

**MINUTES OF THE REGULAR MEETING OF THE
BOARD OF TRUSTEES OF THE
COALINGA-HURON LIBRARY DISTRICT
Tuesday, July 28, 2015 5:30 p.m.
Huron Branch Library**

TRUSTEES PRESENT: Mr. Chavez, President; Mr. Whitwill, Vice-President; Mr. Crawford, Clerk; Mr. Albrecht, Trustee; Ms. Zavala, Trustee

ADMINISTRATION PRESENT: Ms. Mary Leal, Director of Library Services

CALL TO ORDER: The meeting was called to order by President Mr. Chavez at 5:30 p.m.

FLAG SOLUTE: Mr. Chavez led the flag salute.

APPROVAL OF THE AGENDA

Mr. Chavez: I need a motion to approve the agenda?

Mr. Albrecht: So moved, seconded by Mr. Crawford. Motion carried unanimously.

CONSENT AGENDA

These matters are routine in nature and are usually approved by a single vote. Prior to action by the board, the public will be given the opportunity to comment on any Consent Item or Action Item.

- C-1 Approval of May Checks 014107 thru 014170 in the amount of \$91,620.82 of which \$36,936.36 was for payroll and \$10,280.81 was for Coalinga Renovation Project.
- C-2 Approval of minutes for Board Meeting held on June 23, 2015.
- C-3 Approval of minutes for Special Board Meeting held on June 27, 2015.

Mr. Chavez: Anybody from the board or audience have any questions or comments? Can I have a motion?

Mr. Whitwill: So moved, seconded by Mr. Albrecht. Motion carried unanimously.

ACTION ITEM

- A-1 Coalinga Renovation Project – Change orders

Ms. Leal: I emailed you the change orders;

- 015a - Furnish and install single open Hatch at basement entry

- 015b – Furnish and install double door hatch at basement entry

In the basement we have a grate that they use for airflow for the heating and the air conditioner. That will be removed and the area will be used for storage space, but it can't really be used for storage space until that opening can be covered. There are two change orders here that are above my limit to be able to approve them. One is for a double door, like a storm door at least that is what we are calling it. It will be air and water tight. The change orders are for a single door and a double door. Thomas Gilstrap the Superintendent told me we would be better off with a single door because of the hinges, but then the other day he said, we were better off with the double door because when opened they will not be so heavy. I don't know which one would be better to use all I can tell you is that one is \$700.00 cheaper than the other one.

Mr. Chavez: What did Chris say?

Ms. Leal: He said, it would take two of us here in the library to open them. The way the one door is there's the window and the ledge; if you have one that hooks to that we would have more access to be able to move things in and out. The double door will have double hinges and it would cut up some of the access to go down there. I really don't see us using it to lower things up and down. There are things that the staff and I have talked about putting down there that will be lowered through the grate.

Mr. Chavez: From experience I think we should get the single door.

Mr. Crawford: What was in the original plans to cover that up?

Mr. Chavez: It changed when they realized that that area was going to be exposed.

Ms. Leal: It was never part of the original bid to the best of my knowledge.

Mr. Crawford: You can still have access to the other part of the basement through the other area.

Ms. Leal: The problem with getting stuff down the basement is that sharp turn. The staff and I had a box brigade to get stuff down there and the problem we had was that turn. Even the football team said they could not get stuff down there because of that turn.

Mr. Crawford: I understand, my question was if we had access through the stairs to that area of the basement and would you be able to get stuff down there that way.

Ms. Leal: Correct

Mr. Crawford: You would not open it that many times.

Ms. Leal: If we did we would access it through the stairs not so much the grate, but it does need to be water and air sealed tight so when we put anything down there it would not get damaged.

Mr. Crawford: How wide is that grate area?

Ms. Leal: I don't know

Mr. Crawford: So we could put stairs there.

Mr. Chavez: That would be another change order

Mr. Crawford: No, no, later on so there would be better stairs than the other ones.

