

**BYLAWS
FOR THE JEFFERSON-MADISON REGIONAL LIBRARY'S
BOARD OF TRUSTEES**

ARTICLE I: NAME AND MISSION

- Section 1** **The organization shall be called the Board of Trustees of the Jefferson-Madison Regional Library existing by virtue of the provisions of Section 42.1-35 and Section 42.1-39 of the Virginia Code and as outlined in the Regional Library Agreement.**
- Section 2** **The mission of the Jefferson-Madison Regional Library is to enhance the quality of life by providing equal access to information. The Regional Library serves all ages, promotes reading, serves as an educational resource, and supports democracy by fostering the free exchange of ideas.**

ARTICLE II: OFFICERS

- Section 1** **Officers shall be elected once a year at the June meeting.**
- (a) A President and a Vice President shall be elected from the Board of Trustees.**
 - (b) If desired, a Secretary shall be elected from the Board or appointed from the Library staff.**
- Section 2** **The Director of Finance of the City of Charlottesville and the Library's Business Manager handle the accounting of the Library system's expenditure of funds.**
- Section 3** **The duties of the officers shall be such as by custom and law devolve upon them in accordance with their names.**
- (a) If the Secretary is not present, the Minutes may be taken by any designated person.**
 - (b) The President shall appoint all committees, and be a member, ex officio, of all standing committees.**

ARTICLE III: MEETINGS

- Section 1** Regular meetings shall be held once a month on an agreed upon date, hour, and place.
- Section 2** Special meetings may be called by the President or any three Trustees.
- Section 3** A quorum for the transaction of business at any meeting shall consist of a majority of the **currently serving** Trustees.
- Section 4** Proceedings of all meetings shall be governed by Robert's Rules of Order (small meeting rules), and any rule may be suspended for any length of time by a unanimous vote of Trustees present in person.
- Section 5** The minimum content of the Agenda at regular meetings shall include:
- (a) Call to order
 - (b) Disposition of the Minutes of the previous meeting
 - (c) Announcements and public comments
 - (d) Director's report
 - (e) Committee appointments and reports
 - (f) Old business
 - (g) New business
 - (h) Trustee continuing education
 - (i) Other matters
 - (j) Adjournment
- Section 6** Remote participation is allowed under the following conditions:
- (a) A central physical location is available for members who wish to attend meetings in person.
 - (b) Non members cannot participate in meetings remotely except by specific invitation of the Board.
 - (c) Meetings must provide conditions of opportunity for simultaneous aural communication.
 - (d) All members participating remotely are treated as if they are actually present.

Section 7

Closed Meetings may be held for those purposes specified in Section 2.1-344 of the Virginia Code.

- (a) Attendance at Closed Meetings be limited to the Library's Board of Trustees, the Library Director, the Board's Attorney, and any others specially invited by the President with the concurrence of the Board to attend for specific reasons.**
- (b) Upon the duly adopted motion of any Trustee at any regular or special meeting, the Board may adjourn to Closed Meetings.**

Section 8

A Trustee shall notify the Library Director when unable to attend a Board meeting. Two consecutive absences without previous notice being given shall be reported by the President of the Board to the Trustee's respective jurisdiction.

Section 9

Jurisdictions may appoint an alternate Trustee under the conditions of the JMRL Regional Agreement section 2B. Any proxy voting shall be in the form of an alternate as specified in the JMRL Regional Agreement section 2B.

