

**BOARD OF TRUSTEES
PUBLIC LIBRARY ASSOCIATION OF ANNAPOLIS
AND ANNE ARUNDEL COUNTY, INC.**

**5 Harry S. Truman Parkway
Annapolis, MD**

4:00 p.m., Thursday, August 4, 2021

Via Zoom

Meeting Minutes

Mr. William A. Shorter Jr., Chairman, presiding.

Trustees Attending:

Ms. Tonya Baroudi
Ms. Cathy Belcher
Ms. Dalix Cruz
Ms. Laura J. Ellis
Mr. James Estep
Ms. Penny Evans
Ms. Barbara Maxwell

Ms. Joyce Miller
Ms. JanElaine Smith
Ms. Sandra Solomon
Mr. Gerald Starr
Ms. Brooke Toomey
Dr. Robert Sapp
Ms. Simmona Simmons

Trustees Unable to Attend:

Ms. Leslie A Anderson, Ms. Joan Beck and Ms. Penny Evans

Staff Attending:

Mr. Skip Auld, Chief Executive Officer
Ms. Donna Denny, Executive Assistant
Ms. Christina Feldman, Director, Marketing & Communications
Mr. Cedric Grant, Chief Financial Officer
Ms. Cathy Hollerbach, Chief, Public Services & Branch Management
Mr. Rudy Rodela, Chief, Support Services
Mr. Koven Roundtree, Chief, Human Resources

Guests: Nilesh Kalyanaraman, M.D., Chief Health Officer, Anne Arundel County; and Ms. Gabriella Norton, Librarian I and Ms. Ruth Goodlaxson, Library Associate, technical support.

Call to Order

Mr. Shorter called the meeting to order at 4:05 p.m.

Approval of Agenda

Mr. Shorter amended the agenda to include a Chair's Report. Ms. Miller moved to approve the revised agenda. Mr. Starr seconded the motion. All were in favor and the agenda was approved.

Chair's Report

Mr. Shorter thanked the Trustees for rearranging their schedules to attend the emergency board meeting in response to the emergence of the Delta variant of COVID-19. He also thanked Dr. Nilesh Kalyanaraman for attending to answer questions.

Mr. Shorter asked Mr. Auld to provide an overview of the need to reposition AACPL in its ongoing efforts during the current pandemic to make staff members and library users safe.

New Business

COVID-19 Mask, Vaccine, Emergency Action Authorization Policy

Mr. Auld said he attended the recent press conference held by County Executive Stewart Pittman when he announced the decision to require masks in all county buildings. Mr. Auld said masks will be required in all AACPL facilities beginning tomorrow.

Mr. Auld added that returning to mandated masks will be difficult as we know some people can become belligerent, taking a toll on staff. In addition to requiring masks, the county is moving forward to require a negative Covid test result for staff who have not have had a vaccination. A negative test result will be required once a week starting September 13.

The board is asked to approve a policy which mirrors the county. However, the library policy will be managed by Human Resources rather than by each department like the county. This is because we have fewer employees and we know a large number of our staff already vaccinated. Mr. Auld asked for any questions.

Mr. Auld opened the floor to questions for Dr. Kalyanaraman or the Executive Leadership Team.

In response to questions, the following information was provided:

- AACPL staff vaccination rate is at 95% but this may have changed since an anonymous survey was done. The new policy will now require staff to submit a copy of their vaccination record.
- A once-a-week test makes the most sense for both public health and logistically, and is the same procedure most organizations follow.
- Volunteers are considered staff for the purposes of the policy.

Mr. Auld read the policy statement out loud as follows:

The Chief Executive Officer (CEO) shall adopt reasonable procedures to enforce the County Executive's mandate regarding masks and vaccinations. Furthermore, the CEO is authorized and directed to make decisions on masks, vaccinations, testing and any other aspects related to the COVID-19 pandemic and its ongoing evolution.

Additionally, effective September 13, 2021, the Chief Executive Officer (CEO) shall require all library staff, including volunteers to provide proof of full COVID-19 vaccination or providing proof of a negative COVID-19 test from any employee that is not fully vaccinated. Employees that are not vaccinated must provide a negative COVID-19 test from a health center, pharmacy or physician on a weekly basis.

Mr. Shorter moved to adopt the policy as recommended by Mr. Auld. Ms. Miller seconded the motion.

In discussion, Mr. Estep said he agreed with the policy, but recommended adding an end date.

Dr. Kalyanaraman and the AACPL Executive Leadership Team answered additional questions from the Trustees.

Mr. Shorter suggested that reference to termination of policy be contained within the policy resolution. The resolution was amended by adding at the end:

RESOLVED: The Board of Trustees will continuously monitor and review the necessity of this policy.

Dr. Sapp moved to approve the amendment. Mr. Estep seconded the motion. All were in favor and the policy was approved as amended.

Mr. Shorter thanked everyone for working on the policy on short notice. He also thanked Dr. Kalyanaraman for joining the board meeting to lend his expertise.

Adjournment

Dr. Sapp moved to adjourn the meeting. Mr. Starr seconded the motion. The meeting was adjourned at 5:30 p.m.

Respectfully submitted,



Laura J. Ellis
Secretary

LJE/dld