Ms. Leal: They say that the hatch opening is 48 ½ x 97 ¾

Mr. Crawford: How steep would it be, because when you are walking down the stairs with a box in your hands that is pretty dangerous?

Ms. Leal: Is the outside higher than the inside of the library floor.

Mr. Crawford: They are about the same.

Mr. Chavez: Even with the single door.

Mr. Albrecht: Single door usually opens up better.

Ms. Leal: That is change order 015a for \$7,073.32

Mr. Chavez: Anymore question or comments? Can I have a motion?

Ms. Zavala: So moved, seconded by Mr. Albrecht. Motion carried unanimously.

- 016 – Furnish and install two swing door operators

Ms. Leal: This change order is \$5,704.13.

Mr. Chavez: Do we have to do this change order?

Mr. Leal: Yes, There were three, but two of them were for the same item. This one is to put ADA push buttons on the two doors that go into the program room. They thought they would be able to switch the hinges, but it's like five to six pounds pressure, but the doors are heavier than that. They thought they could do multiple things, but nothing worked. Then they told me that we could get new doors, but I love those doors, to me it is part of the charm of the library, but for ADA you would have to be able to get in and out of those doors and that is the reason why we redid the bathrooms.

Mr. Whitwill: So the reason why we are doing this is because of ADA.

Ms. Zavala: Yes.

Ms. Leal: Yes unless we completely take the doors out.

Mr. Crawford: What about the other doors leading to the program room?

Ms. Leal: I don't believe so because you only have to have one entrance. So this is to provide and install (2) Besam Power Swing Door Operators, (2) radio receivers, (4) push buttons, and make floor closer dummies. Its two sets of doors and each of them have to have a radio receiver and four push buttons since you need one coming and going.

Mr. Crawford: The one we did in the new wing how much was the cost for that one?

Ms. Leal: I don't know because that was in the original bid.

Mr. Albrecht: We only have to have one access door

Ms. Leal: Which access?

Mr. Albrecht: From the Children's area would that be the handicap area?

Ms. Leal: I think the issue is the bathrooms and since we do programs there, those doors are used to go in and out of the lobby. Now those are the legal ADA bathrooms because the other ones are not up to date.

Mr. Chavez: How much did you say this was going to be?

Ms. Leal: It is \$5,704.13

Mr. Whitwill: What happens when something goes wrong with those doors are they under some kind of warranty?

Ms. Leal: Everything has a year warranty and some things have a longer warranty, but I will check and ask what that warranty is. I know we had some issues at the Huron Library and they were under warranty.

Mr. Whitwill: I am just concerned kids see a button and they want to push it.

Ms. Leal: I will double check on the warranty. There are other options, removing the doors, but I would not want to do that. We can remove one set which is the inner set, but then that would cause a problem when the rest of the library is open and there are people in the Program Room.

Mr. Chavez: Anymore questions or comments?

Mrs. Crawford: Yes those wooden doors are very heavy.

Mr. Albrecht: The outside doors why can't we use those.

Mrs. Crawford: When someone is using the Program Room they always shut the doors so the noise from the library won't bother them in there.

Mr. Albrecht: Why don't we just remove the glass doors?

Ms. Leal: We could, but then we would have the issue when we are in there after hours people that would go through the heavy doors will also be able to come in to the meetings. We would not be able to shut out the main library.

Mr. Chavez: Can I get a motion?

Mr. Albrecht: So moved, seconded by Mr. Whitwill. Motion carried unanimously.

