



**CITY OF NOVI LIBRARY BOARD
MINUTES, REGULAR MEETING
August 26, 2021**

Call to Order by Vice President, Kat Dooley

The meeting was held at the Novi Civic Center, Council Chambers, 45175 Ten Mile Road Novi Michigan 48375, and was called to order by Kat Dooley, Vice President, at 7:00 p.m.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Roll Call by Secretary, Brian Bartlett

1. **Library Board**

Kathy Crawford, President (absent/excused)

Kat Dooley, Vice- President

Brian Bartlett, Secretary

Sreeny Cherukuri, Board Member

Tara Michener, Board Member

Geoffrey Wood, Treasurer

Torry Yu, Board Member

Student Representatives

Open Positions

Library Staff

Julie Farkas, Director

Barbara Cook, Bookkeeper

Library Attorney

Tom Schultz

Rosati, Schultz, Joppich & Amtsbuechler

Approval of Agenda

Trustee Wood suggested that the clause asking Trustees to state their location be removed from the Agenda since this was only needed for the virtual meetings. Trustee Michener wishes to speak during second public comment.

A motion was made to approve the Agenda.

1st – Trustee Michener

2nd – Trustee Yu

Roll Call Vote was taken. 6 yes votes. Motion passes unanimously. President Crawford is absent/excused.

Consent Agenda

1. Approve Minutes of:
 - A. July 22, 2021- Regular Meeting
A motion was made to approve the regular meeting minutes, July 22, 2021
1st- Trustee Bartlett
2nd- Trustee Michener
Roll Call Vote was taken. 6 yes votes. Motion passes unanimously. President Crawford is absent/excused.

2. Approve Claims and Warrants of:
 - A. Accounts 268 and 269 (#605)
A motion was made to approve the claims and warrants (#605).
1st- Trustee Bartlett
2nd- Trustee Michener
Roll Call Vote was taken. 6 yes votes. Motion passes unanimously. President Crawford absent/excused.

Presentations

1. Check presentation & annual report by Sue Johnson – President, Friends of Novi Library
 - The Friends graciously donated \$23,275 to the Novi Library for FY 2020-2021 supporting several Library programs, such as music programs, grab & go kits, raising a reader and the iCube. This monetary commitment greatly enhances the Novi Community.
 - FY 2021-2022 Friends are pledging \$27,800.

Public Comment

Anna Javori, North Hills Drive Northville, MI

- Anna is a PHD candidate at Wayne State and has been a patron of the library since 2007. She feels that the library is one of the pivotal aspects of the community and that community members rely on this cultural center.
- An ideal library encompasses a broad range of factors, for example the design and lighting of the building, and the way it allows patrons to circulate in the library. There are organizational factors such as neatness and tidiness. Anna said that most important is interaction. The way the staff interact with the patrons.
- Anna said not all libraries are able to achieve these goals/standards. Over the many years, she feels blessed to be able to utilize the Novi Library. Through her countless observations she feels that Novi Library not only has achieved these standards but has surpassed them in many different ways. Not only from the amenities that the building offers but most importantly the way the staff interacts with the patrons, with support, kindness and generousness.
- Anna acknowledged the excellent leadership of Director Farkas and her ability to guide and train the staff.
- Her main reason in speaking today is to recognize that this cultural center (library) remained a cultural center despite all the limitations, obstacles and frustrations which includes additional sanitizing and the strong demand for library holds. The library carried on and this aided in community member's mental health.

Reports

1. Student Representatives Report
(Page 22, prepared by Librarian, Lindsay Gojcaj, waiting on new appointments)

2. President's Report (Kathy Crawford- absent/excused)
 - A. Library Board of Trustees Committee Assignments 2021-2022 updated as of 8/22/21
(On page 23)

- B. 2019-2022 Strategic Planning Goals
(On page 24)
- C. 2020-2021 Goals Document Update – as of June 30, 2021 (pages 25-55)

Trustee Michener reviewed pages 28 and 41 of the goal update. She said that the document lists the listening session goal as complete. She asked how this is so if the corresponding reflection session was cancelled and the updated board response document, as promised, by President Crawford is not included. Trustee Michener feels it is not complete yet. Additionally, on page 82 she likes the ad for DEI, but wanted to add that the statement saying... we are dedicated to listening to the voices of Novi...becomes a little tricky since the listening session (reflection) was not held. Trustee Michener suggests a revision to these documents.

