

INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
NOVEMBER 28, 2022

The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana and via Zoom on Monday, November 28, 2022 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. **Call To Order**

President Salinas called the meeting to order. Mr. Biederman acted as Secretary.

2. **Roll Call**

Members present: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha (present virtually but was required to abstain from voting), Ms. Payne (virtual), Dr. Robinson, Judge Salinas and Ms. Tribble.

Members absent: None.

a. **Public Comment**

The Public was invited to the Board Meeting.

Judge Salinas shared that at every Library Board meeting we open with a time for public comment. We welcome feedback from the public about our Indianapolis Libraries, and this is a time when the public may address the Library Board. If there are several of you representing the same group, please select a spokesperson. Please do not repeat the same comments someone else has offered. Please note also that this public comment time is not the appropriate forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library’s Interim CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

Michael Torres, IndyPL employee and President of AFSCME Local 3395, made the following statement to the Board:

My name is Michael Torres. I am president of AFSCME Local 3395 and I come tonight, as I often come here, when the Union membership requires clarification on a policy.

But tonight, I'm here to give my thanks to this board for its guidance and our library leadership for bringing these resolutions dealing on compensation and benefits, which I hope you will approve. It's encouraging that leadership has taken swift action in addressing the issues of compensation, equity, inclusion, raised in the climate improvement study. Resolution 68-2022 adopts a schedule of pay grades, staff positions, and benefits for library employees which includes pay grades; changes 1 to 20; changes have been made to expand pay grades; increased amount for tuition reimbursement and certification reimbursement; a new holiday, Indigenous Peoples' Day; and an increase in our HSA contribution. Pages and employees with 10, 20, 30 plus years of service are finally getting their due which, in previous conversations, was ignored.

Moving Pages toward a more fair salary is long overdue as well. We're seeing that Pages are no longer just school kids. Many are adults who are retired and are filling in income gaps needed to make ends meet. By allocating more funds for tuition and certification reimbursement, you're addressing the equity element that often deters staff who normally would not consider school because of the cost. I encourage staff to take advantage of your increasing offer.

Last year, you approved Juneteenth as a staff holiday, and tonight's resolution is adding Indigenous Peoples' Day. Resolution 69-2022, the appointment list, which in prior years wasn't available until the December board meeting. Is coming earlier and allows staff to see the projected 2023 salary early so they can make plans sooner. Resolution 70-2022, approval of additional compensation. The processes of explaining the methodology for these resolutions and new policies to the union and staff association is a welcome turn of events that I thank you, board, for your acknowledgement of the hard work and some sacrifice our front lines, support, executive, and behind the scenes staff do every day to serve our community.

Thank you.

- b. **Dear CEO Letters and Responses** were distributed for the Board's information.
 - c. **Correspondence** for the Board's general information was distributed.
4. **Approval Of Minutes: Executive Session, Regular and Special Meetings**
- a. **Regular Meeting, October 24, 2022**
- The minutes from the Regular Meeting held October 24, 2022 had been distributed to the Board.
- The minutes were approved on the motion of Mr. Bigsbee, seconded by Mr. Biederman, and the following roll call vote:

At this time, Russell Brown, the Library's attorney, pointed out that in order for Dr. Murtadha's votes to be counted on any matters before the Board tonight when she is participating remotely, she has to be seen and heard by all. Therefore, if her camera is not functioning this evening, she is not eligible to vote pursuant to the Library's communication laws.

Dr. Murtadha confirmed that she understood and will not be voting this evening.

Mr. Biederman – Aye

Mr. Bigsbee – Aye

Ms. Payne – Aye

Dr. Robinson – Aye

Judge Salinas – Aye

Ms. Tribble – Aye

COMMITTEE REPORTS

5. Finance Committee (Patricia A. Payne, Chair; Raymond Biederman, Hope C. Tribble)

a. Report of the Treasurer – October 2022

Lolita Campbell, the Library's Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

Ms. Campbell advised that we are on target, as projected, for the month of October, 2022. Our Revenues are 63% of our Budget. Actual year-to-date is \$30,195,222 and for Expenditures, we're at 68% which is similar to last year and that amount is \$36,634,702. We received our property taxes in the month of October of \$1.7 million and \$2.3 million in November, so we're on target for our property taxes.

On Page 22 of the Report, under the Intergovernmental Revenues, she said you'll see that we received our COIT revenue as well. Page 25 shows our Cash Flow projections, and under our Projections for October, you'll see the \$1.7 million actual amount that we're receiving in property taxes. Page 26 is our Receipts and Disbursements. For our Receipts, we received \$2.9 million, and our disbursements were \$6.7 million year-to-date.

