

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
FEBRUARY 27, 2023**

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The Indianapolis-Marion County Public Library Board met in person at the Martindale-Brightwood Branch Library, 2434 N. Sherman Drive, Indianapolis, Indiana on Monday, February 27, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

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

2. Roll Call

Members present: Mr. Biederman, Mr. Bigsbee, Mr. Lane, Dr. Murtadha, Dr. Payne and Ms. Tribble. Note: The seventh Board seat is vacant, subject to the appointment of a new member by the County Commissioners.

Members absent: None.

3. Branch Manager's Report

Ms. Jena Mattix, Branch Manager, Martindale-Brightwood Branch Library, addressed the Board.

Ms. Mattix gave the following statement:

President Tribble, members of the Library Board, welcome to the Martindale-Brightwood Library Branch. We are really happy to host you all here today. We've been in this really beautiful building for about two and one-half years. Previously, we were across the street in the Safeway strip mall. We've had a location in this community since 1901. We were the sixth library branch to open in the Indianapolis Public Library system. And we moved in here in June of 2020. The Martindale-Brightwood Library Branch serves about 13,000 people in this community. About 91% of our population are people of color. The patrons in this area worked really hard for this new branch to be opened and they're very proud of this branch, their community, and the history in this area.

Martin University is one of our big partners. They're a university just down the road from us, and we serve as an extension of their campus. Their students can come here and get help with workshops, helping those applying for jobs or helping with research. We can also go there and offer those same resources, and we can also go there and sign up all of their students and staff for library cards as well. Another one of our big partners is the Edna Martin Christian Center. They have two locations in this area and they offer a whole range

of great services. Everything from rental and housing support, help with tutoring, help with finding childcare support. And then they also offer all of those services in Spanish as well. We work with a couple of schools in this area. The main ones that we work with are the Oaks Academy, School 51, School 56, and KIPP Indy.

We also have a lot of really great partnerships within this branch. We offer free after school meals four days a week through the Indy Parks Department, and we also offer a free COVID vaccination clinic five days a week in a partnership with the Marion County Public Health Department. We also offer free HIV counseling through Step Up. We have a wide range of programs that we offer here in our community room. We offer story times every Wednesday morning. We have an adult book club the first Monday night of the month. We have computer classes every Wednesday, a career center every Thursday, and then a family game night or an art station every Thursday evening. When we opened, it was during COVID, so we didn't have any in-person programs, so we really started that last Spring. It's been really exciting to see that slowly build up and we've really gotten more support from the community and have had more people attending our different programs.

There was a request from Mr. Lane for Ms. Mattix to provide information on the number of staff that were at the Branch.

Ms. Mattix shared that there is a Branch Manager, one full-time Adult Librarian, one full-time Juvenile PSA II, a Circulation Supervisor, a full-time Computer Assistant, two full-time Library Assistant IIs, an hourly Library Assistant II, a part-time Page and a part-time Library Security Assistant.

There was an additional question about the tech needs that the Branch provides to the community.

Ms. Mattix replied that the busiest area of our Library is around the computers and the Circulation Desk. There's a lot of need for computer help and technology assistance in this area. We do a lot of help with computers and job skills. We also offer free hotspots and free Chromebook device checkouts. And then we have the computer classes every Wednesday and it cycles through a wide range of things from Introduction to Gmail or Introduction to Microsoft 10. And then, the Career Center we have every Thursday, you can sign up for it in advance or you can walk in and that's where you can get any sort of assistance with applying for jobs, help with your resume or after you've already gotten a job offer, we can help with the onboarding paperwork that's online.

Ms. Tribble thanked Ms. Mattix for her Report. It was a very insightful Report about what's happening in Martindale-Brightwood. The Report really illustrates the great work that branch librarians do in planning programs and serving the local neighborhoods. It shows how our libraries serve as vital learning hubs and as crucial connections to other public services.

She reminded everyone that they should use their "outside" voices when speaking at the Meeting this evening so they can be heard.