3. Treasurer's Report (Geoffrey Wood)- pages 67-69

A. 2021-2022 Library Budget Fund 268

The 2021-2022 Library Fund 268 budget calls for revenue of \$3,244,172 with expenditures of \$3,409,700 consuming \$165,528 of the fund balance.

B. 2021-2022 Contributed Fund Budget 269

The 2021-2022 Library Contributed Fund 269 budget calls for revenue of \$47,500 and expenditures of \$58,400 consuming \$10,900 of the fund balance.

C. Financial Report - July 2021

On page 60 of the August Board packet.

D. Library Fund 268 Expenditure and Revenue Report ending July 31, 2021

Revenue ending July 31, 2021 was \$3,077,349.

Expenditures ending July 31, 2021 was \$232,227.

E. Library Fund 269 Contributed Fund ending July 31, 2021

Revenue ending July 31, 2021 was \$1,625.

Expenditures ending July 31, 2021 was \$10,500.

F. Balance Sheets for Funds 268 and 269 as of July 31, 2021

Ending Fund Balance for Fund 268 as of July 31, 2021 was \$5,342,263

Ending Fund Balance for Fund 269 as of July 31, 2021 was \$1,719,529

Trustee Dooley asked about account 268-665.266 SRP TShirt sales. Director Farkas said this is a revenue account that has been in the budget for a number of years. It is used in case there is an opportunity to sell Summer Reading TShirts to the public. Additionally, Trustee Dooley asked about the café and perhaps capturing a small percentage of profit, like 2 or 5 percent to help fund library initiatives. Director Farkas reported that the café has paid the library the full amount of the lease for the entire year. She added that the finance committee can take a look at the current agreement. Trustee Dooley discussed fine free through the end of this year and asked the Trustees to take a look at what is projected vs what is accruing in fines for future discussions. She also asked the Trustees to advocate for the library in terms of grants and promotions. Please send any resources to the staff or Julie. Trustee Dooley pointed out that the Friends of the Novi Library is a 501(c)(3), donations can be directed to the library or to the Friends as tax exempt.

Trustee Cherukuri asked for clarification on account numbers 268-742.100 and 268-657.000.

Director Farkas said that account 268-657.000 represents revenue from book fines charged for

late materials and account 268-742.100 is what Novi Library paid to other libraries for lost materials. Trustee Michener asked if this is reciprocated and Director Farkas said yes it is.

4. Director's Report (Julie Farkas)

On pages 67-84 of the August Board packet.

Staff members celebrating anniversaries for September are:

- Mary Robinson– Information Services - 16 years
- Dominic Doot - Information Technology- 10 years
- Yolando Hockaday-Dennis – Information Services – 6 years
- Jill Wasson- Support Services – 2 years
- Leah Bruce- Information Services – 2 Years

- A. Information Technology Report (pages 85-86)
- B. Facilities Report (no submission)
- C. Information Services Report (pages 87-89)
- D. Support Services Report (page 90)
- E. Library Usage Statistics Report (pages 91-99)
- F. Friends of Novi Library – (pages 100-102)
- G. City of Novi Historical Commission – (page 103)

Director Farkas was pleased to welcome Consul General Shindo and happy to give him a library tour on Wednesday, August 20th. Trustee Bartlett and former Trustee Verma were a part of the tour.

Dana Brantaniec, Novi Library's communications coordinator has submitted a project proposal with the University of Michigan for a student led project to identify areas of DEI needs within the community.

Trustee Michener mentioned staff member, David Silberman and the letter received celebrating his achievements at Novi Library.

Trustee Bartlett sends kudos to international librarian Shannon O'Leary saying she is outstanding at reading character sets.

Public Comment

Sharon Trumpy, resides on Harvest Drive, Novi.