ARTICLE IV: COMMITTEES

- Section 1** **There shall be a standing Budget Committee whose responsibilities shall include:**
- (a) Develop budget calendar with key dates for completion.**
 - (b) Review and present salary recommendations to the Board.**
 - (c) Review and evaluate programs to determine needed changes, establishing priorities.**
 - (d) Approve or amend draft budget including all library funds.**
 - (e) Support budget with appropriate authorities.**
- Section 2** **There shall be a standing Personnel Committee whose responsibilities shall include:**
- (a) Review positions.**
 - (b) Review and evaluate City contract with the Department of Human Resources.**
 - (c) Act as consultant to the Director in matters of personnel.**
 - (d) Act as advisor from the Board to the Director for matters of personnel.**
 - (e) Review and take appropriate action on documented input of personnel concerns from individual Board members.**
 - (f) Act as advisory to the Budget Committee in matters of personnel.**
 - (g) Formulate and implement evaluation of the Director, or designate the President to carry out the evaluation.**
 - (h) Review Staff Training Manual.**
- Section 4** **Special committees may be created by the President and shall exist until completion of the work for which they were created.**
- Section 5** **The President shall appoint members of all committees, designating one member chairman.**
- Section 6** **The President, in creating special committees, may become an ex officio, voting member of such committee, subject to**

approval of the Board.

Section 7 The President and Library Director shall be invited to all committee meetings at the time regular committee members are notified.

Section 8 The chairman of each committee shall on his/her own volition or when so instructed by the President or the Board call committee meetings, preside at these meetings, and report committee activities to the Board.

Section 9 Membership on a committee shall expire upon the election of new officers.

ARTICLE V: DUTIES AND RESPONSIBILITIES

The Library Board, representing all citizens of the region, is the policy-making body of the Library; the Library Director carries out the Board-established policies in the administration of the Library.

The Board may properly seek advice from and assign technical and research projects to the Library Director and staff to assist Trustees in setting policy, but it is done with the complete understanding that the final determination rests with the Board.

BOARD OF TRUSTEES

Section 1

- (a) Employ and contract with a competent and qualified Library Director.**
- (b) Determine and adopt, after review by the Board's Attorney, written policies consistent with the Mission Statement to govern the operations of the Library.**
- (c) Secure adequate funds to carry out the operations of the Library.**
- (d) Know the program and needs of the Library in relation to the community; keep abreast of library standards and trends; develop and approve annual goals and objectives for the Library system.**
- (e) Establish, support, and participate in a planned public relations program.**
- (f) Support the Budget Committee in the preparation of the annual budget for approval by the Board; review monthly financial reports and contract for an annual audit by a CPA.**
- (g) Know local and state laws germane to libraries; actively support library legislation in the state and nation.**

- (h) **Establish Library policies dealing with book and material selection.**
- (i) **Attend all Board meetings and see that accurate records are kept on file at the Library.**
- (j) **Attend regional, state, and national trustee meetings and workshops, and affiliate with the appropriate professional organizations.**
- (k) **Be aware of the services of the state library.**
- (l) **Report regularly to the governing officials and the general public.**
- (m) **Approve [new or deleted](#) positions.**
- (n) **Approve all contracts in excess of \$10,000 that are changes from the approved budget.**

LIBRARY DIRECTOR

Section 2

- (a) **Employ and supervise all personnel, consistent with the City of Charlottesville Personnel Department policy.**
- (b) **Act as a technical advisor to the Board; recommend needed policies for Board action and carry out the policies of the Library as adopted by the Board.**
- (c) **Suggest and carry out plans for extending library services.**
- (d) **Prepare regular reports embodying the Library's current progress and future needs; cooperate with the Board to plan and carry out the annual goals and objectives of the Library.**
- (e) **Maintain an active program of public relations.**
- (f) **Work with the Budget Committee to prepare an annual Library budget for Board approval;**

provide a current report of expenditures against the budget at each meeting.

