

BEAUMONT LIBRARY DISTRICT

BOARD OF TRUSTEES MEETING
6:30 p.m. at the Library – November 21, 2024
125 East Eighth St., Beaumont, CA

AGENDA

CALL TO ORDER

ROLL CALL

REPORT OF POSTING OF AGENDA

Public comments on items not on the agenda and/or jurisdiction items – 3-minute limit

1. CONSENT ITEMS

Approval of Minutes of the previous meeting

2. DIRECTOR'S REPORT

General Ledger Report
Activity Summary Report
Changes in Status of District Employees

3. OLD BUSINESS

- A. GRANT UPDATES
- B. BUILDING PROJECT UPDATES
- C. CHANGE IN LIBRARY HOURS

CLOSED SESSION TO DISCUSS PERSONNEL MATTERS

4. NEW BUSINESS

- A. SEARCH COMMITTEE REPORT & PERSONNEL DECISIONS
- B. LIBRARY FURNITURE DESIGN PROPOSAL
- C. MINIMUM WAGE ADJUSTMENT TO 2025 PAY SCALE

ADDED STARTERS AND COMMUNICATIONS

TRUSTEE COMMENTS AND REQUESTS

PUBLIC COMMENTS – 3-minute limit

ADJOURNMENT

BEAUMONT LIBRARY DISTRICT

BOARD OF TRUSTEES MEETING
6:30 p.m. at the Library – October 24, 2024
125 East Eighth St., Beaumont, CA

MINUTES

CALL TO ORDER – President Coleman called the meeting to order at 6:30pm

ROLL CALL – M. Coleman, B. Mahoney, C. Carr, M. Lillard-Geiser (via Zoom), L. Dickinson
ABSENT – S. Perry (excused)
GUESTS – K. Van Valkenburg, D. Roppelt, S. Weck

REPORT OF POSTING OF AGENDA – Agenda was posted 72 hours in advance.

1. CONSENT ITEMS

Approval of Minutes of the previous meeting.

MOTION: (Mahoney/Coleman) to approve the Minutes as presented. (4-0-1)

2. DIRECTOR'S REPORT

Assistant Director Van Valkenburg acted on the Director's behalf as he had taken vacation and attended the Public Library Directors Forum and the California Library Association conference in Pasadena in the weeks preceding the meeting

General Ledger Report – She reported that Staff Day on October 14 was successful and that she attended City Council on October 1 when impact fees were discussed at length for the third time. The topic will be on the agenda again on November 5 when it may finally be passed. She noted expenses related to C.W. Driver and the Western Science Center (for museum passes, which have circulated 15 times in 10 months).

Activity Summary Report – Circulation for September was very close to September 2019 and new registrations, during National Library Card Sign-Up Month, were four times as high, so we are catching up with the pre-Covid time period.

Changes in Status of District Employees – Mr. Dickinson, who has been serving as an ex-officio/non-voting member of the Search Committee for a new Director, reported that great progress has been made since last month. Although the very first applicant was not qualified, six qualified applications have been received. Two are not being considered

for interviews, one because of overall lack of experience and the other because of a spotty career record. Two highly qualified candidates have been scheduled to be interviewed on October 26 at the Chatigny Center by the voting members of the Search Committee, led by Secretary Mahoney, Ms. Carr, and library consultant W. Disher, who is a resident of Beaumont. The other two qualified applicants are not being considered for interviews at this time because they are not quite at the top level for consideration. There were no changes in personnel during the month.

3. OLD BUSINESS

A. GRANT UPDATES

We will be receiving two “Stargazing” kits through the Parks Pass grant program. Ms. Van Valkenburg reviewed the logistics plan for the library site during construction with demolition of the rental house expected later this year and groundbreaking to happen in mid-January. She presented slides of the Phase I and Phase II interior work along with a timeline of the entire project. She stated the Library is expecting to rent a property at 232 W. Sixth Street for office space, to handle literacy tutoring, and to house adult collection material that will not fit in the building during Phase I. There will be a lot of shifting of materials and workspaces that may involve hiring movers as well as closing the building on occasion in the coming months.

B. GOALS PROGRESS REPORT

Mr. Dickinson went over his goals for the July through September quarter, which have all been accomplished – running successful summer and Lunch at the Library programs, attending the Association of Rural and Small Libraries Conference, participating in the advertising/selection process for a new Director, and arranging interviews for the same.

