

BOARD OF TRUSTEES
Agenda – March 12, 2026

CALL TO ORDER - 5:30pm

Members Present: Al Buyck, Katie Bowers, Tom Jahn, Sharon Bryant, Jillian Sandy, Olivia Shimkus, Vikki Collazo

Not Present: Emily Jones, Sarah Glose, Charmian (Charm) Foster, Emily Jones, Kelly Sullivan

Also Present: Josias Bartram, Sherry Kowalski, Alex Fisher, Kathleen Shores, Michelle Brandone

GUESTS: None

AMENDMENTS TO THE AGENDA: None

PUBLIC COMMENTS: None

MINUTES: February 12

- **Motion to approve the February Minutes: Tom Jahn, Second: Vikki Collazo. Passes unanimously.**

RESIGNATIONS

- Megan Tuttle – Custodial Worker
 - Megan was a great employee. She will be missed!
 - **Motion to accept the resignation: Jillian Sandy, Second: Olivia Shimkus. Passes unanimously.**

APPOINTMENTS

- Ashley Button – Custodial Worker
 - **Motion to accept the appointment: Al Buyck, Second: Vikki Collazo. Passes unanimously.**

NEW BUSINESS

- Discussion – winter weather closings ❄️
 - One year ago we approved a new winter weather policy that automatically follows the Binghamton City School District. There have been a lot of two hour delays this year, and patrons have been unhappy.
 - Discussion:
 - Option to ignore delays, but do a two-hour delay if the school is closed and then make a decision about closure based on developing conditions.
 - Option to follow the County emergency closures. These are rare.
 - Option to the Executive Director makes the call.
 - Option to getting any closures or delays publicized on TV stations.
 - Policy committee will continue this discussion.
- New web accessibility regulations

- New regulations have come to the ADA regarding websites.
- Our host company is doing a lot of the work.
- A staff member did an audit of our website - minor tweaks were found.
- This applies to any document added to the site. Just like these very minutes!
 - Does not apply retroactively. Will be adopted going forward.
- Financial disclosure statements
 - Due annually for all board members and County management. Expect these letters in your mailboxes soon!
- 2026-2027 E-Rate
 - Federal program that funds access to computers for students. Utilized heavily by schools and libraries.
 - Letter of Agency - We need to certify that we are following the law regarding internet access for minors.
 - Form 479 - We will pool funding among other 4CLS libraries (as we usually do).
 - **Motion to approve Letter of Agency and Form 479: Vikki Collazo, Second: Olivia Shimkus. Passes unanimously.**

OLD BUSINESS

- Board docs - now updated on the website.
 - 2026 Committees
 - Please check the website to confirm you are on the correct committees. Email Josias if there are changes.
- Budget updates
 - Still seeing issues with 2025 budget reports. Some funds are still showing as "encumbered", reflecting an error in the software. Budget is not reflecting Josias' retirement, and still need to do revisions to reflect \$10K from Carnegie Foundation.
- Construction/projects
 - Bathroom Renovations
 - Really, truly starting this month!
 - Starting with the upstairs bathrooms, followed by the downstairs bathrooms.
 - Construction meeting happening on Monday.
 - There will be a dumpster in the staff parking lot during upstairs renovations.
 - There will be a dumpster in one handicap parking spot during downstairs renovations, as has been done before.
 - This will certainly be disruptive, but our plan is to avoid closing unless we absolutely must.
 - Security Office
 - Plans approved, intention to submit for state funding.
 - Ramp to gardens
 - Plans approved, intention to submit for state funding.
 - Moving forward with new security cameras.

- Solar panels
 - Kelly found a potential installer and we are researching costs.

REPORTS

- February Financials
 - No 2025 financials yet. Other than issue with Josias' retirement, things look normal.
 - Hoopla spending is way down. Yay!
- Director's Report – verbal
 - The DaVinci Art Festival is coming back! All the school districts participate, K-12.
 - Happening in May! Yay!
 - Friends are sponsoring the grant. Thank you, Friends!
 - Inter-Library Loan
 - Allows for borrowing from academic libraries across the country.
 - Service stopped completely last June due to staffing shortages at TC3, who managed it previously.
 - New version coming up from the South Central Regional Library Council: BARC Bibliographic and Referral Center 🐶
 - Includes a \$5 charge (as it has for a number of years)
 - Text books, dissertations, items published in the last year, and items under \$25 will not be filled
 - Time-intensive, but we only get about 5 requests per month. Smaller libraries will likely not offer it because it is time intensive, and will refer to us.
 - We ship through UPS, which costs about \$20 per book. So patron pays \$5, library pays \$15 (roughly).
 - System is legally mandated to offer this, and there will be a limited amount of "free" borrows.
 - Annual Report
 - We have access to the state's software, but the software is not yet open for accepting Annual Reports.
 - The formatting is the same, and previous reports are in the system.
 - Laura has created the layout for the public report.
 - Security
 - Going much better over all.
 - Trend: Significantly more problems with minors. Typically this is middle or early high schoolers who are not attending school.
 - Discussion about bannings and individuals of concern.
 - Bans apply only to our facility, not other libraries.
 - Bans currently apply only to physical building, not online resources.
- February Staff Reports
 - Union contract agreement has not been reached with the County.
- Committee Reports
 - None

- Friends of the Library
 - Meeting next week!
 - There is a bag sale going on right now through Saturday!
 - Friends are funding some adult art classes and sponsoring the DaVinci Art Show.

