Avon Public Library BOD Regular Meetings
Board Room, Avon Public Library
Date: September 15, 2026

<table>
<tr><th>Item</th><th>Summary</th><th>Disposition</th></tr>
<tr><td>Call to order</td><td>Anne McNeely called the meeting to order at 7:00 pm.</td><td>Quorum = 7</td></tr>
<tr><td></td><td>
<table>
<tr><th>Attendee</th><th>Role</th><th>Voting</th><th>Present</th><th>Absent</th></tr>
<tr><td>Anne McNeely</td><td>BOD President</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Paula Schwartz</td><td>BOD Vice President</td><td>Y</td><td>N</td><td>Y</td></tr>
<tr><td>Rob Berman</td><td>BOD Treasurer</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Colette Slover</td><td>BOD Secretary</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Deborah Sacks</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Elaine Wilson</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Jessica Panella</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Margery Lawrence</td><td>Friends of the Library</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Margo Baume</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Natalie Bowers</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Noel Silva</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Varsha Dave</td><td>BOD Member</td><td>Y</td><td>Y</td><td></td></tr>
<tr><td>Tina Panik, Reference & Adult Services Manager</td><td>Staff Guest</td><td>N</td><td>Y</td><td></td></tr>
<tr><td>Glenn Grube</td><td>Library Director</td><td>N</td><td>Y</td><td></td></tr>
<tr><td>LeonaMae Page</td><td>Clerk</td><td>N</td><td>Y</td><td></td></tr>
</table>
</td><td># 11 voting present</td></tr>
<tr><td></td><td>Review and Approvals</td><td></td></tr>
<tr><td>Review and Adoption of Agenda</td><td>Varsha Dave made a motion to adopt the agenda. Deborah Sacks seconded. Natalie Bowers not present. (Approved.)</td><td># 10 Yes
1 Not Present</td></tr>
<tr><td>Review and Approval of BOD Meeting Minutes</td><td>Jessica Panella made a motion to approve the July regular meeting minutes. Margery Lawrence seconded. Noel Silva abstained. Natalie Bowers not present. (Approved.)</td><td># 9 Yes
1 Abstain
1 Not Present</td></tr>
<tr><td></td><td>Noel Silva made a motion to approve the August special meeting minutes. Varsha Dave seconded. Natalie Bowers not present.</td><td># 10 Yes
1 Not Present</td></tr>
<tr><td>Review and Approval of Treasurer’s Report – Rob</td><td>Rob Berman presented his monthly report. Natalie Bowers made a motion to accept the Treasurer’s report. Colette Slover seconded. (Approved.)</td><td># 11 Yes</td></tr>
<tr><td></td><td>New Business</td><td></td></tr>
<tr><td>Staff Guest – Tina Panik, Reference & Adult Services</td><td>Anne McNeely led board member introductions. Tina Panik is the Reference and Adult Services Manager and has been at the Avon Library since 2005. She takes pleasure in connecting patrons with the books and programs they love. Her department has transformed the History Room into an organized accessible</td><td>No Vote</td></tr>
</table>

Manager	collection. More than 45,000 items have been digitized and uploaded to the Connecticut Digital Archive (CTDA). She noted her concerns about the town salary survey and its negative impact on morale in the Reference Department.	
Librarian's Report – Glenn	Glenn Grube reviewed highlights from his written report including summer programming that consisted of over 250 programs in July and August that were attended by over 6,500 people!	No Vote
Friends of the Library Report – Margery	There are two openings on the Friends Board. The Author Luncheon Committee has started planning the 2027 luncheon. The Book Sales will be on October 16 – 18 for adult books and October 24 for kids & teen books.	No Vote
Proposed 2027 Library calendar & BOD meeting dates – Glenn	Glenn Grube presented the proposed Library calendar and shared the reasons for his recommendations. Rob Berman made a motion to approve the calendar as presented. Elaine Wilson seconded. (Approved.) Glenn presented the proposed BOD meeting dates which included no exceptions – all dates are third Tuesdays. No changes were suggested.	# 11 Yes
Alcohol Waiver Request – Glenn	Glenn Grube presented an alcohol waiver request for this month's artists to serve wine at their art reception in the Gallery on September 17. Natalie Bowers made a motion to approve the alcohol waiver request. Noel Silva seconded. (Approved.)	# 11 Yes
	Old Business	
Operations and Administration Committee Update	Anne McNeely provided an annual review of the Conflict of Interest Policy. All members acknowledged and affirmed adherence to the policy. The first United for Libraries webinar viewing will be on October 22. The title is "Be the Best Library Trustee You Can Be."	No Vote
Policy Committee update – Colette	Glenn Grube presented the revised History Room policy. The Avon Historical Society reaffirmed this policy with edits at their September 9 meeting. Rob Berman made a motion to approve the policy as presented. Jessica Panella seconded. (Approved.)	# 11 Yes
	Glenn Grube presented the new Technology Assistance Policy. Varsha Dave made a motion to approve it as presented. Colette Slover seconded. (Approved.)	# 11 Yes
Marketing Committee update – Deborah	Deborah Sacks invited members to review their bios and make any changes. Everyone is happy with the document as it is and approved its distribution. The committee is finalizing edits on the brochure before printing more. Margo Baume compiled a history of the Library document that is ready to be posted on the website. The committee is beginning the creation of a fundraising brochure.	No Vote
Staff Engagement update – Noel	Noel Silva presented the results of the staff survey. The committee is focusing on ideas to increase staff recognition. Glenn has started including "shout outs" in his weekly email update. One idea is awarding an "Employee of the Quarter" trophy that will be passed each quarter plus a gift card for the winner. Another idea is the awarding of gift cards for years of service.	No Vote
Strategic Planning update – Elaine	The Strategic Planning Committee had their first meeting with the full cohort. The facilitators presented ideas and resources that made the process much less daunting.	No Vote

Legacy Campaign update – Rob	A member of the Friends has joined the Legacy Campaign Work Group. They are reviewing materials from our consultant and preparing questions for donor interviews.	No Vote
Board member remarks	Varsha Dave called everyone's attention to the Library's Diwali program scheduled for November 3 at 3 pm.	No Vote
Adjournment	Colette Slover made a motion to adjourn. Natalie Bowers seconded. (Approved.) The meeting adjourned at 8:44 pm.	# 11 Yes

Respectfully submitted, Colette Slover, Secretary