

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
AUGUST 23, 2021**

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The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, and electronically via Zoom on Monday, August 23, 2021 at 6:35 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present in person and electronically: Mr. Biederman, Mr. Bigsbee, Dr. Murtadha, Ms. Payne, Rev. Robinson (Virtual), Judge Salinas and Ms. Tribble.

Members absent: None.

3. Public Comment and Communications

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 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.**

At this time, Jayne Walters, the West Indianapolis Branch Manager, addressed the Board. Ms. Walters noted that she had worked for the Library for seven years. During that time, she has witnessed hard-working employees driven away, overlooked, and pushed to the side. She commented that those individuals

continue to work for the Library to fight for change, to protect trans and gender diverse staff, and to support other marginalized groups that are overlooked. They noted that Board Members and the CEO should be held to a high standard. Ms. Walters requested that the Board listen to the voices of the public and take action.

Sandra Mitchell, a patron of IndyPL and a local author who has donated materials to the Library, spoke. She recalled a time when she noticed an African-American homeless man being mistreated at Central Library. She wrote a letter to the Library about the incident and never received a response. Ms. Mitchell would like to see leadership take the concerns of the public seriously.

Next to address the Board was Library staff member, Mollie Beaumont. Ms. Beaumont shared proposed changes to IndyPL's HR policy that she feels will help staff feel confident coming forward and reporting harassment to the Library's Human Resources Department ("HR"). She said that these changes will support our interview process for new candidates and our DEI initiatives. Documentation and Performance Improvement Plans are sometimes not put into place after an employee reports an incident to HR. HR policies could benefit from specific language to support BIPOC and LGBTQ+ staff. Ms. Beaumont said that they appreciate the work that has been done thus far and there is still work to be done.

Andrea Copeland, from IUPUI, spoke in support of Board Member Dr. Khaula Muradha's goals for the Climate Improvement Process which would give Library staff and the community members the ability to play a role in the process. She feels that a shared leadership approach would increase the chance that there would be someone on the Committee that staff members feel comfortable openly speaking with.

Marianne Kruppa, the Manager at the Nora Branch, invited the Library Board to attend the Nora Library 50th Anniversary Celebration which will take place on Saturday, September 4, 2021 from 10:00 a.m. to 5:00 p.m. Additional information is available on the Library's website.

Michael Torres, IndyPL staff member and President of the Library's Union, AFSCME Local 3395, shared his talking points. They were as follows:

He spoke about the proposed \$15.00 per hour minimum wage increase that excludes IndyPL Pages. He noted that the perception is that Pages are mostly students and retirees is not accurate and that they should be included as we work toward a fair wage. Mr. Torres suggested that we conduct a survey to see the demographics of our IndyPL Pages.

He also mentioned that some of our contracted Library cleaning staff make \$8.00 per hour. He noted that we cannot dictate how much a contractor pays, but said that we can be mindful about who we choose as a contractor. Mr. Torres noted that the contract ends at the end of year and hopes that the Board will keep that information in mind when looking at vendors in the future.

Stephen Lane, a Special Collections Librarian at Central Library, read a poem by patron T. A. Shula entitled “Grace under Fire,” which had been written in support of Library workers.

Dr. Murtadha thanked each speaker for their willingness to share their thoughts.

b. **Dear CEO Letters and Responses**

Judge Salinas then asked for any comments received from patrons via the Library’s website to be read at tonight’s meeting.

There were no comments from the website.

c. **Correspondence** for the Board’s general information was distributed.

4. **Approval Of Minutes: Executive Session, Regular and Special Meetings**

a. **Executive Session, July 26, 2021**

The minutes from the Executive Session held July 26, 2021 had been distributed to the Board.

The minutes were approved on the motion of Dr. Murtadha, seconded by Mr. Bigsbee, and the following roll call vote:

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

b. **Regular Meeting, July 26, 2021**

The minutes from the Regular Meeting held July 26, 2021 had been distributed to the Board.