EXECUTIVE SESSION

- Purpose: To discuss personnel matter.

Motion to enter executive session at 6:23pm: Al Buyck, Second: Tom Jahn. Passes unanimously.

Motion to exit executive session at 6:30pm: Katie Bowers, Second: Vikki Collazo. Passes unanimously.

Motion to adjourn at 6:31pm: Al Buyck, Second: Vikki Collazo. Passes unanimously.



BROOME COUNTY PUBLIC LIBRARY

*Mission*

To educate, entertain, and energize
the Broome County community.

*Vision*

The Broome County Public Library is dedicated to
ensuring that every resident has access to the information
and knowledge needed to prosper in their professions,
businesses, schools, and homes.

*Philosophy*

The Broome County Public Library is committed to
freedom of information and the development of facilities,
programs, services and collections responsive to community
needs. We believe the community is best served by a library that
is visible and involved. We will promote continued professional
development for our staff so that public confidence and trust
can be maintained. We believe that high quality and cost
effectiveness require teamwork among our creative and
competent staff, volunteers, and Board of Trustees. Our team
will strive to create a comfortable atmosphere conducive to
educational, informational, cultural, and recreational pursuits.



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Current Mission/Vision/Philosophy:

Mission: To educate, entertain, and energize the Broome County community.

Vision: The Broome County Public Library is dedicated to ensuring that every resident has access to the information and knowledge needed to prosper in their professions, businesses, schools and homes.

Philosophy: The Broome County Public Library is committed to freedom of information and the development of facilities, programs, services and collections responsive to community needs. We believe the community is best served by a library that is visible and involved. We will promote continued professional development for our staff so that public confidence and trust can be maintained. We believe that high quality and cost effectiveness require teamwork among our creative and competent staff, volunteers and Board of Trustees. Our team will strive to create a comfortable atmosphere conducive to educational, informational, cultural and recreational pursuits.

Questions for new mission/vision:

Community Members

1. What do you believe the Library does for the community that no one else is doing, and what would be lost if it disappeared?
2. What values do you think should guide how the Library operates?
3. What words/phrases come to mind when you think about the Library?
4. How has the Library evolved beyond the current mission and vision statements? Do these statements capture the role of the Library in the community?