- A-2 Employee Handbook Revision – Dress Code & Personal Standards

Ms. Leal: There has been a lot of turmoil concerning the dress code. We went over the dress code when we were revising the handbook. I was concerned that we would have issues with that. The Board said we did not have to put any delimiters in there because they are all professionals and they will all know how to dress. Well we have run into some problems. At the mandatory staff meeting we talked about what footwear can and cannot be worn, what my criteria was. At that meeting I made it very clear that when you walk and your shoe flip flops it's a flip flop and/or you should have half of your foot covered. That was my criteria and I thought everyone understood. To give the staff ample time to be able to decipher what they could and could not wear. I decided to do two verbal warnings and after that there would be write ups. At that meeting I explained that the write ups would be for dress code and insubordination. We seem to keep on having problems of what ladies, (not Mr. Vosburg) can wear and cannot wear. One person has problems with her foot and went to get a doctors excuse, but has no date on that doctors excuse and I asked how long it was going to last and she stated, "Oh well I don't know". I told her she needed to give me a date on a new note. There is another staff member that I have already given two verbal warnings to, this staff member seems to still push the limits. Melba and I have spoken to Doug Godinho the Union Representative, and we kicked around ideas. Mr. Godinho suggested to just saying they cannot wear sandals. If you say they can wear open two shoes because there are some people who have issues with their toes and things like that have a little leeway he will uphold that. So I have the unions blessing knowing, that I have been working on this for a couple of weeks to go ahead and change it and say that they cannot wear sandals with or without straps in the back. So basically just adding the word sandals. I feel that I have made my criteria very clear that if it flip flops when you walk it is a flip flop and if it doesn't cover half of your foot that is inappropriate. That is what I am asking.

Mr. Chavez: Any questions?

Ms. Leal: I think I explained everything in the email that I sent you guys.

Mr. Whitwill: You have one staff member that is always pushing the limits.

Ms. Leal: I would hope not. I was hoping if I said it was revised and the Union has approved it and that sandals are included that the staff members would know what a sandal is.

Mr. Whitwill: Didn't the Union go along with the original handbook?

Ms. Leal: They most certainly did, the Union approved it the way it is, but the staff has an issue.

Mr. Whitwill: I just don't want them to push the issue more.

Ms. Leal: If they push more I have no problem writing them up. I hope that I don't have to do that just because of shoes.

Mr. Whitwill: I know you were concerned about having to deal with that.

Ms. Leal: From the very beginning.

Mr. Whitwill: I am sorry you have to deal with that. I am always saying that adults should know how to dress appropriately.

Mr. Albrecht: The school board is about to deal with the same situation.

Mr. Whitwill: It will come up when school starts, we have seen it. Do we need to be more specific at all?

Mr. Chavez: I think that's what Ms. Leal and Ms. McHaney are trying to do.

Mr. Whitwill: So are we going to tell them not to wear this brand or style because there are a million styles out there. I am so glad I don't have to worry about different styles of shoes.

Ms. Zavala: Or the different examples of what you can and cannot wear.

Mr. Chavez: The point is for this to stop.

Mrs. Crawford: I just need clarification.

Mr. Chavez: No sandals.

Mrs. Crawford: Okay when you talk about sandals are you talking about Mr. Albrecht's version or what Ms. Zavala is wearing?

Ms. Zavala: You mean my flip flops?

Mrs. Crawford: Those are chanclas.

Mr. Chavez: Still the same thing.

Mrs. Crawford: I have sandals that go over this way and when I walk yes they flap, but on the box it says sandals it does not say flip flops. To me flip flops are chanclas. I just want clarity that way I don't get written up and sent home. I have been following the rules and when we have programs I have been wearing my tennis shoes. I don't wear stiletto's because I am on my

feet all day. I wear sandals during the summer time because of the way they fit my outfit. I have sandals so can I wear my open toe sandals that have big straps like this and they have the ankle strap or no sandals what so ever. That is what I want to know because I wear sandals in the summer time because your feet sweat. I am not going to wear clunky shoes with my skirts or with my crop pants.

Mr. Chavez: So if we are saying no sandals, it's no sandals right?

Ms. Leal: We are saying no sandals, but Doug from the Union said that you can wear open shoes so that your feet could breathe, but no sandals with straps or anything of that nature.