The minutes were approved on the motion of Mr. Biederman, seconded by Mr. Bigsbee, and the following roll call vote:

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

After obtaining voice consent of the full Board, Judge Salinas noted that Item 11 - New Business would be moved up on the Agenda as follows:

NEW BUSINESS

At this time, Judge Salinas announced that at a Special Meeting held last Friday, August 20,

2021, the Library Board approved Resolution 44 – 2021 (Recognition of Services of M. Jacqueline Nytes and Approval of Employment Separation).

He noted that the Library Board is united and devoted to moving the Indianapolis Public Library forward in a way that benefits our staff and community. We fully commit to working toward a bright future for this important public institution. This future will be marked by a system-wide focus on racial equality, diversity and inclusion throughout the Library.

At this time, Judge Salinas asked the Board to consider Item 11.

11. Resolution 45 – 2021 (Appointment of Interim Director and Chief Executive Officer)

It was proposed that John Helling, the Library’s Chief Public Services Officer, serve as Interim CEO effective September 1, 2021.

After full discussion and careful consideration of Resolution 45 – 2021, Dr. Murtadha made the motion, which was seconded by Ms. Payne, to approve Resolution 45 – 2021, Appointment of Interim Director and Chief Executive Officer.

Resolution 45 – 2021 was approved on the following roll call vote:

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

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

Mr. Helling thanked the Board for the trust that they’re showing him. He takes that responsibility very seriously. He stated that his primary goal is to facilitate a smooth transition for the next CEO. He plans to spend his time as Interim building and re-building relationships, opening lines of communication and creating trust to the extent that he can. The work that the Library does is incredibly important. The many ways in which we can serve the community will continue. He hopes to help create an environment where all staff of the Library feel engaged and empowered. Structural racism is very real and the Library is no exception to that. We have a lot of work to do to improve and the first step is to spend time listening to staff and centering the voices of those who have been affected.

COMMITTEE REPORTS

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

a. Report of the Treasurer – July 2021

Ije Dike-Young, Chief Financial Officer, reviewed the Report of the Treasurer that had been distributed to the Board.

She mentioned that as of July 31, 2021, the Library's year-to-date revenue is at \$25.6 million and our year-to-date expenditures are \$23.5 million.

Ms. Dike-Young noted that the year-to-date expenditures are similar to spending pre-Covid. We have spent 46% of our Budget.

Ms. Tribble made the motion, which was seconded by Ms. Payne, 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	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – Aye	

b. President Salinas will Convene a Public Hearing

Judge Salinas announced that he was adjourning the Regular Meeting and convening a Public Hearing to consider the preliminary determination and additional appropriation of the Glendale Project and the Fort Ben Project.

- 1) Second consolidated public hearing on the amended and restated preliminary determination and additional appropriation of the Glendale Project and the Fort Ben Project.

Ms. Dike-Young shared that the Library needs to adopt amended and restated resolutions related to the Glendale Project and the Fort Ben Project. Due to the delays and a rapid and unanticipated rise in the cost of materials and labor, due in large part to the pandemic, the costs have exceeded the original approved amounts and thus re-authorization is necessary. The new approval amounts are as follows: Glendale Project - \$14.8 million and \$13.6 million for the Fort Ben Project. These bond issues are incorporated into our long-term debt plan which keeps the debt tax at or below \$0.0318.

Belvia Gray, from Bakertilly Municipal Advisors, shared a presentation with the Board outlining the Total Outstanding Annual Debt Service Payments as well as the Existing and Proposed Annual Debt Service Payments related to both the Glendale and Fort Ben projects. debt service payments

- 2) Invite Public Comment from the Audience

President Salinas invited public comment at this time.

There were no comments.

President Salinas Will Consider a Motion to Close the Public Hearing

Ms. Tribble made a motion to close the Public Hearing. Ms. Payne seconded the motion.

Motion carried.

The Public Hearing was closed at this time and the Regular Meeting was reconvened.

- c. **Resolution 31 – 2021** (Amended and Restated Preliminary Determination/Reimbursement and Bond Resolution (Glendale Project))

At this time, Jeff Qualkinbush, from Barnes & Thornburg, provided information to the Board about Resolution 31 – 2021 though Resolution 34 – 2021.

