

**GLENVIEW PUBLIC LIBRARY BOARD OF TRUSTEES  
BYLAWS & POLICIES COMMITTEE MEETING MINUTES**

**October 14, 2021, 4:00 p.m.**

**Conference Room**

**PRESENT:** M. David Johnson Ruth Rosenblum Carol Schmitt  
**(Board)**

**PRESENT:** Lindsey Dorfman, Library Director  
**(Staff)** Christine Klimusko, Business Manager

**1. CALL TO ORDER AND ROLL CALL**

Committee Chair Schmitt called the meeting to order at 4:04 p.m. and the roll was called.

**2. UNFINISHED BUSINESS**

None at this time.

**3. NEW BUSINESS**

**a. Discuss Vaccine Mandate Policy**

Trustee Johnson distributed a list of questions and concerns he had regarding the topic of a vaccine mandate policy.

Library Director Dorfman prepared two Covid-19 vaccine policies for Committee review: one policy is a No Test Out Option policy and the other is a Test Out Option. She used sample policies from several different resources, including HR Source and the City of Highland Park. Dorfman spoke with the Library Attorney Julie Tappendorf for legal guidance and her opinion.

Attorney Tappendorf explained that there are very few legitimate reasons that would qualify for a medical and/or religious exemptions. The Trustees agreed with

Tappendorf. An example of a medical exemption would include a severe allergy to one or more of the components of the vaccine. A religious exemption would be difficult to support, unless there is a history established by that particular religion. Tappendorf also felt that both policies may be difficult to administer. She did state that the Test Out Option would allow those opposed to the vaccination to have an option. This option would allow staff a choice and ensure the workforce is protected.

Trustee Rosenblum inquired as to how many staff members are vaccinated. Currently 90 out of 100 employees are vaccinated. The onus would be on the unvaccinated. The Committee agreed that the vaccinated staff should not be worried about unvaccinated staff members.

The Village of Glenview and the Glenview Park District do not have vaccine mandates in place at this time. Oak Park, Highland Park, Palatine, and Warren Newport libraries currently have vaccine mandates. Library Director Dorfman explained that many area libraries are taking the wait and see approach as a federal mandate may be issued.

Committee Chair Schmitt asked Dorfman what prompted her recommendation. Dorfman explained that President Ruter asked her to investigate a possibility of a vaccine mandate and present the options to the Bylaws and Policies Committee for consideration. When asked, Library Director Dorfman stated that she is in favor of the Test Out Option.

Trustee Johnson feels the Committee should table the issue and review the list of questions he has presented to the Committee for review. This would give staff a chance to answer his questions.

Library Director Dorfman asked if the Committee was able to select one of the two policies and focus on the just one policy. Dorfman added that the Test Out Option may cause the Library to lose some important staff. She also explained that many staff members are parents, and as parents, are concerned about bringing the virus home. She feels that staff should feel safe and comfortable while at work.

Trustee Rosenblum and Trustee Schmitt prefer the Test Out Option and they agreed that they had enough information at this time to walk through the policy. They reviewed the purpose statement, the policy statement, and the guidelines of the vaccine mandate and made revisions and suggestions. Library Director Dorfman will prepare an updated draft and will email the revised policy to the Committee for review. Committee Chair Schmitt mentioned that she will not attend the October 21<sup>st</sup> Board Meeting. Trustee Rosenblum offered to present the Vaccine Mandate Policy to the Board for review and approval. The discussion covered many of the topics Trustee Johnson highlighted in the document he shared at the beginning of the meeting.

The Committee agreed meet prior to the next Board Meeting scheduled for October 21<sup>st</sup>. Library Director Dorfman will survey the Committee for meeting dates as she emails the revised draft to them.

**4. OTHER**

None at this time.

**5. PUBLIC COMMENT**

None at this time.

**6. ADJOURNMENT**

There being no additional business to be brought before the Committee, Committee Chair Schmitt requested a motion to adjourn.

**MOTION** Moved by Trustee Johnson, seconded by Trustee Rosenblum, to adjourn.

Voice vote taken. All ayes. No nays. Motion carried.

**The meeting adjourned at 5:02 p.m.**

**Respectfully submitted,**

**Carol Schmitt, Committee Chair  
Glenview Public Library Board of Trustees  
Bylaws & Policies Committee**