C. QUARTERLY FINANCIAL REPORT

Ms. Van Valkenburg noted that our tax revenue is low through the first quarter because the bulk of taxes are received in December through May. Retirement expenses seem high because the unfunded accrued liability is 100% paid early in the fiscal year.

D. DEBT POLICY & BOND REPORT

The debt policy distributed at the last meeting was presented for a second review with a minor typographical correction.

MOTION: (Mahoney/Carr) to approve the Debt Policy as presented. (4-0-1)

The Assistant Director said that she and the Director had participated in discussions about bonds seven times since the last meeting. The interest rate was set on “Game Day” yesterday at 4.25% over 20 years. Spreadsheets that Mr. Dickinson had prepared were handed out showing that if expenditures exceeded income by 1% annually over twenty years that the bond debt could be paid off with nearly \$5 million left in library reserves. If expenses and income were equal, the reserves would be nearly \$10 million. Both

numbers would increase if impact fees should be approved. The \$8 million in bond proceeds could be available as soon as mid-November.

4. NEW BUSINESS

A. 2025 BOARD MEETING SCHEDULE

Meetings are scheduled for the last Thursday of each month at 6:30 p.m., except to approve the budget early in June and to avoid the holidays in November and December when the meetings will be on the third Thursday.

MOTION: (Carr/Mahoney) to approve the 2025 Board Meeting Schedule as presented. (4-0-1)

B. 2025 HOLIDAY SCHEDULE

The 2025 Holiday Schedule is the same as in previous years except for the fact that allowances have been made to accommodate Saturday/Sunday workers, as well as Wednesday workers.

MOTION: (Mahoney/Carr) to approve the 2025 Holiday Schedule as presented. (4-0-1)

ADDED STARTERS AND COMMUNICATIONS

Mr. Dickinson highlighted the November library newsletter, which features a story on the previously unknown father-son World War veterans from Beaumont. He also gave details on the frieze over the original Carnegie librarian's office, which are pieces of a work entitled, "The Triumphal Entry of Alexander into Babylon" that dates to 1911.

TRUSTEE COMMENTS AND REQUESTS

None.

PUBLIC COMMENTS

D. Roppelt, President of the Friends of the Beaumont Library, reported that the Big Book Sale brought in \$1,400, \$500 of which was a donation. Her 95-year-old mother gave a well-received program on quilts and related books at the annual meeting on October 22. The storage garage has been cleaned out and the last day for the bookstore will be December 14.

ADJOURNMENT - at 7:20 p.m.

APPROVED:

DATE:



BEAUMONT LIBRARY DISTRICT

Director's Report November 21, 2024

Activity Summary

At the City Council meeting on November 5, impact fees were discussed for the fourth time and were finally approved, but on a staggered basis. Beginning January 6, 2025, half of the increase in fees will go into effect. Beginning July 6, 2025, 75% of the increase will go into effect, and beginning January 6, 2026, the new fees will fully go into effect. What this means for us is that we will begin receiving impact fees in January with up to \$100,000 to be collected in 2025 and perhaps \$150,000 per year thereafter. November 5 was also Election Day and, unexpectedly, Proposition 32 was voted down. Instead of the state minimum wage being raised to \$17/hour in 2025 and \$18/hour in 2026 for employers our size, increases will be based on inflation (limited to a maximum of 3.5%). That raises the minimum wage to \$16.50 per hour on January 1. The Collaborative Agencies Committee meeting scheduled to be held at City Hall on November 6 was canceled by the city due to “insufficient feedback” from CAC members. Finally, good news was received on November 14 when we were notified that our bond financing efforts were successful and that \$8 million was deposited in our U.S. Bank money market account that day.

Personnel Changes

There were no changes in personnel in the past month.

