



City of Grand Island

Tuesday, April 13, 2021

Council Session

Item G-18

#2021-87 - Approving the Amendment to Grand Island Public Library FTE Budget Allocation

Staff Contact: Celine Swan

Council Agenda Memo

From: Celine Swan, Library Director

Meeting: April 13, 2021

Subject: Approving Amendment to Grand Island Public Library FTE Budget Allocation

Presenter(s): Celine Swan, Library Director
Patrick Brown, Finance Director

Background

The Grand Island Public Library Department for the City of Grand Island is responsible for being the gateway for the people of our diverse community to achieve a lifetime of learning and literacy. The library is a community center for all ages, from birth to adult. Many challenges were met due to the COVID pandemic, including the library building closed to the public for 16 weeks, the library staff being laid off for 7 weeks. We had a reduction in force from 23.5 FTE to 18 FTE, with five library assistants not being recalled to work. Our weekly public operating hours were reduced from 62 to 46 hours. Library staff rose to the occasion providing curbside hold pick-up, quarantine and cleaning of returned materials, promoting digital library collections, and presenting more than 121 virtual programs from May 2020 through February 2021, with over 500 patrons participating in our Winter Reading Challenge. Patrons have been so thankful the library has been open to provide services, and a recreational outlet for many that helped ease the stress of the COVID world.

As virus case-numbers continue to improve in the region, and the number of people vaccinated increases, use of the library continues to grow. The library is now entering our busiest time of the year: summer; a time for families to get involved in early literacy, to save money by using library resources, and participate in the biggest all-ages library event of the year: Summer Reading. The library serves thousands of children, teens, and adults by encouraging everyone to read.

Currently, the library has just enough staff to cover all service points in the library, a large building with many areas that require staffing. In order to provide the additional summer services that the communities of Grand Island and Hall County rely on, we will need the 0.5 FTE. This additional temporary staffing allows us to cover service points, create and present programs virtually for children, in-person programs for teens and adults such as Makerspace, and our new program with the City Parks department, support summer school learning, and additional community outreach. Library Summer

Temporary workers provide valuable support and expertise because of their passion for literacy and working with all members of the community.

Discussion

The library has enough money in its personnel budget, but does not have the FTE allocation. The additional 0.5 Library Temporary Worker position total would start from the end of May until the first week of August. Library administration carefully monitors allotted hours and does not exceed the budgeted amount. This additional temporary FTE allocation is only for FY2021. Additional temporary FTE's for FY2022 will be discussed in the upcoming budget sessions.

Our primary goal for summer is to keep kids reading and to help curb the “Summer Slide”, when students, mostly disadvantaged who do not read in the summer, experience lower reading scores and reduced academic performance when returning in the fall. Students are now also experiencing “COVID Slide” www.pbs.org/newshour/show/what-impact-is-the-covid-slide-having-on-students. Reading and improved literacy should be the number one goal for our city so we have students and workers that will succeed. You cannot do well in school, work or in life without these skills.

Slides from NSLA, National Summer Learning Association web site, www.summerlearning.org

The infographic is divided into three sections. The top section features a red bar chart with a downward-sloping arrow, illustrating the 'summer slide' where disadvantaged children's skills decline while higher-income children's improve. The middle section shows an open book icon and states that high-quality summer programs improve math and reading skills, as well as social and emotional skills. The bottom section is split into two parts: on the left, a lightbulb icon is used to state that high-quality summer programs can reduce learning loss; on the right, a group of ten human icons is used to state that 9 in 10 teachers spend at least three weeks re-teaching lessons at the start of the school year.

The "summer slide" is what often happens to disadvantaged children during the summer months. They tread water at best or even fall behind, while higher-income children build their skills steadily over the summer months.

High-quality summer programs improve **math and reading skills**, and also build critical social and emotional skills of students. These are skills that will help them not only in school but also in their careers and life.

Research shows that **high-quality summer programs** can make a difference in stemming learning loss and closing the country's educational and opportunity gaps.

9 in 10 teachers spend at least three weeks re-teaching lessons at the start of the school year.

Alternatives

It appears that the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve
2. Refer the issue to a Committee
3. Postpone the issue to a future date
4. Take no action on the issue

Recommendation

City Administration recommends that the Council approve this amendment to the Grand Island Public Library Department FTE Budget Allocation.

Sample Motion

Move to approve the amendment to the Grand Island Public Library FTE Budget Allocation with the addition of the 0.5 Library Temporary position for FY2021.

RESOLUTION 2021-87

WHEREAS, the City of Grand Island and the Grand Island Public Library is wanting to correctly staff the department for the summer time and provide help to the staff for the 2021 Tails and Tales Summer Reading Programs to promote reading, literacy, and STEAM programming for all ages; and

WHEREAS, the Grand Island Public Library Department will add the 0.5 FTE for Library Temporary Workers until the end of fiscal year 2021; and

WHEREAS, the estimated 2021 cost of this change is within the fiscal year 2021 budget due to vacancies and promotions at the Grand Island Public Library; and

WHEREAS, an amendment to the Grand Island Public Library FTE Budget Allocation is necessary to allow for the addition of the 0.5 Library Temporary Workers.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that amending the Grand Island Public Library FTE Budget Allocation is hereby approved.

Adopted by the City Council of the City of Grand Island, Nebraska, April 13, 2021.

Roger G. Steele, Mayor

Attest:

RaNae Edwards, City Clerk

Approved as to Form	☐ _____
April 9, 2021	☐ City Attorney