- Sharon did not see anything in the packet or on the agenda that indicates that there would be any response to concerns about Trustee Cherukuri's social media posts and the implications for his service on the DEI committee. She said he clearly finds it humorous to make posts that are sexist, racist, homophobic and transphobic. Sharon said even though Trustee Cherukuri responded to the Ellen posts in the Board packet, there are numerous other posts that suggest he is not committed to DEI and should not be chairing that committee.
- Sharon said if Mayor Gatt supports his (Trustee Cherukuri's) appointment and Trustee Crawford continues to support his appointment to the DEI chair she assumes that means they are both comfortable with Mr. Cherukuri's post/comments and reposts - Sharon provided examples of each.
- Sharon said that a man who thinks that the painful and potentially dangerous process of sharing ones gender identity or sexual orientation publicly is funny has no business chairing a committee that is in charge of making sure that all of the community members are welcome and safe at the library.

- Sharon fully supports the first amendment and Trustee Cherukuri's right to say things she finds repugnant, but this does not mean that Mr. Cherukuri is exempt from public scrutiny as an official. Nor does it mean his words do not reflect upon the Board, library or Mayor Gatt's commitment to DEI.

Tia Marie Sanders resides on Novi Road.

- Tia Marie echo's what Sharon Trumpy said as a staff member of the library.
- Tia Marie said those statements and no accountability for those statements makes her job difficult and her space unsafe. She does not have faith in Trustee Cherukuri to lead as a Board member, and to lead the staff. She said his comments are problematic, hurtful and painful. She said that he makes the director's job more difficult when she is trying to do her best to keep staff together.
- She expects the other Board members to take whatever action they can, such as censure, and/or remove Trustee Cherukuri from the Board because he makes it unsafe.
- Tia Marie said that the Board cannot continue with any person on the board that continues to make her space unsafe and the community unsafe.

Betsey B resides on Cranbrooke

- Betsey echoes Sharon and Tia Marie. She finds the social media posts appalling and does not believe it is accidental.
- She said that if Trustee Cherukuri finds it amusing to offend people that speaks to his character, which is problematic for someone on the DEI committee and suggested service on another committee if his service continues.
- Betsey would like to learn how to sign up for the grab and go bags and thinks they are fabulous.
- Betsey said on behalf of Novi Northville Racial Accountability and Action Group they ask again that the Board vote on Juneteenth to be recognized as a paid Holiday just like July 4th. The current proposal for the finance committee is not acceptable. She would like the Finance Committee to provide the actual cost to add a paid Holiday. If the finance committee can't answer the question perhaps the HR committee may be better suited to address Juneteenth Holiday.
- She added that the HR committee only has one Trustee appointed. President Crawford appointed herself to this committee. Betsey asks that the HR committee include the voices of multiple Trustees like all other committees.
- Lastly, she is disappointed that things that were promised to be in the packet by President Crawford are not there. She said DEI is pushed to the bottom of the list with a performative committee with people clearly working against the goals of the committee they serve.

Trustee Michener

- Trustee Michener approached the podium and read a letter that she wrote to the President of the Library Board.
- The letter is below in first person as read by Trustee Michener:

In June of 2021 our DEI Committee had our first meeting with the newest chair, Sreenivas Cherukuri. This meeting set the tone for interruptions, dismissive and offensive remarks and also a refusal to commit to and admit what diversity, equity and inclusion meant to the person leading the team. Unfortunately this inexcusable behavior and conduct that I have been privy to since June has not only been noted by me but also put in writing and verbally mentioned by staff and community members to you and fellow trustees as well as the mayor of our city.

Yesterday in our DEI meeting there was an unfortunate surge in these behaviors when the chair yelled at me when I began to engage in the conversation surrounding his multiple emails and complaint letters to our board and the mayor about things that they have found offensive. The chair opened up this portion of the meeting towards the end of our scheduled time for discussion noting a patron that he did not agree with in her estimation of his behavior and he said disparaging remarks about her character he then went on to say that he himself has said nothing offensive but that patron absolutely did.

