

September 8, 1976

Minutes of the regular meeting of the Board of Directors of the Skokie Public Library held September 8, 1976, at 7:30 p. m. in the Library.

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

Meeting was called to order at 7:55 p. m. by President Weiner, with a quorum in attendance.

Miss Radmacher expressed appreciation and gratitude to the Board for the plaque presented her August 29, 1976.

A correction was requested in page 15 of the minutes for the August 11, 1976 meeting. The fourth line should read: "Reporting on the ALA Conference, the Board was interested in the, etc." Motion by Dr. Wozniak, seconded by Mr. Flintrup which, on roll call vote, carried unanimously.

Motion: That the minutes of the August 11, 1976 meeting, as amended, be approved and accepted.

Referring to the final revision or editing of the personnel code, Rabbi Weiner stated that at the surprise party for Miss Radmacher, he had the sense of the marvelous spirit the staff has of caring for each other and it occurred to him on that staff there are several part-time people who have been valuable members for many years. Perhaps the Board is not doing justice to them and is providing a break up of the spirit by reducing them to the status of part-time hourly with no benefits. From his observance, these are women who could not follow their profession if they had to take a weekly job and obviously, by their dedication on our staff for many years, showing they are not with the Library on a limited degree of commitment, but a full commitment. For many professional women this is probably the only way to follow their profession by giving the hours they can and still fulfill their obligations. He felt compelled to say

this for whatever follow-up action the Board might want to take. Rabbi Weiner asked if the Board would want to take this up any time on the agenda? Final distribution and discussions on the Personnel Code will be held up because of the possibility of changing the structure of the hours. After the sub-committee meets, the Board will have to do a reassessment because of the committee's recommendations and this could be discussed at that time, especially in the area of vacations. It was Mrs. Hunter's feeling that although nothing was to be cancelled until the committee made its report, now is the time to reassess and not later. Mrs. Merritt reported the result of the sub-committee's meeting is such that it does not change the personnel code.

Miss Radmacher advised the Board when she announced, at a department head meeting, that in the pending Personnel Code the Board's decision that there be no vacation or sick leave for part-time employees, two department heads said in each of their departments there would be staff who would petition the Board for an appeal of that decision. Rabbi Weiner said he realizes, by their performance, the part-time employee has no less a commitment than the full time and any changes made would have to be on the basis for all and not on the basis for a few..

Mr. Flintrup stated the idea was to clean up the personnel code and bring it into a performance based on our experience and information relative to comparable areas such as schools, etc. Those people who are in part-time professional areas do not get the fringes: hospitalization, vacations, etc. That has been, at least to his knowledge, also the case in private industry and never been a consideration. If you are part-time, you are excluded from benefits. Exceptions could prove to be problems later on. The thinking was in terms of a sound managerial concept for the institution. Viewing the aspect of unionization, the moment that takes place the Library will no longer be in the world of seeking to work out solutions but in an antagonistic situation where everyone is out

to get the best possible deal and that will be expensive. We would be operating in a situation where the Library's quality will suffer. It is a recognized fact that part-time people are part-time people. Professionals in hospitals, schools and everywhere get no benefits or they pay for their share of the benefits. The committee felt it was acting with the rest of the economics of the area and the country in making its recommendation.

A list of the part-time employees, the hours worked per week and the starting dates was distributed. Rabbi Weiner asked that a date for discussion of benefits for part-time employees be set before disbanding the present meeting.

Motion by Mrs. Hunter, seconded by Mrs. Zatz which, on roll call vote, carried unanimously.

Motion: That the financial statements for the General Operating Fund, Reserve Fund for the Purchase of Sites and Buildings and the Library Construction Fund be accepted and the lists of bills for the General Operating Fund in the amounts of \$233.01, \$27,211.17 and \$896.36 be approved for payment.

Mrs. Hunter suggested investigating the possibility of having an exhibit from the Sierra Club. Miss Radmacher had pursued this at one time and the cost of the exhibit plus the shipping had been quite costly, but she will investigate it again.

The monthly Circulation Report for August, 1976, Report on Reciprocal Borrowing with NSLS and Chicago Public Library were approved and ordered placed on file.

Mrs. Hunter called the Board's attention to Evanston's Dial-a-Bus which is a door to door transportation service to people over 60 and quoted the cost of its operation. It occurred to her that, in time, statistics on use of bookmobile would have to be carefully considered covering cost of the service and cost of replacement of the bookmobile. This might prove to be a better service to these people, economically more feasible, and it might be possible to have it

financed by a federal grant. This could replace the bookmobile when it is no longer operational. Objection was made that the public in the outlying areas would not approve of this. Recommendation was made not to dismiss the idea but the Board should give itself a chance to consider the suggestion. Miss Radmacher was asked to give this some thought and have some recommendations.