- (g) Know local and state laws germane to libraries; actively support library legislation in the state and nation.**
- (h) Select and order all books and other library materials.**
- (i) Attend all Board meetings other than those in which his/her own salary or tenure are under discussion.**
- (j) Affiliate with the state and national professional organizations and attend professional meetings and workshops.**
- (k) Make use of the services and consultants of the state library.**
- (l) Report regularly to the Library Board, to the officials of local government, and to the general public.**
- (m) Report significant gifts and donations to the Library Board.**
- (n) Refer all **new or deleted** positions to the Library Board for approval.**
- (o) All contracts in excess of \$10,000 that are changes from the approved budget should be brought to the Board for approval.**

ARTICLE VI: AMENDMENTS

- Section 1** **Proposed amendments shall be read and discussed at a regular meeting and voted on at a subsequent regular meeting of the Board.**
- Section 2** **All amendments must be approved by a two-thirds majority vote of the **currently serving** Trustees.**



JEFFERSON-MADISON REGIONAL LIBRARY

201 E. Market Street | Charlottesville, VA
434.979.7151 | FAX 434.971.7035 | jmrl.org

FY2019 Library Board and Budget Schedule Option A

August 27, 2018	Board Meeting (Northside Library) - Library Board self-evaluation
September 24, 2018	Board Meeting (Northside Library) - Library Board reviews Five Year Plan and sets budget objectives/guidelines; Trustees contact City Council and Boards of Supervisors about JMRL services
October 12, 2018	Department and Branch Managers submit personnel and operational (non-equipment) budget requests based on Five Year Plan to Library Director
October 22, 2018	Board Meeting (Northside Library) - Library Director and/or Department and Branch Managers present budget proposals to the Library Board; Library Board discusses and ranks budget requests
Early November	Library Board Budget Committee meets to draft 2019/2020 proposed budget and sends draft to Library Board
November 26, 2018	Board Meeting (Northside Library) - Proposed budget adopted by Library Board
December 17, 2018	Board Meeting (Gordon Avenue Library) - Annual assessment of Library Director
December 2018- January 2019	Library Trustees and Library Director meet with City/County officials to discuss proposed budget
Early January	Library Trustees contact State legislators about State Aid and other library issues
January 15, 2019	Legal deadline for submitting proposed budget to jurisdictions
January 28, 2019	Board Meeting (Louisa County Library)
February 8, 2019	Department and Branch Managers submit equipment requests with justifications to Business Manager
February 25, 2019	Board Meeting (Greene County Library)
March/April 2019	Budget work sessions with Albemarle, Charlottesville, Greene, Louisa and Nelson
March 25, 2019	Board Meeting (Nelson Memorial Library)
April 12, 2019	Department and Branch Managers submit Friends' budget requests to Library Director
April 22, 2019	Board Meeting (Northside Library) - Library Board reviews Five Year Plan
May/June 2019	Budget adoption by jurisdictions
May 20, 2019	Board Meeting (Northside Library)
Early June 2019	Library Board Budget Committee meets to draft Final Budget and sends draft to Library Board
June 24, 2019	Board Meeting (Northside Library) - Library Board adopts Final Budget

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Serving Charlottesville, Albemarle County, Greene County, Louisa County, and Nelson County



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FY2019 Library Board and Budget Schedule Option B

August 27, 2018	Board Meeting (Northside Library) - Library Board self-evaluation
September 24, 2018	Board Meeting (Northside Library) - Library Board reviews Five Year Plan and sets budget objectives/guidelines; Trustees contact City Council and Boards of Supervisors about JMRL services
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Q1 Does our Board prepare to do its job by:

Answered: 8 Skipped: 0

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NOT SURE	TOTAL
conducting a thorough orientation for all new board members?	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
integrating new members into the team as quickly as possible?	0.00% 0	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8
participating in continuing education?	0.00% 0	0.00% 0	25.00% 2	62.50% 5	12.50% 1	8
providing regular board development activities for all board members?	0.00% 0	0.00% 0	62.50% 5	12.50% 1	25.00% 2	8
performing an annual self-evaluation of board operations?	0.00% 0	0.00% 0	25.00% 2	75.00% 6	0.00% 0	8
providing all board members with copies of the mission statement, bylaws, ordinance, plan, library laws, and all other important documents of the library?	0.00% 0	0.00% 0	12.50% 1	75.00% 6	12.50% 1	8

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT HOW THIS TOPIC OR QUESTIONS?	DATE
	There are no responses.	

