

November 10, 1976

Minutes of the regular meeting of the Board of Directors of the Skokie Public Library held November 10, 1976, at 7:30 p. m. , in the Library.

Members present: Walter Flintrup, Richard Lindberg, Shirley Merritt, Karl Weiner, John Wozniak, and Norma Zatz, also, Miss Mary Radmacher, Chief Librarian.

Also present: Robert J. Di Leonardi, Counsel for the Board.

President Weiner called the meeting to order at 7:40 p. m. with a quorum present.

Miss Radmacher asked for a correction to be made in the minutes for October 13, 1976. Corrections: on page 9, second paragraph, the date to be corrected to Saturday, September 18; and the motion at the top of page 7 should read, "To be eligible for the two week pro-rated vacation for supportive staff, an employee must be employed at the Skokie Public Library for ten consecutive years."

On motion by Mr. Flintrup, seconded by Mrs. Zatz, the minutes for the October 10, 1976 meeting, as corrected, were accepted. Motion carried.

Rabbi Weiner mentioned there were two unfinished items, (1) a letter was to be sent to Senator Nimrod requesting a meeting with him and (2) thank-you letters to the legislators who supported library bills. Although Miss Radmacher asked when the Board would want to set up the meeting, no date was discussed.

Regarding the Trancendental Meditation Group, Rabbi Weiner asked if the Board wished to pursue this further or just drop it? In Miss Radmacher's opinion it is a matter of policy and, if the Library can determine it is commercial, then the group does not belong in this Library. There is no information on action taken by the Enoch Pratt Library. Suggestion was made to drop it for the time being and bring it up for action when approached again. In Mr. Flintrup's opinion it is a sales type of approach and he made the following motion which was seconded by Dr. Wozniak.

Motion: That the Skokie Public Library write a letter to the Trancendental Meditation Group stating that the Library has reviewed its policy and has determined that the Trancendental Meditation Group does not qualify to hold its introductory sessions in the Skokie Public Library.

Voting was as follows: Norma Zatz, yes; Shirley Merritt, yes; Walter Flintrup, yes; Richard Lindberg, yes; John Wozniak, yes. Motion carried.

Frank Stowell and Sons presented an invoice for payment No. . It was difficult for Miss Radmacher to ascertain whether or not the work has been done. The sidewalk replacements are not identical to the original. The margin around the new blocks is wider than in the original concrete work. Mr. Di Leonardi stated that is part of the repair work to be done so the specifications should have been the same. He asked if the work was supervised by Mr. Hammond's office. The information was Mr. Hammond's office drew up some specifications and lists of work to be done but there had been no discussion on the architects following ghrough to approve the work. The question was asked if the criticism was merely for the aesthetic value. Counsel stated that in the absence of any specifications, the legal basis would be "a reasonably workmanlike manner." Miss Radmacher agreed that it is in a reasonably workmanlike manner. Mr. Di Leonardi suggested asking Carl Hoglund to inspect the job.

Rabbi Weiner asked for approval of the financial reports and bills and the following motion was made by Mr. Flintrup, seconded by Dr. Wozniak which, on roll call vote, carried unanimously.

Motion: That the financial reports for the General Operating Fund, Reserve Fund for the Purchase of Sites and Buildings and Library Constructi on Fund be accepted and the lists of bills for the General Operating Fund in the amounts of \$1,113.85, \$27,441.47 and \$15,271.20 and Library Construction Fund in the amount of \$8,557.49 be approved for payment.

In reviewing the Circulation Reports, it was noted the loans are up a little even though Skokie no longer has Reciprocal Borrowing with Chicago. When questioned whether the bookmobile is going to continue to stop at Emerson and

Lawler, Miss Radmacher asked for help in getting some power to operate the bookmobile at that stop. Mr. Flintrup will try to get a generator for the bookmobile and asked to be reminded of this promise.

The regular monthly Circulation Report for October, 1976, Statistics on Reciprocal Borrowing Program with NSLS and Chicago Public Library, and Circulation Breakdown for Skokie-Chicago-NSLS were accepted and ordered placed on file.