Ms. Tribble then addressed the Meeting as follows:

Throughout 2023, we'll be rotating our regular IndyPL Board Meetings through our branches as a way of highlighting the incredible work of our Library staff, and showcasing them and our branches as the great community assets that they are. It is so exciting to be here at Martindale-Brightwood. We have been looking forward to getting the Board Meetings back into the branches, and this is a great place to start. This past month, our branches across the city have provided programming and activities to commemorate Black History Month. In addition to the year-round and ongoing work and programming of the IndyPL Center for Black Literature and Culture, our libraries have highlighted black authors, shown biographical movies about historical black Americans, and participated in the 1619 Project Read Along.

Central Library also hosted the 35th anniversary of the Meet The Artists Exhibit, featuring master artists and highlighting the work of numerous black artists who have shared their talents and creativity with the Indianapolis community throughout the event's history. The Gala Opening Reception was held on February 11th at Central Library and featured live performances from musicians and entertainers, activities for kids, a fashion show and much more. The artist's exhibits will remain on display at Central Library through March 25th, and we encourage all of you, if you haven't seen it yet, to take in the exhibits while you can. Events like Meet The Artists and other celebrations of Black History Month do a great deal to support the culture in our City. Every member of the IndyPL team has reason to feel proud of that work.

At the same time, we continue to work toward improving the Library's culture internally, and I want to thank Acting CEO Gregory Hill and the IndyPL Executive Committee for taking the lead on implementing the recommendations from the Library's Climate Study, and for identifying resources to support the Board's role in implementation. This work creates an opportunity for this Board to learn and grow together as Trustees so that we can provide the best possible leadership to IndyPL as we move into the future.

4. Public Comment and Communications

a. Public Comment

Ms. Tribble announced that next on our Agenda is this Public Comment section. We welcome feedback from the public about our Indianapolis libraries, and this is a time when the public may address the Board. If several of you are here representing the same group, please select a spokesperson. To respect everyone's time, please do not repeat the same comments someone else has offered. Please note that this Public Comment time is not the appropriate time or a forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library's Acting CEO or the Human Resources Department, where those issues can be properly addressed in compliance with established Library policy and procedures.

A five-minute limit will be allowed for each speaker. And because this meeting is a matter of public record, we ask that as you step forward, before you give your testimony, please provide your name and address at the beginning of your comments.

I'll now ask Ms. Angie Gilbert to call those who have signed up to speak.

Speakers:

Mike Williams:

Good evening, Madam Chair, members of the Board, Mr. CEO. Tonight I come before you not as a Library employee, although I have been one for 41 years and I have served in many different roles throughout this system. I live on English Avenue, about halfway between East Washington and Irvington, both of which I have looked after over the years during my career. Tonight, however, I come before you as Past President of the Indiana Library Federation (“ILF”) with an urgent request. The ILF asks you to contact your Indiana State Senator immediately to urge them to vote “No” when Senate Bill 12 is heard tomorrow at 11:30 a.m. ILF is opposed to Senate Bill 12 as it currently is written.

The reasons include: It will result in librarians being prosecuted for books collected for the Library. It politicizes the materials we have available and prevents us from collecting for diverse populations. It has a chilling effect on library collections due to fear of criminal prosecutions. It does not embody the principles of the First Amendment and free access to information. I urge you to take immediate action to contact your State Senator and urge them to vote “No” on this, I believe, very harmful legislation. Thank you.

Dani Abdullah:

Hi everyone. So my name is Danny Abdullah. I'm a member of the Party for Socialism and Liberation. Hi Steven. I'm a mental health therapist and I've been a citizen of Indianapolis for my entire 30 years of life, and a public library patron for the past 25 years. So I just wanted to say I'm really excited to see that Dr. Eugene White is being considered for appointment. Dr. White was actually my Superintendent when I attended Crooker Creek Elementary School. He would come to our schools and he always shook my hand, congratulated me when I made the Honor Roll. And this was my norm throughout elementary school. But I was later told that it was uncommon for superintendents to take the time out of their days to meet the students that they were making decisions for.

Because of my interactions with Dr. White, I know he values the community and he'll take our demand seriously. With Dr. White on the Board, the number of Board members who will take the demands of the community of Indianapolis, and more importantly, the IndyPL employees demands and concerns seriously, will have increased. The working environment for the Library workers continues to be disorganized and sometimes downright hostile. The upheaval and executive leadership stems from the Board's catastrophic failure in the CEO search and continued disregard for the public's opinion to appoint Nichelle Hayes as CEO.