Q2 Does our Board ensure good meetings by:

Answered: 8 Skipped: 0

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NOT SURE	TOTAL
limiting most meetings to two hours or less?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
providing a comfortable meeting room conducive to business?	0.00% 0	0.00% 0	0.00% 0	100.00% 8	0.00% 0	8
convening and adjourning on time?	0.00% 0	0.00% 0	0.00% 0	100.00% 8	0.00% 0	8
having the board president lead the meetings?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
sticking to the prepared agenda?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
ensuring the board has enough information to make decisions?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
working for consensus rather than fighting for a majority?	0.00% 0	0.00% 0	12.50% 1	75.00% 6	12.50% 1	8
discussing issues cordially, avoiding personal attack?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
following a business-like system of parliamentary rules?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
including the director as a resource for all deliberations?	0.00% 0	0.00% 0	25.00% 2	75.00% 6	0.00% 0	8
confining all discussion to policy issues?	0.00% 0	12.50% 1	37.50% 3	37.50% 3	12.50% 1	8
avoiding management issues?	0.00% 0	12.50% 1	25.00% 2	50.00% 4	12.50% 1	8
encouraging all board members to participate in discussion and not letting one or two persons dominate?	0.00% 0	12.50% 1	37.50% 3	50.00% 4	0.00% 0	8

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THE BOARD'S MEETINGS?	DATE
1	The best Board I have served on.	8/4/2018 9:33 AM

Q3 Do I, as a Trustee,

Answered: 8 Skipped: 0

	NEVER	RARELY	USUALLY	FREQUENTLY	ALMOST ALWAYS	ALWAYS	DON'T KNOW/NOT SURE	TOTAL
attend at least 90 percent of all board meetings and committee meetings to which I'm a member.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12.50% 1	75.00% 6	12.50% 1	8
come to meetings prepared?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	71.43% 5	28.57% 2	0.00% 0	7
come to meetings on time?	0.00% 0	0.00% 0	0.00% 0	12.50% 1	37.50% 3	50.00% 4	0.00% 0	8
feel free to express even dissenting viewpoints?	0.00% 0	0.00% 0	12.50% 1	12.50% 1	0.00% 0	75.00% 6	0.00% 0	8
leave meetings with a feeling of accomplishment?	0.00% 0	0.00% 0	12.50% 1	0.00% 0	37.50% 3	50.00% 4	0.00% 0	8
see myself as part of a team effort?	0.00% 0	12.50% 1	0.00% 0	0.00% 0	37.50% 3	50.00% 4	0.00% 0	8
advocate	0.00% 0	0.00% 0	12.50% 1	0.00% 0	50.00% 4	37.50% 3	0.00% 0	8
know my responsibilities as board members of the library?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 4	50.00% 4	0.00% 0	8
ask questions when I don't understand the topic or issue being presented?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 4	37.50% 3	12.50% 1	8
attempt to exercise authority only during official meetings of the board?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
represent the broad interest of the library and all constituents, not special interests?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8
understand that the most effective way to govern is to delegate management to the director?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
route my requests of staff through the library director?	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
advocate for the support of library concerns and needs with my local representatives on a regular basis and with state representatives as requested.	0.00% 0	0.00% 0	12.50% 1	12.50% 1	37.50% 3	37.50% 3	0.00% 0	8
read state or national library journals on a regular basis?	0.00% 0	37.50% 3	25.00% 2	12.50% 1	0.00% 0	12.50% 1	12.50% 1	8
attended library (non-board) events in the last year?	0.00% 0	0.00% 0	25.00% 2	12.50% 1	25.00% 2	37.50% 3	0.00% 0	8

