

Board of Trustees

December 14, 1949

A special meeting of the Financial Committee was called to order at 3:45 o'clock.

Members present: Mr. Hull, Mr. Owen, and Mr. Stafford.

The meeting was called to decide whether any raises could be made in our salary schedule which would make the salaries for those positions now vacant attractive enough to secure competent people.

Mr. Stafford reported to the other members that he had recently visited the Library School at the University of Illinois and that both Dr. Downs and Dr. Lancour had told him that such a situation as exists here is the usual thing in public libraries today because Librarians are moving about the country more than usual and because of the extreme shortage of trained people in the profession.

The Committee studied the statistics which had been prepared by the Librarian.

The members discussed the desirability of having a Business Librarian for a city the size of Decatur. The Librarian explained that a person doing work with business men and factories, labor unions, and other working people, was very desirable. Although Mr. Cohen had been more a Research Librarian than a Business specialist, he had demonstrated the importance of doing work with these groups. She said that although the position might be abolished for the present, she believed that it would be re-established in the near future, either by herself or another Librarian. After a discussion, the members recommended that we abolish the position for the present and reinstate it as soon as possible.

The Librarian asked the members for an opinion on the advisability of trying to secure a Young Adult Librarian. She reminded the Committee that a salary of \$3,000.00 had been provided for in the 1949-1950 budget, but she had not filled the position because she had wanted to be sure of the Board's policy. She explained that when our children reach the 7th grade they refuse to go to the children's room, and that there is no service for them in the Adult Department. Mr. Hull questioned the advisability of engaging a Young Adult Librarian until a department for this group was organized. The Librarian explained that even without the department, we needed a Librarian trained and experienced in work for adolescents, and that, while she was giving professional service to this group without the department, she could be helping to organize it. The Board recommended that a Librarian for this position be added to the Staff at the salary of \$3,000.00 a year, and that the salary of the Children's Librarian be raised from \$2,700 to \$3,000.

It was decided to try to secure an Assistant Librarian for \$3,500. The Librarian brought up the fact that she believed she might be able to secure people at these figures but that when an Assistant Librarian became familiar with our work she would raise the question that her salary was not in proportion to the other unit heads, and that an adjustment would have to be made in fairness to her responsibilities. It was decided that the minimum salary

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scale recommendation^{ed} by the Librarian to be put into operation January 1, 1950, should be discussed by the full Board at their next meeting.

The fact that our 1950-1951 budget had been cut \$4,178. under this years' budget was brought to the members attention.

The meeting adjourned at 5:00 o'clock.

Respectfully submitted,

Muriel E. Perry

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Secretary

MEP/rs