

CONWAY PUBLIC LIBRARY  
BOARD OF TRUSTEES  
15 GREENWOOD AVENUE  
Library Meeting Room  
September 22nd, 2021  
4:00 PM  
Meeting Minutes

Trustees Present: James Cousins, Jason Cicero, Kathy Bennett, Ashley Danforth, Alan Shapiro  
Trustees absent: Julie Laracy, Ellin Leonard

1. **Call to order.** The meeting was called to order at 4:02 PM
2. **Consideration of Meeting Minutes for August 17, 2021.** A motion was made to accept the minutes, all in favor 5-0.
3. **Acceptance of Unanticipated Revenue. August 17th --- September 20th, 2021.** Director Smolen reported \$92 in unanticipated revenue. A motion was made to accept the minutes. All in favor 5-0.
4. **Treasurer Report.** Jason Cicero presented his report. A motion was made to accept the report. All in favor, 5-0.
5. **Director Report.** Director Smolen presented his report. A motion was made to accept the minutes. All in favor 5-0.
6. **Friends Report.** There was no Friends report.
7. **Old Business. Grievance Procedure Review.** A discussion ensued on the second draft of the grievance procedure. A motion was made to accept the procedure as written. All in favor, 5-0.
8. **New Business. Salary Policy Review.** Director Smolen discussed the history of the salary policy and the information collected to determine the policy. The Trustees need to adopt new salary bands for the next three years. A discussion ensued. Kathy Bennett will do research on the subject and come back to the October meeting with more information. No votes were taken.
9. **New Business. 2022 Budget Proposal.** Director Smolen started the discussion with a first draft budget proposal. A discussion ensued. No votes were taken.
10. **Public Comment.** None.
11. **Board Member Issues.** None.
12. **Adjourn.** The meeting adjourned at 5:00 PM.

Respectfully Submitted,

David Smolen