Meetings & Activities

November 5	Impact Fees Discussion at City Council, City Hall
November 8	Pre-construction meeting with C.W. Driver via Zoom
November 11	Veterans Day, Library closed; Bookmobile in parade
November 13	The Amazing Shake, San Geronio Middle School
November 14	Pre-construction meeting with C.W. Driver via Zoom
November 21	Rotary Club of Beaumont & Cherry Valley, Chatigny Center
November 26+	Director taking a week's vacation over Thanksgiving weekend
November 28-9	Thanksgiving & Thanksgiving Friday, Library closed

11:11 AM

Beaumont Library District

General Ledger

As of October 31, 2024

11/04/24

Accrual Basis

Type	Date	Num	Name	Memo	Split	Amount
1010 · Wells Fargo Checking						
1010.1 · Wells Fargo Savings						
Total 1010.1 · Wells Fargo Savings						
1010 · Wells Fargo Checking - Other						
General Journal	10/02/2024	lc 10.1...	CALPERS	CalPERS Cla...	513000 · Retir...	-2,149.29
General Journal	10/02/2024	lc 10.1...	CALPERS	CalPERS PE...	513000 · Retir...	-4,447.07
General Journal	10/02/2024	lc 10.1...	CALPERS	CalPERS 457...	513000 · Retir...	-2,465.00
Check	10/02/2024		TASC	HRA Tru-Up ...	515080 · Healt...	-1,020.00
Check	10/03/2024		Wex Fleet Card	Gas	5245.02 · Book...	-260.62
Deposit	10/07/2024			Lost/Damage...	732120 · Librar...	106.00
Check	10/07/2024		City of Beaumont	7/1/24-8/30/24	5501 · Rental r...	-105.46
Check	10/07/2024		City of Beaumont	7/1/24-8/31/24	5295.03 · Wat...	-198.66
Check	10/07/2024		CALPERS	October 2024	515080 · Heaft...	-9,862.04
Check	10/08/2024		Frontier	9/12/24-10/11...	5295.01 · Phon...	-296.13
Deposit	10/09/2024			Lost/damaged...	732120 · Librar...	11.00
Bill Pmt -Check	10/10/2024	5838	City of Beaumont		2000 · Account...	-360.48
Check	10/10/2024		Wells Fargo	Sept 2024	5245.07 · Cred...	-28.44
Check	10/15/2024		TASC	Van Valkenbu...	515080 · Healt...	-60.00
Check	10/15/2024		Edison	9/12/24-10/11...	5295.02 · Elect...	-4,444.06
Check	10/16/2024		Wells Fargo Busines...	September 20...	-SPLIT-	-6,139.85
Check	10/22/2024		Waste Management	October 2024	5295.05 · Tras...	-181.65
Transfer	10/23/2024			Funds Transfer	1020.1 · CLAS...	47,320.13
Transfer	10/23/2024			Funds Transfer	1020.4 · CLAS...	23,660.07
Bill Pmt -Check	10/25/2024	5843	Baker & Taylor		2000 · Account...	-69.61
Bill Pmt -Check	10/25/2024	5844	Brodart Co.		2000 · Account...	-8,281.67
Bill Pmt -Check	10/25/2024	5845	Demco		2000 · Account...	-597.07
Bill Pmt -Check	10/25/2024	5846	Discount School Su...		2000 · Account...	-98.56
Bill Pmt -Check	10/25/2024	5847	Eide Bailly LLP		2000 · Account...	-2,715.50
Bill Pmt -Check	10/25/2024	5848	Enova Create Buine...		2000 · Account...	-1,116.29
Bill Pmt -Check	10/25/2024	5849	Hailey Hernandez		2000 · Account...	-165.80
Bill Pmt -Check	10/25/2024	5850	Indira Perez		2000 · Account...	-240.96
Bill Pmt -Check	10/25/2024	5851	Ingram Library Servi...		2000 · Account...	-7,139.49
Bill Pmt -Check	10/25/2024	5852	Inland Library System		2000 · Account...	-721.00
Bill Pmt -Check	10/25/2024	5853	Jennifer Perez		2000 · Account...	-134.52
Bill Pmt -Check	10/25/2024	5854	Jessica Bravo		2000 · Account...	-300.00
Bill Pmt -Check	10/25/2024	5855	Julia Schumacher		2000 · Account...	-1,262.77
Bill Pmt -Check	10/25/2024	5856	Kelly Van Valkenburg		2000 · Account...	-213.24
Bill Pmt -Check	10/25/2024	5857	Lakeshore		2000 · Account...	-100.63
Bill Pmt -Check	10/25/2024	5858	Luren Dickinson		2000 · Account...	-428.00
Bill Pmt -Check	10/25/2024	5859	Lyrasis		2000 · Account...	-1,639.23
Bill Pmt -Check	10/25/2024	5860	Midwest Tape		2000 · Account...	-1,372.96
Bill Pmt -Check	10/25/2024	5861	New Reader's Press		2000 · Account...	-520.22
Bill Pmt -Check	10/25/2024	5862	Office Depot		2000 · Account...	-486.30
Bill Pmt -Check	10/25/2024	5863	Overdrive		2000 · Account...	-29.50
Bill Pmt -Check	10/25/2024	5864	Rafhael Animas		2000 · Account...	-1,600.00
Bill Pmt -Check	10/25/2024	5865	Record Gazette		2000 · Account...	-49.95
Bill Pmt -Check	10/25/2024	5866	SDRMA		2000 · Account...	-215.84
Bill Pmt -Check	10/25/2024	5867	SSD Alarm		2000 · Account...	-378.00
Bill Pmt -Check	10/25/2024	5868	Susan Turley		2000 · Account...	-560.00
Bill Pmt -Check	10/25/2024	5869	Tamara Evans		2000 · Account...	-195.09
Bill Pmt -Check	10/25/2024	5870	TASC		2000 · Account...	-861.52
Bill Pmt -Check	10/25/2024	5839	Terminix		2000 · Account...	-181.00
Bill Pmt -Check	10/25/2024	5840	TK Elevator Coporat...		2000 · Account...	-3,084.94
Bill Pmt -Check	10/25/2024	5841	Visual Edge IT		2000 · Account...	-4,727.62
Bill Pmt -Check	10/25/2024	5842	Visual Edge IT Inc.		2000 · Account...	-1,640.35
General Journal	10/25/2024	lc 10.3...	CALPERS	CalPERS Cla...	513000 · Retir...	-2,149.29
General Journal	10/25/2024	lc 10.3...	CALPERS	CalPERS PE...	513000 · Retir...	-4,447.07
General Journal	10/25/2024	lc 10.3...	CALPERS	CalPERS 457...	513000 · Retir...	-2,465.00
Bill Pmt -Check	10/28/2024	5871	Estephania Ortiz Oe...		2000 · Account...	-301.04
Bill Pmt -Check	10/28/2024	5872	LowDrag Inc		2000 · Account...	-2,400.00
Bill Pmt -Check	10/28/2024	5873	C.W.Driver LLC		2000 · Account...	-70,980.20
Check	10/29/2024		TASC	Van Valkenbu...	515080 · Healt...	-60.00
Deposit	10/31/2024			Checking Acc...	740020 · Intere...	2.65
Total 1010 · Wells Fargo Checking - Other						-84,849.13
Total 1010 · Wells Fargo Checking						-84,849.13