A gift of \$5.00 was received from Mrs. Afton, an employee in Technical Process Department as a memorial for a friend.

The NSLS Board did not meet in the month of August, 1976 so there was nothing to report.

NSLS materials distributed included: Memorandum 76-8, in regard to non-resident fees, NSLS Legal Advisory 76-6 pertaining to library lobbying and referendum campaigning, NSLS Legal Advisory 76-7 concerning Local Public Works Capital Development of 1976, and NOR'EASTER for November, 1975 - August, 1976.

Mr. Flintrup commenting on the non-resident fees in the NSLS area, referred to the Suburban Library System's policy of adopting the highest non-resident fee charged in that system as the rate for the total system.

On the Lincolnwood Library situation, a copy of the letter sent to Mr. Robert Bullen by Rabbi Weiner, dated August 17, 1976 was distributed to each member. Consensus of the Board was that this letter finally put it on the line so no one could misunderstand the Skokie Public Library's position. Miss Radmacher wrote to Mrs. Katherine Gesterfield asking her to clarify information on the amount Lincolnwood must show they are going to levy prior to getting the demonstration library and what is meant explicitly by "contingent upon." No reply has been received.

Miss Radmacher raised the question of including Skokie Public Library Board members in the Library's health insurance plan. Mr. Flintrup knows it is possible for the Board members to participate and Blue Cross would not be

averse to selling the insurance. One Board member asked to have it investigated and Miss Radmacher will follow this up when the Library is supplied with full details on its coverage.

Regarding review of the meeting room policy, Mrs. Merritt will attend the meeting of the Trancendental Meditation group September 20. Rabbi Weiner said a question has been raised whether this is a religious group and the question has become very complex. Following a luncheon of the clergy Rabbi Weiner attended today, he asked if the group would be interested if the Library compiles a bibliography and have this as a program at the Library for one of their luncheon meetings. He read the minutes and saw that religious groups have no place in the Library. This is a problem and the Library should be as well prepared in its policy as possible. It is a matter of how it is interpreted and extends beyond any one religion. Question was asked if this would apply when all the clergy of the community are here - couldn't it be done? Miss Radmacher said originally the policy was written to make it as broad as possible. This matter was brought to the Board's attention because the Library was challenged on the Spirit World program and for allowing the TM group use of one of the meeting rooms. While Rabbi Weiner thinks the Library justified its program "The Spirit World" being legitimate because there was no questions about the religious aspect of it, there was a problem on TM which is the group on which Mr. Thurman based his objection. The report from ALA was that one of the big libraries dealt with such an objection and ruled the group out. If this Library ruled the group out, what would be the basis for it? The inclination may be to classify them as a religious group but, by their claims, they are no such group and reject such identification. Would they have to be ruled out on the basis of being a commercial outfit and using the Library as a come-on to sell their own lecture series? On that theory, the Board decided to have some staff and trustees observe them. The Board must examine the policy it has and whether it is clear and useful enough so we can live and

abide by it.

Mr. Flintrup reported reading in the Evanston Review about the Evanston Public Library having a one-night presentation of Dale Carnegie with the exact stipulation the course was being sold at \$395 for a 12-week course. In spite of this, that library allowed them use of its facility. He thought perhaps this Board is being overly anxious and prohibiting TM use on the basis of soliciting very subtly for some kind of a course or purchase of a book. In each case they would benefit financially.

The group was started by an Indian Guru as a religious philosophy, although TM deny they are a religious group. This cannot be accepted until it can be proved otherwise. There has been no reply to the request for information on the group.

The point was made if TM would be informed suddenly they cannot meet here it would be unjust and censorship of the worst order. The Library has no evidence to refuse them. The question was asked of what the observers have to find and how should it be stated? On a national scale the group has been turned down, but perhaps, before making a decision, it would be well to wait and see what happens nationally.

The question is, how does this Board examine Skokie Public Library's policy generally, knowing what we have heard, to decide whether it is complete enough to deal with what may happen in the future

On the question of having the clergy meet at this Library, these points were made: all the clergy would represent a large majority of the people of the Village, where more than one religious body is represented it is not a religious meeting and, sectarian or denominational meeting would fall under the kind of religion that is ruled out by this Library's policy statement. It was mentioned that the First Amendment seeks to separate government from religious establishment, not from religion and this is a crucial distinction.

