

THE FERGUSON LIBRARY
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
December 9, 2025

Present:

Board Members: M. Mays Green (Vice Chair); A. George (Treasurer); S. O'Shea (Secretary); S. Frederick; A. Livingston; T. Lucero; L. Meyer; L. Miller

Citizen Advisors: E. Bromley; B. Brucker; D. Dauplaise; S. Fitzgerald; J. Freeman; R. McManus; J. Orlikoff; S. Perry; A. Riehl; R. Shaw; D. Stein; S. Vidan; A. Zucker

Staff: A. Knapp; J. Fulcher Anderson; L. Avellar; N. Bochicchio; C. Hubbard; S. LaPerla; D. Lyles; A. Marrocolla; K. Mueller; E. McKay

The meeting was called to order at 4:33 pm by Vice-Chair Makeda Mays.

Ms. Mays introduced James Oliveri, CPA, who spoke in detail about the library's audit for FY ending June 30, 2025. A motion was made, seconded, and passed to approve the 2024-2025 audit.

Minutes

A motion was made and seconded to approve the minutes of the October 28, 2025 board meeting. The motion carried.

Treasurer's Report

Treasurer Andy George presented the report, noting that the closure of Baker & Taylor will have a negative impact on the library, with added costs for book processing. Two library positions remain unfilled, which will reduce expenditures for wages and benefits. We are continuing to monitor the Passport Department's decline in revenue, possibly due in part to ICE raids in the community. All voted in favor to accept the Treasurer's report.

CEO Reports

The October CEO Report was on StamfordConnect, a local nonprofit resource guide that the library created with community partners.

From November's CEO Report, Connie Hubbard, Chief Human Resource Officer & Labor Relations, spoke about the Professional Development Day held on November 7, 2025. This year's theme was "Better Together. Staff participated in team building, a fitness session and listened to experts in communication. Board Chair RJ Mercede presented service awards to staff, with honoring one staff member whose career spanned 40 years at Ferguson. Following Ms. Hubbard's talk, a video was shared on staff resources.

Executive Committee

The Executive Committee met on December 8, 2025 to review the agenda for today's meeting.

Marketing & Advocacy Committee

The Marketing & Advocacy Committee meeting was held on November 6, 2025. Committee Chair Stephanie O'Shea gave the report. The meeting focused on Melissa LoParco, of Mercury Marketing Communications, who is working on a report on our marketing strengths and weaknesses.

Pension Committee

The Pension Committee met on December 2, 2025. Andy George, Pension Committee Chair, reported that they focused on reviewing the actuarial valuation, asset investment performance, and the 401a/403b plan results with USI Consulting Group.

Personnel Committee

On November 24, 2025, the Personnel Committee met to discuss the proposed labor contract with the library's bargaining unit, as well as Alice Knapp's accomplished goals for FY2025 and proposed goals for FY2026.

Foundation Board

Ann Zucker, President of the Ferguson Library Foundation, reported on the Foundation's recent meeting as well as the Development and Finance Committees' meetings. The Board met with representatives of First County Bank, who reviewed the overall economic situation and the Foundation's investment portfolio.

The Development Committee will be working on ways to bring in more sponsors for Novel Affair. Ms. Zucker announced that Sue & Ed Greenberg will be the honorees at next April's Novel Affair.

Friends of Ferguson

The success of the recent Book Shop's bag sale was reported on.

Old Business**HVAC Update**

CEO Alice Knapp is working with the City and SPA architects to trim the budget for the HVAC project. Bids are due December 24.

Board Retreat

Makeda May discussed the recent retreat and said results will be forthcoming.

All Day Staff Professional Development Day

The Staff Professional Development Day was covered by Ms. Hubbard earlier in this meeting.

2026 – 2032 Capital Budget Request

The Capital Budget was submitted to the City. We are awaiting the outcome.

New Business**Ferguson Library Audit**

The Ferguson Library Audit for FY2025 was approved earlier in the meeting.

2026-2027 Proposed Operating Budget Request

Ms. Knapp provided a review of the 2026-2027 operating budget. With the possibility that the Passport Department may cease to exist, the budget proposals reflect a 7% increase from the City. The Foundation grants are up slightly, but salaries and step increases will increase after the impending union contract settlement, and benefits are increasing 13%. Security expenses will also increase with the Avon Theatre's use of the library on Friday evenings. A motion was made to accept the 2026-2027 proposed operating budget, all voted in favor, the motion passed.

Board Resolution – Corey Paris

Corey P. Paris, Board Member, resigned from the Board of Trustees, due to work obligations. A motion was made, accepted, and passed the following resolution:

WHEREAS, Corey P. Paris has served as a member of the Board of Trustees for two years, 2023 – 2025; and

WHEREAS, Corey P. Paris has served as a member of the DEI, Development, and Marketing & Advocacy Committees.

THEREFORE, BE IT RESOLVED, that the Board of Trustees of The Ferguson Library hereby extends its sincere appreciation to Corey P. Paris for his distinguished service.

FLEBU Union Agreement

The FLEBU Union Agreement will be discussed in the Executive Session.

Executive Session

A motion was made to enter into executive session at 5:25 pm. At the conclusion of the executive session, a motion was made, seconded, and approved to accept the FLEBU Union Contract.

Ms. Mays motioned for the meeting to end at 5:33 pm. A motion was made, moved, and approved to adjourn the meeting.

A holiday dinner was held following the meeting for the boards and library leadership team at the Harry Bennett Branch.

Stephanie O'Shea
Secretary