He attempted to close the matter and at that point I raised my hand and mentioned calmly that there still was an issue because I was offended by his remarks on cotton picking but before I could finish my statement he interrupted and told me that I was not offended and that the only people that pick cotton are in India and North Africa.

I asked him if I could finish what I was trying to say before he responded as I had not finished a sentence and would like to be able to make my point. He said no and began to yell and talk about his political career and how people have misconstrued him in the past based on his facebook account. I told him not to yell at me and that maybe he did not realize he was yelling. He told me that he knew that he was yelling and that he has agency over his own voice. The director stepped out of the room early in this exchange citing that she felt uncomfortable.

A trustee tried to step in and explain how his behavior to me was not considerate and she carefully navigated this mentioning that she just wants him to understand his offense. The HR person mentioned that meetings happen like this often under his leadership and that they have been unproductive. This is the same employee that has complained about his behavior in prior meetings and that wrote the entire board a letter questioning his role and fit as DEI Chair. This was the same day that another staff member said that they could not work with him and they resigned from our DEI committee.

In the HR person's letter on June 24th we received a formal complaint as a board that this trustee continues to "reduce the credibility of not only the board but the committee that was created to address DEI issues, build trust and develop concrete actions to address the disparity issues."

The staff person noted in her letter that

"It is my belief that he has no vested interest in serving the community of color. It is my belief that he is mismatched for this committee and does it a disservice."

I agreed with her estimation and brought it up in public library board meetings and I shared that we should listen to that concern but I was unaware of any action that had been taken to address these written concerns and complaints. This has now developed into a pattern including those behaviors of offense and unprofessionalism but on top of that yelling that is non-apologetic.

The trustee told me that "I need to put on my big boy pants" when I asked him several times to stop screaming at me. He also said that he has invited me to his house for beer and to talk over these issues and I have not taken him up on this. I told him that it is highly inappropriate to do this and that the time to discuss trustee matters is in meetings. As a public official I have been entrusted to use my voice and under this leadership of Trustee Cherukuri I have been stifled, dismissed and demeaned.

This trustee is further endorsing an environment of hostility that I have made reference to as a continued practice on this board. Robust debate is to be expected in meetings but not screaming or personal attacks that are unethical and unfocused. I hope that this can be taken into account as a formal complaint and that you as President can resolve these issues from being consistent impediments as DEI is very important and should not be stifled.

Thank you for your swift action as I hope that we as a board can model the statement that you wrote that the Novi Public Library is committed to ensuring that every Novi community member, library guest, board of trustee member, library staff and volunteer is treated with dignity and respect.

Committee Reports

1. **Policy Committee:** Review current public policies for the Library
(Chair-Wood, Bartlett, and Michener, Staff Liaison – Julie Farkas)
 - Staff Committee: Julie Farkas, Barb Rutkowski, Maryann Zurmuehlen, Betty Lang, Keith Perfect, Dana Brataniec and Hillary Hentschel.
 - Director Farkas confirmed with attorney that there are no changes needed with the current Pandemic Policy. If no further restrictions come forth by the state, MDHHS or Oakland County, the building will open to Phase 6 as of 9/7/21.
 - Meeting held: 8/19/21: Split consensus on the conversation related to Juneteenth as a paid holiday; Committee bringing forth as 1st draft for Board review the following policies:
 - A. Remote Work Policy (pages 104-108)
 - B. Confidentiality of Guest Records (pages 109-113)
 - C. Record Retention Policy (page 114)
 - D. Smoking (adding language to the current Guest Behavior Policy and omitting a separate Smoking Policy) (page 115)
 - E. Guest Behavior Policy (page 116-123)

Update: Trustee Michener asked about the remote work policy in regards to allowing the Director access to the remote work location. Director Farkas said this is first draft and will have more information on the protocol but access to the remote work location is to verify the location meets the employee and employer needs. Trustee Dooley asked the Trustees to review the drafts.