A new Votomatic voting machine to be used in the suburbs in the November election will be on display in this Library.

An article from LIBRARY JOURNAL for September, 1976 on Theft Detection Systems calls attention to the danger from radiation. This is another reason for not purchasing such a system.

Copies of four press releases were distributed for the Board's information along with September Calendar of Events, Great Books Newsletter, Application for Pre-school Story Time, 1976 Feature Film Series, "Literature in Films", Letter to our Senior Friends, "Step into the Uni-Corner", Selected List of Recent Acquisitions, August, 1976, and Recap of Fee Cards issued from May 1 through August 31, 1976.

Reporting on the Reception for Miss Radmacher's twentieth anniversary celebration, Mrs. Hunter has asked Party Makers to do the catering, Mrs. Zatz will take care of the flowers, newspapers will be contacted to be present and pictures will be taken by Mr. Hunter. Board members only will wear name tags.

Miss Radmacher reported that the piece of sculpture broken during the Evanston Art Center exhibit in July has been paid for by our insurance company.

Dr. Warner who teaches at Niles Township East Division and lives in an unincorporated area of Glenview is protesting this Library's decision not to issue cards to Skokie teachers residing outside of Skokie and in an area not belonging to the North Suburban Library System. Miss Radmacher asked for confirmation that the Board is standing firm on that decision. The Board reaffirmed that decision.

Mrs. Hunter participated in writing the Education Plank of the 1976 Platform of the Illinois Democratic Party. She had always felt libraries missed an opportunity at the Constitutional Convention in not being written in as it would have given them more support. Feeling that libraries are a part and parcel of the education system, she requested that there be a part of the Education Plank pertaining to libraries. She wrote the following which was accepted. "We urge long overdue

support of the public library in its financial plight and the recognition of its important role in a quality educational system." She had considerable conversation with the Chairman, Thomas C. Hynes, about the concept of libraries. Mr. Hynes did not realize that the bills passed in the last session all applied to the Systems and none to the public libraries. This indicates the systems know how to lobby to get what they want. Mrs. Hunter felt that being included in this plank gives a basis for inclusion in the future. Mr. Flintrup said what Mrs. Hunter was saying was public libraries vacate their prerogative to the system. The systems' lobby is for things that supplement and encourage growth within the system. Public libraries that have a tax limitation are going to be put in a terrible bind financially, are not going to get any aid unless they are there with a loud voice, and the House is the place to get bills through. The opinion was expressed that the problem is the System is related to the State Library and public libraries would have to do their own lobbying through the public library association which is not strong enough. Money and power are needed. Public libraries are part of the system library and have to abide by the law because of being a part of the system not because of being a public library. The State completely supports the systems and promotes the system concept.

The Evanston Public Library ran a page ad in the local paper for public recognition of people who gave \$100 for their current project. The ad includes a blank pledge that can be filled in and returned to the library. Mrs. Hunter submitted this clipping for the Board's comments. The reaction was: in order to get all this done machinery is needed such as a committee of citizens who can contact different types of people and businesses requesting contributions; Skokie needs a group of Friends of the Library; put a committee together of people from industry, powerful enough to lean on industry; Skokie has an active Rotary Club and might ask their help.

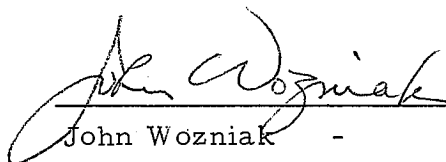
Mrs. Zatz has accepted a request that she serve as a Judge of the Homecoming floats at Niles North, as a representative from the Skokie Public Library.

Saturday, September 9, from 9 a. m. to 3 p. m. the System is conducting a one-day seminar relative to the duties and training of trustees and explaining the

system in greater detail. Representatives from the State Library and past presidents of the System Board will address the trustees. Included in the training will be some recaps of legal responsibility. Only one representative from each library board is invited. Mr. Flintrup has accepted the invitation but will withdraw in favor of any other Board member who is very anxious to attend. Consensus of the Board was that Mr. Flintrup should attend.

Rabbi Weiner in requesting a decision of when to take up the matter of the Personnel Code suggested it could be postponed to next Board meeting October 13. This was agreeable to the Board.

Meeting adjourned at 10:10 p.m. on motion by Mrs. Hunter.


John Wozniak - Secretary