

DAYTON METRO LIBRARY

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

Wednesday, February 19, 2025, 4:00 p.m.

PRESENT: David Williamson, Carl Kennebrew, Nolan Thomas, Sara Woodhull (in at 4:04), Myla Cardona-Jones (out at 5:52), Shannon Isom

PRESIDING: David Williamson, President

EXECUTIVE DIRECTOR: Jeffrey Trzeciak

FISCAL OFFICER: Westly Davis

CALL TO ORDER

The President called the meeting to order at 4:01 p.m.

DECLARATION OF CONFLICTS OF INTEREST

Trustees were asked if they had identified any item on the agenda where there was an actual or potential perceived conflict of interest. No conflicts were announced.

ETHICS TRAINING SESSION

Susan Willeke of the Ohio Ethics Commission provided a presentation detailing Ohio Ethics Laws, and what is expected of public library staff members and Trustees.

Ms. Woodhull joined the meeting at 4:04 p.m.

APPROVAL OF AGENDA

On a motion by Ms. Woodhull, seconded by Ms. Cardona-Jones, the agenda was approved by the Board.

Ayes: All
Nays: None

APPROVAL OF MINUTES

On a motion by Mr. Kennenrew, seconded by Ms. Cardona-Jones, the minutes of the Board meeting of January 22, 2025 were approved by the Board.

Ayes: All

Nays: None

CONSENT AGENDA

On a motion by Ms. Isom, seconded by Ms. Cardona-Jones, the following items from the Consent Agenda were approved by the Board:

WORKSHOP HOURS

The Board authorized the attendance of the following staff members at the workshop/conference indicated below:

Jonathon Adams, Safety and Protective Services Officer, Safety and Protective Services, and Khauriee Sullivan-Eason, to attend the “CPR/First Aid Certification” sponsored by Focus Health and held in Dayton, OH from January 2, 2025 through January 29, 2025. It is further recommended that registration in the amount of \$65.00 each be reimbursed by the Board.

PERSONNEL ACTIONS

The following personnel actions were approved by the Board:

APPOINTMENTS

Naomi Boyd, Homework Help Assistant, Substitute, Grade Sub08, Youth Services, effective January 26, 2025 at the rate of \$15.20 per hour.

John Jennings, Homework Help Assistant, Substitute, Grade Sub08, Youth Services, effective January 26, 2025 at the rate of \$15.20 per hour.

Lauren McIntosh, Information Services Assistant, full-time, Grade 08, Wilmington-Stroop Branch Library, effective January 26, 2025 at the rate of \$19.35 per hour.

Alexis Tuey, Homework Help Assistant, Substitute, Grade Sub08, Youth Services, effective January 26, 2025 at the rate of \$15.20 per hour.

CHANGE IN LOCATION

Kaylea Gray, Teen Services Librarian, full-time, Grade 11, Electra C. Doren Branch Library, from Teen Services Librarian, full-time, Grade 11, West Branch Library, effective February 23, 2025 at the rate of \$26.95 per hour.

Brett Martinez, Information Services Assistant, Substitute, Grade Sub08, Equity, Diversity, and Inclusion, from Information Services Assistant, Substitute, Grade Sub08, Information Services, effective January 26, 2025 at the rate of \$15.20 per hour.

DECLINED POSITION

David Williams, Safety and Protective Services Officer, full-time, Grade CE2, Safety and Protective Services, effective January 12, 2025.

INTERIM CHANGE IN POSITION

Westly Davis, Interim Fiscal Officer/Finance Director, full-time, Grade S12, Finance, from Accounting Manager, full-time, Grade S08, Finance, effective January 12, 2025 at the rate of \$50.5596 per hour.

LEAVE WITHOUT PAY

Katherine Perkins, Information Services Assistant, full-time, Grade 08, Kettering-Moraine Branch Library, effective January 17, 2025 for 24.00 hours for vacation.

Khauriee Sullivan-Eason, Safety and Protective Services Officer, full-time, Grade CE2, Safety and Protective Services, effective January 18, 2025 for 3.38 hours for personal reasons.

PROMOTION

Westly Davis, Fiscal Officer/Finance Director, full-time, Grade S12, Finance, from Interim Fiscal Officer/Finance Director, full-time, Grade S12, Finance, effective February 9, 2025 at the rate of \$51.4423 per hour.

PROMOTION, CHANGE IN LOCATION

Ariel Parker, Information Services Assistant, full-time, Grade 08, Public Services, from Library Aide, Electra C. Doren Branch Library, effective February 23, 2025 at the rate of \$19.35 per hour.

RESIGNATION

Hilary Browning, Fiscal Officer/Finance Director, full-time, Grade S12, Finance, effective January 9, 2025.

Austin Railey III, Government Relations and Advocacy Director, full-time, Grade S08, External Relations, effective February 14, 2025.