Beaumont Library District Activity Report

October 2024

	Month	YTD	Prior Yr. Mo.	Prior YTD	Registration Activity	Month	YTD	Prior Yr. Mo.	Prior YTD
Circulation Activity									
Library Checkouts	7723	32757	7377	31495	New Registrations	209	901	181	817
Bookmobile Checkouts	312	665	153	462	Updated Registrations	390	1845	360	1597
Items Renewed	6956	27382	2283	8144	Deleted Registrations	3	214	2	15
Circulation Totals	14991	60804	9813	40101	Total Registrations	602	2960	543	2429
Holds Activity					Collection Growth				
Library Holds Added	675	2667	782	2853	Titles Added	574	2386	797	2574
Bookmobile Holds Added	22	30	7	29	Titles Deleted	349	1854	1326	3594
Holds Checked Out	674	2407	711	2678	Titles Change	225	532	-529	-1020
Holds Totals	1371	5104	1500	5560	Items Added	700	2769	889	2936
					Items Deleted	386	2348	1392	3997
Overdue Notices					Items Change	314	421	-503	-1061
Courtesy Notices	14026	55193	5491	21841					
First Notices	576	2378	852	3567	Program & Activities				
Final Notices	329	1479	417	1570	Children 0-5 Programs	49	103	43	95
Total Notices	14931	59050	6760	26978	Attendance	1415	3362	1015	2615
					Children 6-11 Programs	6	13	6	14
Fees Paid & Waived					Attendance	69	199	61	154
Fees Paid	\$149.00	\$1,153.65	\$602.00	\$1,206.08	Young Adult Programs	2	8	1	3
Fees Waived	\$925.00	\$7,381.80	\$4,180.46	\$30,913.50	Attendance	16	146	10	27
Fees Balance	-\$776.00	-\$6,228.15	-\$3,578.46	-\$29,707.42	Adult/Literacy Programs	8	39	22	71
					Attendance	31	129	117	339
E-Material Usage					All Ages Programs	3	41	3	32
Hoopla	158	598	98	344	Attendance	241	4407	21	2324
Overdrive	699	2928	654	2503	Outreach Programs	25	54	23	56
eMagazines	21	92	11	88	Attendance	592	1849	437	1404
					Total Programs	93	258	98	271
Database Usage					Total Attendance	2364	10092	1661	6863
Ancestry	39	503	575	968	Public Computer Use	505	2075	369	1553
GreenFILE	1	1	0	0	Reference Interaction	1724	7532	1962	5652
Newspapers.com (8/24)	2	28	N/A	N/A	Website Visits	1696	9585	1362	5995
Learning Express	0	0	2	13	Library Visits	8751	37065	7044	27915
Novelist	33	66	9	73					
ProQ K-12	0	4	0	0					