After full discussion and careful consideration of Resolution 31– 2021, the resolution was adopted on the motion of Ms. Tribble and seconded by Mr. Bigsbee, to approve Resolution 31 – 2021, the Amended and Restated Preliminary Determination/Reimbursement and Bond Resolution (Glendale Project).

Resolution 31 – 2021 was approved on the following roll call vote:

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

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

- d. **Resolution 32 – 2021** (Amended and Restated Preliminary Determination/Reimbursement and Bond Resolution (Fort Ben Project))

After full discussion and careful consideration of Resolution 32– 2021, the resolution was adopted on the motion of Ms. Tribble and seconded by Ms. Payne, to approve Resolution 32 – 2021, the Amended and Restated Preliminary Determination/Reimbursement and Bond Resolution (Fort BenProject).

Resolution 32 – 2021 was approved on the following roll call vote:

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

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

- e. **Resolution 33 – 2021** (Amended and Restated Additional Appropriation Resolution (Glendale Project))

After full discussion and careful consideration of Resolution 33– 2021, the resolution was adopted on the motion of Ms. Tribble and seconded by Mr. Bigsbee, to approve Resolution 33 – 2021, the Amended and Restated Additional Appropriation Resolution (Glendale Project).

Resolution 33 – 2021 was approved on the following roll call vote:

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

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

f. **Resolution 34 – 2021** (Amended and Restated Additional Appropriation Resolution (Fort Ben Project))

After full discussion and careful consideration of Resolution 34– 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Ms. Payne, to approve Resolution 34 – 2021, the Amended and Restated Additional Appropriation Resolution (Fort Ben Project).

Resolution 34 – 2021 was approved on the following roll call vote:

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

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

g. **President Salinas will Convene a Public Hearing**

Judge Salinas announced that he was adjourning the Regular Meeting and convening a Public Hearing to consider additional appropriations of the 2021 – 2022 Energy Conversation and District-Wide Long-Term Capital Maintenance Equipping Project and the 2022 – 2023 Energy Conservation and District-Wide Long-Term Capital Maintenance Equipping Project.

- 1) The consolidated public hearing is to consider additional appropriations of the 2021 – 2022 Energy Conversation and District-Wide Long-Term Capital Maintenance Equipping Project and the 2022 – 2023 Energy Conservation and District-Wide Long-Term Capital Maintenance Equipping Project.

It was noted that the Library is requesting approval for the issuance of two series of small bonds in the estimated amount of \$5.6 million each.

The Series 1 – 2021C bond will finance the following projects: Opening Day Collection for the Fort Ben Branch, Bilingual Children’s Computers

for Branches, Upgrade Projects for Pike and Nora, and Facilities Improvement Projects.

The Series 2 – 2022 bond will potentially finance the following projects: Solar Panels, Garfield Park Meeting Room, Generator for LSC Server Room, Learning Curve Refresh, Door Counter System and Cost of Issuance.

Ms. Gray, from Bakertilly Municipal Advisors, shared another presentation with the Board that provided information on the Total Outstanding Annual Debt Service Payments and the Existing and Proposed Annual Debt Service Payments and Tax Rate.

2) Invite Public Comment from the Audience

President Salinas invited public comment at this time.

There were no comments.

President Salinas Will Consider a Motion to Close the Public Hearing

Ms. Payne made a motion to close the Public Hearing. Ms. Tribble seconded the motion.

Motion carried.

The Public Hearing was closed at this time and the Regular Meeting was reconvened.

h. **Resolution 35 – 2021** (Preliminary Bond/Reimbursement Resolution (2021 – 2022 Energy Conservation and District-Wide Long -Term Capital Maintenance and Equipping Project)

Mr. Qualkinbush discussed Resolution 35 – 2021 through Resolution 38 – 2021. He mentioned that there would be no 30-day waiting period.

After full discussion and careful consideration of Resolution 35– 2021, the resolution was adopted on the motion of Ms. Payne and seconded by Ms. Tribble, to approve Resolution 35 – 2021, the Preliminary Bond/Reimbursement Resolution (2021 – 2022 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project).

