

River Forest Public Library
Policy Committee Meeting

MINUTES

Wednesday, October 9th, 2024 at 4:15 pm

Present: Committee members Elan Long, Cathy Ruggeri, and Kosha Baxi Carstens. RFPL Director Emily Compton, and Adult & Teen Services Manager Shannon Gruber.

Call to Order: Chairman Long called the meeting to order at 4:25 pm.

Minutes:

1. July 8th, 2024 Committee meeting minutes deemed approved.
2. Staff III. Leaves of Absence

Director Compton explained the goal of adding Paid Parental Leave to the existing Leaves of Absence policy to improve recruiting and retention of staff. Paid Parental Leave benefits are widely offered by libraries, especially our closest neighbors, and cost impact is significantly lower than the cost of staff turnover.

The Committee discussed various aspects of the policy from both operational and policy perspectives before working through the specific language proposed. The Committee decided to change the name of the overall policy to Personal Leave (from Leaves of Absence) for clarity since many different types of leave are covered. There were other edits made to the policy to clarify the language for consistency.

Chairman Long called for a vote to recommend adoption of the Policy to the Board, and it passed unanimously.

Next Meeting: The committee plans to meet in January 2025, and Director Compton will coordinate calendars to set a date.

Adjournment: Trustee Carstens moved to adjourn the meeting at 5:22 pm. Trustee Ruggeri seconded.