BEAUMONT LIBRARY DISTRICT

M E M O R A N D U M

TO: Beaumont Library District Board of Trustees

FROM: Luren Dickinson, Beaumont Library District Director

DATE: November 21, 2024

SUBJECT: REDUCED SCHEDULE DURING CONSTRUCTION

Due to the reduction in library space during Phase I of our expansion/renovation project, it is necessary to both reduce hours to save expenses to cover rental costs of remote office and storage space, as well as to help begin paying bond debt.

Two options are presented here for a reduced schedule beginning January 1, 2025:

Option 1—Open seven days a week for a total of 40 hours on the following basis:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1-5pm	10am-5pm	10am-5pm	1-5pm	10am-5pm	10am-5pm	1-5pm

Option 2—Open six days a week for a total of 42 hours on the following basis:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Closed	10am-5pm	10am-5pm	10am-5pm	10am-5pm	10am-5pm	1-5pm

Recommendation—Adopt Option 1, the seven-days-a-week, 40-hour schedule. This would allow the library to be open every day of the week with nearly 25% fewer hours than our current 52-hour schedule. It would also be less expensive to operate personnel-wise and reduce utility costs more than the 42-hour, six-day schedule. The 5 o'clock closing time is important because all professional staff offices will be located during Phase I on the second floor of the Carnegie building, which does not have good lighting, beginning late in the afternoon.



October 3, 2024

Luren Dickinson
Director – Beaumont Library District
125 E. 8th St.
Beaumont, CA 92223

TSK respectfully submits this proposal for the following scope of services. We are excited about the opportunity to submit the following proposal to provide the Beaumont Library District furniture consulting and environmental graphics/wayfinding services. The following outlines the optional services description and fees.

Option A – Furniture, Fixtures and Equipment

Scope

Programming & Finish Selection

- TSK to facilitate programming meetings to discuss suggested furniture layout and product selections, in coordination with building design and program.
- TSK to provide finish material suggestions for selected products for approval.
- TSK to facilitate a follow up meeting to review all selections and finishes room by room.

Bidding/Quoting

- TSK to write furniture specifications and issue an RFQ to 3 selected dealers.
- TSK to review all bids and discuss single dealer selection for purchase.
- TSK to coordinate final quotes with selected furniture.
- Furniture dealer to provide quotes and final drawings for all products selected.
- TSK to review quotes and submit to client for final approval.
- Client to issue Purchase Orders to dealer.

Ordering, Delivery, Installation and Professional Development

- Dealer to be solely responsible for development and issuance of all specifications, procuring (ordering), delivering, receiving, and installing all goods and warranty related issues (collectively, the “Work”). TSK shall not have control over, charge of or be responsible for the means, methods, techniques, sequences or procedures of fabrication, shipment, delivery or installation, or for the safety precautions and programs in connection with the Work, as these are solely other parties’ rights and responsibilities.
- As the buyer of goods, the Beaumont Library District (the Owner) shall receive, inspect and accept or reject furniture, fixtures and equipment at the time of their delivery to the premises and installation unless otherwise agreed.



- TSK will provide walk through with the dealer and Owner after furniture install to determine punch list item; TSK to review for design intent and finishes only; final punch list to be retained by dealer.

Fee Proposal

TSK proposes a lump sum fee of \$27,400 for all the Option A services outlined above.