Ms. Zavala: Without straps

Mr. Chavez: Without straps

Ms. Rodriguez: If that is how it is going to be assembled let me tell you I have a pair of shoes here. To me the problem is that I am short, I don't think that I'm not anything to be an adult and understand. To me this is a problem all the time. So if it flips or if it flops to me this is not a flip flop. So if a shoe doesn't cover half of my foot. This is a shoe does it cover half of my foot? No it doesn't (showing many shoes taken out of a bag).

Ms. Zavala: No

Ms. Rodriguez: We did not have any problems before and it is written exactly the same. The only difference is that it is up to the supervisor to inform you of additional requirements of acceptable attire. And when my job is on the line I don't want to be at the mercy of someone, because we're adults. I want to see an example I am not trying to be insubordinate.

Mrs. Crawford: See we are trying to dress with the shoes because I can't wear slip-on's . On occasion let's just say graduation and it flops, but it is covering the front of my foot except it is backless and it does not have a strap and it will feel this big, but even when I walk it gets stuck in the grass, but I am wearing that because of the outfit I am wearing.

Ms. Rodriguez: No. I am not going to be able to wear platforms and high heels anymore it doesn't say anything here, but again that little added thing there gives room for management to interpret however they feel like it.

Mr. Chavez: So if they are sandals they can't wear it. You have a shoe that says on the box "shoe", then you are not going to be out of compliance. If you have a shoe that is real big and when you walk it comes off, then you will be out of compliance.

Ms. Zavala: I don't know, I don't think we should put sandal in there I'm sorry.

Mr. Chavez: That is why we are talking about it.

Ms. Zavala: If you want to make it, make it like the school they have a band around it. It is not the slip on it's got something to the back.

Mr. Chavez: That is what we are saying, something that is not going to come off.

Ms. Zavala: That is the only thing we should be restricting, maybe no backless just because that could be a trip hazard.

Mrs. Crawford: So no backless then.

Ms. Leal: So what is going to be the criteria of what a flip flop is and what a flip flop isn't.

Ms. Rodriguez: All of mine have no back.

Ms. Zavala: On the high school I was confused because these are flip flops, but if I added a little bedazzling on the thing, they are not.

Ms. Leal: If you add a strap is it flip flops?

Ms. Zavala: Yes, I don't remember I was just confused.

Mr. Chavez: But you are adding a strap.

Ms. Leal: I am asking if you add a strap to those are they considered flip flops just because they have a strap, because some people were wearing shoes like that.

Mr. Dominquez: The key here, on a thong or a flip flop you have that piece of material in between your toes.

Mr. Albrecht: Yes that is what I call a flip flop.

Mr. Whitwill: I don't call that a flip flop. I got in my mind when I was a kid what we used to wear were called soirees. What you would wear at the pool in the shower that to me is a flip flop.

Mr. Chavez: Now they come up with some different styles.

Mr. Dominguez: So are you wearing thongs or flip flops?

Ms. Rodriguez: See this covers most of my foot so where would this category be under?

Ms. Zavala: No that is a sandal.

Ms. Leal: That is a sandal not a flip flop.

Ms. Rodriguez: A sandal is even wider, so you are just going to have to tell us what we can and cannot wear.

Ms. Zavala: Correct, I mean because I have dressy sandals.

Mr. Chavez: We can spend all night right here doing this.

Ms. McHaney: May I suggest something, we can just put any shoe that flaps up and down has a strap on the back and don't flip flop.

Ms. Leal: I tried that it did not work.

Ms. Rodriguez: There is shoes that does not have a strap on the back that flip flop.

Ms. McHaney: I still think that they are not appropriate for work without a strap on the back

Ms. Leal: Again this is an example of what I have been coming up against, different opinions.