On Page 27, the Investment Report reflects our current year-to-date investment revenue. Page 28 shows the detailed income statement and our year-to-date amount per Revenue is \$8.6 million and our Expenses are \$10 million.

On Pages 28 and 29 is our Rainy Day Fund, etc. Gift and Grants are on Pages 31 - 35.

Mr. Biederman asked about the property tax revenue only being at 59%.

Ms. Campbell noted that we normally receive the property tax revenue in May and

the last quarter of the year. We received some in October and the larger amount in November. So, that will make that percentage higher.

There was another inquiry about the Miscellaneous item.

Ms. Campbell advised that we had received a large amount there. If you look at the year-to-date amount, it's more than what was projected.

At this time., due to a health situation, Judge Salinas turned over the running of the Meeting to Mr. Bigsbee, the Board's Vice President.

Mr. Biederman made the motion, which was seconded by Dr. Robinson, that the Report of the Treasurer be filed for audit.

The Report of the Treasurer was approved for filing for audit on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

b. **Resolution 65 – 2022** (Transfer Between Classifications and Accounts)

Ms. Campbell reviewed Resolution 65 – 2022.

She explained that this resolution is the Transfer Between Classifications and Accounts. The first transfer is in the Operating Fund and it will allow the Library to purchase various camera components, lenses, and digital media tools for use for the Communications department.

The second transfer will move other office supplies to contractual services in order to pay for subscriptions to services that supports technology programming.

And the third transfer will move funds from the recurring and maintenance of computers to other offices and supplies so that the IT department can purchase laptops for public service jobs and career centers. On Page 40, it shows the movement of the funds. It does not affect the total Budget for 2022.

After full discussion and careful consideration of Resolution 65 – 2022, the resolution was adopted on the motion of Ms. Tribble and seconded by Mr. Biederman, to approve Resolution 65 – 2022, Transfer Between Classifications and Accounts.

Resolution 65 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

c. **Resolution 66 – 2022** (Approval of OverDrive E-Magazine Subscription Renewal)

Ms. Campbell reviewed Resolution 66 – 2022. She advised that this resolution concerns the E-magazine subscription renewal. It is an important component of the Library's virtual branch. E-magazines have become a popular format since the pandemic and more users are accessing the online collection. The annual subscription fee is \$80,000 and it runs from January 2023 through December 2023.

Ms. Campbell also noted that checkouts for the year had been approximately 73,215.

After full discussion and careful consideration of Resolution 66 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Judge Salinas, to approve Resolution 66 – 2022, Approval of OverDrive E-Magazine Subscription Renewal, was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

d. **Resolution 67 – 2022** (Data Axel Reference Solutions Subscription Database Renewals)

Ms. Campbell then discussed Resolution 67 – 2022 and noted that this is another subscription database renewal. This database is used for business research at the Library's locations or remotely from home or other businesses. This essential tool is used as part of the Library catalog. This annual subscription database, formally known as Reference USA, has been one of the top databases used by the Library for the past ten years and the cost has stayed the same since 2017. The cost is \$58,534. The renewal runs from January 31, 2023 through January 30, 2024.

After full discussion and careful consideration of Resolution 67 – 2022, the resolution was adopted on the motion of Ms. Payne and seconded by Judge Salinas, to approve Resolution 67 – 2022, Data Axel Reference Solutions Subscription Database Renewals, was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

6. Diversity, Policy and Human Resources Committee (Hope C. Tribble, Chair; Curtis W. Bigsbee, Patricia A. Payne)

Ms. Tribble, Chair of the Diversity, Policy and Human Resources Committee, shared an update on the CEO Search.

She advised that this week the interviews of the two finalists, namely, Nichelle Hayes, the Interim CEO, and Gabriel Morley, will take place. We had initially announced that there were three CEO finalists but one has withdrawn since that announcement.

Ms. Tribble stated that they are very excited to move forward with the process and we have several events planned for this week. On Wednesday, candidates will interview with the Executive Committee, as well as an extended leadership group. They will also give community presentations on Wednesday night at 7:00 p.m, at Central Library. We've invited the whole Library distribution list to come to hear the candidates. Our community, as well as employees, will have the opportunity to hear directly from the candidates, and will also be able to provide feedback on a survey that will be distributed to the participants. The presentations will also be aired on YouTube. YouTube users will also have access to that survey.

And then, on Thursday, the candidates will interview with the Board in an Executive Session that will take place on Thursday morning.

At this time, Tisha Galarce, the Interim Human Resources Director, advised that she was here to present three resolutions.

a. Resolution 68 – 2022 (Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees)

Ms. Galarce advised that Resolution 68 – 2022 is to adopt a schedule of pay grades, staff positions and benefits.

