

In Attendance: Phil Daley, Norma Hubbard, Helen Cole, Riché Colcombe, Samantha Gallo, Bob Woolner, Trish Bush, Bob Woolner, Melinda Gehris.

1. Minutes from September meeting.... No questions... "looks fine."
2. Monthly transactions reviewed... August, September and October... question about grant monies received - funds came in ,and went right out again. Question about receipt of budgeted monies received from the town. All is taken. We request funds from the budgeted amount, twice per year.
3. Project LIFT- Months of data. But nothing looks much different. Fewer meetings the past few months. Question about "repeats". Students who return several within a month. A student passed the Waste Water Treatment program. Question/comment about budget- still working almost within budget, but fewer grants have been received. May want to spend more time next year pursuing grants. Budget for next year has started, no big changes expected. One student did graduate this year, will have a little ceremony for that. Saturday, the 13th of December at noon. Some discussion of performance review to be... reviewed tonight. Some discussion of a "plan for succession". Comparable to the "Hit-By-A-Bus-Book", as exists in some organizations. A Continuity Plan. Some pathways forward were discussed, and hopefully some thoughts can be put on paper for another trustees meeting next year, to review and consider.
4. 2026 budget discussion - This is the year (every other) that we ask for 5% salary increase. 2% COLA. Some discussion of federal COLA 3.14% We wish to match what the town is planning on using. Budget amounts change a bit. Newspaper subscriptions were discussed. Magazine subscriptions were discussed. Discussion of bookkeeper pay rates. We request that the bookkeeper should keep track of hours spent on each portion of the work for Project Lift, and for the library. Discussion of a gift card as a bonus for work done very well. Discussion of price of Kanopy and of Libby services. Motion to accept the proposed 2026 library budget, including 7% increase in payroll. Seconded. All in favor. None opposed. Next motion for proposed Lift Budget for 2026, 38,500 plus raise of 5% plus whatever COLA the town is giving to employees, for the single LIFT employee.
5. Some discussion of support for LIFT grant writing possibilities 2026.
6. Policy - Discussion of Parental Access to records. Review of policies that other libraries are considering. Suggestions for adding a section related to signing a document after presenting documents. Revised policy will be generated and reviewed before the next meeting. And will vote at the next meeting.

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Adjourned at 7:23pm

Next meeting Monday, January 12 2026.