RETIREMENT

Robin Edmondson, Patron Services Assistant, full-time, Grade 05, Wilmington-Stroop Branch Library, effective February 28, 2025, after more than 24 years of service.

Carol MacMann, Branch Library Manager, full-time, Grade S09, New Lebanon Branch Library, effective February 28, 2025, after more than 18 years of service.

ALA 2025 CONFERENCE AND EXHIBITION

The 2025 ALA Convention and Exhibition will be held at the Philadelphia Convention Center in Philadelphia, Pennsylvania from June 26-30, 2025. It is recommended that the Board authorize reimbursement in an amount up to \$430.00 for registration, \$441.00 for mileage/airfare, \$72.00 for ground transportation, \$50.00 for parking, \$1,300.00 for lodging, and \$272.00 for meals for the following individuals:

- Board members who will attend
- Executive Director
- Staff members who have an elected, program and/or appointed responsibility

It is further recommended that in accordance with Article 47 of the Labor Agreement between the Board and Dayton Metro Library Staff Association, \$7,695.00 will be divided amongst those bargaining unit members attending the conference for reimbursement of registration, airfare, lodging, ground transportation, and meals, with a maximum per person reimbursement of \$441.00 for mileage/airfare, \$72.00 for ground transportation, \$50.00 for parking, \$1,300.00 for lodging, and \$272.00 for meals; and a maximum per person reimbursement of \$430.00 for registration costs. It is further recommended that \$7,695.00 be divided in the same manner as above amongst those managerial and confidential staff members attending the conference.

GIFTS AND GRANTS

The following Gifts and Grants were approved by the Board.

GIFTS

\$250.00 from Anonymous on January 20, 2025.
\$20.00 from Rob Hardy on January 21, 2025.
\$20.00 from Rob Hardy on January 28, 2025.
\$1,800.00 from Don Schweitzer on February 10, 2025.
\$500.00 from Anonymous on February 12, 2025.
\$500.00 from Anonymous on February 12, 2025.

GRANTS

Dayton Metro Library did not receive any new Grants since the January 2025 Board of Trustees meeting.

Ayes: All
Nays: None

COMMENTS FROM THE GENERAL PUBLIC

Rachel Feltner identified herself as a cisgender Black pansexual woman and spoke about her lifelong patronship of the Library, and the refuge she has found in books. She recalled first reading about a female protagonist of color at the age of 14. She said we live in a white dominant, patriarchal, heteronormative world, and spoke to the need for representation in literature and

elsewhere. She voiced concern about limiting cultural displays to pre-determined periods of recognition, which she cautioned is not a neutral act. She said that this is tantamount to supporting the dominant narrative that Black girls who need heroes are lesser. She urged the Board to reconsider, and stated that the policy feels at odds with the Library's values. She acknowledged and appreciates the Library's other work, but said that this is a step in the wrong direction, and concluded that she neither appreciates nor accepts the neutrality of this decision.

Brooke Mendenhall had registered to speak, but did not come forward to do so.

Tony Dale Partin thanked the Board and introduced himself as a Huber Heights resident and member of the Montgomery County Central Committee. He thanked the Board for the decision to remove the Pride Flags, but felt that the announced policy did not go far enough. He urged the Board not to re-hang the flags during times of cultural celebration and observance, as has been announced. He stated that libraries should be non-partisan, and not promote special interest groups. He further asked for the removal of gay and transgender books from the youth sections of the Library's collection. He stated that homosexuality is an adult issue, and not something suitable for children. He further asked for the removal of the menstrual product machines from men's restrooms. He stated that these constitute a waste of tax dollars, and asked that they be removed. He said he feels unsafe entering government-supported entities with radical leftist displays. He urged that Libraries be made suitable for all, and that the innocence of children be protected.

Bobbie Arnold thanked the Library for all of the inclusive policies that they have put forward to make the Library a welcoming, inclusive and safe space. She stated that she recently ran for public office in opposition to Rodney Creech, who has posted in opposition to the menstrual products in the men's restrooms. She spoke to the unknown number of transgender men in the county who need those products, and to whom they are invaluable, much as they are for cisgender women. She stated the current policies are inclusive, and commended them. She further stated that the cost for these products is not incurred by the Library, but by Aunt Flow, which placed the products at no cost. She said there is no reason for transgender individuals to be excluded from society because some people do not agree with or want to acknowledge them. She stated these products do not harm anyone, and asked that the trans community stop being targeted for existing. She urged the Board not to fold on this issue, and thanked them for all the Library does.

MONTHLY FINANCIAL REPORT

The Executive Director introduced Westly Davis, the new Fiscal Officer/Finance Director.

The Monthly Financial Reports for January 2025 were included in the Board folder. Westly Davis, Fiscal Officer, gave a review of the Financials.

