



**CITY OF NOVI LIBRARY BOARD
MINUTES, REGULAR MEETING
September 23, 2021**

Call to Order by President, Kathy Crawford

The meeting was held at the Novi Civic Center, Council Chambers, 45175 Ten Mile Road Novi Michigan 48375, and was called to order by Kathy Crawford, 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
Kat Dooley, Vice- President
Brian Bartlett, Secretary (absent/excused)
Sreeny Cherukuri, Board Member
Tara Michener, Board Member
Geoffrey Wood, Treasurer
Torry Yu, Board Member (absent/excused)

Student Representatives

New Student Representatives have been appointed – 1st Meeting October 28, 2021

Library Staff

Julie Farkas, Director
Barbara Cook, Bookkeeper

Library Attorney

Lisa Hamameh
Rosati, Schultz, Joppich & Amtsbuechler

Approval of Agenda

President Crawford added item 4 under Matters for Board Action, consideration for the Library Board to engage Dr. Lee Meadows for additional Board consulting work.

A motion was made to approve the Agenda as amended.

1st – Trustee Dooley

2nd – Trustee Cherukuri

Discussion: Trustee Michener asked if the Board could also consider Dr. Jay Marks. Director Farkas explained Dr. Lee Meadows was suggested due to his involvement with the Board in a strategic planning capacity and his proposed recommendations to move forward. This is discussed further under Matters for Board Action item 4.

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

Consent Agenda

1. Approve Minutes of:
 - A. August 26, 2021- Regular Meeting

2. Approve Claims and Warrants of:
 - A. Accounts 268 and 269 (#606)

A motion was made to approve the consent agenda items 1 and 2.

1st- Trustee Cherukuri

2nd- Trustee Crawford

No discussion took place.

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

Presentations

1. No Presentations

Public Comment

None

Reports

1. Student Representatives Report
(Pages 21- 22, prepared by Librarian, Lindsay Gojcaj. Student Representatives Abhay Kakarla and Rida Salim have been appointed and will attend the October 28, 2021 Board Meeting.)

2. President's Report (Kathy Crawford)
 - A. 2019-2022 Strategic Planning Goals (page 23)
 - B. Library Board of Trustees Committee Assignments 2021-2022 updated as of 9/14/21 reflecting appointment of Kat Dooley to HR Committee
(Page 24)
 - C. Letter from Dr. Lee Meadows (previously included in July 22, 2021 packet) recommendation to have the Library Board engage further with Dr. Lee Meadows. Director Farkas is inquiring about consulting fees for this work.
(Pages 25-26)
 - D. Staff has been asked to review the Community Listening Session narrative from 6/22/21 based on point of clarification provided by Sharon Trumpy. (page 27)
 - E. Based on the motion approved (5-1) regarding Juneteenth at the 8/26/21 meeting, follow-up committees has begun. HR Committee is meeting 9/20/21. Director Farkas has asked for further guidance and information pertaining to staff feedback from the HR Committee. Policy has not chosen a meeting date as of yet.
 - F. Listening Session Reflection Responses by Novi Library Board of Trustees 7/22/21 (page 28-34)

President Crawford's statement is listed below in first person:

I was very pleased to see the results of the 2020 City of Novi National Research Center survey indicating a 96 % favorable rating of Novi Library services and programs. This doesn't happen by accident...I would like to commend staff and volunteers for their dedication and hard work. The survey rating also recognized that Novi has greater social tolerance and enhanced enjoyment of the community. Respondents indicated with a score of 86% that the City values and respects residents from diverse backgrounds. In the area of inclusivity-a feeling

