. I'll make a motion that we continue to pay them through the next pay period.

James:

Second.

Rebecca:

I second. Tie!

Terry:

But isn't the next pay period Saturday?

Ted:

No, past that, the pay period past that.

James:

The next two and a half weeks.

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Ted:

Jim, if you could just let the staff know that we are looking after them.

Jim:

Okay.

Ted:

We're not going to hang them out to dry and they are going to have their jobs unless the library for some reason blows up or burns down.

Rebecca:

Don't even joke.

Rebecca:

They all should be home studying their technology.

Jim:

Oh yes, that's true.

Amanda:

Exactly.

Ted:

Maybe we should meet again in a couple of days to see. We can just round robin email. We don't have to actually have a meeting. Suggestions what kind of things we can offer during the duration.

James:

I think that's a good idea.

Terry:

Ted, do you need us to approve renting this Zoom space?

Ted:

It probably makes sense for \$15 a month. I mean I'll put it on my card for now. That way it gives us unlimited time, we're not limited to 40 minutes.

Terry:

It would also mean that we have an emergency thing we want to talk about, we can bring it right up and discuss it.

Ted:

We can bring it right up now. We're just limited to 40 minutes a meeting.

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James:

We're going to need this because we probably not going to have our April meeting in person.

Ted:

All right, so I'm going to subscribe to it and we'll worry about reimbursing me at a later time.

Terry:

Rebecca, run across town and give him a check.

Rebecca:

I don't have a checkbook.

Terry:

You know, it's interesting because I didn't realize how tough they were. We're about people here in town, but there were three 20 somethings walking a dog in front of my house and the police showed up and made them separate. They were just walking a dog.

Ted:

Well that's the decree of the governor, no more than two people next to each other.

Terry:

Of course, the park was filled with people playing on the playground equipment that's not supposed to be happening.

Ted:

Cuomo today said that they're going to arrest people if they do that down in the city.

James:

That's why New York City is so much worse than everywhere else in the country. New York City has 5% of the world's coronavirus cases right now.

Ted:

They have the density down there. We're catching up. A thousand cases today.

Terry:

Yeah, I can't understand this, but somebody was talking about a lot of the Rockland County cases came from the Coptic Church down on 210.

Ted:

They had a meeting there. There was somebody who tested positive, one of the original four sites.

Terry:

And I just found out today that drive-through testing is over at Anthony Wayne.

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Ted:

It's over?

Terry:

No, it's over there.

Ted:

Oh, okay. Yeah. It's over there.

Terry:

I didn't realize it was there.

Ted:

All right, well I think we're going to get cut off in about another two minutes..

Terry:

Jim, is there anything you needed us to touch on?

Jim:

No, I'll have to be... if Laura comes in to do checks, I'll have to be in touch with signers to come in and at the time when somebody is there, like maybe myself, so that we can continue things that need to be done financially.

Ted:

Okay. Well that's good. It's worked out pretty well actually. Hopefully-

Terry:

It's a pleasure to see you guys. More of a pleasure to see you under 40 minutes.

James:

We should put a time limit on all of our meetings.

Terry:

And I didn't even get dressed.

Ted:

Listen, everybody. Stay well and stay safe.

James:

Conclude the meeting? Second? Okay. All right.

Terry:

Good night, everybody. Stay safe.