The following investments were approved:

Major Sources of Revenue, Uses, and Investments					
<u>Date</u>	<u>Source</u>	<u>Amount</u>	<u>Use in Operations</u>	<u>Investment</u>	<u>Where</u>
1/15/2025	PLF	\$1,652,201.21	\$1,652,201.21	-	
1/9/2025	Huntington Managed Investments		\$3,000,000.00	(\$3,000,000.00)	
1/31/2025	RE Tax Receipts	\$1,542,045.75	\$1,069,713.60	\$472,332.15	Debt Service

Total	<u>\$3,194,246.96</u>	<u>\$5,721,914.81</u>	<u>(\$2,527,667.85)</u>
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On a motion by Mr. Thomas, seconded by Ms. Cardona-Jones, the January 2025 Financial Report was approved by the Board.

Ayes: All
Nays: None

On a motion by Mr. Kennebrew, seconded by Mr. Thomas, the Board approved the Fiscal Officer's suggestion to request a 30-day extension to complete and file the Hinkle Report.

This constitutes a departure from the Board Agenda, which called for a 60-day extension due to a clerical error.

Ayes: All
Nays: None

DAYTON ART INSTITUTE AGREEMENT

The Executive Director recommended approval of the proposed agreement with the Dayton Art Institute as enclosed in the Board packets for Library Card Signup Day.

He explained that these agreements would not previously have been submitted for Board approval, but that this is the case due to new guidance from the County Prosecutor's office.

At Ms. Isom's request, a new system for such approvals will be found in ensuing meetings, likely in the Consent Agenda.

On a motion by Ms. Cardona-Jones, seconded by Ms. Woodhull, the Board approved the Dayton Art Institute Agreement.

Ayes: All
Nays: None

DAYTON PERFORMING ARTS ALLIANCE AGREEMENT

The Executive Director recommended approval of the proposed agreement with the Dayton Performing Arts Alliance as enclosed in the Board Packets.

On a motion by Ms. Cardona-Jones, seconded by Ms. Isom, the Board approved the Dayton Performing Arts Alliance Agreement.

Ayes: All
Nays: None

FOODBANK MEMORANDUM OF UNDERSTANDING

The Executive Director recommended approval of the proposed Foodbank Memorandum of Understanding as enclosed in the Board Packets.

On a motion by Ms. Woodhull, seconded by Mr. Kennebrew, the Board approved the Memorandum of Understanding with the Foodbank.

Ayes: All
Nays: None

EXECUTIVE DIRECTOR'S REPORT

The Executive Director shared a statement regarding the decision to change the Library's policy concerning cultural displays. He said that the decision was his alone, and not a directive from the Board or any other entity. He stated that he is a member of the LGBTQIA+ community, and said that he understands the impact that Dayton Metro Library has on this community. He relayed that the first person he ever came out to was a DML employee when he was a teen. He stated that this Library has always been a safe space for him, which was a major part of his decision to return after 25 years away. He said that there was no good time for this change, but felt it was necessary based upon the current climate. He does not want to take actions which may jeopardize state funding, which would reduce the system's ability to continue to serve this and other communities. He reiterated that the Library is and remains committed to serving the LGBTQIA+ community, and that programs and displays will remain a part of the system year-round. The only major change from this policy is that the US and Ohio flags will be the only flags displayed year-round at Dayton Metro Library branches.

POLICY REVIEW

As was discussed during the January 22, 2025 Board of Trustees meeting, the Board began reviewing previously approved policies during each Board meeting.

Trustees were asked to familiarize themselves with "Policy AD 100- Calamity Days" in advance of this meeting, as it was the policy for discussion.

Deansai Myers, Human Resources and Organizational Development Director, provided an overview of this policy.

The Board did not recommend any changes to the policy.

It was recommended that the Board review "Policy AD 101- Code of Professional Conduct" in advance of the March 19, 2025 meeting.

NEW BUSINESS

No new business was brought before the Board.

DAYTON METRO LIBRARY BOARD OF TRUSTEES MEETING

The next regular meeting of the Dayton Metro Library Board of Trustees will be Wednesday, March 19, 2025 at 4:00 p.m. in the Board Room at the Main Library.

EXECUTIVE SESSION

It was 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) to discuss employment of a public employee.

On motion by Mr. Williamson, seconded by Ms. Woodhull, the Board went into Executive Session. A roll call vote was taken as follows:

Mr. Williamson, Aye
Mr. Thomas, Aye
Mr. Kennebrew, Aye
Ms. Isom, Aye
Ms. Woodhull, Aye
Ms. Cardona-Jones, Aye

Ayes: All
Nays: None

Ms. Cardona-Jones left the meeting at 5:52 p.m.

The Board entered Executive Session at 5:39 p.m. and returned to open session at 6:03 p.m. The President reported that no resolution, rule or formal action was taken by the Board while in 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) of the Ohio Revised Code.

ADJOURNMENT

On a motion by Mr. Kennebrew, seconded by Mr. Thomas, the Board adjourned at 6:04 p.m.

Ayes: All
Nays: None