of belonging and engagement...the City rated very high with a score of 99% feeling Novi is a place to raise children. Of course, we will continue to be committed to improving and creating enhanced programming in the areas of Diversity, Equity and Inclusion, but this data confirms that we are heading in the right direction. On page 23 you will find the Board committee chart indicating the appointment of trustee Dooley to HR Committee. I want to thank her for accepting this appointment. There are no other changes in committees at this time, however, we have all received a petition from a Northville/Novi organization asking for the removal of one member from the DEI Committee. I am very aware of perpetual conflict on this committee since its beginning in 2020. There has also been a history of contentious behavior among some members of the board. In order to find a way forward, I have had communications from and with staff, Board members and community members related to the problems on the DEI committee and Board...problems that were going on well before our latest three members were appointed. A wise person once stated that "What You Focus on EXPANDS" I am confident that if I focused on finding negative or controversial statements or shared posts from any person in this room, or people on other committees and commission, I would have no problem finding something disagreeable or something that could offend me! I do not intend to investigate each Trustee's background, nor will I ever use my limited time to follow each Trustees Facebook Posts...how would that improve our Library or the City of Novi? Trustees appointed to this Board are professionals in a variety of fields, several owning their own successful businesses and were selected due to their own expertise and history of involvement. These conflicts have got to stop, because it is affecting staff morale, creating anxiety among Board and staff, which affects our ability to address the important issues of this Library. When we had our Board Retreat the end of June, it was noted by the Presenter, Dr. Lee Meadows that this Board actually does have a strong commitment to work together to solve internal and external issues that interfere with Board effectiveness. There was a letter to Director Farkas from Dr. Lee Meadows (previously included in July 22, 2021 packet). After his very helpful presentation, Dr. Meadows offered three recommendations. I actually prefer to have a committees and Board members who are passionate people, because they want action. We will not agree on every issue but for this current Board to move forward, we must be open to building collaboration and trust. If any Library Board member is unwilling or unable to work toward cooperation, collaboration and compromise...I urge them to contact the City Clerk and tender their resignation from this Board.

Trustee Michener asked about her letter she read at the last meeting. When it comes to fairness and unity, which she said she has not felt, how does this get rectified? Trustee Michener read the library mission statement and said she wants dedication to the DEI work without gas lighting. Trustee Michener recommends Dr. Jay Marks whom she feels is exceptional and a leader in Oakland County. Additionally, she feels ignored when she asks for help and she is not responded to. Trustee Michener wants to know the plan to move forward. President Crawford wants collaboration moving forward and wants to eliminate some of the conflicts that exist, and she will explain the plan further under the HR Committee report.

3. Treasurer's Report (Geoffrey Wood)- pages 35-45
 - 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 - August 2021
On page 39 of the August Board packet.
 - D. Library Fund 268 Expenditure and Revenue Report ending August 31, 2021
Revenue ending August 31, 2021 was \$3,203,941.
Expenditures ending August 31, 2021 was \$458,642.
 - E. Library Fund 269 Contributed Fund ending August 31, 2021
Revenue ending August 31, 2021 was \$2,300.
Expenditures ending August 31, 2021 was \$11,249.
 - F. Balance Sheets for Funds 268 and 269 as of August 31, 2021
Ending Fund Balance for Fund 268 as of August 31, 2021 was \$5,329,712
Ending Fund Balance for Fund 269 as of August 31, 2021 was \$1,719,455
4. Director's Report (Julie Farkas)

On pages 46-50 of the September Board packet.

Staff members celebrating anniversaries for October are:

 - Barbara Rutkowski– Information Technology - 24 years
 - Pat Amireskandari – Support Services- 19 years
 - Kit-Ming Tang– Support Services – 13 years
 - Kristin Abate - Support Services – 13 years
 - Linda Brewin- Information Services – 13 years
 - Steve Palizzi – Information Services-Sub – 9 years
 - Latonia Phillips- Information Services- Sub – 2 years
 - A. Information Technology Report (pages 51-52)
 - B. Facilities Report (pages 52-53)
 - C. Information Services Report (pages 54-57)
 - D. Support Services Report (page 58)
 - E. Library Usage Statistics Report (pages 59-67)
 - F. Friends of Novi Library – (pages 68-73)
 - G. City of Novi Historical Commission – (pages 74-79)
 - On page 46 is an article featured in Novi Note about the self-service Lending Library Kiosk. Also, there is a photo of Novi Resident and Library cardholder, Marcia David in front of the kiosk.
 - On page 48 is a flyer for the Fall Back to Business opportunity to connect with small business. This was in collaboration with the Novi Chamber.
 - On page 49 is a flyer for the annual breakfast for media specialists, principals and superintendents of the school districts that the Library works with.

Public Comment

Sharon Trumpy, resides on Harvest Drive, Novi.

