1. **OATH OF OFFICE**

   The Oath of Office as outlined in the Ohio Public Library Trustees Handbook will be administered to all Library Board Members, the Fiscal Officer and the Deputy Fiscal Officer by Ashley Orr, Commissioned Notary Public for the State of Ohio.

2. **DECLARATION OF CONFLICTS OF INTEREST**

   Trustees have the opportunity to share any possible conflicts of interest involving issues and actions under consideration by the Board.

3. **APPROVAL OF AGENDA - ACTION**

   The President will solicit from Trustees any additions or changes to the agenda.

4. **APPROVAL OF MINUTES - ACTION**

   It is recommended that the Board take action on the minutes of the May 20, 2020 meeting of the Board and the minutes of the June 8, 2020 Facilities meeting.

5. **CONSENT AGENDA - ACTION**

All items on the Consent Agenda are considered to be routine in nature and will be enacted in one motion. There will be no separate discussion of these items unless a Board member so requests, in which event, the item will be removed from the Consent Agenda and considered as the first item after approval of the Consent Agenda.

   **A. WORKSHOP HOURS**

   It is recommended that the Board authorize the attendance of staff members at the workshop/conference as listed at the end of the agenda.

   **B. PERSONNEL ACTIONS**

   It is recommended that the Board approve the personnel actions as listed at the end of the agenda.

   **C. TUITION REIMBURSEMENT**

   It is recommended that the Board approve reimbursement for the following individuals for the course indicated once it has been successfully completed, and as funds are available, as defined in the Tuition Reimbursement Agreement:
Isaac Fry, Children Services Assistant, Burkhardt Branch Library, for the course “Intermediate Spanish”, Sinclair Community College, 3.0 credit hours, at a cost of $448.09.

6. COMMENTS FROM THE GENERAL PUBLIC

- Lori Rotterman, President of the Dayton Metro Library Staff Association

RULES AND PROCEDURE FOR PUBLIC COMMENT

1) Members of the general public who wish to comment shall register prior to the meeting and acknowledge their intention to comply with rules and procedures.

2) Speakers will be called in the order in which they register and asked to step forward to address the Board and have their comments recorded for the public record.

3) Unless approved by the Library’s Executive Director no fewer than seven (7) days in advance, comments shall be limited in duration to three (3) minutes. This time limit may be waived by the Board President.

4) Speakers shall limit their comments to matters pertaining to Library business. Speakers shall not be unduly repetitive of prior speakers.

5) All comments shall be made to the Board as a whole rather than an individual Board or Library staff member and shall be presented with civility and courtesy. Any questions or requests for additional information directed to the Board will be addressed in a reasonable time after the meeting by a Library staff member.

6) Meeting attendees will refrain from applause or vocal expressions of approval or disapproval of any comment.

7) Persons who violate any of these rules may be ordered to finish their comments immediately and/or leave the meeting.

8) In the interest of time or order, the Board President may terminate the public comment session of any meeting and add the remaining speakers to the next meeting’s agenda. The Board President shall rule on any procedural matter connected with any speaker and the ruling will be final.

7. MONTHLY FINANCIAL REPORT - ACTION

The Monthly Financial Reports for May 2020 are included in the Board packet.

_The Executive Director approved the following investments:_

2
<table>
<thead>
<tr>
<th>Date</th>
<th>Source</th>
<th>Amount</th>
<th>Use in Operations</th>
<th>Investment</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td>5/15/2020</td>
<td>PLF</td>
<td>$1,106,837</td>
<td>$1,106,837</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>6/5/2020</td>
<td>RE Tax Advance</td>
<td>$714,769</td>
<td>$714,769</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>6/5/2020</td>
<td>RE Tax Advance</td>
<td>$598,254</td>
<td>-</td>
<td>$598,254</td>
<td>Debt Service</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>$2,419,860</td>
<td>$1,821,606</td>
<td>$598,254</td>
<td></td>
</tr>
</tbody>
</table>

8. **EXECUTIVE DIRECTOR’S REPORT - INFORMATION**

   The Executive Director will update the Board on current library programs and services.
   