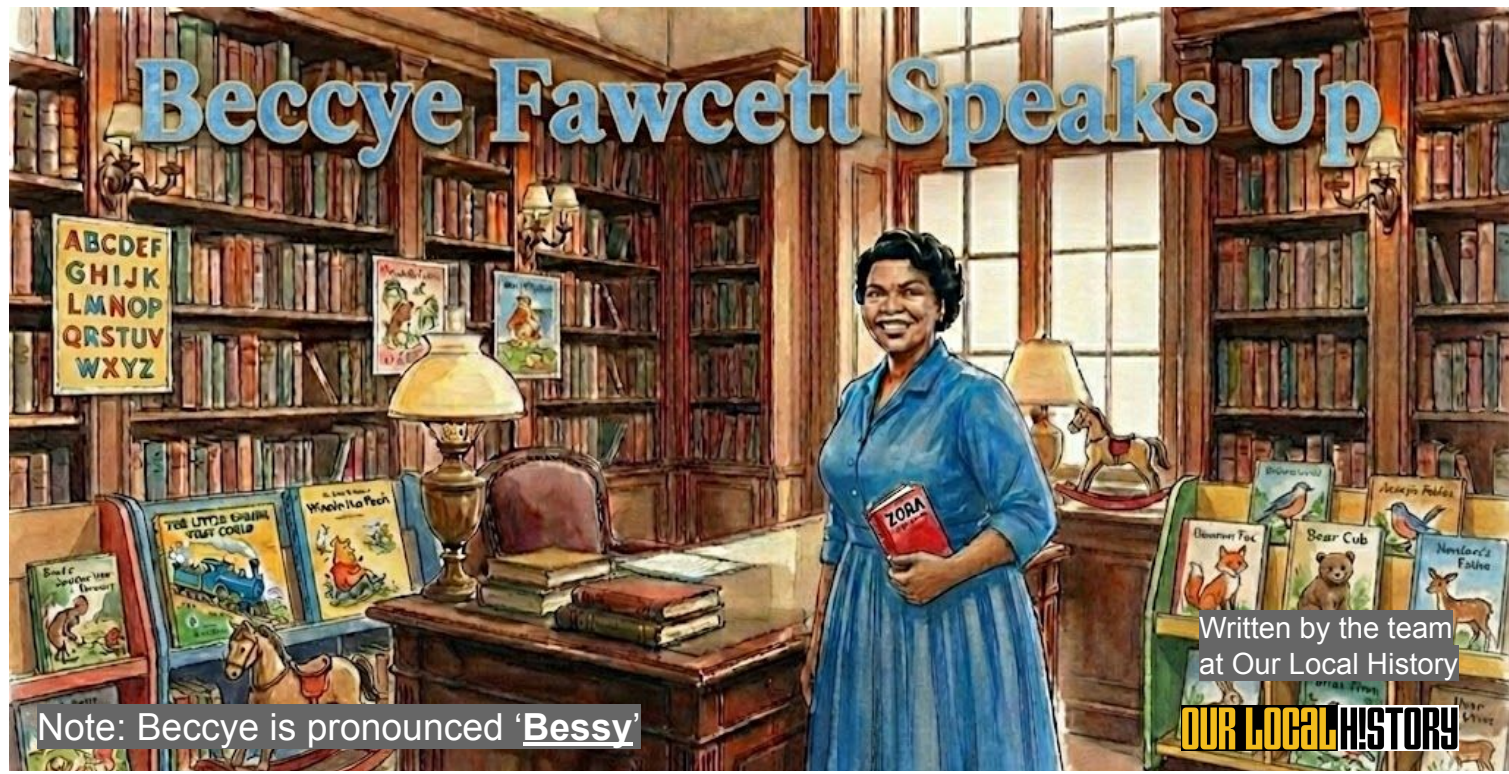
Board Members

1. What do you believe the Library does for the community that no one else is doing, and what would be lost if it disappeared?
2. If you had to describe the Library's purpose in one sentence, what would it be?
3. Where do you see this organization in 10 years? What opportunities or threats should shape that direction?
4. What values do we need to embody to attract and retain the right partners, funders, and talent?
5. How has the Library evolved beyond the current mission and vision statements? Do these statements capture the role of the library in the community?

Staff Members

1. What do you believe the Library does for the community that no one else is doing, and what would be lost if it disappeared?

2. If you had to describe the Library's purpose in one sentence, what would it be?
3. What drew you to work here, and what keeps you here?
4. What values do you see actually lived out every day?
5. How has the Library evolved beyond the current mission and vision statements? Do these statements capture the role of the library in the community?



Note: Beccye is pronounced 'Bessy'

Now, let's read the story of Beccye Fawcett to find out what Broome County was like in the past.

While you read consider if Broome County was safe, kind, and fair.
Consider how Beccye Fawcett is feeling throughout the story.

There must be some mistake,
Beccye Fawcett thought.

In her first week working at the
Binghamton Public Library in New
York, Beccye had done everything
her boss had asked her to do. She
arrived on time, worked hard and
was kind to the people who used the
library – even when they weren't
kind to her.





It was 1935, and Beccye was the first Black person to ever work at the library. Some people didn't like that. It took a lot of work for Beccye to get her job. She studied hard for the test and got the best score of anyone!

When Beccye saw how much money she got for her first week, though, her heart sank. It was much less than she had been promised.

There must be some mistake! This wasn't fair. She went and showed her boss.

Her boss looked her in the eye and said with an icy voice: "If you don't like it, then you can leave." It was no mistake. Beccye got less money because the librarian didn't like the color of her skin.