Miss Radmacher reported on changes in personnel for the month of October.

Personnel Code, as revised, was distributed to each member. Rather than minutely reviewing the Code at this meeting the Board decided to do this individually at home. Miss Radmacher will present it to the staff so that the Code can become effective January 1, 1977.

Mr. Di Leonardi commented on use of the word "cause" on page 9 and recommended saying, "the Library reserves the right to dismiss an employee whenever the Chief Librarian or Board determines dismissal to be within the best interests of the Library." Mr. Flintrup made the following motion which was seconded by Mrs. Zatz and, on roll call vote, carried unanimously.

Motion: That the fifth paragraph on page 9 of the Personnel Code read, "The Library reserves the right to dismiss an employee whenever the Chief Librarian or Board determines dismissal to be in the best interest of the Library."

Rabbi Weiner encouraged the final writing and distribution.

Blue Cross and Blue Shield Insurance Company approved inclusion of Library Trustees in the Library group plan. Board members may join now but if they do not join now they cannot until the next open date some time next year. Group membership cards are available and Miss Radmacher will handle this for Board members. Question was asked if the Library is under the same benefit as the Village or what portion does the Library pay? The Library pays fifty percent and the employee fifty percent. Individual or family coverage is available for the Library Directors and the insurance company is agreeable to any mode of handling.

The observation was made that some municipalities assume the responsibility for the elected officials by instituting a pension fund after a certain number years of service, and inquiry made if the Board would receive the same benefit as employees. The Library Board members are not paid and may not be on the same basis as the Village Board members who are reimbursed. Mr. Flintrup recommended that any trustee wishing to participate in the program should receive the same benefits as the employees of the institution. The question was asked of Mr. Di Leonardi if this would be considered compensation. Mr. Di Leonardi will examine this and advise Miss Radmacher by letter.

Further discussion about health insurance centered around what happens if a person is no longer on the Board. This would mean they would be out of the group, and the decision to join could be contingent upon whether an individual plans to continue serving on the Board and depending upon re-election. The opinion was expressed that the option should be open for whoever wants to participate, subject to the legality of it. Motion by Mr. Flintrup, seconded by Dr. Wozniak.

Motion: Subject to legal advice, the Library would pay the regular fifty percent, or whatever ratio is determined by the Board for three years from now, for Board Members who choose to participate in the health insurance plan. Trustees should be enrolled in the program under the very same set of circumstances for the employees. Whatever the ratio at any given time, Trustees enjoy the same privilege.

Voting was as follows: Richard Lindberg, yes; Walter Flintrup, yes; Shirley Merritt, yes; Norma Zatz, abstained; John Wozniak, yes. Copies of the brochure describing coverage will be available for the Trustees.

Regarding the Lincolnwood situation, a meeting was held this day by request of the new president of the System Board, Debbie Miller, with representatives of this Library Board, representatives from the System Bob McClarren, Paul Batdorf and Leon Nafziger for the purpose of considering what action can be taken and what solution Skokie would be willing to accept. Several alternatives were presented. From the System's point of view the Friends in Lincolnwood would have a

better chance of selling the referendum and the acceptability of it to their constituency if they had some kind of a demonstration project they could show. There was discussion as to what variance to that theme could be made as palatable as possible to Skokie. The options that were offered were: with State funding, structured as in any Project Plus demonstration, where the municipality would be taxed to the extent of 15¢; to present a district proposal to Lincolnwood which would exclude whatever interference could be interjected by the Village Board, because if a district, the Village would have no control over the rate that could be charged. Some things were introduced as a sweetener to the Library of Skokie. Rather than setting the rate of taxation at 15¢ it would be set at 20¢ which would be much more meaningful. There were a number of other side issues proposed. The System has offered to Skokie the use of an identification type camera to affix photographs to library cards so there would not be the use by Lincolnwood residents of relatives' cards. Nothing was determined on that.

Another alternative would be for Skokie to join Lincolnwood in the formation of a district library with the assumption of Lincolnwood taking over the same pro-rated share of tax levy as our citizens now pay minus the bonded indebtedness.

