

IV Job Evaluation presentation by HCI Consulting

V Personnel Issue

19.61 Moved by David Pinnington, seconded by Pam Wolf that the Cambridge Public Library Board move in camera for a discussion of named individuals relating to job evaluation and a personnel matter relating to an identified staff member.

CARRIED

19.63 Moved by Pam Wolf, seconded by Karen Wedekind that the Cambridge Public Library Board reconvene in open session.

CARRIED

George Vandermeij left the in camera meeting following the Job Evaluation discussion. Gord McSevney declared a conflict and left the in camera meeting for the discussion of the personnel issue, he rejoined the meeting in open session.

19.64 Moved by Robert Oswald, seconded by Thomas Sandor that the Cambridge Public Library Board approve the recommendations of the Job Evaluation by HCI Consulting.

CARRIED

Megan Lynn left the meeting. Carroll Chapman joined the meeting.

VI Clemens Mill Presentation

Carroll Chapman, Clemens Mill Manager, presented an overview of the year's activities at the location. She reported that teen and adult program attendance had increased, the two new small study rooms had over 800 bookings and teen and adult collections have improved turnover rates and checkouts. The Board congratulated Ms. Chapman and the Clemens Mill team on a highly successful year following the 2018 renovation of the facility.

Carroll Chapman left the meeting.

VII Financial Reports

a) October Monthly Financial Statement

The October monthly financial statement was received for information.

b) 2020 – 2023 Operating Budget

The CEO reported that the draft City budget was available for public review on the City's website and that public delegations would be heard by City Council on Monday, December 2nd in Council Chambers.

VIII Business Arising From the Previous Minutes

a) Design at Riverside Partnership Agreement

19.65 Moved by David Pinnington, seconded by Karen Wedekind that the Cambridge Public Library Board approve the new Design at Riverside Partnership Agreement.

CARRIED

IX Health & Safety

There were no health & safety issues to report.

X Correspondence

Incoming:

Cambridge Times (Council) October 2, 2019. Idea Exchange says no to Cambridge Council request.

Cambridge Times (Things To Do) October 2, 2019. 13 spooky Halloween events for kids and kids at heart in Cambridge.

Cambridge Times (Community) October 8, 2019. Cambridge offers lots to do over Thanksgiving weekend.

Cambridge Times (Community) October 12, 2019. What's open or closed in Cambridge this Thanksgiving weekend?

The Record (Opinion) October 15, 2019. Idea Exchange name confusing to members of the community. J.R. Murphie

Cambridge Times (Things To Do) October 17, 2019. 5 Things to do in Cambridge this weekend, Oct. 18.

Cambridge Times (WhatsOn) October 18, 2019. Comedy series The Good Witch set to film in downtown Galt Oct 24 – 28.

The Record (Opinion) October 21, 2019. Idea Exchange handle just fine. David R. Beecroft

The Record (WhatsOn) October 25, 2019. At the Library: "Glow Kids" by Nicholas Kardaras, book review by Kate Niemuller, Idea Exchange

Letter from the Ontario Arts Council, Operating Grant Letter Result for Cambridge Art Galleries, October 29, 2019.

XI CEO's Report

The CEO updated the Board on deficiency items at the Old Post Office and was pleased to report that several deficiencies had been addressed in the past month.

XII New Business

a) 2020 Draft Board Meeting Dates and Locations

The meeting dates were accepted as tabled.

Helen Kelly left the meeting.

b) CEO Performance Appraisal

19.66 Moved by Karen Wedekind, seconded by David Pinnington that the Cambridge Public Library Board move in camera for a discussion of the CEO Performance Appraisal.

CARRIED

19.67 Moved by Thomas Sandor, seconded by David Pinnington that the Cambridge Public Library Board reconvene in open session.

CARRIED

Pam Wolf left the meeting. Helen Kelly rejoined the meeting.

The Board congratulated the CEO on a highly successful year.

c) Board Self-Evaluation

The Board self-evaluation forms were distributed. The results of self-evaluation will be compiled by the CEO and will be an agenda item at the January 2020 Board meeting.

XIII Chair's Remarks

The Chair invited all Board members to attend the Citizenship Ceremony at Clemens Mill on Tuesday, December 3, 2019 at 11 am.

XIV Location and Date of Next Meeting

The next regular Board meeting will be held on Wednesday, December 18, 2019 at the Old Post Office.

XV Adjournment

19.68 Moved by Gord McSevney to adjourn.

CARRIED

Gary Price
Chair
Cambridge Public Library Board

Helen Kelly
Secretary/Treasurer
Cambridge Public Library Board