

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF TRUSTEES

Saturday, August 23, 2025, 9:30 a.m.

WEST BRANCH LIBRARY- Community Room

PRESENT: Nolan Thomas, Kelly Geers, Myla Cardona-Jones (out at 12:00), Carl Kennebrew, David Williamson (out at 1:12, back at 1:15), Shannon Isom (out at 1:49, back at 1:51), Sara Woodhull

PRESIDING: David Williamson, President

EXECUTIVE DIRECTOR: Jeffrey Trzeciak

FISCAL OFFICER: Westly Davis

CALL TO ORDER

The Board President called the meeting to order at 9:31 a.m.

DECLARATIONS 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.

APPROVAL OF THE AGENDA

On a motion by Mr. Thomas, seconded by Ms. Isom, the agenda for the August 23, 2025 Special Meeting of the Dayton Metro Library Board of Trustees was approved.

Ayes: All

Nays: None

PUBLIC COMMENT

There were no comments from the public.

CONSENT AGENDA

On a motion by Ms. Geers, seconded by Ms. Woodhull, the following items from the Consent Agenda were approved by the Board:

CONTRACTS AND AGREEMENTS

The following Contracts and Agreements were approved by the Board:

University of Dayton:

A federal work study community service partner agreement with the University of Dayton for the 2025-2026 academic year.

Ayes: All

Nays: None

HEALTH INSURANCE RENEWAL

On a motion by Mr. Kennebrew, seconded by Ms. Cardona-Jones, the Board approved the following health insurance renewals:

Medical Insurance

- Remain with Anthem for group medical insurance with a 0% increase in premium costs.
- The Library will continue to offer eligible employees the option of selecting a health insurance plan with an associated Health Reimbursement Account (HRA) or a Health Savings Account (HSA).

HSA	Monthly Premiums	
	<i>Single</i>	<i>Family</i>
Anthem	\$782.26	\$1,728.80
Anthem AEU3 (E6)	\$707.48	\$1,563.53
Anthem AETR (E9)	\$652.87	\$1,442.84

HRA	Monthly Premiums	
	<i>Single</i>	<i>Family</i>
Anthem HRA	\$797.99	\$1,763.58

Vision Insurance

- Remain with Anthem Vision for group vision insurance for a 0% increase, due to a 3-year rate guarantee.

Vision	Monthly Premiums	
	<i>Single</i>	<i>Family</i>
Anthem Vision	\$4.98	\$12.69

Rates paid by the employer will be finalized after union negotiations.

Ayes: All

Nays: None

STATE OF THE LIBRARY REPORT

Jeffrey Trzeciak, Executive Director, shared a State of the Library presentation detailing some of the highlights and accomplishments of the last 4 years. He placed particular emphasis on facilities, staffing, finances, collections, and services and programs. This period saw the opening of 4 new branches, and the successful conclusion of the Libraries for a Smarter Future building initiative. This period also saw increased diversification of the Library Cabinet, management and Board. Two collective bargaining units

were amicably negotiated, and there were 0% increases on health premiums twice in this period. Steps have been taken to improve communications with staff, including the implementation of a weekly all-staff email from the Executive Director. A 2022 refinancing of construction bonds saved \$7m in taxpayer funds, and the system successfully passed a 2024 levy. A new Bookmobile was purchased in 2025, thanks to the work of the Development team. The system lost \$1.3m in funding over the current biennium, but through proactive measures, it has avoided branch closures and layoffs. The system has expanded and revived services, and the Social Justice Speakers Series has drawn considerable success. The system has introduced or revived a number of specialist roles. Youth Services have remained crucial, with the introduction of Kindergarten Club, expansion of Homework Help, and considerable work to accommodate teens. The Library launched a new website (which garners 2m visitors each year- making it the largest “location”), catalog, and programs and spaces management software. The diversity of collections has increased from 13% to 25.6%, among the highest in the nation. E-resources are increasingly popular, and the system has broken its single day Libby checkout record multiple times this year. Overall, the Library is continuing to shift from traditional library services into more of a community center model.

