

Special Board Meeting
Cape Girardeau Public Library Board of Trustees
Wednesday, June 23rd, 2021 @ 7am
Cape Public Library

The meeting will be held in person but a virtual option via the Zoom platform will also be available. Members of the public may attend in person or by visiting

<https://zoom.us/j/92900032470?pwd=ODN1eEFEU2lXZXRhHdjMy94Y2YvUT09>

Meeting ID: 929 0003 2470

Passcode: 554066

Purpose of Special Meeting: To discuss policy drafts

- I. Call to Order
- II. Public Comments --Individuals who wish to make comments must first be recognized by the President. Each speaker is allowed 5 minutes and must state his/her name and address for the record. The timer will buzz at the end of the speaker's time.
- III. Discussion and Approval of Draft Policies—ACTION ITEMS
 - a. Personnel Manual—recommended changes from policy committee and an attorney. A list of changes/recommendation are below.
 - i. Removal of first sentence from the Drug & Alcohol Free Environment policy. See page 9
 - ii. Remove the Sunday time-and-a-half benefit from the Compensatory Time policy. See page 10-11.
 - iii. Added some clarifying language to the Extended Leave of Absence policy. See page 17.
 - iv. Removal of references to an FMLA policy in the Worker's Compensation policy. See page 19. Other changes to this policy will be forthcoming after receiving feedback from the City HR dept.
 - v. Update references throughout the manual to include the phrase 'or significant other' when referring to family. See pages 5, 14, and 15.
 - b. Nursing Mothers/Workplace Lactation Policy—new policy, see draft.
 - c. Library Parental Leave—new policy, see draft.
- IV. Next Regular Meeting:
June 24th 2021 @ 7am
Cape Girardeau Public Library, Penzel Room