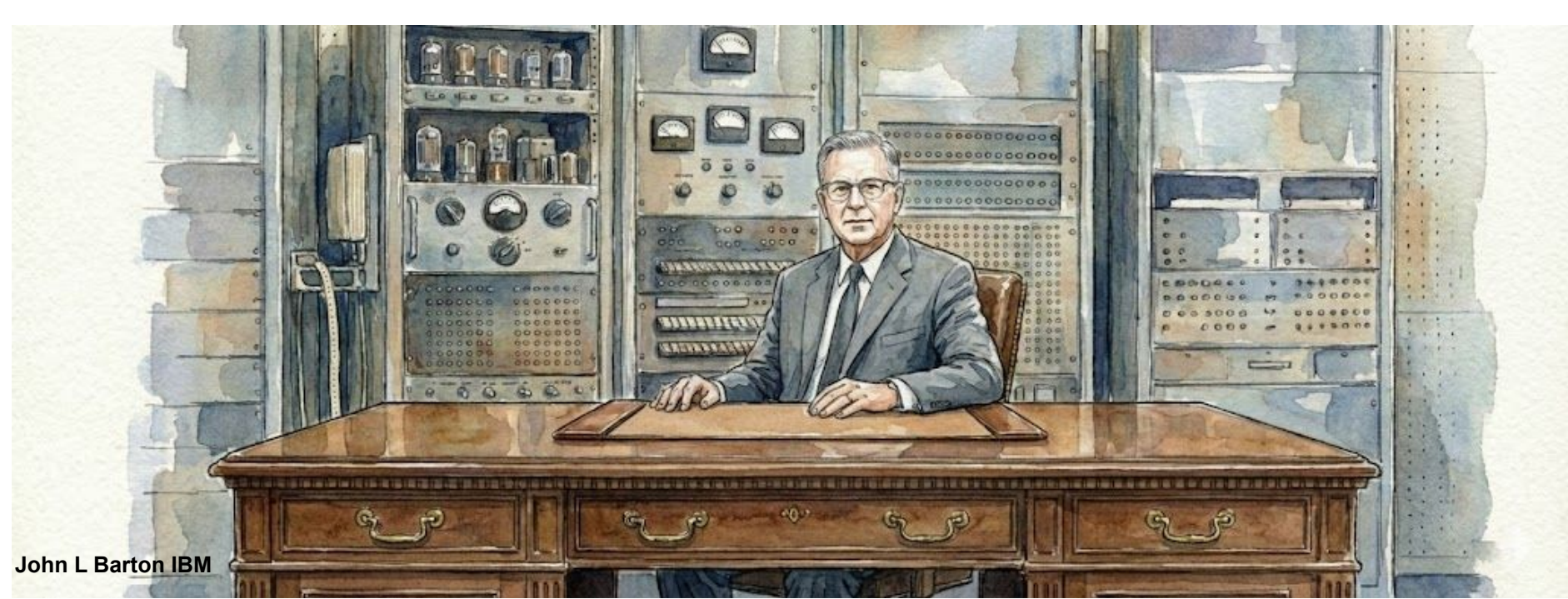




She went to the bathroom and cried. She knew what her boss said wasn't right – but what should she do about it? Quit and find another job, or stay until she was treated fairly?

Wiping away her tears,
Beccye made her decision.
She was going to stay at her
job – and fight to make things
better.





John L. Barton IBM

After all, Beccye wasn't the only Black person in Binghamton who had trouble at work. The biggest companies in town wouldn't hire Black people at all.

One of the bosses at a big company, IBM, even said he didn't want to hire Black people because he thought Black people shouldn't be allowed to use the same bathrooms as white people.



Other places treated Black people unfairly, too. They weren't allowed to shop in some stores, even if they had money. They couldn't eat in some restaurants, just because some people didn't like the color of their skin.



Black people also couldn't buy houses in some parts of Broome County. They were only allowed to live in one neighborhood. Some even had to live in barns without heat or running water.

It wasn't fair, but Beccye and her friends knew that it was no mistake. The people who sold the houses thought that white and Black people shouldn't live near each other.

Beccye Fawcett fought against all of those things – but she didn't do it alone. A lot of other people, white and Black, were with her at every step.



League of Women Voters 1952 (Beccye Fawcett top right)



They learned about problems, talked with each other, formed clubs, wrote letters and helped people vote. Everyone helped with their own special talents.



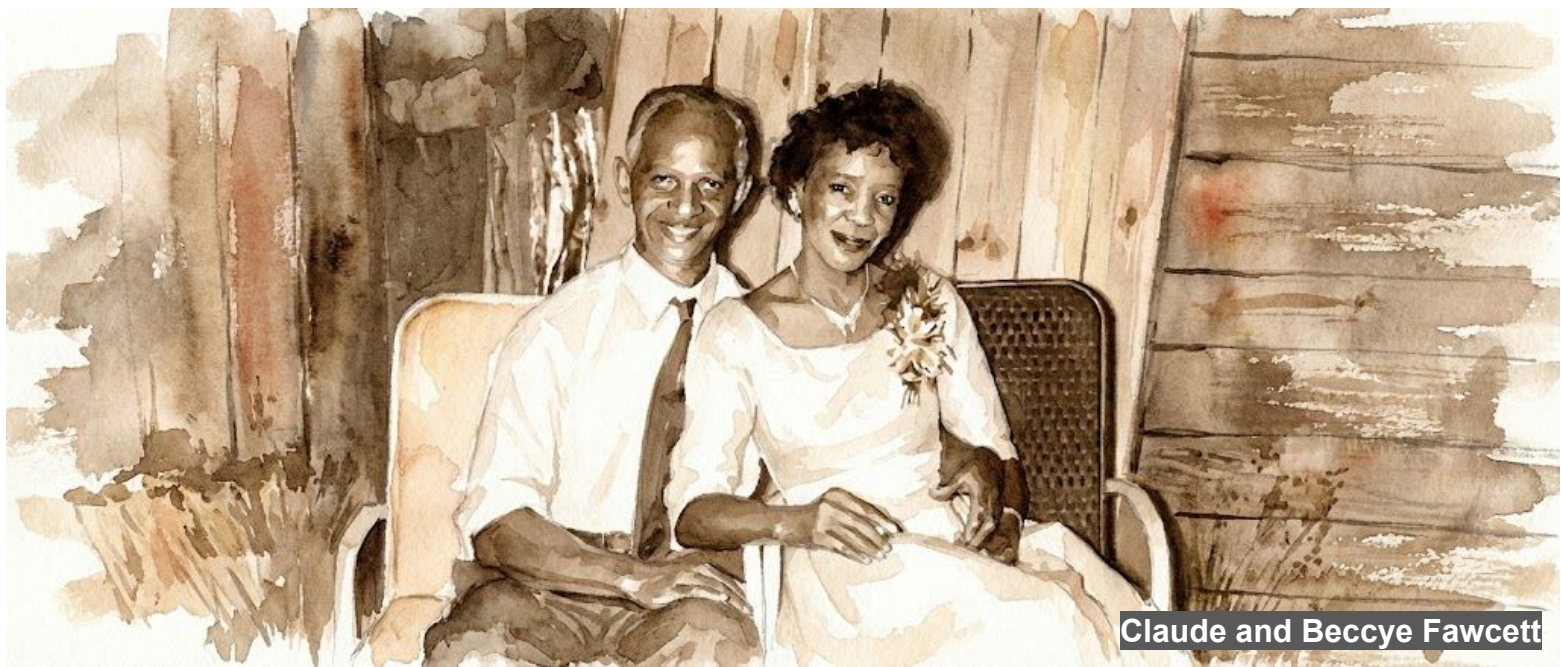
Beccye's husband, Claude, had a very special talent: he was an incredible cook. When their house was full of people working together to solve a problem, he would make a delicious feast to keep their spirits up.