Q4 As a board member, I

Answered: 8 Skipped: 0

	NEVER	RARELY	USUALLY	FREQUENTLY	ALMOST ALWAYS	ALWAYS	DON'T KNOW/NOT SURE	TOTAL
could tell a newcomer to the area JRML's mission statement and purpose.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	75.00% 6	25.00% 2	0.00% 0	8
know and understand JMRL's income/funding sources and major budget (expenditure) categories.	0.00% 0	0.00% 0	0.00% 0	12.50% 1	37.50% 3	37.50% 3	12.50% 1	8
understand how decisions are made and why.	0.00% 0	0.00% 0	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
could list the major board committees.	12.50% 1	0.00% 0	0.00% 0	0.00% 0	12.50% 1	75.00% 6	0.00% 0	8
have read the library trustee handbook	0.00% 0	12.50% 1	25.00% 2	12.50% 1	12.50% 1	37.50% 3	0.00% 0	8
am able to give sufficient time to JMRL board matters.	0.00% 0	12.50% 1	12.50% 1	12.50% 1	37.50% 3	25.00% 2	0.00% 0	8
am a respected and valued contributor to the board.	0.00% 0	12.50% 1	0.00% 0	25.00% 2	25.00% 2	12.50% 1	25.00% 2	8
visit my library frequently enough to be thoroughly familiar with services and to see potential needs	0.00% 0	0.00% 0	12.50% 1	25.00% 2	25.00% 2	37.50% 3	0.00% 0	8
visit all facilities (branches) at least once a year?	12.50% 1	25.00% 2	0.00% 0	25.00% 2	25.00% 2	0.00% 0	12.50% 1	8

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THIS?	DATE
	There are no responses.	

Q5 What would you say have been your most important contributions, in action and discussion, to the board and/or JMRL over the last year?

Answered: 6 Skipped: 2

#	RESPONSES	DATE
1	- Try to understand how the library is viewed by members of the public who are casual users without in-depth knowledge of operations, policies, and services - Try to encourage consideration of perspectives of multiple constituencies within our communities	8/20/2018 1:04 AM
2	We're in a time of significant transition, and I feel my most important contributions have been to participate last fall on the interview team for the new director and to participate now on the five year plan committee.	8/18/2018 1:31 PM
3	new to the board	8/18/2018 12:36 AM
4	I'm proud to be an advocate for JMRL employees and for helping to tackle salary compression (this is truly an ongoing effort that started before the last fiscal year and will continue into future fiscal years). I'm also happy with the time I devoted to the search for a new Director; although my fellow Trustees didn't seem to value my input.	8/17/2018 10:45 AM
5	advocacy for library and library service expansion	8/10/2018 1:01 PM
6	Hiring the new Director.	8/4/2018 9:39 AM

Q6 As a trustee, what do you think you could do better this coming year?

Answered: 8 Skipped: 0

#	RESPONSES	DATE
1	- Increase advocacy efforts with local elected officials - Make better use of state / national library resources, attend VLA convention	8/20/2018 1:04 AM
2	Contribute to the advocacy efforts	8/18/2018 1:31 PM
3	mnew to the board	8/18/2018 12:36 AM
4	Because of health issues, I haven't been able to give as much time to the Library, so I hope to be able to attend and participate in more meetings this year. I also hope to respond more quickly to David's requests for information and assistance, even if I can't participate.	8/17/2018 10:45 AM
5	My goal is to visit more of the library branches.	8/15/2018 9:10 AM
6	investigate resources, innovations and programs from other library systems	8/10/2018 1:01 PM
7	Be a better advocate for increased State funding for JMRL.	8/4/2018 9:39 AM
8	Spend more time in the library. Advocate more publicly for local Library.	7/31/2018 7:23 AM

Q7 List areas or topics where you need more information, knowledge or training in order to meet your own performance expectations