Instead of trying to take corrective action and do right by the workers in the community, Hope Tribble, once appointed the President of this Board, decided to continue the same pattern of disrespect for the community by continuing her predecessor's efforts to stand in the way of the community's wishes. Due to this, I

feel that Ms. Tribble needs to resign and allow someone to take over as President who will not waste the people's time and money. A President who actually cares about the people in this community. I'm excited to see what the future holds for the Board and the IndyPL with the additions of Dr. White and Steven and the continued support of Dr. Murtadha and Dr. Payne. Thank you for your time.

Eli Morey:

Hello. My name is Eli Morey. I'm here representing the Indianapolis Liberation Center. I won't take too much of your time, but I'm here to say exactly what's on this sign right here. No more excuses. Hire Hayes now. That's what the community has been saying all this time. It's what the Library workers want, it's what the patrons want, it's what the community wants. I have been coming to Library Board Meetings. I never expected I'd come to this many Library Board Meetings in my entire life, this isn't really what I want to do on my evenings. I'm tired of it, so that means I'm sure that all of you are tired of this. And more than anything, the Library workers are tired of the constant resignations, the changing work environment, basically not being heard.

And the community is tired of having to come out here and beg you to do what you were hired to do, which was what you were appointed to do, which was to serve the community and listen to our wishes. I personally know several Library workers and everyone I know who works for Library says they're sick of the chaos, they're sick of the constant changes. They want security, they want things to settle down. That's what we're for here for too. We're not here to stir up a ruckus and cause problems. We want the Library workers to have what they need, which is security and a work environment that works for them. So that's all I'm going to say. Well, in addition to that, I also want to say that the members of this Board who have stood in the way of the community's wishes.

The members of this Board who have stood in the way of the community's wishes need to resign. Hope Tribble, Curtis Bigsbee, Raymond Biederman, it's time for you to resign. You've stood in our way for too long. But before you resign, you could do us all a favor and hire Hayes because she's going to be hired one way or another. So, make the right decision and hire her so that your legacy isn't quite as tarnished as it's going to be if you don't. Thank you.

Mashariki Jywanza

Thank you for this opportunity. I also have attended many more Library Board Meetings than I want to. I'm retired, I'd like to sit home and watch my little shows on Monday, but this needs our attention. And the reason we keep coming back is because no one is responding to what the community is saying. What is the community saying? Hire Nichelle. And you haven't given us any reason, reasonable reason as to why not.

The second demand that the community has, and thousands of people have signed petitions, is that Tribble, Bigsbee and Biederman resign. Why? Because of your decisions. It's caused all this chaos. We have the staff, who I've spoken to several of them, said the morale is really low. The Library should be a happy place where

you go and you get services, and people are there to serve you.

And it's very difficult under these circumstances. So, I was just asked the other day, by someone who had looked at the situation said, "I'm confused." Why didn't they seat Nichelle? So you know, I really don't know. I still don't know. We don't know. You haven't said why. You just like, she's a non-entity moving away from her, and making all of these other bad decisions.

Bad decision to do a national search, bad decision to hire a consultant, wasting our money. And so because of that, we have no confidence in your ability to run this Library Board. We really don't. You might be good people. I don't know you. But this has to stop, and it needs to stop. And I'm here to reiterate what I've been saying month after month, Nichelle needs to be in that seat. She needs to have the opportunity to bring this Library back into focus. And she has those skills, she has that desire and we have the desire for her to do it. Let's give her a chance.

And for those of you, and I don't know why we are here. I've heard that many of you are actually controlled by other people and you might be, but we don't need you to tear our Library down. I just saw a statement the other day that said sometimes when people can't steer the ship, they'd rather sink it. So, I'll leave you with that. Thank you.

Wildstyle Paschall:

Hello, I'm Wildstyle Paschall, I live at 1037 West 33rd Street. I'm here to represent what's on this sign. No new search, appoint Nichelle Hayes now. Congratulations to some of the members of the Board for continuing the great attendance at Library Board Meetings.