It took a lot of work – and a lot of Claude's cooking – but slowly, Binghamton became a fairer place for more people.

After one year, Beccye and her friends helped her boss at the library see that it was wrong to pay her less money because she was Black. After that, she made sure that Beccye was treated fairly. That made Beccye feel very happy.

Beccye kept working at the library for 38 years, making sure that children and adults could find the books they were looking for. She knew that working at the library was another way to help her community.





Claude and Beccye Fawcett

Sometimes, at the end of a long day of work at the library, Beccye thought back to that day when she stood in the bathroom and promised herself that she would fight to make things better.

There were still problems, but thanks to Beccye and her friends, Binghamton was a kinder, safer and fairer place for everyone. She could look back and smile.

Beccye Fawcett
inspired many people
in Broome County to
speak up. They are
still doing it today.

What will you speak
up for?

The end.



BROOME COUNTY BOARD OF ETHICS

Vincent Pasquale, Chairman / Suzanne Messina-Gorman, Secretary / Thomas Augustini, Member

MEMORANDUM

TO: Heads of Agencies, Departments, Divisions, Councils, Boards, Commissions or Bureaus and their Deputies or Assistants required to file a Financial Disclosure Statement

FROM: Carol Hall, Deputy Clerk of the Broome County Legislature

DATE: March 15, 2026

SUBJECT: Financial Disclosure Statement

Pursuant to §53-5 of the Broome County Charter and Code, you are required to complete the enclosed financial disclosure statement and **file it on or before April 15, 2026** with the Clerk of the Legislature. For your convenience there is also a fillable pdf version of the Financial Disclosure Statement that can be found on the website <http://www.gobroomecounty.com/ethics> along with additional information regarding the Board of Ethics and Chapter 53.

According to § 53-18 of the Broome County Charter and Code, a reporting individual who knowingly and willfully fails to file an annual statement of financial disclosure or who knowingly and willfully, with intent to deceive, makes a false statement or gives information which such individual knows to be false on such statement of financial disclosure filed pursuant to § 53-5 of the Code of Ethics shall be assessed a civil penalty in an amount not to exceed \$10,000. Assessment of a civil penalty hereunder shall be made by the Board of Ethics with respect to individuals subject to its jurisdiction. For a violation of this section, the Board of Ethics may, in lieu of a civil penalty, refer a violation to the District Attorney and, upon such conviction, but only after such referral, such violation shall be punishable as a Class A misdemeanor. Notwithstanding any other provision of law to the contrary, no other penalty, civil or criminal, may be imposed for a failure to file or for a false filing of such statement, except that the appointing authority may impose disciplinary action as otherwise provided by law.

Any individual who is subject to the filing requirements of §53-5 of the Broome County Charter and Code and of Subdivision 2 of §73-a of the Public Officers Law may file with the Board of Ethics a signed copy of the statement filed pursuant to Subdivision 2 of §73-a of the Public Officers Law.

If you have any questions, you may email me at carol.hall@broomecountyny.gov. or contact a member of the Board.

Enclosure

Edwin L. Crawford County Office Building
Government Plaza, 60 Hawley Street, P.O. Box 1766, Binghamton, NY 13902-1766
Telephone: (607) 778-2131; FAX (607) 778-8869

STATEMENT OF FINANCIAL DISCLOSURE FOR THE COUNTY OF BROOME

PLEASE RETURN TO THE CLERK OF THE COUNTY LEGISLATURE BY **APRIL 15, 2026**
(For Calendar Year Ending December 31, 2025 – to be filed in 2026)

1. Name and Address

Last Name, First Name, Middle Initial

Residence Address

Telephone Number

Department/Agency/Board & Title

Department/Agency/Board Address

Telephone Number

2. Spouse and Children

List: Name of your spouse (if married); and the names and age of any dependent children.