- Sharon addressed the cancellation of the Community Listening Session response session. Sharon commented that there are only responses from 4 of the 7 trustees, and zero comments from the chair of the DEI committee- Trustee Cherukuri. She thanked Trustee Dooley and Michener for responding in a timely manner.
- Sharon discussed the cost to pay employees for a Holiday. She wants to know the dollar amount paid to employees for the July 4th Holiday which would be comparable to what the cost would be to pay employees for the Juneteenth Holiday with no other changes to PTO or floating Holidays. Sharon said the after the August meeting Trustee Cherukuri told her to figure it out herself. She said she does not serve on the Finance Committee and respectfully suggests that the Finance Committee provide this answer.
- Sharon commented that in the packet pages 95-103 are devoted to community petition signed by more than 270 individuals requesting the removal of DEI Chair – Trustee Cherukuri. She hopes that President Crawford and Mayor Gatt do not ignore the community's voice.
- Sharon asked President Crawford to respond to Trustee Michener's formal complaint and not permit the committee chair's to mistreat or verbally accost committee members without repercussions.
- Regarding item #11 listening session in re: to opportunity for public comment at library Board meetings. Sharon suggests the Library Board follow the local school board and allow public comment prior to Board action and the second opportunity on any topic at the very end of the meeting. The school board meetings are live streamed and the documentation (minutes) are limited to the number of comments made and the topics addressed.

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.
 - No meeting; no report
 - Committee bringing forth as 2nd draft for Board review the following policies:
 - A. Remote Work Policy (pages 80-83)
 - B. Record Retention Policy (new policy) (page 84)
 - C. Guest Behavior Policy (page 85-91)
 - D. Confidentiality of Guest Records: Freedom of Information Act and Subpoenas (pending further draft edits for October 2nd draft review)
2. **HR Committee:** Review HR Policies for the Library, Director Review & Goals
(Chair -Crawford, Dooley, Staff Liaison – Julie Farkas & Nicole Williams)
 - Staff Committee: Julie Farkas, Nicole Williams, Lindsay Gojcaj, and Kirsten Malzahn.
 - Meeting scheduled for 9/20/21.

Update from President Crawford: A productive Board HR Meeting was held on 9/20/21 with all members present. Discussion took place regarding the background of paid holidays and how they are initiated. They have been initiated by City policy, National and State policies, other library's policy of similar size, public demand, Board and/or staff initiatives. The Juneteenth paid holiday issue has some members concerned about adding additional costs in the budget until actual costs of recent budget impacts have been determined. Concerns centered on staff input and the numerous uncertain costs Novi Library is currently addressing: Ongoing Expenses related to COVID Protocols, storm damage expecting to exceed \$100,000, a new expenditure

related to phone system, employees who qualify for paid holiday and the Fine Free costs. Expenditures are currently being addressed in the Finance Committee. Until these expenditures are finally determined, a recommendation to the Board could not be made. In addition, it was determined that the Board's DEI Committee should be PAUSED for a time to be decided. The DEI Initiatives have been and will continue to be conducted by the Employee DEI Committee under the direction of Director Farkas with Board Oversight.

Trustee Michener asked if there is no longer a Board DEI committee and President Crawford said they are PAUSING the DEI committee and the staff DEI committee will continue to do their work. President Crawford explained the HR committee is discussing how to move forward as there are strong personalities on the DEI Committee and President Crawford is hearing that the committee is unable to move forward as it stands right now, which is why there is a PAUSE. Trustee Michener said there is healthy debate on the DEI committee and things need to be discussed and she feels isolated as she is just hearing about this now. President Crawford said this was discussed at the HR Committee meeting. Some employees and staff in the meetings said it seems impossible to move forward at this time because of the disagreements that exist. President Crawford said there was an email that the next DEI meeting was cancelled due to a conflicting schedule. Trustee Michener questions the pausing and wants a definition. President Crawford wants to pause the next meeting until it can be discussed further. Trustee Dooley provided clarification for transparency to the public. Trustee Dooley explained the Committees are at the pleasure of the president in the bylaws and the president can determine who is on the committee's and things of that nature. The HR Committee did not determine the pause; they discussed what was going on. Trustee Dooley is on the HR and DEI Committees and was asked about the effectiveness of Trustee Board (DEI Committee). Trustee Dooley answered, in the current meetings, as they have them now, there is no effectiveness that is happening (in the trustee DEI committee). Trustee Dooley thinks there is a communication breakdown that has been outlined by Trustee Michener, when she crafted her letter and read it at the last meeting. Trustee Dooley said in order to move forward with DEI initiatives as a Trustee (DEI) Board, if they are going to have any influence in conversations and guidance - Trustee Michener is the expert in DEI work. But the public needs to know there really is no work getting done right now and that is a shame. Additionally she said this is on the presidents table in terms of deciding what to do moving forward. As part of the DEI since its inception It is hard for Trustee Dooley to attend these meetings and really not see work getting done. Trustee Dooley said from the inception of the committee Trustee Michener brought experience to the table and she (Trustee Dooley) also had a hat in making it standing. Trustee Dooley said there is a lot of work that has been progressing at a very slow pace and not as quickly as a lot of people would like it to be, including herself. She has seen a lot of progress come from the staff, who are working hard to push equity and inclusion goals. She says there needs to be a lot of work to rectify this (among the Board). Trustee Michener asked for clarification that it was not a HR Committee decision and Trustee Dooley said it was not (to pause the DEI Committee). Trustee Dooley welcomes a consultant for this. Trustee Michener appreciates the clarification and said she also worked very hard at library DEI initiatives and it is not just the staff. Trustee Michener said she poured her heart into it (DEI work at the library), including her additional work at the listening sessions. Trustee Michener said it is a disservice to the Board not to have a DEI Committee. President Crawford wanted to be clear the committee exists and they are not going to have a (DEI) meeting right away until after more discussion and input from the HR Committee. President Crawford added that there has been much talk about the dysfunction of the (DEI) committee and