At some point I think we all have other fights to get to. Hopefully some of y'all have other fights to get to as well. This has come down to an epic battle of, I would say the old guard versus the community and the cultural leaders. As Queen Mother Mashariki said, it is known to the community that some of y'all are controlled by other people that probably are not in this room. Some of those people and their friends have even talked to me, talked about walking out of a panel that me and Nichelle and Steven Lane and Jessica Louise were on. Why they thought they needed to tell me that, I did not understand. It hasn't changed my actions, and I don't think I'm going to change their actions, but I'm telling y'all the community is not going to forget this and we're not going to back down.

Nobody's ever given a valid excuse for what's going on. We've had every type of forms of gaslighting, intimidation, the heavy police presence with, not just to intimidate us, but to make it look like we're some savage animals that are attacking y'all for doing y'all's best job, when it's clear, the facts state that y'all have been unethical. Biederman, Tribble, Bigsbee, who's the other one? Am I missing somebody? Oh yeah, Salinas, he's probably prosecuting or putting somebody in jail right now.

But y'all have been unethical, incompetent, and you've tried to gaslight us, the community, into thinking that these changings, narratives about what happened.

First it was, oh, the search was compromised, so we wait 21 days to go hire somebody else after you know the search was compromised. And now and when he won't come now, oh, it's too compromised to continue. We have to start over.

You knew 13 days before you did the presentations. Then I don't know which one of y'all had the Library website changed to reflect the resolution that you passed that you said, one thing on the Library website, but the resolution doesn't say that the Nichelle had to be removed as Interim CEO. So, there's all sorts of just mess. Please, I mean for y'all's reputation, you've got y'all's names going around at the Kwanza Committee celebrations for a whole, hundreds of people in the room and they're rallying the community against y'all. Is that really what you want your legacy to be?

I couldn't imagine that, and for no good reason. I've heard the public excuses, I've heard the private excuses, the little vindictive innuendos and stuff, and none of it checks out. It's not plausible. Please just do the right thing. The community is getting tired, but often times when people get tired, they get angry. And I don't think that the community being tired is going to result in more pleasant conversation. We're getting tired. We'll keep coming back and making a ruckus and this isn't, we're not making a ruckus here, but it's going to happen.

I don't understand why we can't just do the right thing. A CEO search done wrong, a candidate that was probably not qualified, okay he wasn't qualified, take the job and he turns it down. Nobody else is going to come work for you. You better, best believe... You should be happy that Nichelle still wants this job. You should be calling her right now and baking cakes and cookies and whatever else to get her in here to take this job. I am serious. Because you won't find a better candidate. It would've been hard-pressed to find a better candidate had this not happened. But Nichelle is absolutely the best candidate for this job.

Riley Bove:

Yes. Good evening members of the Board. My name is Riley, I'm a member of Indy Hope Packages. I'm a graduate student at University of Indianapolis, and I've been a resident of Indianapolis for six years now. I'm here tonight to give my support to the Library workers and to Nichelle Hayes as the next CEO of IndyPL. With the exception of Dr. Murtadha, Dr. Payne and Stephen Lane, the three members of the Board, namely, Hope Tribble, Curtis Bigsbee and Raymond Biederman have constantly been impeding the hiring of Nichelle, and silencing the workers and community members who want Nichelle as CEO. The people's choice, the worker's choice, and the community's choice.

To Hope Tribble, Curtis Bigsbee and Raymond Biederman – The people have told you time and time again who they want as CEO, and yet you bypass them. You bring in candidates who don't know the community and who are probably going to be out within five years or so because they see this job as a resume booster, versus Nichelle who knows the community puts time and energy and has proven time and time again that she's the best one for the job.

The three members on the Board who I have named are running a circus show and

wasting time, money, and resources by drawing this process out. It is absolutely ridiculous to start the Search Process again when there's already a candidate who's willing, who is strong. If they're not willing to hear from the community and workers, then they should not be in the position that they are, and should leave. Hire Nichelle Hayes or get out. Thank you for your time.

Sam James:

I'm Sam James. I didn't actually realize I was signing up for public comment when I came in. I saw Riley signing up and I was like, oh, we're signing in today. So forgive me, I don't have all my thoughts prepared. My words won't be as powerful as Riley's were. I had three points I wanted to make.