Resolution 35 – 2021 was approved on the following roll call vote:

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

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

- i. **Resolution 36 – 2021** (Preliminary Bond/Reimbursement Resolution (2022 – 2023 Energy Conservation and District-Wide Long Term Capital Maintenance and Equipping Project))

After full discussion and careful consideration of Resolution 36– 2021, the resolution was adopted on the motion of Dr. Murtadha and seconded by Mr. Bigsbee, to approve Resolution 36 – 2021, the Preliminary Bond/Reimbursement Resolution (2022 – 2023 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project).

Resolution 36 – 2021 was approved on the following roll call vote:

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

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

- j. **Resolution 37 – 2021** (Additional Appropriation Resolution (2021 – 2022 Energy Conservation and District-Wide Long Term Capital Maintenance and Equipping Project))

After full discussion and careful consideration of Resolution 37– 2021, the resolution was adopted on the motion of Dr. Murtadha and seconded by Mr. Bigsbee, to approve Resolution 37 – 2021, the Additional Appropriation Resolution (2021 – 2022 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project).

Resolution 37 – 2021 was approved on the following roll call vote:

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

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

- k. **Resolution 38 – 2021** (Additional Appropriation Resolution (2022 – 2023 Energy Conservation and District-Wide Long Term Capital Maintenance and Equipping Project))

After full discussion and careful consideration of Resolution 38– 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Mr. Biederman, to approve Resolution 38 – 2021, the Additional Appropriation Resolution (2022 – 2023 Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project).

Resolution 38 – 2021 was approved on the following roll call vote:

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

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

l. **Resolution 39 – 2021** (Resolution for Appropriation and Tax Rates – 2022 Budget)

It was noted that this item includes the Budget for the Library’s Operating Fund, Debt Service Fund, Bond #2 Fund, Rainy Day Fund, and the Library Improvement Reserve Fund effective January 1, 2022 – December 31, 2022.

After full discussion and careful consideration of Resolution 39 – 2021, the resolution was adopted on the motion of Dr. Murtadha and seconded by Mr. Biederman, to approve Resolution 39 – 2021, the Resolution for Additional Appropriation and Tax Rates.

Resolution 39 – 2021 was approved on the following roll call vote:

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

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

m. **Resolution 40 – 2021** (Resolution to Set Maximum Tax Rate for Combined Debt Service Funds for 2022 Budget Year)

It was noted that the Library wishes to set the tax rate for the calendar year 2022 at \$0.0318 per \$100 of Assessed Value.

After full discussion and careful consideration of Resolution 40 – 2021, the resolution was adopted on the motion of Dr. Murtadha and seconded by Mr. Bigsbee, to approve Resolution 40 – 2021, the Resolution to Set Maximum Tax Rate for Combined Debt Service Fund for 2022 Budget Year.

Resolution 40 – 2021 was approved on the following roll call vote:

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

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

n. **Resolution 41 – 2021 (Transfers Between Accounts and Classifications)**

Ms. Dike-Young advised that the transfer in the Operating Fund is to cover the upgrade to Microsoft 365 on all Library staff computers and other items.

After full discussion and careful consideration of Resolution 41 – 2021, the resolution was adopted on the motion of Ms. Payne and seconded by Ms. Tribble, to approve Resolution 41 – 2021, the Transfers Between Accounts and Classifications.

Resolution 41 – 2021 was approved on the following roll call vote:

Mr. Biederman – Aye	Rev. Robinson – Aye
Mr. Bigsbee – Aye	Judge Salinas – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Ms. Payne – 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 noted that the Diversity, Policy and Human Resources Committee had met recently and discussed the Climate Improvement Process. She noted that during the meeting, legal counsel had expressed concerns about the possibility of a Board member conducting the study. It was noted that it would be considered a conflict of interest and that the Board should look into an external party to conduct the study. Counsel would be discussing the matter with Board member Dr. Murtadha in further detail. The Board has an obligation to make sure the Climate Improvement Process is done with the best interest of the Library in mind. We understand the urgency and we will hold further discussions on the Climate Improvement Process at a Diversity, Policy and Human Resources Committee meeting next week to make certain that we have all parameters in place to begin receiving proposals.