she wants to have more discussion, additional training and HR discussions. Trustee Michener said she was president of the Board and usually these decisions are made together.

3. **Finance Committee:** Financial plan based on building assessment review, Library endowment investigation.
(Chair- Bartlett, Cherukuri, Wood, Staff Liaisons – Julie Farkas & Barbara Cook)
 - No meeting; no report

4. **Events/Marketing/Fundraising Committee:** Outreach opportunities
(Chair -Dooley, Bartlett, Yu, Staff Liaison – Julie Farkas & Dana Brataniec)
 - A meeting was held on: September 13, 2021
 - GOALS:
 1. Read box fundraiser during National Library Week (April 2022)
 2. Bigger ongoing support to Friends of Novi Library
 3. Marketing plan update
 - Chair Dooley's report is on pages 92-93 of the September Board packet.
 - Updates from original report: Tour of the SV Temple in Novi was rescheduled to September 20th and Trustee Dooley was not able to attend. Trustee Bartlett, Yu and Cherukuri were in attendance with staff. Trustee Dooley attended the Hispanic Heritage recognition program. Trustee Michener is planning to attend the parent to parent book club with Dr. Matthews.

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)
 - No meeting; no report.
 - GOALS:
 1. Apply for the Build America's Great Libraries Grant, if approved, to fund library improvement projects, such as the main entryway. Explore other grant opportunities we can apply for.
 2. Explore ways to make our infrastructure (i.e. phone, security system) to be more resilient to weather, external factors (i.e. market shifts); Opportunities to complete the LED lighting project with the meeting spaces.
 3. Review NPL's current Technology Plan.

 - Update from Director Farkas:
 - A visit from the Risk Control Consultant for the Insurance claim pertaining to technology damage due to two storms this summer occurred on Monday, September 13, 2021. The consultant will now move along the information to the underwriters.
 - RFPs for the phone system were received. A total of 16 proposals were submitted and are currently being reviewed by Julie Farkas and Barb Rutkowski.
 - Some staff have experienced tire issues due to the construction debris in the Novi High School staff parking lot. This was addressed with the high school construction contractor and frequent sweepings of the lot have been offered by the contractor.

- The library parking lot has been experiencing a high volume of vehicle traffic from 2:45pm – 3:20pm. High school parents are using the library lot as a pick-up to avoid getting stuck in the high school lots, unfortunately this has created back-ups to the drive-up window and excessive cueing of cars to pick-up students and to exit out of the parking lot. Contact was made with Assistant Superintendent Greg McIntyre, Principal Carter at Novi High and the Novi Police Dept. Extra patrolling of the main entrance by Library staff has been executed.