Option B – Environmental Graphics and Wayfinding

Scope

Soft Kick-Off

Initial “kick off” meeting involving the Owner leadership, Project Principal, and the Campus Branding & Environmental Graphics team to address:

- Team introductions
- Organization’s structure
- Owner needs and expectations for environmental graphic services, tentative schedule to be outlined

Discovery Sessions with Brand Synthesis (Research and Development)

TSK will facilitate this collaborative process utilizing meetings and discussions with the Owner’s decision-makers, administrators and faculty to understand the in-depth profile of current brand standards for the Owner. TSK’s Campus Branding & Environmental Graphics team will work with the Owner to assess its current situation and its goals for Beaumont Library District. This step is essential in continuing the structure of the Owner’s brand standards establishing a foundation for future projects and developing creative content that will help the Owner communicate their goals to the community. As part of this process, TSK will:

- Facilitate roundtable and information gathering discussions to better understand the Owner’s needs and to fully capture the Owner’s vision as to how and where graphics will be implemented and utilized.
- Research and Development of design concepts for the Beaumont Library District; implementing current brand standards, artwork guidelines, and approved color palette set by Owner.
- Set clear expectations for deliverables.
- Schedule the next deliverable presentations.

Progress Meetings and Design

Presentation of progress with Owner. In a collaborative setting with Owner decision-makers, TSK to sharpen and refine the brand identity and elements, and any previously outlined deliverables. As the ideas start to come into focus with each progress meeting, tailored and customized creative deliverables are defined and presented. TSK to continue to refine, tailor, or customize creative deliverables until given final approval from Owner.

- Initial environmental graphics and wayfinding concepts for the Beaumont Library District.
- Final brand identity package that includes logo(s), typefaces, color palette, and files needed for Owner use.
- Environmental Graphic applications to areas or walls specified by the Owner.



316 W 2nd St. Penthouse
Los Angeles, CA 90012
213.614.0900
tska.com

Projected targeted date for final approval and launch is December 2025. Owner to notify TSK if any modifications of the schedule need to be made, it is understood this will affect the overall scope, schedule and budget of correlating architectural contract and completion timeline.

Preflight, Coordination and Documentation for Launch

TSK to prepare and send all final approved creative files to be used for production, install, or launch of materials. Both print and digital files to be handed over to Owner for final ownership. TSK to provide support for coordination of final use, and quality control, for all final approved creative content. TSK to be available for coordination with Owner of vendors, Contractors, and subcontractors, for final intended use of all creative deliverables.

Fee Proposal

TSK proposes a lump sum fee of \$9,080 for all the Option B services outlined above.

- Any purchase of stock imagery will be billed at cost (no markup) and approved by the Beaumont Library District in advance.

Please advise if the Beaumont Library District would like to proceed with Option A, Option B or both options. TSK will produce an agreement for the selected scope of work.

TSK appreciates the opportunity to submit this proposal for the Beaumont Library District.

Sincerely,

A handwritten signature in black ink that reads 'P. Espinet'.

Pedro Espinet

Principal – TSK Architects
pedro.espinet@tska.com

Beaumont Library District Salary Scale 2025

(Approved November 21, 2024; Effective January 1, 2025)

POSITIONS & PAY RATES	Minimum	Midpoint	Maximum
Library Page	16.50	20.63	24.75
Library Associate I	19.00	23.75	28.50
Bi-weekly @ 40 hours per week	1520.00	1900.00	2280.00
Facilities Associate, Library Associate II	23.00	28.75	34.50
Bi-weekly @ 40 hours per week	1840.00	2300.00	2760.00
Administrative Associate, Associate Librarian	27.50	34.38	41.25
Bi-weekly @ 40 hours per week	2200.00	2750.00	3300.00
IT/Network Associate, Librarian I	32.75	40.94	49.13
Bi-weekly @ 40 hours per week	2620.00	3275.00	3930.00
Librarian II	38.75	48.44	58.13
Bi-weekly @ 40 hours per week	3100.00	3875.00	4650.00
Supervising Librarian	45.25	56.56	67.88
Bi-weekly @ 40 hours per week	3620.00	4525.00	5430.00
Assistant Director	52.50	65.63	78.75
Bi-weekly @ 40 hours per week	4200.00	5250.00	6300.00