Spouse

Child/Age

Child/Age

Child/Age

Child/Age

PLEASE COMPLETE ALL SECTIONS AND MARK N/A WHERE APPROPRIATE

Note: For questions 3 to 6, do not report exact dollar amounts, instead report categories of amounts, using the following:

Category A: under \$5,000

Category D: \$50,001 to \$100,000

Category B: \$5,001 to \$20,000

Category E: Over \$100,000

Category C: \$20,001 to \$50,000

N/A: Not Applicable

3. FINANCIAL INTERESTS

a. Business Positions

List any office, trustee, directorship, partnership, or other position in any business, association, propriety, or not-for-profit organization held by you, your spouse, and/or dependent children, if any. Indicate whether these businesses are involved with the COUNTY OF BROOME in any manner.

Name of Family Member

Position

Organization

**County Department or
Agency and
Nature of Involvement**

b. Outside Employment

List any outside occupation, employment, trade, business, or profession providing more than \$1,000/year for you, your spouse and dependent children, if any. Indicate whether such activities are regulated by any State or local agency.

Note: If you, your spouse and/or dependent children are not employees of Broome County, you need not list the "Category of Amount" with regard to outside employment.

Name of Family Member	Position	Name, Address & Description of Organization	State/Local Agency	Category of Amount

c. Future Employment

Describe any contract, promise or other agreement between you and anyone else with respect to your employment after leaving your County office or position.

d. Past Employment

Identify the source and nature of any income in excess of \$1,000 per current year from any prior employer including

- deferred income;
- income from prior contributions to: a) a pension or retirement fund, or b) profit sharing plan;
- severance pay; or
- payments under a buy-out agreement.

Note: If you, your spouse/or dependent children are not employees of Broome County, you need not list the "Category of Amount" with regard to outside employment.

Name and Address of Income Source	Description of Income (i.e., pension, deferred, etc.)	Category of Amount

e. Investments

List all investments by you, your spouse, and/or dependent children in excess of \$5,000, including:

- Any business, corporation or partnership (also list if your investment is greater than 5% of the value, even if not over \$5,000);
- Other assets, including stocks, bonds, loans, pledged collateral, and other investments for you, your spouse, and/or dependent children.

Note: Exclude all mutual funds and any interest in publicly traded companies (unless you own more than 5% of the publicly traded company/ies).

Name of Family Member	Name and Address of Investment	Description of Investment	Category of Amount

f. Real Estate

List the location of all real estate within Broome County or within five (5) miles thereof, in which you, your spouse, and/or dependent children have an interest for investment purposes, regardless of value.

Note: Do not include personal residence and vacation homes.

Name of Family Member	Name and Address of Real Estate	Description of Investment	Category of Amount

g. Other Income

Identify the source and nature of any other income in excess of \$1,000 per year from any source not described above, including teaching income, lecture fees, consultant fees, contractual income, or other income of any nature, for you, your spouse and/or dependent children.

Note: Exclude income from a trust or estate created by a relative for your benefit, or that of a spouse/dependent child.

Note: If you, your spouse and/or dependent children are not employees of Broome County, you need not list the "Category of Amount" with regard to outside employment.

Name of Family Member	Name and Address of Income Source	Nature of Income	Category of Amount

4. GIFTS AND HONORARIUMS

List the source of all gifts totaling in excess of \$250.00 from any one donor received during the last year by you, your spouse or dependent children.

Note: Do not include gifts from a relative. (The term "gifts" includes gifts of cash, property, personal items, travel, entertainment, payments to third parties on your behalf, forgiveness of debt, honorariums, and other payments that are not reportable as income).

Name of Family Member	Name and Address of Donor	Category of Amount

5. THIRD-PARTY REIMBURSEMENTS

Identify and describe the source of any third-party reimbursement for travel-related expenditures in excess of \$250.00 for any matter that relates to your official duties for Broome County. (The term "reimbursement" includes any travel-related expenses provided by anyone, other than the County of Broome, for speaking engagements, conferences, or fact-finding events that relate to your official Broome County duties).

Source	Description	Category of Amount

6. DEBTS

List debts of you, your spouse, and/or dependent children in excess of \$5,000 as of the date of filing of this statement, other than debts owed to a relative. Include the name of the creditor and identify any collateral pledged to secure payment of any such liability. If any such reportable liability has been guaranteed by any third person, list the liability and the guarantor.

DO NOT LIST:

- Liabilities incurred by, or guarantees made by you, your spouse, any proprietorship, partnership or corporation in which you/your spouse have an interest, if incurred or made in the ordinary course of the trade, business or professional practice of you or your spouse.
- Any obligation to pay maintenance in connection with a matrimonial action, alimony, or child support.
- Revolving charge account information (credit cards).
- Any loan to finance educational costs.
- Any loan to purchase your personal residence or your vacation home.
- Any loan for home improvements in a primary or vacation residence.
- Any loan for the purchase of a personally owned motor vehicle.
- Any loan for household furniture and/or appliances.