We have expanded our pay grades from 1 to 20. We have increased tuition reimbursement from \$2,000 to \$3,000 for courses toward a college degree. Have included a new holiday for Indigenous Peoples' Day to increase awareness and celebrate diversity. We have also increased our HSA contribution. We did not have any increase in our health insurance premiums for 2023. It has now been five years in a row without any increases in our premiums. This will all be effective on December 18, 2022.

Mr. Biederman asked how the Library could keep the premiums at the same level.

Ms. Galarce responded that the Library utilized a wellness program and we have worked really hard on claims.

After full discussion and careful consideration of Resolution 68 – 2022, the resolution was adopted on the motion of Ms. Tribble and seconded by Ms. Payne, to approve Resolution 68 – 2022, Resolution Adopting a Schedule of Pay Grades, Staff Positions and Benefits for Library Employees.

Resolution 68 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

b. **Resolution 69 – 2022** (Appointment List)

Ms. Galarce explained that is a routine resolution that we present each year. This year we are presenting it a month early. We are pleased to announce that most of our employees will receive something. Most of the time, interim positions and new hires do not receive an increase. We have made the point to give at least 1% for new hires and 2% for interim positions, most employees will receive a minimum of 5% unless they have received a recent increase. And, those that have been here for longer than ten years will receive a longevity amount based on their years in service. This will be between 1.5% to 4.5%. We have also made adjustments based on the compensation study, so whichever amount is greater, the employees will get that amount. We are bringing Pages to a minimum of \$15 per hour. We have set aside about \$2.4 million just for the employees.

After full discussion and careful consideration of Resolution 69 – 2022, the resolution was adopted on the motion of Mr. Biederman and seconded by Ms. Tribble, to approve Resolution 69 – 2022, Appointment List.

Resolution 69 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

c. **Resolution 70 – 2022** (Approval of Additional Payments to Employees for Year End)

Ms. Galarce commented that Resolution 70 - 2022 addressed awarding additional compensation to employees for 2022 as a thank you for their hard work. These funds will come from funds that have been allocated as surplus from the cash fund and open positions. The Library is giving one-time payments to employees as follows: \$1,000 for full time employees, \$500 for part-time employees and \$300 for hourly staff and Pages. The payments will be received by employees on December 9, 2022. The total amount being spent for this is \$525,375.

Dr. Murtadha commented that, on behalf of the Board, this is coming at an incredibly important time when families could use the additional amount.

Ms. Tribble thanked the Library's CFO, the Interim HR Director and the Interim CEO for taking the time to make this happen for the employees this year.

After full discussion and careful consideration of Resolution 70 – 2022, the resolution was adopted on the motion of Judge Salinas and seconded by Ms. Tribble, to approve Resolution 70 – 2022, Approval of Additional Payment to Employees for Year End.

Resolution 70 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

7. Facilities Committee (Curtis W. Bigsbee, Chair; Dr. Khaula Murtadha, Dr. TD Robinson)

Mr. Bigsbee shared that Resolutions 60 – 2022, Resolution 62 – 2022 and Resolution 63 – 2022 had been tabled at the October Board Meeting for further discussion and consideration and are now being brought forward for approval at tonight's meeting.

a. Resolution 60 – 2022 (Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project)

Adam Parsons, the Library's Director of Facilities, addressed the Board. He shared that the AV equipment in the auditorium at Central Library had been there since the addition had been added to the building many years ago. It has reached the end of its life. It was estimated that the cost would be approximately \$150,000 so we used the invitation to quote process, as described by Indiana Code. We held a pre-quote conference and one vendor attended. The Library received one quote from Shoemaker Motion Picture. The project was budgeted to be \$150,000 or under and they came in at \$143,000. The Facilities Committee therefore recommends that the Library award the contract to Shoemaker Motion Picture.

Ms. Tribble asked Mr. Parsons how often there is only one bid. Do we have a sense of why?

Mr. Parsons responded that this situation has become somewhat common the past few years, especially in the construction industry. With low interest rates and governments flush with money to spend, contractors, both generals and subs, have a pipeline of work. Oftentimes, a contractor will have six to 12 months of work and we need something done in the next three to six months, and so they literally do not have the time to do this project, even if they would like to. They don't have the labor, they don't have the time or it's just wrong timing.

After full discussion and careful consideration of Resolution 60 – 2022, the resolution was adopted on the motion of Judge Salinas and seconded by Mr. Bigsbee, to approve Resolution 60 – 2022, Approval to Award a Construction Services Contract for the Central Library Auditorium Video Upgrade Project.

