

Library Board Minutes March 26, 2026

The Rideau Lakes Public Library Board held a meeting on March 26, 2026 at 6 p.m. via Teams and at the small meeting room in Portland.

Land Acknowledgement Statement

Commitment of Respect

Roll Call was taken and the following Board Members were in attendance: Marcia Maxwell, Mary Roantree, Marnie Young, Peggy Fletcher, Joan Duncan, and Maxine Weber in person, and Lorie Truemner virtually via Teams.

Regrets: Becky White-Thompson.

Staff: Vicki Stevenson

Members of the public attending: None

Introductory remarks: None.

Adoption of the Agenda

Moved by: Marcia Maxwell

Seconded by: Mary Roantree

The Rideau Lakes Public Library Board approves the Agenda with the earlier addition of the artwork collection discussion.

Carried.

Declaration of Conflict of Interest. None.

Adoption of Consent Agenda items

RESOLUTION #26-09

Moved by: Mary Roantree

Seconded by: Joan Duncan

The Rideau Lakes Public Library Board approves the Consent Agenda items: The February 26, 2026 Board minutes, the March 2026 CEO report, and the February 2026 statistics.

Carried.

Financial statements:

RESOLUTION #26-10

Moved by: Marnie Young

Seconded by: Lorie Truemner

The Rideau Lakes Public Library Board approves the March 19, 2026 Balance and Income financial statements.

Carried.

For Discussion:

a) 2026 Budget and Pay Grid approval

- The Township of Rideau Lakes Budget passed on March 4 with a municipal levy request of 1.97% for the Library Board.
- The 2026 RLPL budget included a 2% wage increase (1% cost of living and 1% PE maintenance).
- The Board raised concerns over the ongoing discrepancy in the benefits package to library staff and noted that they will be supporting an increase in the 2027 budget to bring the benefits in line with the Township of Rideau Lakes employee benefits.
- The Board also suggested to review our municipal comparators and to make an external comparison of the pay grid to ensure we are offering wages consistent with other comparable libraries, which will occur in the next review cycle.

RESOLUTION #26-11

Moved by: Peggy Fletcher

Seconded by: Marnie Young

The Rideau Lakes Public Library Board approves the final 2026 Budget with a 1.97% request and the 2026 pay grid with a 2% wage increase.

Carried.

b) Board evaluation

- Thanks to all Board members for providing feedback through the Board evaluation form.
- The Chair assumes that the one set of consistently lower scoring numbers were intended to be reversed as the corresponding comments were positive but noted if this was not the case to reach out for further discussion.
- The general consensus was that this was a useful exercise and can be a template for future Board evaluations.
- Board members appreciated the chance to provide comments to all questions.
- There was a suggestion to add in a few more open-ended questions such as "What has been the most helpful?" and "What would be the one thing you would change?"
- The Board discussed if the CEO should also respond and complete the survey.

c) Policy review: C-2 Volunteers

- The volunteer policy now covers Co-op students.
- We explain that, due to our size and capacity, volunteer opportunities may not always be available.
- The Board suggested to add a section to address potential special arrangements for volunteers mediated through social service agencies or community groups.

RESOLUTION #26-12

Moved by: Marnie Young

Seconded by: Joan Duncan

The Rideau Lakes Public Library Board has reviewed and approved the following policy C-2 Volunteers.

Carried.

d) Possible art collection donation

- The Board appreciates the generous offer to benefit from donated artwork
- Due to the size of the collection and potential value (along with a lack of direct experience with art curation and sales) the Board suggested that we partner with some local organizations to share the workload as well as proceeds.
- The CEO will seek further input from the donor based on this discussion.
- To recognize the donor and their generous contribution, it was suggested the Board select and display one or two of the art pieces.

e) Risk management:

- Nothing to report.

Advocacy update:

- Vicki attended a webinar on March 25 with FOPL (Federation of Ontario Public Libraries) to learn more about their Safety Campaign and will share more in April
- The HR committee took in an excellent webinar on CEO evaluation.
- The Board proposes to offer a full orientation to the library, after the fall municipal election, to new and returning Council members.

Friends of the Library:

- The Friends meeting focused on information gathering for fundraising ideas.
- The movie matinee was well attended.

Public comments: No public attending.

Adjournment: Meeting adjourned at 7:10 pm, motioned by Mary Roantree and seconded by Marcia Maxwell.

Next meeting: The next Library Board meeting will be on Thursday April 23, 2026 at 5 p.m. at the Portland Small Meeting Room and via Teams videoconference. Please note earlier time so Board members may attend the Volunteer Appreciation event.