Mrs. Crawford: I understand that you are talking about safety reasons I know that. I know that some schools have that they can wear sandals with a strap on the back I have heard that from teachers in Avenal. Teachers have made comments, she goes I will be wearing them I will be running barefoot. I understand that I know that when we go into the library something will fall on you I have been there so many years I have worn certain sandals, certain shoes I haven't had any problems with my shoes. The only time I had found myself tripping was when I had that one certain shoe, on it was not because of my shoes, but because of the carpet. The carpet has bumps and we would catch ourselves tripping on it, but hopefully we won't have that problem anymore. I have no problem following the rules. I have no problem on what I have to wear it is just that I have clothes and shoes that are all covered on the toes, but are backless and I wear those because of the outfit. I don't wear certain shoes because I stand all day. I just want clarification. I have been wearing sandals and I have not been told to go home so I know that I can still wear those. They are strapless but whatever it was, just the clarification to our interpretation to someone else's interpretation because they are totally different. To me chanclas, beach walkers, and flip flops are one in the sense of they are like those, but they're very very thin. They are like when you tell your kids put your chanclas so you can go outside.

Ms. Rodriguez: Neither do I.

Ms. Leal: Again my concern is open to interpretation I just want that to be done so that I don't have to interpret and me be the shoe police.

Ms. Zavala: Did someone get hurt or something? Why is this happening did someone get hurt?

Ms. Leal: Yes I had one staff member that tripped and her shoe actually flew off of her foot, if that would have hit somebody that would have been a big time issue.

Mrs. Crawford: She was not wearing sandals, it was a closed like slip on shoe, but it was not a sandal. They were similar to what Mr. Whitwill is wearing.

Mr. Chavez: They were big huh?

Mrs. Crawford: But she already has foot problems as it is.

Mr. Chavez: This is what I am talking about. It doesn't matter what we say if they are not wearing the appropriate size or whatever and they are coming off.

Mr. Albrecht: We can get into it and measure the size.

Ms. Rodriguez: Don't say no high heels or platforms I need it for the height, so please.

Mrs. Crawford: You know woman the shoes have to match what they wear.

Ms. Leal: During the winter there is no problem.

Mr. Albrecht: During the summer it is hot.

Mrs. Crawford: And your feet sweat.

Mr. Whitwill: I don't think we can eliminate sandals.

Ms. Zavala: Well maybe just with a closed back.

Mr. Whitwill: But then again you have some shoes with an open back or don't have a strap around the back.

Ms. Rodriguez: Before that accident we didn't have any problems and nobody has ever worn flip flops to work ever.

Mr. Whitwill: Can we change it to something like appropriate footwear.

Mr. Albrecht: Let's do that.

Ms. Leal: Then why even bother with a dress code, why even have it.

Mr. Whitwill: I thought about that I was just trying to figure something out here.

Ms. Rodriguez: Why don't we just leave it as flip flops we never had any problems. It was just when this was added on to management to have additional requirements.

Mr. Chavez: Look, I hate to spend money especially money we don't have let me know what you think. We can give them a stipend, it won't be a lot but you are going to tell them what kind of shoes they can wear.

Ms. Zavala: That is ridiculous!! NO!!

Mr. Chavez: What are you going to do then? Erase everything and let everyone do whatever they want.

Mr. Whitwill: If it has not been a problem before

Mr. Albrecht: If it hasn't been a problem before

Mr. Chavez: But somebody is pushing the limit they are still doing it even though they have already been told that it was not the right way to do it and they were warned twice. So basically they are still doing it and this is why we have policies.

Mr. Albrecht: What are they wearing?

Ms. Leal: Flip flops

Mr. Albrecht: Rubber flip flops

Ms. Leal: Flip flops that flop when they walk or did not cover half of their foot. Now those are the two criteria's that I told them. I think two pieces of criteria are not hard to follow, if it flip flops when you walk and if does not cover half of your foot, a sandal is okay as long as it covers half of your foot.

Ms. Zavala: But that is the whole point of wearing a sandal.

Mr. Chavez: But they work in the library there should be some kind of sandal that covers their foot just in case something happens.

Mr. Albrecht: Yes just in case something falls on their foot just like the shoes I am wearing would not wear to work.

Mr. Chavez: Yes you can speak

Ms. McHaney: I call them flip flops

Mr. Chavez: You know sometimes accidents happen, but at least you have something to cover your foot.