Resolution 60 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

Mr. Parsons then explained that the next two resolutions, namely Resolution 62 – 2022 and Resolution 63 – 2022 were “pretty much twins.” They were solicited at the same time. We sent out RFQs for both of these projects because they were happening within the same time frame and they have similar budgets and so we asked design firms to respond to both of these projects individually. And also, they had an option to respond for doing both of them, simultaneously.

So, the first one is for Nora. The second one is for Pike. They're both receiving renovations in the near future. Both projects are approximately \$2.25 million with about \$200,000 designated for design services. We sent the RFQ out to approximately 69 vendors directly, 12 business organizations, and the RFQs were also added in newspapers over two weeks. We held a pre-statement of qualification conference. We received six submissions.

The packets ranged anywhere between 30 and 60 pages total. Their responses were requested to be 40 pages or under. He advised that the Evaluation Team consisted of himself, two area resource managers, one branch manager, and our purchasing and supplies manager. On Page 98 of your packet, you can see the XPE scoring percentage, along with the other qualifications. And on Page 99, we have the five criteria that we had gone through to evaluate them --Attainment, XPE utilization goals, expertise of design, satisfaction of current and former customers, range of fees, and any other criteria deemed relevant.

After several hours of discussion and three rounds of evaluations, the Evaluation Team decided on Luminant-Rowland for both projects. Therefore, the Facilities Committee recommends that Luminant-Rowland be awarded both contracts.

b. **Resolution 62 – 2022** (Approval to Award a Planning, Programming, and Design Services Contract for the Nora Branch Renovation Project)

Based on the information provided to the Board this evening and after full discussion and careful consideration of Resolution 62 – 2022, the resolution was adopted on the motion of Judge Salinas and seconded by Mr. Bigsbee, to approve Resolution 62 – 2022 for the Approval to Award A Planning, Programming, and Design Services Contract to Luminant-Rowland for the Nora Branch Renovation Project.

Resolution 62 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

- c. **Resolution 63– 2022** (Approval to Award a Planning, Programming, and Design Services Contract for the Pike Branch Renovation Project)

Based on the information provided to the Board this evening and after full discussion and careful consideration of Resolution 63 – 2022, the resolution was adopted on the motion of Judge Salinas and seconded by Mr. Bigsbee, to approve Resolution 63 – 2022 for the Approval to Award A Planning, Programming, and Design Services Contract to Luminant-Rowland for the Pike Branch Renovation Project.

Resolution 63 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

- d. **Resolution 71 – 2022** (Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project)

Mr. Parsons shared that we need to procure shelving for the new Glendale project. Similar to what we have done earlier, we created a solicitation and sent it out. We received a great response. The total list of respondents is on Page 109 in the packet. We worked with KRM to evaluate all the responses. Following evaluation, it was determined that KPS Architectural Projects had the low bid and they met all of the criteria. The Facilities Committee now requests that the Board award the shelving contract to KPS Architectural Projects.

After full discussion and careful consideration of Resolution 71 – 2022, the resolution was adopted on the motion of Judge Salinas and seconded by Mr. Bigsbee, to approve Resolution 71 – 2022 for the Approval to Award a Furniture, Furnishings, and Equipment Contract for the Glendale Replacement Branch Shelving Project.

Resolution 71 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Ms. Payne – Aye	Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

8. **Library Foundation Update**

Dr. Robinson reviewed the information contained in the November 2022 Update.

News

The Library Foundation wrapped up the 2022 Staff Campaign, Giving Thanks. The preliminary total of \$20,489.76 was contributed by 129 Library and Foundation staff members. Thank you to all staff who participated. We would also like to thank the following Library staff for serving on the staff campaign committee this year: Katie Bulloff, Mike Ehret, Emilie Lynn, Stacie Terrell, Mike Coghlan, Chris Hogsett, Olanike Olaniyi and Leah Kim.

Congratulations to the African American History Committee for the success of Fall Fest 2022. The Library Foundation was proud to fund this program with support from FORVIS, the J. Steve and Donna D, Talley Fund and Friends of the Library.

The Foundation's Board of Directors passed the 2023 budget. The Foundation is proud to support the Library with \$2.17 million in 2023.

Donors

The Foundation thanks 220 donors who made gifts last month. The following are our top corporate and Foundation donors: Ascension St. Vincent, AT&T Foundation, CD-COM Systems Midwest, Inc., Clark, Quinn, Moses, Scott & Grahn, LLP, Corteva, Eli Lilly and Company Foundation, Inc., Griffith Family Foundation, Inc., Indiana Education Savings Authority, Indiana Humanities, and Ritz Charles.