- Director Farkas is grateful to have a great relationship with the Novi High School principal and Assistant Superintendent and appreciates their help with the parking lot concerns,

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

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

- No meeting; no report
- GOAL: Review current Library Board Bylaws (last updated March 28, 2019)

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

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

- No meeting held; no report.
- Staff DEI Committee Update: Meeting held 9/14/21: Committee is looking into a community event for utilizing the \$1,000 in the DEI budget: creating some kind of challenge (targeting April during National Library Week, which is also Diversity month). Possibly a 30 day challenge with a scorecard/bingo card/calendar idea where we can engage all users of the library. The ALA scorecard for Library and Information Organizations that was developed by ALA Committee on Diversity was discussed further and staff are offering up additional information pertaining to NPL. A tour of the Sri Venkateswara Temple & Cultural Center was rescheduled for Monday, September 20th. Nicole, from HR, is working on a series of webinars/presentations for staff to participate in related to DEI for 21/22. The Library unfortunately was not chosen for the U of M DEI project proposal.

Matters for Board Action

1. Remote Work Policy

A motion was made to approve the Remote Work Policy. (Pages 80-83)

1st- Trustee Cherukuri

2nd-Trustee Wood

Discussion: Trustee Michener is concern about a sentence in the Remote Work Agreement Document on page 82. She is referring to the second sentence of the last paragraph on page 82. Which states, the employee will allow the Library Director or delegate to have access to the remote working location for purposes of assessing safety and security, upon reasonable notice. Trustee Dooley asked if this was crafted from similar organizations remote work policies. She does not believe her current remote work policy has that specific provision in it. Director Farkas explained this policy started as a pandemic policy and she worked with the attorney to have it written more general for remote work. Director Farkas is comfortable with striking that sentence and believes she will have strong communications with employees regarding equipment and adequacy (safety/security) of remote work environment. This sentence the Trustees agreed to strike is not part of the policy and can be found in the remote work agreement.

Attorney Lisa stated the motion is now a floor motion that can be amended by the Trustees. But all Trustees must agree to amend it before they can vote on it.

Trustee Cherukuri gave the floor to Trustee Michener to make the motion to amend the original motion on the floor. Trustee Michener accepted the original motion to approve the policy with one amendment, which is to strike the following sentence (from the remote work agreement).

The Library Director or delegate to have access to the remote working location for purposes of assessing safety and security, upon reasonable notice.

1st – Trustee Michener

2nd- Trustee Wood

Prior to Roll Call Vote Director Farkas reminded the Trustees that they are voting to approve the policy and the sentence being stricken is from the remote work agreement. Director Farkas should be able to amend and change the remote work agreement, as needed. Trustee Michener thought the agreement was a part of the policy and believes that (removing that sentence) should be voted on. There was confusion about voting on the policy as one motion vs. voting on the remote work agreement as another motion (specifically removing one sentence) or combining the motions. Attorney Lisa clarified this can be done as one motion and still allow Director Farkas to make changes to the remote work agreement since only one sentence is being removed from the agreement. The Trustees decided to vote on the original motion from Trustee Cherukuri with an amendment as restated below:

Trustee Cherukuri made a motion to amend his original motion. His amended motion states to accept the remote work policy and to ensure the future use of the remote work agreement strikes the sentence, The Library Director or delegate to have access to the remote working location for purposes of assessing safety and security, upon reasonable notice.

1st- Trustee Cherukuri

2nd – Trustee Dooley

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

Trustees agreed this amended motion took care of item 1 Under Matters for Board Action.

2. Record Retention Policy (new policy)

A motion was made to approve the Record Retention Policy (page 84)

1st – Trustee Wood

2nd- Trustee Michener

Discussion: None

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

3. Guest Behavior Policy (omitting the Smoking Policy as a separate policy and adding language to the Guest Behavior Policy).

A motion was made to approve the Guest Behavior Policy (pages 85-91)

1st – Trustee Dooley

2nd- Trustee Crawford

Discussion: Trustee Cherukuri asked if the smoking policy is eliminated. Director Farkas said the Smoking Policy will go away because it is incorporated in the Guest Behavior Policy as stated so on page 86. Additionally, on item 7 Chapter 22, Article V, Section 22-101 (d) goes after the word Library Building at the end of the sentence. This minor change does not alter the motion.

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

4. Consulting work with Dr. Lee Meadows

President Crawford moved that the Novi Library Board engage Dr. Lee Meadows for Consulting work based on the June Strategic Planning Session and recommend the cost not to exceed \$1500.