Mr. Flintrup said he would jump ahead on the agenda and mention there was a meeting at Lincolnwood of the Village Board and the Friends. The Village Board was informed the State had drawn guidelines for a demonstration project and Lincolnwood would have to participate to the extent of \$60,000. The Village Board of Lincolnwood said they had no way in this current fiscal year to raise the money. They recommended the Friends proceed with referendum and talk to the general public to ascertain if they were willing to tax themselves 15¢ to establish a library. A report was given to the System saying the Village would not give them the additional funds and they would have to go to referendum. Mr. McClarren is of the opinion it would be easier to sell to Lincolnwood if they had some kind of a demonstration project. Rabbi Weiner and Mr. Flintrup have come to the conclusion,

whether you like it or not, Lincolnwood is here to stay and Skokie is going to have to live with it. So the situation is right back where Skokie will have to make the decision whether it wants to proceed with some form of referendum with Lincolnwood that would, in one way or another, force them into tax at their maximum, which would be 20¢, and would insure them a better facility in a shorter time. There were a number of alternatives but that, basically, is what the meeting was about. Rabbi Weiner stated this might be the last meeting it will be necessary to deal with this as a whole and Skokie should proceed with a go ahead sign so it is part of the action the System is going to take.

Continuing with the report, Mr. Flintrup said that to the Friends plea to the System Board, in a very lengthy response giving historical background of the Skokie-Lincolnwood issue, his talk about the Lincolnwood situation as Skokie sees it was favorably received.

The second item of interest is that Wilmette and Kennilworth are engaged in a unique legal matter. Wilmette has issued a policy to the effect that they will not issue library cards to any community whose citizenry have rejected by referendum construction of a library in their community. The legality of this action has been substantiated by Mr. Jurgensmeyer. They are on legal grounds and this precludes Kennilworth residents for three years from using the Wilmette Library. If Lincolnwood went to referendum and it failed then Skokie could preclude Lincolnwood's use of this Library on legal grounds. It behooves Skokie to have Lincolnwood go to referendum and know whether or not their citizenry will accept it. These are about the maximum things Skokie will get. Mr. Flintrup expressed his agreement with the psychology of urging the System to have some kind of demonstration project with these contingencies to Skokie, based upon Lincolnwood passing a referendum within one year. Rabbi Weiner mentioned Skokie has insisted, until now, on matching funds by Lincolnwood, but we now come to the conclusion the Village is not going to give those matching funds. Now Skokie is looking at a compromise to have a demonstration using State funds but, instead of the usual conditions, the referendum

has to be for the tax levy of 20¢. In the short run Skokie will have to pay something but, in the long run, achieving a full rate of taxation from Lincolnwood. That is the proposal before the Board.

Miss Radmacher complimented Mr. Flintrup on the presentation he made to the System Board concerning the Skokie-Lincolnwood situation. An employee reported to her the excellent explanation he had made. Motion by Mr. Flintrup.

Motion: That the Skokie Public Library instruct the representative to the System Board to convey this Board's acceptance of a demonstration project to be held in Lincolnwood with the proviso that Lincolnwood would be requested to substitute the 20¢ levy versus the 15¢ levy in their referendum and that the referendum be held at the expiration of one year.

In discussion Mr. Lindberg voiced his disapproval of the manner in which Lincolnwood has used this facility and his opposition to NSLS leaning on this Library to let the System and one of the wealthiest towns take advantage of it. He stated his disagreement with the motion on the floor. Mr. Flintrup agreed Skokie is faced with an undesirable situation. However, the alternatives are nil. If Skokie does nothing, Lincolnwood will get some kind of a demonstration project with or without Skokie's approval.

The aim at this point is to get over the impasse of continual discussions. Skokie is in the same position as some other communities and will suffer no more than they. This Library will continue to attract people from Lincolnwood who come for reference material. Skokie would like to get the quality of the Lincolnwood library up as fast as possible. During the time of the demonstration project, if this Library chooses, it does not have to give Lincolnwood reciprocal borrowing but, once the referendum is passed, Lincolnwood can participate in the System and the RBP. For one year Skokie will have Lincolnwood borrowing from it. After that, they will have their assessed taxes for operation and building their own library.