   • COVID-19 Update

9. **LIBRARIES FOR A SMARTER FUTURE PLANNING UPDATE - INFORMATION**

   • Project budget update
   • Facilities progress and upcoming milestones

10. **MANAGERIAL AND CONFIDENTIAL EMPLOYEES COMPENSATION PLAN - ACTION**

    The Executive Director recommends the Board approve the proposed amendment to the Managerial and Confidential Employee Compensation Plan that was originally approved on September 19, 2018. This update recommends changes to all managers and confidential employees consistent with similar terms to the recently ratified MOU with the Dayton Metro Library Staff Association due to the COVID-19 shutdown.

11. **REVISION TO THE CODE OF CONDUCT - ACTION**

    The Executive Director recommends the Board approve the proposed revision to the Library’s Code of Conduct (Policy PS 310) as presented in the Board materials.

12. **CORRESPONDENCE**

    Since the last meeting, the Board received the following correspondence of note:

    • The order papers from the Judges of the Court of Common Pleas, appointing Mr. Nolan C. Thomas to the Board of Trustees of the Dayton Metro Library effective June 1, 2020 until May 31, 2027.

13. **NEW BUSINESS - ACTION**

    *The Executive Director recommends the Board of Trustees adopt the following resolution:*
WHEREAS, disproportionately higher rates of chronic diseases, mortality, poverty, economic distress, and the adverse effects of health outcomes for African Americans are widely recognized and documented yet continue to persist throughout the United States; and

WHEREAS, black infants in Montgomery County are 2.5 times more likely to die in the first year of life than white infants; and

WHEREAS, African Americans’ health outcomes are twice as poor as the rate for Caucasians when comparing the social determinants of health, including deaths due to chronic disease, infant mortality, home loan denial rates, percent with less than a high school diploma, low birth weight infants, child poverty rate, and unemployment rate; and

WHEREAS, COVID-19 has further shed a bright light on the health disparities in the African-American community; and

WHEREAS, racism is a social system with multiple dimensions; and

WHEREAS, almost all of the 400 years of black America’s experiences were under slavery, Jim Crow, and discriminatory public laws and policies which allowed preferential opportunity to white people while at the same time subjecting people of color to hardship and disadvantage in all areas of life; and

WHEREAS, racism acts on systemic, institutional and interpersonal levels, all of which operate throughout time and across generations; and

WHEREAS, still now, racism--not race--causes disproportionality high rates of homelessness, incarceration, poor education, health outcomes, and economic hardship for African Americans; and

WHEREAS, organizations around the world are devoted to supporting public health as the art and science of preventing disease, prolonging life and to provide conditions under which people can sustain and improve their health; and

WHEREAS, the society must address persistent disparities in health outcomes and the social, economic, educational and environmental inequities that contribute to them; and

WHEREAS, Dayton Metro Library adopted a new strategic plan where building equity in the community is one of the plan’s five major goals; NOW

THEREFORE BE IT RESOLVED, the Board of Trustees of the Dayton Metro Library recognizes that it is meaningless for the library to prioritize diversity, inclusion, and equity in its strategic plan, unless it is also willing to confront the issue of racism in all of its forms, and

BE IT FURTHER RESOLVED, Dayton Metro Library declares #BLACK LIVES MATTER and will work alongside regional entities to create plans of action to
address the issues where racism negatively impacts the outcomes of black and brown residents of Dayton; and

BE IT FURTHER RESOLVED, Dayton Metro Library joins the City of Dayton, Montgomery County, and a chorus of other government, education, private, and not-for-profit organizations to declare racism a public health crisis, and supports equitable policies and to inform our public discourse on racism.

14. DAYTON METRO LIBRARY BOARD OF TRUSTEES MEETING

The next facilities meeting of the Dayton Metro Library Board of Trustees will be Monday, July 6, 2020 at 4:00 p.m. in the Board Room at the Main Library (or via WebEx).

The next regular meeting of the Dayton Metro Library Board of Trustees will be Wednesday, July 15, 2020 at 4:00 p.m. in the Board Room at the Main Library (or via WebEx).

15. EXECUTIVE SESSION

It is recommended that the Board go into Executive Session in accordance with Article VII, Section 3, of the Amended and Restated Constitution and Bylaws of the Board of Trustees of the Dayton Metro Library, and with Section 121.22 (G)(1) and Section 121.22(G)(4) of the Ohio Revised Code to discuss the employment and compensation of the Executive Director and the collective bargaining agreement, respectively.