2. **HR Committee:** Review HR Policies for the Library, Director Review & Goals
(Chair -Crawford, Staff Liaison – Julie Farkas & Nicole Williams)
 - Staff Committee: Julie Farkas, Nicole Williams, Lindsay Gojcaj, and Kirsten Malzahn.
 - No meeting; No report
 - Remote Work Policy was taken to the Policy Committee as President Crawford was going to be out of town. A draft was reviewed by the Policy Committee with suggestions by President Crawford provided to Policy Chair, Wood.
3. **Finance Committee:** Financial plan based on building assessment review, Library endowment investigation.
(Chair- Bartlett, Cherukuri, Wood, Staff Liaisons – Julie Farkas & Barbara Cook)
 - A meeting was held: 8/24/21
 - Chair Bartlett's report on page 124
 - Update: Next Meeting in October. The committee will be looking at FY22/23 budget and fine free information. Director Farkas asked the Trustees to submit any project ideas or thoughts so she can do advanced research on these suggestions.
4. **Events/Marketing/Fundraising Committee:** Outreach opportunities
(Chair -Dooley, Bartlett, Yu, Staff Liaison – Julie Farkas & Dana Brataniec)
 - A meeting was held on: August 2, 2021
 - Chair Dooley's report is on pages 125-126
 - Update: See page 3 of the August Agenda for a listing of events that the Trustees attended.

5. **Strategic Planning Committee:**

(Chair - Bartlett, Dooley, Staff Liaison – Julie Farkas)

- No meeting; No report
- Based on the Board Retreat on Saturday, June 26, 2021, committees are being asked to identify 2-3 goals to be identified and addressed for 21/22.

6. **Building/Landscape Committee:**

(Chair-Yu, Cherukuri, Staff Liaison – Julie Farkas)

- Meeting held on 7/26/21.
- Chair Yu's report is on page 127
- Update: RFP for new phone system. Water bottle filling location - order has been placed. The parking lot project is completed. Library café hours expanding after Labor Day. Committee is currently working on new goals. Trustee Dooley mentioned all committees are working on new goals.

7. **Bylaw Committee: Review of Library Board Bylaws**

(Chair – Wood, Bartlett, Michener, Staff Liaison – Julie Farkas)

- Meeting was held on 8/5/21: Committee continued to work through the current draft language with the Attorney.

8. **DEI: Diversity, Equity and Inclusion Committee**

(Chair – Cherukuri, Dooley, Michener, Staff Liaisons – Julie Farkas & Nicole Williams)

- Meeting was held on 8/5/21
- Update: Trustee Cherukuri said the Diversity Walk Thru was discussed and the committee is tabling this indefinitely. Fine Free pilot (as approved through year end) was discussed and the staff will be providing updates. The Committee is defining goals for 2021. Also, The Committee began reviewing DEI Scorecard as published by the ALA in April, 2021. Updates were received from the Staff DEI Committee.

Trustee Michener said based on feedback that DEI is getting, she wants to work on the first commitment - the listening session before rushing into a walk through at this time.

Trustee Dooley mentioned that she, and Trustees Yu and Bartlett attended the staff in service day. She said it was an amazing day of learning led by Dr. Jay Marks, with a primary focus on DEI.

Matters for Board Action

1. Recommendation for limited services on voting day, Tuesday, November 2, 2021, due to the large amounts of people that may enter the building. NPL is a polling location. The library offered limited services in November 2020 based on the safety concerns with COVID and gathering. Limited services would include: café open at 7:00 am. Lobby services: library cards/renewals, pick-up of holds, and various materials set out on display, drive-up window pick up, staff available in-person at the Support Services desk and by phone (10:00am-9:00pm). No programming that day. Teen Space cancelled due to no school.

1st- Trustee Cherukuri

2nd-Trustee Yu

No Discussion on this matter.

Roll Call vote was taken. 6 yes votes. Motion passes unanimously. Trustee Crawford absent/excused.

2. Juneteenth Holiday (see information included from Finance Committee (page 124). The finance committee's suggestion is to add an 11th Holiday, which will be replacing 1 PTO day. Also, the Veterans Day Holiday would be moved to a floating Holiday that can be taken throughout the year (currently it must be taken in the month of November). This motion would move this concept to policy committee and other committees affected.

1st- Trustee Bartlett

2nd- Trustee Cherukuri

See final paragraph before communications section of minutes for roll call vote.