Mrs. Crawford: For example and again I am just saying because I asked at the staff meeting. One of the ladies had some kind of slip-ons. They covered maybe the toes and it had a strap. I asked her if she could show me her shoes so we could know if we could wear those. They were fine. One had some that had straps that went this way and were backless and those were inappropriate. I have shoes that cover a majority of my foot, but don't have straps in the back. I mean they are not like clogs, but they don't have straps in the back side, hers did not have the backside and they were fine. I thought mine were fine, but I have not had any problems with my shoes what so ever I have not been told to change or anything. So, are they okay can I wear those?

Mr. Chavez: If you have not had any problems that means it's okay. This is for the people that are still doing it. That is the problem we are having everyone is following the rules, but there is that one person gets hurt and now policy has changed. This is not just here but everywhere else.

Mr. Whitwill: Now the shoe you were showing us some of them seem fine to me

Ms. Leal: Except there were some that showed half of her foot.

Mr. Whitwill: Yes, professional no, but I am not a great judge of shoes.

Ms. Rodriguez: But see that is just it they fit the criteria either they flip or they flop and they don't cover half of my foot. So Sr. I can't wear none of these shoes.

Mrs. Crawford: Go home and ask your wives.

Mr. Chavez: I am going to tell you what my wife said, at her work they have a dress code they have to have tennis-shoes so their feet can be secure because they walk back and forth.

Mrs. Crawford: The only thing is that I will not wear tennis-shoes with everything. That is what I am saying the style when you dress up is totally different from when I wear these. I wear these when I do my programs. Honestly and truthfully I am glad we are allowed to wear them because we were not allowed to at one time. I am very grateful that I can for the simple reason that we have our programs and we have to walk to the Imaginarium.

Ms. Leal: Several of the ladies have princess shoes or ballerina shoes and you can wear those with dresses and capri-pants. Like the ones that Ms. McHaney has on and the ones that Ms. Rodriguez showed us those are ballerina shoes those are okay.

Ms. Rodriguez: But they don't cover what you said.

Ms. Leal: There's not a single part of your foot showing, the toes aren't showing the back is not showing it is a complete shoe.

Ms. Rodriguez: It still does not cover enough of what you want.

Ms. Leal: But it is a complete shoe it covers all of your foot it covers the back, front, and the sides it is a complete shoe. It is not a sandal and it is not a flip flop.

Mr. Chavez: Mary you are the one that has to deal with this, what is your suggestion.

Ms. Leal: My suggestion is to put in what I said take the sandals out. You can wear the little ballerina shoe. My concern is I tried to give them criteria and they did not understand as you can see everybody is open to their own interpretation. So if we just shut the interpretation down and Doug agreed from the Union. If you just shut it down and say no sandals no flip flops, but for me not to put open shoes. I can put shoes that are slightly open to let the toes breath. I know Ms. Rodriguez was wearing a pair of black and white the other day and that way your toes can

breath and you have some air flow with those. As you can see this is open to interpretation we have 13 staff members I don't feel I should have to write people up for shoes, it's a shame.

Mr. Albrecht: If it has nothing to do with work then why even worry about it.

Ms. Leal: Then why have a dress code what am I there for?

Mr. Albrecht: Right

Ms. Leal: That is not what I am there for, but if the dress code is in there then people are going to abide by it.

Mrs. Crawford: I suggest that you just leave it the way it is. The clarification I know already I have two sandals that I wear already that covers the majority of my foot and they have a strap. So if you say sandals I will not be able to wear those anymore.

Ms. Leal: Correct.

Mrs. Crawford: So far I have been able to wear them when you stand on your feet all day long and you run around because I have flat feet I have never openly said it, but now that I have been allowed to wear it. So if it has a big strap around my ankle

Ms. Leal: And it covers half of your foot and they don't flip flop when you walk, correct, so those are fine.

Mrs. Crawford: And it covers half of my foot

Ms. Leal: But some people don't seem to understand that interpretation.

Mr. Chavez: Okay so..