A roll call vote will be needed.

16. ADJOURNMENT – ACTION
CONSENT AGENDA ADDENDUM

A. WORKSHOP HOURS

It is recommended that the Board authorize the attendance of the following staff members at the workshop/conference indicated below:

Jen Kadel, Recruitment and Retention Manager, Human Resources, Main Library, to attend “Talent 360 - 2020” being held at Sinclair Community College on July 23, 2020. It is further recommended that registration in the amount of $80.00 be reimbursed by the Board.

B. PERSONNEL ACTIONS

It is recommended that the following Dismissal be accepted:

Carolyn Roberts, Children Services Librarian, full-time, Grade 11, Southeast Branch Library, effective May 26, 2020.

It is recommended that the following Interim Change in Location be accepted:

Tracee Arnold, Information Services Assistant, full-time, Grade 08, Northmont Branch Library, from Information Services Assistant, full-time, Grade 08, Northwest Branch Library, effective May 24, 2020 at the rate of $24.82 per hour.

Aaron Botts, Patron Services Assistant, full-time, Grade 05, Northmont Branch Library, from Patron Services Assistant, full-time, Grade 05, Huber Heights Branch Library, effective May 24, 2020 at the rate of $16.14 per hour.

Jacqueline Gazda, Information Services Librarian, full-time, Grade 11, Northmont Branch Library, from Information Services Librarian, full-time, Grade 11, Information Services, Main Library, effective May 24, 2020 at the rate of $23.24 per hour.

Eric Hockaday, Information Services Assistant, full-time, Grade 08, Trotwood Branch Library, from Information Services Assistant, full-time, Grade 08, Main Youth Services, Main Library, effective May 24, 2020 at the rate of $18.48 per hour.

Tracy Phillips, Interim Branch Library Manager, full-time, Grade S09, Kettering-Moraine Branch Library, from Branch Library Manager, full-time, Grade S08, Northwest Branch Library, effective May 24, 2020 at the rate of $33.0983 per hour.

It is recommended that the following Interim Change in Position be accepted:

Allison Dugan, Interim Main Library Services Manager/Borrower Services Manager, full-time, Grade S07, Main Library, from Main Library Services Manager, full-time, Grade S06, Main Library, effective May 24, 2020 at the rate of $26.8688 per hour.

Jenny Hicks, Interim Branch Library Manager, full-time, Grade S09, Vandalia Branch Library, from Assistant Branch Library Manager, full-time, Grade S07, Vandalia Branch Library, effective May 24, 2020 at the rate of $28.8831 per hour.
It is recommended that the following **Interim Change in Position and Location** be accepted:

Camee Decknadel, Interim Outreach Services Manager, full-time, Grade S09, Outreach Services, from Assistant Branch Library Manager, full-time, Grade S07, Westwood Branch Library, effective May 24, 2020 at the rate of $26.9757 per hour.

Ashlee Hammond, Interim Assistant Branch Library Manager, full-time, Grade S07, Westwood Branch Library, from Teen Services Librarian, full-time, Grade 11, Madden Hills Branch Library, effective May 24, 2020 at the rate of $24.4728 per hour.

It is recommended that the following **Promotion, Change in Location** be accepted:

Alexis Hockaday, Teen Services Librarian, full-time, Grade 11, Northmont Branch Library, from Information Services Assistant, full-time, Grade 08, Electra C. Doren Branch Library, effective May 24, 2020 at the rate of $20.46 per hour.

It is recommended that the following **Resignation** be accepted:

Amber Bailey, Processor, full-time, Grade 02, Cataloging, Operations Center, effective May 20, 2020.

Courtney DeFrain, Information Services Assistant, full-time, Grade 08, Northmont Branch Library, effective May 26, 2020.

MacKennize Kennie, Patron Services Assistant, substitute, Grade 05, Madden Hills Branch Library, effective November 21, 2019.

Darlene Routhier, Patron Services Assistant, substitute, Grade 05, Northwest Branch Library, effective April 27, 2020.

Freyja Vanoy, Information Services Assistant, full-time, Grade 08, Trotwood Branch Library, effective May 30, 2020.