Name of Creditor or Guarantor	Type of Liability and Collateral, if any	Category of Amount

7. INTERESTS IN CONTRACTS

Describe any interest of you, your spouse, or your dependent children in any contract involving the County of Broome or any municipality within the County of Broome.

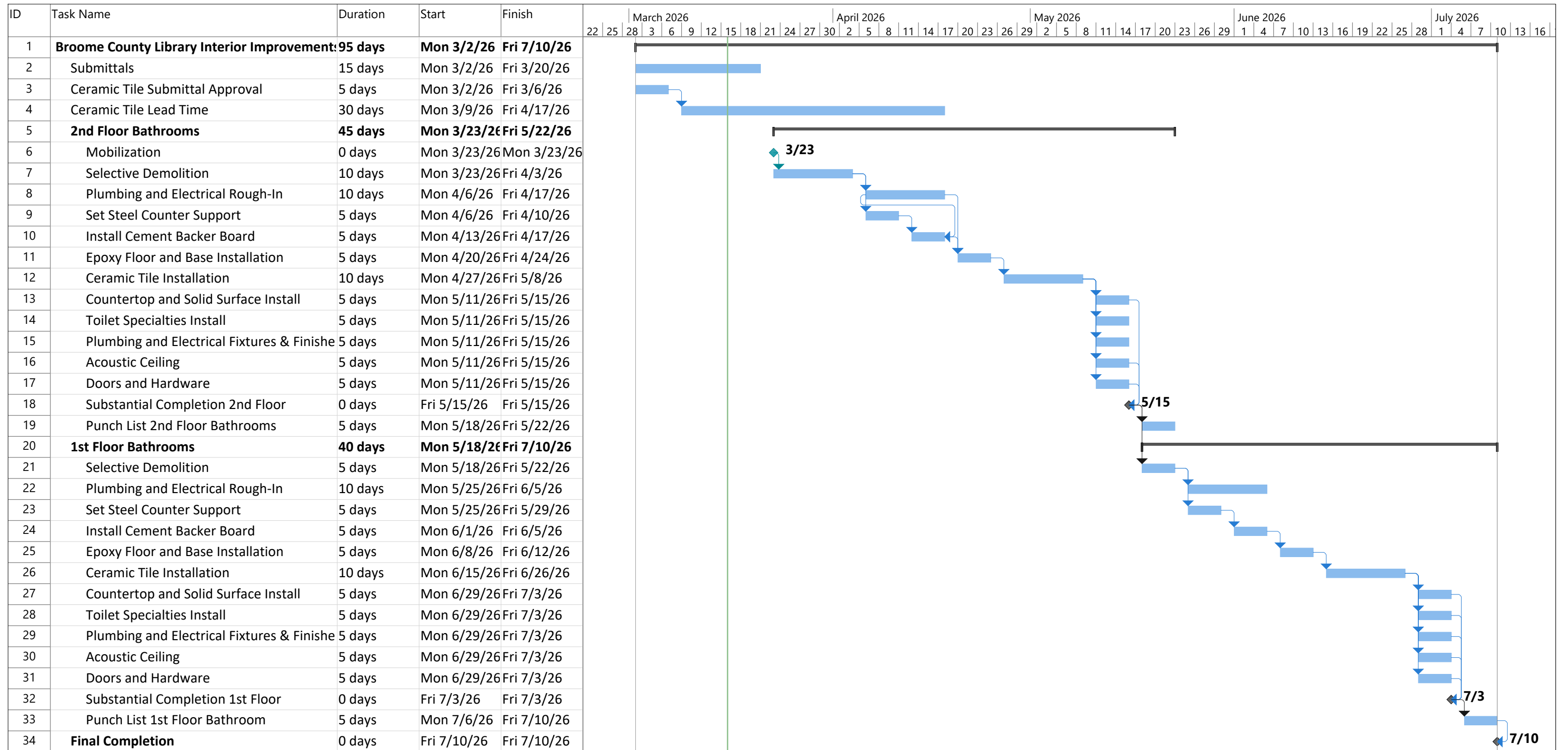
Name of Family Member	Contract Description

8. POLITICAL PARTIES

List any political position you held within the last five (5) years as an officer of any political party, political committee, or political organization. The term "political organization" includes any independent body or any organization that is affiliated with or a subsidiary of a political party.

I HEREBY CERTIFY, UNDER PENALTY OF PERJURY, THAT THE INFORMATION DISCLOSED ON THIS FORM IS ACCURATE AND COMPLETE.