Mrs. Crawford: So if you say sandal then I cannot wear those shoes.

Ms. Leal: So if you leave it the way it is the criteria is still if it flip flops when you walk and it doesn't cover half of your foot, it's not allowed, is that correct? The criteria written down at the staff meeting that I shared if it flip flops when you walk and it does not cover half of your foot and I am the judge then you can't wear them anymore. I have to know if I am allowed to be the foot police.

Ms. Zavala: With the exception of ballerina shoes.

Mrs. Crawford: You didn't say anything about flats.

Mr. Albrecht: Those cover the heels and toes.

Ms. Leal: That is not what she said because I will continue the process of what I have been doing. If it flip flops when you walk and if it doesn't cover half of your foot they cannot wear it.

If they continue to wear it they get their two warnings then I will write them up because my interpretation is the way it is going to be.

Mr. Chavez: Yes

Mr. Whitwill: Yes

Ms. Leal: Not to be a dictator or something like that, but somebody has to be the boss. You guys give me good money to be the boss so I can be.

Mr. Chavez: Does everybody agree with that? You guys are the ones that will be working again somebody will be written up if you keep doing it.

Ms. Leal: Again, we will leave it the way it is just so that we are all clear here. Leave it the way it is if it flip flops when you walk, one person I asked if it flipped flopped when they walked and they said, yes. I said, then you can't wear it. If it doesn't cover half of your foot, if I say you can't wear it, then you can't wear it. All of this is going to stop because I will do write ups and if I do the write ups over shoes because they cannot follow directions then I will do it.

Mr. Chavez: Okay

Ms. Leal: Is that what the board wants me to do?

Mr. Chavez: If you keep having problems we will eliminate the sandals.

Ms. Leal: I have a shoe log on my computer and I will let you know how many times I warned people and how many times I have written up people over shoes. It would be shame if they were to lose their job over shoes.

Mr. Chavez: It is a shame that somebody just keeps on doing it. We are going to table this and leave it the way it is, but we may come back and make a revision I hope we won't.

Ms. Leal: Do I have permission to take pictures of peoples shoes that I say they cannot wear.

Mr. Chavez: Yes you can that way they know what they can and cannot wear.

Mr. Albrecht: Hang it up that way they know what they cannot wear.

Ms. Leal: Oh my goodness.

Mr. Chavez: We are going to have the same problem with them.

Ms. Leal: So I can take a picture of what I think they cannot wear and keep it with my shoe log.

Mr. Chavez: Okay

Ms. Zavala: Okay that's fine.

Mr. Chavez: Policy is going to stay the way it is

Ms. Leal: We are going to table it.

Mr. Chavez: Yes we are going to table it until we have a change. If the problem keeps happening and it comes back to the Board we will eliminate the sandals on the Dress Code.

- A-3 Personnel Hiring – Approval of Cataloging Specialist

Ms. Leal: I had three people that applied and I tested them on Wednesday, July 22nd. One of them did not get the 70% required on the test so that person was eliminated from the interviews. I interviewed the other people with Diana Baker. It is her position that they will be taking over when she retires. As of now she will be retiring at the end of December unless she decides to make it sooner. For the reasons I shared with you in the email and it is personnel so I am not going to go over the details with the public because it is personnel and it is private. I recommend Yvonne Galvan for the position.

Mr. Chavez: Any questions or comments, anybody from the public?

Mrs. Crawford: She is such a sweet heart and a very beautiful person.

Ms. McHaney: She worked here but when we went into renovation she went to the Coalinga Library I did not want to lose her I wanted to keep her. I love Marta now.

Mr. Chavez: Do I have a motion?

Mr. Albrecht: So moved, seconded by Ms. Zavala. Motion carried unanimously.

Mr. Chavez: When is she going to start?

Ms. Leal: She currently has a job at Avenal High School. I told her that it is not an emergency because Ms. Baker is going to be here for a while. I was concerned about the learning curve because we were going to get a new circulation system called Evergreen, but that has been put on hold. So I told her that she can give them two weeks or a month whatever she needs.