As you can see, I'm another person with one of those signs, I'm sure some of y'all are tired of seeing me by now. One, I love coming to these branches. I love having the Board Meetings in the branches, that's awesome. I think it's beautiful. I've never been to this branch before. Mine is Wayne on the other side of town. And I think that if you really wanted to highlight and appreciate your Library employees, you would hire a CEO, the CEO who helped to win a 5% to 7% raise across the board for all employees last year. One who came up through the ranks and knows what the people working here actually need and what it's like to work in the libraries.

Two, I think it's kind of offensive that you cited the Center for Black Literature and Culture earlier in your opening statement without mentioning Nichelle's name, especially after the disrespect with which she was treated by members of the Board here.

Lastly, third point. It's really ridiculous that we keep coming here to see armed IMPD officers y'all. Not once in the past five months has anyone at these Board Meetings been violent or aggressive or come at one of y'all with anything other than words. The fact that you are so scared of the people that you have to have men with guns standing outside the door is goofy. It's goofy as hell. That's all I had. Thank you.

Mr. Lane then asked Ms. Tribble who was approving the police to be here.

Ms. Tribble responded that she speaks with the Acting CEO about the logistics for the meetings.

Mr. Lane asked why the remainder of the Board isn't involved in that decision making process.

Ms. Tribble replied that she didn't know that it was necessary for Mr. Lane to be involved in everything.

Mr. Lane commented that he thought it was very necessary.

Ms. Tribble went on to say: Stephen, first of all, we have security. We do have a security staff. And contrary to what has been said, members have been aggressively

approached. And I can tell you, I will always come in the front door and I will always go out the back door, but it is not the same for everybody. And the other thing is that we are called here to do the business of the Library.

Mr. Lane stated: Right, and you're not called to do it by yourself. And my point is that no one is on this Board by themselves. We're all on this Board together. Therefore, the decisions that we make, even when it comes down to security or anything like that that has a cost to it, that's charging the public library, we should all be a part of that decision-making process. And we're not. And how much is it, how much extra is it to have IMPD officers here at a Board Meeting. Can you speak to that?

Ms. Tribble advised that she did not know the cost but that she was speaking to the safety of our Board as well as to the order of this public assembly.

There was then further discussion among the Board members about this issue. That there was no need for taxpayer money to pay for these IMPD officers but that hopefully, the day will come when no security is needed.

Mr. Lane noted that it's not the fact that we have security, it's the fact that the decision is being made by bypassing other members of this Board and making decisions on behalf of this Board that affects the whole Library. He stated that we've got to stop doing that. We have to learn how to work together as a democratic body. The whole Board needs to know how much is being spent.

Ms. Tribble suggested that information could be found in the Treasurer's Report.

- b. **Communications** received, not requiring action.

There were no communications that required action.

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

- a. **Special Meeting, January 17, 2023**

The minutes from the Special Meeting held January 17, 2023 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:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

- b. **Regular Meeting, January 23, 2023**

The minutes from the Regular Meeting held January 23, 2023 had been distributed to the Board.

At this time, there was a discussion about the Ice Miller contract information contained on Pages 20 and 21 of the minutes. Mr. Lane requested that an amendment be made to the minutes to reflect the statement made by Mr. Bigsbee about the amount of the contract. Mr. Bigsbee advised that he had not said what Mr. Lane was purporting.

A roll call vote was then taken on Mr. Lane's motion to amend. The proposed amendment failed on the following votes:

Mr. Biederman – Nay	Dr. Murtadha – Abstain
Mr. Bigsbee – Nay	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Nay

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

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Nay	Ms. Tribble – Aye

c. Executive Session, February 16, 2023

The minutes from the Executive Session held February 16, 2023 had been distributed to the Board.

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

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

d. Special Meeting, February 16, 2023

The minutes from the Special Meeting held February 16, 2023 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	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

COMMITTEE REPORTS

6. Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J. Biederman, Dr. Khaula Murtadha)

a. **Report of the Treasurer – January 2023**

Ms. Jennifer Carter, the Library's Treasurer, advised that Ms. Lolita Campbell, Chief Financial Officer, was distributing a monthly highlight cover page that will be included in the Treasurer's Report going forward.