The Library faces headwinds, including the change in the state funding model from a percentage of the General Revenue Fund to a line item, which makes future funding more uncertain. Costs are rising with a number of library expenditures, including e-resources. Given the uncertain nature of future state funding, the Library must look to increase fundraising, and switch mindsets from a culture of abundance to a culture of innovation.

BUDGET UPDATE

Westly Davis, Fiscal Officer/Finance Director, and Debi Chess, External Relations and Development Director, shared a presentation detailing the Library’s financial position, and the steps being taken to ramp up fundraising.

Westly reminded the Board that the Public Library Fund is no longer funded as a set percentage out of the General Revenue Fund, but is now a line item, meaning that funding will no longer grow with the state, and making it susceptible to future cuts. This change, and other measures relating to this fund, resulted in a \$1.3m loss for Dayton Metro Library over the current biennium. Ohio’s libraries are currently funded at the same level they were in 2007, and funding has not exceeded the rate of inflation. This \$1.3m loss is what necessitated the switch in hours, in order to adopt a single-shift staffing model. He reviewed some of the proactive cost-saving measures which the Library adopted prior to the state cuts. While continued cost-cutting will be necessary in future years, a concerted effort will be made to protect keystone features and services, namely: Facilities, Security, Collections, IT, and Youth Services.

Debi Chess, External Relations and Development Director, shared a presentation detailing the Library’s fundraising efforts, which are being ramped up in light of decreased state funds. These efforts continue to gain steam, with the Development process and team having been overhauled in 2023. Given the importance of fundraising, this is being made a communal effort, both within and without the organization.

The Board briefly recessed for lunch.

Ms. Cardona-Jones left at 12:00 p.m.

EXECUTIVE DIRECTOR REPORT

Jeffrey Trzeciak, Executive Director, shared a presentation detailing the change in the Public Library Fund, reviewing usage trends, and sample successes. He also discussed the steps which would have been taken had the 2024 levy failed.

VIRTUAL MEETINGS POLICY DISCUSSION

During the July 16, 2025 Board of Trustees Meeting, the Board decided to table a vote on a proposed Virtual Meetings Policy.

Pursuant to Ohio House Bill 257, certain public bodies, including Library Boards, are permitted to hold and attend meetings virtually, effective March 19, 2025. One condition for allowing such meetings to take place is that any such institutions must first adopt a Virtual Meetings Policy which is in accordance with ORC 121.221.

The Board discussed their reservations about a virtual meetings policy, and decided not to take any action towards adoption of such a policy. A view was expressed that too much is lost by not being physically present, and there was no strong desire to allow such meetings.

President Williamson noted that there is no deadline by which such a policy needs to be adopted, and that this topic could be revisited again in future, should the need arise. As such, no action was taken towards the adoption of such a policy.

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) of the Ohio Revised Code to discuss employment of a public employee, and with Section 121.22 (G)(4) of the Ohio Revised Code to discuss collective bargaining strategy.

On a motion by President Thomas, seconded by Mr. Thomas, the Board went into Executive Session.

A roll call vote was taken as follows:

Mr. Thomas:	Aye
Ms. Woodhull:	Aye
Ms. Geers:	Aye
Ms. Isom:	Aye
Mr. Kennebrew:	Aye
Mr. Williamson:	Aye

Ayes: All

Nays: None

Mr. Williamson left at 1:12 pm and returned at 1:15 p.m.

Ms. Isom left at 1:49 p.m., and returned at 1:51 p.m.

The Board entered Executive Session at 12:45 p.m. and returned to open session at 1:51 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.

DAYTON METRO LIBRARY BOARD OF TRUSTEES MEETING

The next Board of Trustees Meeting will be Wednesday, September 17, 2025 at 4:00 p.m. in the Community Room of the Vandalia Branch Library.

ADJOURNMENT

On a motion by Mr. Kennebrew, seconded by President Williamson, the Board adjourned at 1:52 p.m.

Ayes: All

Nays: None