Signature Date



Project: BC Library Date: Mon 3/16/26	Task		Project Summary		Manual Task		Start-only		Deadline	
	Split		Inactive Task		Duration-only		Finish-only		Progress	
	Milestone		Inactive Milestone		Manual Summary Rollup		External Tasks		Manual Progress	
	Summary		Inactive Summary		Manual Summary		External Milestone			

YARDS	Overview	How To & DIY	Ideas & Inspiration	Installation	Maintenance	Planning	More
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How To Build a Stone Birdbath

This Old House mason, Mark McCullough, shows host Kevin O'Connor how to turn two pieces of stone into a beautiful rustic birdbath.

By Mark McCullough
Updated 10/31/2024



Experts walk through how to build a stone birdbath.

We may be compensated if you purchase through links on our website. Our team is committed to delivering honest, objective, and independent reviews on home produc... [More](#)

A stone birdbath acts as a refreshing spot for birds to relax while enhancing the look of your outdoor space. *This Old House's* mason, Mark McCullough, and host Kevin O'Connor create a stunning birdbath out of two stones in the above video. In this guide, we'll explain how to build a stone birdbath, from the preparation to the construction process.

Selecting the Right Stones for Your Birdbath

Unlock Exclusive Access

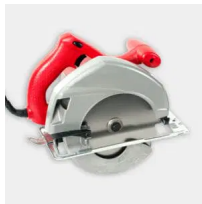
Selecting the right stones for your birdbath will make it durable and attractive. The base stone should be rectangular or cylindrical with flat ends, standing about 18–20 inches tall for stability. For the bath itself, an oval or round stone with a circumference of 12–16 inches gives birds enough room to splash around.

You can opt for stones that match in color for a cohesive look, or you can choose contrasting stones for a more eye-catching design. Gather stones from your property, visit a local stone yard, or purchase them from a landscaping supply store.

Preparing Your Workspace for Birdbath Construction

Before you start, set up a safe and organized workspace. Gather all tools and materials you'll need ahead of time to keep the project running smoothly. Here's a list of tools and materials you may need for this project:

- Caulk
- [Circular saw](#) with a diamond blade
- Dust mask
- [Epoxy putty](#)
- [Eye protection](#)
- Hammer and chisel
- Hammer drill
- [Masonry pin \(stainless steel\)](#)
- Tape measure or ruler
- Two large stones
- Two sandbags



[Circular saw](#)



[Hammer drill](#)



[Masonry chisel](#)



[Small sledgehammer](#)

Shaping the Base Stone

The base stone supports the bath and needs stability. Start by placing a sandbag on your work surface to mimic the ground. Set the base stone on the sandbag and check for any wobbling. If it's unsteady, use a hammer and chisel to smooth out any high spots or imperfections on the stone's surface. While the top doesn't need to be perfectly level, it should be flat enough to securely hold the bath stone.

Unlock Exclusive Access

Fitting the Bath Stone

Fitting the bath stone to the base is where you'll get the structure just right. Dry-fit the bath stone by placing it on top of the base and gently rocking it to find any uneven spots. Mark those areas with chalk, then [use a hammer](#) and chisel to remove the high spots. Keep dry-fitting and adjusting until the bath stone sits firmly on the base.

Carving the Birdbath

Transforming the top stone into a functional bath requires careful and precise shaping to ensure functionality and appeal. Wear [eye protection](#) and a dust mask—especially if [using a circular saw](#)—to maintain safety during the process. Follow these steps to carve the birdbath:

1. Place the bath stone on a sandbag, positioning the intended top side facing upward.
2. Draw a circle representing the bath's edges using a colored pencil or marker.
3. Choose your preferred carving method for effective shaping: a hammer and chisel or a circular saw. If using a hammer and chisel, tap a pointed masonry chisel across the surface to create depressions and chip away at the surface with a flat chisel. If using a circular saw, use a diamond blade to make a series of relief cuts, removing the stone between cuts with a chisel.
4. Gradually deepen the bath, checking your progress frequently to ensure uniform depth.

Connecting the Stones of the Birdbath

To keep the birdbath secure, connect the two stones. Identify the center of the bath stone's bottom, then apply a small dab of caulk to mark the spot where the stones will connect. Separate the stones and make a hole where the caulk marked the connection point using a hammer drill.

Fill the hole in the base stone with epoxy putty, then insert a stainless-steel masonry pin into the epoxy. This will ensure the bath stone remain in place on the base. Securing the pin only in the base stone makes it easier to disassemble the birdbath if you ever need to move it.

Birdbath Installation and Finishing Touches

Choose a level spot and place the base stone there, making sure it sits securely. Set the bath stone on top of the base, aligning it with the pin, and twist it gently to lock it in place. After, fill the bath with fresh water to invite birds to your yard. To keep your birdbath in great shape, clean it regularly and refill it with fresh water every few days.

Our Conclusion

[Building a stone birdbath](#) is a creative way to add charm to your garden and invite more wildlife to your backyard oasis. With the right materials and a little patience, you can craft a unique birdbath that will last for years and become a gathering place for birds.

Next Up In Yards

Shrub Pruning Dos and Don'ts

Unlock Exclusive Access