Program Support

This month, the Library Foundation is proud to provide more than \$98,000 to the Library. Examples of major initiatives supported include 100 Books Before Kindergarten, Early Literacy Specialist, Fall Fest 2022, Slammin' Rhymes Challenge XVI-Overcomers, Teen Zone at Irvington and Pike Aquarium.

9. **Report of the Interim Chief Executive Officer**

a. **Confirming Resolutions**

1) **Resolution Regarding Finances, Personnel and Travel (72 – 2022)**

Ms. Hayes made a recommendation to approve Resolution 72 - 2022 Regarding Finances, Personnel and Travel. She reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Ms. Payne made the motion, which was seconded by Judge Salinas, to approve Resolution 72 – 2022, the Resolution Regarding Finances, Personnel and Travel.

Resolution 72 – 2022 was approved on the following roll call vote:

Mr. Biederman – Aye
Mr. Bigsbee – Aye
Ms. Payne – Aye

Dr. Robinson – Aye
Judge Salinas – Aye
Ms. Tribble – Aye

The resolution is appended to, and made a part of, these minutes.

b. **Interim CEO November 2022 Update**

Ms. Hayes shared the following letter with the Board:

November 28, 2022

Good evening,

The Staff of the Indianapolis Public Library continue to focus on **“Supporting Lifelong Learning in the City of Indianapolis.”**

System Wide Communication

We continue to hold meetings with staff at branch locations as well as departments.

Salary Increases 2023

The 2019 compensation study, conducted by Rahmberg and Associates, was updated on July 20, 2022, for a current market adjustment. This was utilized as a tool for guidance to increase staff compensation based on the number of years in current job position. This allowed us to bring all staff up to market.

Programming of Note

The CBLC celebrated its 6th Anniversary on October 29, 2022. Dr. Nicole A. Cooke, Ph.D., M.Ed, MLS

Augusta Baker Endowed Chair and Associate Professor, School of Information Science, U of SC Her theme Radicalizing LIS. Radical Empathy, Radical Love and Radical Envisioning. The CBLC Anniversary was held on the same day at the Indiana Librarians Leading in Diversity Fellowship Reunion. Librarians traveled from all over the state of Indiana.

The African American History Committee held its Fall Fest 2022 Featuring Kevin Richardson of the Exonerated Five Taking Place at Central Library on November 19, 2022. The family-friendly festival will included an inspirational speech from special guest Kevin Richardson of the Exonerated Five. His speech focused on Hope and Resilience.

Press Highlights

IndyPL was spotlighted in two articles above the fold in the Indianapolis Recorder Friday October 28, 2022 issue. “IndyPL to Celebrate Center for Black Literature & Culture” & “Libraries Reach Across Digital Divide”

Conferences

Attendance at the ASALH - September 28, 2022 - October 2, 2022, Montgomery AL.

The Indiana Library Federation Conference was held in Indianapolis on November 15 – 16, 2022 where I co-presented with Immediate Past President, BCALA, Shauntee Burns Simpson on "The Importance of the Black Caucus of the American Library Association ".

Attended 2022 ULC (Urban Libraries Council) Annual Forum November 17 – 18, 2022. This year’s conference theme – Creating a Place for Democracy was held in Washington, DC.

ALISE (Association for Library and Information Science Education) 2022 - Conference co-presenting with Shauntee Burns Simpson, Dr. Ana Nduma & Dr. Shaundra Walker. October 26, 2022 “Reclaiming Black Librarians’ Stories: BCALA and LIS (Mis)education”.

Sincerely,
Nichelle M. Hayes MPA, MLS
Interim CEO Indianapolis Public Library

UNFINISHED BUSINESS

- 10. None.

NEW BUSINESS

- 11. None.

AGENDA BUILDING

- 12. **Future Agenda Items** – This time was made available for discussion of items not on the Agenda which were of interest to Library Board members and the opportunity was given to suggest items that should be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

December 2022 - None

INFORMATION

13. Materials

14. Board Meeting Schedule for 2022 (Notice and Place of Meeting) and Upcoming Events/Information

- a. **Board Meetings for 2022 Schedule** will be updated throughout the year as necessary.
- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

15. Notice of Special Meetings

None.

16. Notice of Next Regular Meeting

Monday, December 19, 2022, at the Library Services Center, 2450 North Meridian Street, at 6:30 p.m.

17. Other Business

None.

18. Adjournment

The Secretary announced that there was no further business to come before the Board.

The Chairman then declared the meeting adjourned at 7:15 p.m.

Raymond Biederman, Secretary to the Board

