LBOT Minutes
September 30th, 2026

Attendees:
Jack O'Reilly (Chair), Kelsey Marsh (Secretary), Meghann Wayss (Treasurer), Alexandra Jacuch, and Lara Berry (Director)

Public Attendees: Patty Borkland (resident)

Call to Order: 5:37pm

Approval of Minutes for August 25th, 2026:

Alexandra Jacuch and Meghann Wayss did not have time to review the drafted minutes. Board agreed to table the vote until the next meeting.

Public Comment:

Patty Borkland would like to speak with the board. She reviewed last month's minutes and as a past trustee (considering running again) has questions/concerns. In reviewing the minutes, she was not sure if the staff at the library has the full support of the board. She noted that it is hard to read tone in meeting minutes.

Patty started by comparing the salary of a teacher at our elementary school to that of our educators here at the library (referring to all of our staff). Notes that "the programs don't just happen - the ideas, and prep - it's a lot to put together. They deserve a living wage."

Alexandra Jacuch: Was there a particular section that we should be considering when we talk about this? (Regarding the minutes from last month)

Jack O'Reilly: The wage discussion.

Patty Borkland: Does not remember the exact section. Would like to draw a comparison between the educators at the school and the ones we have at the library. Pre-K salary 71k for 4 students in the class. Money brought in for the class is around 18k. Yet our programming staff provides services for not just children, but adults too. She is disappointed that staff members of ours are paid the lowest on the Seacoast area. She feels such pride about what our teachers are paid, and believes that "it is shameful that our staff is not paid as well". She feels that the tone may have been aggressive toward the Director in our last meeting.

"This staff is amazing." She thinks that we should try to keep pace with the elementary school staff salaries because she considers both positions to be educators.

Alexandra Jacuch: Thanked Patty so much for putting her time and effort into letting us know how much she supports our staff.

Treasurer's Report:

Trends are continuing. They're overall awesome.

Jack O'Reilly: "What was that about having to borrow from the trust fund again?"

Lara Berry: The town hall has continued to not send funds on schedule. Having trouble scheduling a meeting with the new finance person (Chris). To Meghann Ways: "Have they sent us the audit amount yet?"

Meghann Wayss: Debbie at the town hall had in passing mentioned that they were trying to get the amounts. We have always paid at the end of the year for these things, but the town has been paying them quarterly.

Kelsey Marsh: What legal issues are going to come up if the town isn't following the MOU?

Lara Berry: It's only an issue if we take issue with it. She has a lot of sympathy for the transition that happened with town hall this year, but the finance person really needs to understand that there is an MOU and it doesn't seem like anyone has explained that to him.

Meghann Wayss: Will reach out to Chris and Debbie to get numbers.

Building Maintenance:

Alarm Battery: Lara was getting calls at 3am and 6am giving warnings about a low battery despite staff changing out the batteries. Pye Barker Fire came out today and said that it was not, in fact, a low battery despite the message saying that. The system needed a hard reset that we can not do ourselves. They have changed the settings so that no maintenance notifications are sent to the Director after hours.

Foundation: There is a hole in the old foundation on the NW side. Maintenance is ongoing by Dan Silver, the handyman.

Locks: A&B Lock has been contracted and the library paid 50% for upgrades.

World Energy (NH Saves): Responded to the lighting issue in the children's shelving area and dropped off boxes of lighting supplies to fix it.

Septic: Tank pumped (once every 2 years) Morgridge & Sons on August 19th.

LED Lighting: Children's shelving area sensory friendly lighting covers are still backordered. Both Jeremy Nicol and Kevin Martin have been contacted regarding hanging the ones we have already, but neither has time right now. They will notify us if/when that changes. Lara is now looking at other options because it is taking so long.

Shelving: The Eagle Scout that wants to build them is still planning to. Fundraising first, and then hopefully building over the winter.

Policies:

ADA Policy:

Chief Mike has said that if there is inclement weather, they will help to deliver books for the Homebound program.

Meghann Wayss reached out to NHMA and learned that towns are not liable for damages or personal injury relating to public roads, bridges, or sidewalks so long as the town is implementing its town winter maintenance policy and is not doing so with negligence. RSA 231:92-A However this statute does not extend to the library parking lot, walkways, or stairs. If the delay is caused by the proper implementation of the town's policy, then the library is protected.

Jack O'Reilly: Does the town have a winter maintenance policy?

Lara Berry: Does not think that our policy is protecting us right now. Would like it to be more clear.

Kelsey Marsh: So we need to reach out to the town and find out if they have a policy. Asked to have the email from NHMA forwarded for review (Meghann Wayss had it forwarded before the meeting ended - thank you!).

Jack O'Reilly: Jeremy will know.

Kelsey Marsh: I can reach out to him and find out.

Jack O'Reilly: Will put it on the agenda for next month.

Law Enforcement:

Kelsey Marsh: Had a meeting with chief Mike about the law enforcement policy, as well as an additional ICE policy. The board has been given handouts with proposed changes by Kelsey Marsh in red, with suggestions in blue from the police chief. The board then took time to read over the policy recommendations in the meeting.

Lara Berry: Is planning to put "Staff Only" signs on the non-public areas of the building.

Alexandra: “This feels reactive - why include this?" “It’s sounding very “anti”..”

Kelsey: “I actually consider a policy like this to be proactive so that the staff has something to look to if Lara isn’t in the building.”

Lara Berry: “I think that it needs to be in there.” As long as she has been here, the law enforcement policy has always been a surprise to new trustees - not that she’s saying the board is new. Patron confidentiality is the top priority, which is why policies like this should be in depth and precise.

Alexandra Jacuch: Would like “ICE” to be changed to law enforcement in the section.

Meghann Wayss: Would like to potentially compare other libraries’ policies to see what everyone else is doing.

Alexandra Jacuch: Would like for it to be more broadly a law enforcement policy rather than ICE. Potentially simplify the policy.

Lara Berry: Wants the policy to be as clear as possible.

Alexandra Jacuch: Doesn’t want to put “the library staff in the middle of something they don’t belong in.”

Kelsey Marsh: Would it be helpful to table this so everyone can go over it again and give notes? *Met with general agreement.*

Lara Berry: Would like to have a specific health buyout policy approved. We can do that in the next meeting.

New Business:

Warrant Article:

To see if the town will vote to raise and appropriate the sum of *Twenty Thousand Dollars* ($20,000) to be placed in the Langdon Library Building Capital Reserve Fund.

Meghann Wayss motion, Alexandra Jacuch seconded.
4:0 approved

New Legislation:

Trespassing HB 1184
We will need to redo and re-serve any trespass orders that we have within 90 days. ASAP is better. Lara would like the board to authorize her to speak with the Police Chief to revisit this paperwork.

Jack O'Reilly motioned to authorize the director to meet with the police chief and Jon Wendell to reissue the existing NTO in accord with the new law, Alexandra Jacuch seconded.
4:0 approved

Old Business:

Donation Acceptance: $1,092.00

Meghann Wayss motion, Kelsey Marsh seconded to approve.
4:0 approved

Jane's donation was given as "wherever it is needed". Lara's first thought was toward the Memory Library technology/digital preservation kit. The trustees are fine with that.

Next Meeting: October 21st, 2026

Alexandra Jacuch motioned to adjourn, Meghann Wayss seconded.
4:0 all in favor

Adjourned at: 8:55pm

Minutes by Kelsey Marsh