Mrs. Zatz asked if it would be legal for certain libraries to support Wilmette's stand? It is apparent Skokie is going to have the same problem. Would it be

advantageous, if Lincolnwood does not pass the referendum, to have it restricted from using Wilmette as well as Skokie? Mr. Flintrup said the Wilmette-Kennilworth situation is very manifold in all its ramifications. What it is doing is taking reciprocal borrowing out of the hands of the System and putting it back into the hands of the individual libraries. He thinks there is no need to over-react to that particular situation. Rabbi Weiner expressed the opinion that what Wilmette is doing now may be something the whole System will take up and we might as well wait, now that it has come to the attention of the System and there is conversation about it. His suggestion was to wait until the next Board meeting to see what develops in the interim.

Mr. Di Leonardi inquired about what Skokie has to see to it that this procedure is really enforced upon Lincolnwood. The answer was that this is in the System's hands and Skokie has more control on it now than in the past. The System Board is listening to us and if Skokie dissipates this opportunity by saying it does not want a referendum or any library in Lincolnwood, one way or another there is going to be some kind of movement in Lincolnwood. They have some recognition from the Village administration. As long as Skokie can control the movement to its betterment, this Board should act as quickly as possible. Once that is lost, the System will approve a demonstration project and Skokie will be without any voice and have no input on what is done.

It was explained this motion would be taken to the System Board and discussed at length. It was informally understood Skokie would meet with Lincolnwood, the System and the State and come to an agreement before this becomes a final action. This Board's object is to have Lincolnwood taxed at the highest possible point in the beginning so they will progress as fast as possible.

Mr. Lindberg requested that he see the words to be used on the agenda of the meeting with Kay Gesterfield and Mr. McClarren to see how the language is couched.

Voting on the motion was as follows: Norma Zatz, yes; Shirley Merritt, yes; Walter Flintrup, yes; Richard Lindberg, yes; and Dr. Wozniak, yes.

The Board was asked to adopt the following resolution which is part of Illinois

Municipal Retirement Fund form 6.05 and covers five employees who were not enrolled at the beginning of their employment either because they could not enroll at that time or did not elect to enroll. Now they are desirous of paying into the Fund back contributions to attain the rightful credit for the years employed.

WHEREAS, the earnings for five members of the Skokie Public Library were not reported to the Illinois Municipal Retirement Fund (IMRF)

RESOLVED, that it is the finding of this Board of Directors of the Skokie Public Library that the eligible employees filled positions normally requiring performance of duty for 600 or more hours per year and employees for whom the IMRF Forms 6.05 have been filed with the Village of Skokie Personnel Department, are currently employed by the Skokie Public Library and are contributing to the IMRF;

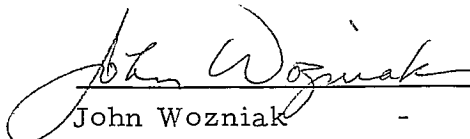
FURTHER RESOLVED, that the Village of Skokie authorized agent is hereby authorized and directed to file all appropriate and pertinent forms and documents with the IMRF in this regard.

Motion by Mr. Flintrup, seconded by Dr. Wozniak which, on roll call vote, carried unanimously.

Motion: That the Skokie Public Library adopt the resolution, contained in IMRF form 6.05, as recommended in Mr. Thomas Kenny's letter.

Board members were supplied with a copy of the following: Annual Report of the Skokie Public Library 1975-76, Poetry Reading Series program, five press releases, Memorandum to Skokie Valley PTA President, October 15, 1976, Memorandum to Presidents and Program Chairmen of Local Organizations, October 19, 1976, November Calendar of Events, Great Books Newsletter, November, 1976, and Selected List of Recent Acquisitions, October, 1976.

Meeting was adjourned at 9:26 p.m. on motion by Mr. Flintrup, seconded by Dr. Wozniak.


John Wozniak - Secretary