Answered: 5 Skipped: 3

#	RESPONSES	DATE
1	Would like to have better fluency with intricacies of the budget: funding categories and sources	8/20/2018 1:04 AM
2	I feel a goal this year is to revisit and review the five year plan,at our meetings since we are actively involved in the process this year.	8/15/2018 9:10 AM
3	Advocacy options for state (and federal?) governments	8/10/2018 1:01 PM
4	I think the Board and individual Trustees are well equipped to carry out our responsibilities.	8/4/2018 9:39 AM
5	Library financing and budget.	7/31/2018 7:23 AM

Q8 Does our Board of Trustees plan for the future of JMRL by:

Answered: 8 Skipped: 0

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NOT SURE	TOTAL
annually reviewing and approving the mission statement?	0.00% 0	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
annually reviewing yearly objectives/work plan?	0.00% 0	0.00% 0	37.50% 3	62.50% 5	0.00% 0	8
annually reviewing progress toward the long-range plan?	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
regularly soliciting patron and staff input and feedback?	0.00% 0	12.50% 1	62.50% 5	12.50% 1	12.50% 1	8
having board committees work and produce results?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
operating from opportunity rather than crisis to crisis?	0.00% 0	0.00% 0	25.00% 2	75.00% 6	0.00% 0	8
reviewing circulation and collection reports monthly?	0.00% 0	25.00% 2	50.00% 4	25.00% 2	0.00% 0	8
reviewing budget reports periodically throughout the year?	0.00% 0	12.50% 1	37.50% 3	50.00% 4	0.00% 0	8
reviewing and approving annual budget?	0.00% 0	0.00% 0	12.50% 1	87.50% 7	0.00% 0	8
evaluating and providing feedback to the director annually?	0.00% 0	0.00% 0	25.00% 2	62.50% 5	12.50% 1	8

#	ANYTHING ELSE YOU'D LIKE TO TELL US ABOUT THE BOARD'S PLANNING PROCESSES?	DATE
1	Now we review circ reports quarterly. Given JMRL's excellent budgetary processes and performance, I believe we can rely on "exceptional" budget reports from the Director rather than periodic reviews of budget reports.	8/4/2018 9:44 AM

Q9 I think our Board does well in these major areas:

Answered: 8 Skipped: 0

	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW/NOT SURE	TOTAL
Board preparation	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
Board meetings	0.00% 0	0.00% 0	62.50% 5	37.50% 3	0.00% 0	8
Planning for the future	0.00% 0	0.00% 0	37.50% 3	50.00% 4	12.50% 1	8
Advocacy	0.00% 0	12.50% 1	37.50% 3	12.50% 1	37.50% 3	8
Individual Board Members	0.00% 0	0.00% 0	50.00% 4	50.00% 4	0.00% 0	8

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q10 I think our Board could improve in these major areas:

Answered: 8 Skipped: 0

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW/NOT SURE	TOTAL
Board preparation	0.00% 0	12.50% 1	62.50% 5	12.50% 1	12.50% 1	8
Board meetings	0.00% 0	12.50% 1	50.00% 4	25.00% 2	12.50% 1	8
Planning for the future	0.00% 0	12.50% 1	75.00% 6	0.00% 0	12.50% 1	8
Advocacy	0.00% 0	75.00% 6	12.50% 1	0.00% 0	12.50% 1	8
Individual Board Members	0.00% 0	0.00% 0	62.50% 5	12.50% 1	25.00% 2	8

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q11 What hasn't been asked about or haven't you said that you think is important for us, as a board, to consider?

Answered: 2 Skipped: 6

#	RESPONSES	DATE
1	In a time when our society is so polarized, it is important to me that our library is seen as a resource for everyone. We should be thoughtful about how to maintain a neutral or balanced identity (by, for example, ensuring that we have a broad mix of offerings that are seen to serve a spectrum of interests in our community.)	8/20/2018 1:38 AM
2	Ensuring that staff compensation is maintained comparable to our peer libraries and other public employees.	8/4/2018 9:46 AM