1st – Trustee Crawford

2nd- Trustee Dooley

Discussion: Trustee Michener would like the Board to consider more than one presenter. She is recommending Dr. Jay Marks as he has a history with the library and has spoken at some of the programs. President Crawford said this is the beginning and Dr. Meadows is able to conduct one on one interviews in early October. He can provide these confidential interviews both in person and Zoom. He has a good sense of what he noted in the strategic planning session. Dr. Meadows would plan to put together his findings and provide his thoughts to the full Board at the Wednesday, November 16 public Board meeting, with a 30 minute presentation along with additional recommendations. This cost can be covered in the current Professional Services budget #816. Trustee Michener is asking for time to think about this motion and not vote on it today. President Crawford would like to move forward due to the crisis on the (DEI) Committee. Trustee Wood commented in the past, things were rushed and added at the agenda to the last second and people have been pressured to vote on matters therefore, he prefers to have this motion tabled until next month. Trustee Dooley said Dr. Jay Marks trained staff at the in service and he is phenomenal in the DEI space. Also, she said Dr. Meadows was present at the strategic planning and there is a need for continued education. She is exciting about consulting on a one on one basis with Dr. Meadows and feels a lot of awful behavior has occurred and she wants to work towards the healing because the work is very important and she asks the Board to find a way to get there. She wants training to happen and continual training from thought leaders in the space, like Dr. Marks and others that are qualified. President Crawford agrees that Trustees need time to review motions but because of the critical issues that are happening with the committee she felt it should move forward. Director Farkas asked for guidance from the Board on how to present this to Dr. Marks, since Dr. Meadows spent time with the Board and came up with a plan. Trustee Michener prefers two options (for consultants) to choose from for training. President Crawford said the Board can direct additional trainers and this is just the beginning training.

Trustee Dooley asked if the chair would consider amending the motion on the floor to allow additional suggestions/proposals not to exceed \$1500 instead of voting on a specific person (vote on the action to get proposals). President Crawford is willing to withdraw her motion if the seconder is willing to withdraw and a new motion can be made. Trustee Dooley as the seconder agreed to withdraw. The original motion has officially been withdrawn.

Director Farkas asked for clarification. Is she bringing a proposal back from Dr. Jay Marks on his ideas to work with the Board? Trustee Michener said Dr. Marks has already worked with the library and maybe he can do research himself and bring something to the table. Attorney Lisa suggested since the motion has been withdrawn and the Trustees are looking for other options (for DEI training) then there is no point to another motion. President Crawford asked if this is open to other DEI experts. Trustee Michener prefers a motion to make sure the work happens. Trustee Cherukuri prefers a monetary cap and a detailed scope of work to help possible trainers prepare their proposals/suggestions. Director Farkas asked for guidance on what the Board is looking for when she reaches out for additional proposals because at this time she is only working from the event that occurred in June. Trustee Wood prefers to vote on items in the agenda that are printed, and at this time he does not feel a motion is needed and Director Farkas can return with other options. Trustee Dooley offered some clarification to Director Farkas. Trustee Dooley said the specific training needs to be centered on diversity, equity and

inclusion. Also, the training should be based on how the board currently works and communicates. Lastly, the trainer needs to bring recommendations on how to move forward on training the Board -with focus primarily on DEI. Finally, if the work does not exceed \$1500 that would be great. Director Farkas will reach out to both consultants again to get a more apples to apples comparison and suggested the Trustees let her know if there are other consultants they would like her to reach out to. The Trustees decided to have the Director reach out to the current two consultants instead of preparing RFP's. Attorney Lisa suggested to table the discussion.

The Trustees decided to table the discussion until the next Board meeting.
A motion was made to table the discussion until the October Board Meeting.

1st- Trustee Dooley

2nd- Trustee Michener

Roll Call Vote was taken. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused.

Communications

1. 8/26/21: Email from Ian Reed Twiss Re: How does this advance DEI
2. 8/27/21: Email from Sharon Trumpy Re: Recent message
3. 9/9/21: Email from NNRAAA Re: Petition for the Removal of Sreeny Cherukuri
4. 9/14/21: Email from Emily Brush, NPL Librarian Re: Thank you

Closed Session

1. None

Adjournment

A motion was made to adjourn at 8:39 p.m.

1st— Trustee Michener

2nd— Trustee Cherukuri

Roll Call vote to adjourn was unanimous. 5 yes votes. Motion passes unanimously. Trustees Bartlett and Yu are absent/excused



October 28, 2021

Kat Dooley, Vice President

Date