Discussion: Trustee Bartlett said the finance committee had lengthy discussions and the information is in the packet (on page 124).

The finance committee suggestion is to add an 11th Holiday, which will be replacing 1 PTO day. Also, the Veterans Day Holiday would be moved to a floating Holiday that can be taken throughout the year (currently it must be taken in the month of November). Examples are listed in the packet at the bottom of page 124. The committee felt these options offer a lot of flexibility for the staff members. The motion is for this concept to be moved to Policy Committee.

Trustee Michener commented that there is no financial information included on page 124. She would like to know what the paid Holiday would cost from a financial perspective.

Trustee Michener made a motion to amend the motion on the table. She is referring to page 124 and under number 1 she would like to strike the wording regarding converting an optional PTO day to an 11th Holiday. Also, she would like numbers 2 and 3 eliminated. Therefore number 1 would read... An 11th paid library Holiday for all Library Employees, Salaried and Hourly personnel. Part Time employees will accrue holiday time per current employment policies as with other Holidays. Item 4 would read this proposal will not affect the Library's observed closures for holidays. The library will remain closed in observance of Juneteenth on the 19th of June and open on November 11th. (Personnel is empowered to act with their discretion to be sure a base level of service is maintained on November 11th if required)

1st- Trustee Michener

2nd-Trustee Yu

Discussion: (attorney Tom S. clarified that Trustee Michener's proposed motion is permitted, as noted in detail above, to make Juneteenth an 11th paid Holiday) Trustee Cherukuri prefers whatever the language that is passed be moved to the committees and then be voted on. Trustee Bartlett clarified the PTO day being converted to the 11th paid holiday made the finance negligible that is why no financial information is needed. Trustee Bartlett read the federal religious holiday recommendations and said that the finance suggestion allows staff to take leave on a day they personally feel they identify with. Trustee Michener appreciates the clarification on religious holidays and said many Americans recognize there is no difference between July 4th and June 19th. Independence to Independence and this is not a religious holiday. She said this Holiday (Juneteenth) can only be compared to July 4th. She reminded the Trustees that Juneteenth is a Federal Holiday. Trustee Cherukuri would like the amended motion in written form and asked if a motion to refer to committee can be amended to a motion to create legislation. Attorney Tom S. said yes it can. Tom S said that If Board members would like the language written and in front of them when they vote that is something that they need to take into consideration when they vote. Trustee Dooley said both motion's verb age and final language is not written for Trustees to review. Trustee Michener said she can simplify her motion to make Juneteenth a paid holiday with no exception, just like July 4th but she noted important words from page 124 in the amended motion above.

Trustee Dooley discussed the original motion and asked if staff was surveyed because this affects their PTO day. Director Farkas said the full staff was not surveyed. Trustee Dooley said that Juneteenth is an equity issue that requires investment. When finance is saying budget neutral she needs the numbers so that it is transparent to the public. Trustee Dooley is in support of Juneteenth as a paid Holiday. Trustee Yu is in support of Juneteenth as a paid Holiday through the amended motion by Trustee Michener and said that this has been on the table for over a year now. He attended the staff in service and saw how committed the staff is to the DEI initiatives and he supports the motion.

Trustee Dooley reiterated the amended motion by Trustee Michener, prior to roll call vote. She said that the amended motion on the floor is to add Juneteenth as a paid holiday like July 4th with the provision in terms of the language that is currently in the packet (page 124) that it be stricken from item 1 that it is considered an optional PTO day, it is just going to be a paid Holiday in totality, options number 2 and 3 are stricken but number 4 is kept. The library will remain closed in observance of Juneteenth on the 19th of June and open on November 11th. (Personnel is empowered to act with their discretion to be sure a base level of service is maintained on November 11th if required). Therefore, Veterans Day is still the floating Holiday for the month of November. Trustee Michener added it (Juneteenth) is an additional Holiday (11th Holiday). The scenarios are just examples and are not part of the amended motion.