There is also an urgency to name a new Library CEO. This search also falls under the purview of this Committee. Her plan is to start that search process soon.

Ms. Murtadha advised that she had met with members of the Board, IndyPL staff and the community to gain insight and that she has looked at ways to manage risks associated with the Climate Improvement Process. She asked that the processes she submitted regarding risk management issues be considered.

Judge Salinas mentioned that we have two questions to consider: How we approach the Climate Improvement Process and who should do it. He asked that the Committee members collect as much information as possible and submit it to the Board.

a. **Resolution 42 – 2021** (Amendment to Policy 238 - Personal Leave of Absence)

Tisha Galarce, Interim HR Director, discussed Resolution 42 – 2021. She commented that the recent increase in Covid 19 cases may result in benefit-eligible, full-time employees being unable to work at the worksite or remotely because of childcare needs. Benefit-eligible staff members may be eligible for a personal leave of absence without pay up to a maximum of 90 days. Personal leave may be requested by completing and submitting to Human Resources a “Personal Leave of Absence Request Form” at least 30 days in advance, unless necessitated by an emergency, in which case oral notification should be followed by a prompt written application for leave.

After full discussion and careful consideration of Resolution 42 – 2021, the resolution was adopted on the motion of Mr. Bigsbee and seconded by Mr. Biederman, to approve Resolution 42 – 2021, 238 Personal Leave of Absence.

Resolution 42 – 2021 was approved on the following roll call vote:

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

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

7. **Facilities Committee (Curtis W. Bigsbee, Chair; Dr. Khaula Murtadha, Rev. T. D. Robinson)**

Mr. Bigsbee advised that the Committee had nothing to report this month.

8. **Library Foundation Update**

Rev. Robinson reviewed the information contained in the August 2021 Update.

News

The Library Foundation appreciates the Library’s openness about the need to assess and improve its internal culture. Thanks to our generous donors, we have begun investing in equity training for Library staff. We will continue to partner with the Library on this work for the benefit of all employees and patrons. We are committed to the Library’s success.

Registration is now open for Dr. Tyrone McKinley Freeman’s lecture on his recent book, *Madam C. J. Walker’s Gospel of Giving: Black Women’s Philosophy during Jim Crow*. We hope you can join us on Tuesday, September 14, 2021 at 6 p.m. for this free virtual event presented with the Center for Black Literature & Culture. For more information and to register, visit: <https://attend.indy.org/event/5433560>. We encourage you to share this program with your network.

Donors

The Foundation thanks 117 donors who made gifts last month. The following are our top corporate and foundation contributors:

Arthur Jordan Foundation
The Indianapolis Foundation Library Fund (received before the funding pause)
RJE Business Interiors

Program Support

This month, the Library Foundation is proud to provide more than \$170,000 for Library programs and initiatives. Examples of major initiatives supported include:

Salute to Black American Medical Heroes
Chromebook and Hotspot Lending – Haughville
Center for Black Literature & Culture
IndyPL Historic Document Digitization

9. Report of the Interim Chief Executive Officer

a. Confirming Resolutions:

1) Resolution Regarding Finances, Personnel and Travel (43 – 2021)

Mr. Helling advised that there are several subs on the list who have not logged hours since the pandemic started and that the Library is revamping the concept of subs to “regional floaters” in hopes that it will be more effective.

Mr. Bigsbee made the motion, which was seconded by Rev. Robinson, to approve Resolution 43– 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 43 – 2021 was approved on the following roll call vote:

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

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

Ms. Payne commented that the Board members should get the same racial equity training as staff, and she then invited the Board to the racial equity training that will take place in September. She will provide the dates for the training.

UNFINISHED BUSINESS

10. 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:

August, 2021 - None

INFORMATION

13. **Materials**

- a. **Finance Committee Notes** – July 12, 2021 were distributed to the Board for their information.

14. **Board Meeting Schedule for 2021 (Notice and Place of Meeting) and Upcoming Events/Information**

- b. **Board Meetings for 2021**– *Current calendar will be updated, as necessary, and additional information highlighted.*

- 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, September 27, 2021, 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 8:10 p.m.

Raymond Biederman, Secretary to the Board