DIRECTOR'S UPDATE

Ms. Leal: I am also doing a test for the Cataloging Services Clerk there are a couple of dozen people for that position. I think I have three or four for the Children's Specialist and I have scheduled testing for that as well.

On the renovation project the library was closed yesterday and today because there was going to be no air conditioning and they were going to switch over all the computer lines into the box we talked about at the last meeting. The air conditioning worked that was why Thomas from Marko was calling me, sorry about that. The air conditioning is now switched over they only have to tweak it a little bit on Thursday probably. The MDF box did not happen they had problems with

equipment. I figured with no air conditioning and no computers no one wanted to be there anyway. So we are still going to have a day or so without computers. We are still scheduled to be done by the end of August. We are going to have to do a change order as soon as it is ready saying that they can extend time. Part of the extension time was the districts fault so they are working on that so they can get it together so we can sign.

I keep forgetting to say that the Huron Library won some kind of award with DSJ. They won some kind of architectural award for it. He said he will get a copy of the plaque or certificate as soon as he does he will let me know and it had a big long name that I probably will not remember so I told him to email it to me.

BOARD MEMBER REPORT

Ms. Zavala: Nothing

Mr. Crawford: Nothing

Mr. Albrecht: Nothing

Mr. Whitwill: Nothing

Mr. Chavez: I went by the library on Saturday night and everything looks good I like the progress reports that you are sending us. Hopefully everything works out and we don't have to spend that much money.

PUBLIC COMMENTS

This portion of the agenda may be utilized by any person to address the Library Board on any matter within the jurisdiction of the Library District. However, depending on the subject matter, the Board may be unable to respond at this time or until the specific item is placed on the agenda at a future meeting as provided by the Brown Act. Speakers should limit their comments to not more than three (3) minutes.

Ms. McHaney: I just want to say that Howard Mouren's daughter Geo stopped by. She has not been here since she was in high school. She says it has really changed, but she has promised her dad that she would come and look. She came in and got to talking and said how much she loved the library. She described the library when the desk was still up front and they still had the fish tank. She got to crying and started talking how much her dad really loved Huron and the library she got me a little teary eyed. It was good to see her I had not seen her since Kay Anthony passed away.

Mr. Chavez: We appreciate her and her family, and are thankful here and Coalinga.

Ms. McHaney: He was a good man. I don't know if Mary told you about the alarm it kept flashing FC. Well that is a failure to communicate which I did not know and they were supposed to come today between 8 and 12. I made sure I was here at 8 o'clock. At 2 o'clock I got a call

that the technician cannot be here until Thursday between 12 and 5 pm. So I said yes I will be here.

Mrs. Crawford: We are almost done with our Summer Reading Program. We have two programs left. Wednesday will be Ms. Raylene's last official Summer Reading Program. On Saturday we will have another program with Mr. Apple. Next Saturday will be the last final day and that is when we have our award ceremony. The last program was the Folkloric dancers and do to the remodeling we had to go to the Imaginarium. It was a full house unfortunately the Saturday before we had the Mariachis they were a group from the Kings County Cultural Center from Hanford. Just thought I let you know that we are almost done with summer reading.

Mr. Chavez: Anybody else?

Ms. McHaney: Summer reading has been steady here it has not been a big bunch, but the ones that sign up stay and they complete it. I like to see who signs up and completes it. I have had a good time with them and they told me they learned something on Saturday that they did not know about music and stuff.

Mr. Chavez: Anybody else? All the way from Coalinga it is nice to see you over here.

ADJOURNMENT

Mr. Chavez: Can I have a motion to adjourn?

Mr. Albrecht: So moved, seconded by Mr. Whitwill. Motion carried unanimously.

The meeting was adjourned at 6:26 p.m.

DATE OF THE NEXT REGULAR MEETING: The next regular board meeting is Tuesday, August 11, 2015 at 5:30 p.m. Coalinga Library.