Roll Call Vote was taken on Trustee Michener's amended motion. 3 yes votes – Trustees Dooley, Michener and Yu. No Votes – Trustees Bartlett, Cherukuri and Wood. Motion does not carry.

The Trustees then went back to the original motion, on page 124, as proposed by finance. If passed finances proposal would go to Policy Committees- HR Committee and Building Policy Committee.

Discussion: Trustee Michener said that the Policy Committee did not come to a consensus and they were not in agreement, but she will continue to use her voice. Trustee Michener would still like the Finance Committee to do the financial work. Trustee Bartlett said the finance committee's duty was to determine how to pay for the Holiday. Finance Committee tried to make it work within the current budget. Trustee Dooley appreciates the Finance Committees work but would like data to know how many staff it affects and the cost. Trustee Dooley asked Trustee Bartlett to amend his motion to include Finance Committee again to include the numbers. Tom S. wanted to clarify the motion is to refer this suggestion (on page 124) to the two policy committees to put it in writing in their policies and to bring it back to the Board for another motion and add Finance Committee to provide data and numbers so other committees have the numbers in front of them to make the proposal. Trustee Bartlett reminded the Trustees that the proposal as written is negligible- budget neutral. Tom S. Clarified that the Finance Committee came up with a budget neutral proposal. Tom S. asked if some of the Trustees are looking for the cost if Juneteenth is an additional paid Holiday. Trustee Dooley summarized that finance thinks the proposal is a good budget neutral proposal but employees were not surveyed. Trustee Bartlett said he is willing to table the motion and ask for an employee survey on what is outlined on page 124. Trustee Dooley would like two options to survey the staff, would they like the proposal as outlined by Finance Committee or add an additional Holiday for Juneteenth? Trustee Bartlett said they have a second and should vote on the original motion as stated. Trustee Dooley said the proposal adds flexibility but takes a PTO day in order to accomplish this. Trustee Michener said adding an additional day is the way to go instead of moving things around.

Trustee Dooley went back to the original motion and summarized that, after discussions, nothing has been accepted to amend the original motion. Therefore, Trustee Dooley asked for a roll call vote on the original motion.

Roll Call Vote was taken on the original motion as proposed by Trustee Bartlett. 5 yes votes- Trustees Bartlett, Dooley, Cherukuri, Wood and Yu. 1 no vote – Trustees Michener. Motion carries with 5 yes votes. Trustee Crawford is absent/excused.

Trustee Dooley clarified that typically if the Trustees have questions they can entertain the questions through the President to the committees. So if further clarifications are needed on any items whether it be financial or the like, they have the right to ask those questions to be taken to committee. Attorney Tom S. agreed with the statement as correct.

Communications

1. 7/22/21: Email from Sreeny Cherukuri Re: Fine Free
2. 7/22/21: Email from Sharon Trumpy Re: Fine Free
3. 7/22/21: Email from Ashwin Balaji Re: Chess Club
4. 7/28/21: Email from Sharon Trumpy – Re: DEI Committee
5. 7/28/21: Email from Atasi Bagchi Re: DEI Committee
6. 7/29/21: Email from Beth Hinman Re: DEI Committee
7. 7/29/21: Email from Sue Girbach Re: Board Member
8. 7/29/21: Email from Audra Holdorf Re: DEI Committee
9. 7/29/21: Email from Ajay Bedi Re: DEI Committee
10. 7/30/21: Email from Ratna Rao Re: DEI Committee
11. 8/2/21: Email from Beth Hinman Re: DEI Committee
12. 8/4/21: Email from Kari LoPiccolo Re: Board Member
13. 8/19/21: Email from Sreeny Cherukuri Re: Board Member
14. 8/22/21: Email from Robert Dean Re: thank you

Closed Session

1. **None**

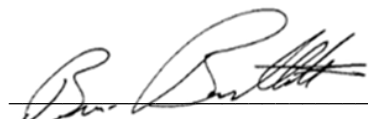
Adjournment

A motion was made to adjourn at 9:16 p.m.

1st— Trustee Michener

2nd— Trustee Bartlett

Roll Call vote to adjourn was unanimous.



Brian Bartlett, Secretary

September 23, 2021

Date