Ms. Carter advised that the Treasurer's Report begins on Page 52 of the Board packet. On the Income Statement that begins on Page 55, you'll notice that the purchase order column is displaying negative values. That is an error and it will be corrected in a subsequent revised Report. This is due to the timing of year-end closing for 2022. The resolution that was presented last month for POs from 2022 that are rolling forward to 2023, part of the year-end closing rolls those POs forward. That is why it's displaying negative is because they had not been moved forward. But the actuals on the report are accurate. It's just the purchase order column.

Beginning with Revenue highlights, actual revenue exceeded our projections for the month by 24%, and are 40% more than they were for January of 2022. This is partly due to local income taxes being 3% higher than projected. And then charges for services were 123% higher than expected. This is a due to an increase in catering revenue, miscellaneous revenue, interest income and facility rental revenue.

In January 2022, the Library earned \$2,900 in interest. In January 2023, the Library earned \$86,000 in interest. The highest interest rate offered by any of the institutions we invest with in January 2022 was 0.3%. And in January, 2023 it was 4.39%.

And miscellaneous revenue, the bulk of that increase is due to a rebate that we get from AES for energy incentives. We got almost \$23,000 from that rebate in January. And our catering revenue in January 2022 was \$2,100, and catering revenue in this January 2023 was \$25,000. We have more people coming using our facilities, having weddings and events.

Looking through Expenditures, we spent 27% less than projected, and 11% more than we did January 2022. In personal services, which is our salaries and benefits, we spent 3% less than projected. This is due to vacant positions. When we build the Budget, we budget for all positions, whether they're filled or vacant. For supplies, we spent 71% more than projected. This is due to an increase in system-wide office supplies. For example, our IT department purchased PCs for a PC refresh, and we've replaced a number of book carts.

Finally, for other services and charges, we spent 21% less than projected. This is due to the timing of year-end closing and beginning of current year invoice processing of collection materials.

January is a pretty quiet month for purchasing materials for us. Then, our capital outlay is also very low. We spent 90% less than projected. We only spent about \$50,000 when we expected to spend more like \$250,000. Finally, at the bottom of the highlight page, you can see our beginning Cash Balance for January was \$40,262,440, adding in revenue of \$601,481, less expenses of \$2,359,111 gives us an ending Cash Balance at the end of January of \$38,504,810.

Ms. Tribble thanked Ms. Carter for the Report. She then asked if the ending Cash Balance was for the General Fund or all funds.

Ms. Carter replied that it is for the General Fund.

Ms. Payne made the motion, which was seconded by Dr. Murtadha, 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. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

b. **Resolution 10 – 2023** (Resolution for Transfer Between Classifications and Accounts)

It was explained that the transfer in the Operating Fund is to move funds within the CEO Department’s budget to fund the contract for the Chief Administrative Officer.

After full discussion and careful consideration of Resolution 10 – 2023, the resolution was adopted on the motion of Mr. Biederman and seconded by Mr. Bigsbee, to approve Resolution 10 – 2023, Resolution for Transfer Between Classifications and Accounts.

Resolution 10 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Nay
Mr. Lane – Nay	Ms. Tribble – Aye

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

c. **Resolution 11 – 2023** (Resolution for Approval of Amended Contract with Innovative Interfaces, Inc.)

Shanika Heyward, IT Director, advised that this resolution is for the renewal of the contract with Innovative Interfaces for our ILS, which is Polaris, where our cataloging is run and when people come in to get a library card or check out materials, that's the actual system that's used. Our Collection Management Area also uses it to purchase materials from that database as well. So, it's just that system and that software. There will be an increase of 3% for the next three years. The cost would be \$9,000. This amount was approved out of committee.

After full discussion and careful consideration of Resolution 11 – 2023, the resolution was adopted on the motion of Dr. Payne and seconded by Dr. Murtadha, to approve Resolution 11 – 2023, Resolution for Approval of Amended Contract with Innovative Interfaces, Inc.

Resolution 11 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

7. Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Mr. Curtis Bigsbee, Dr. Khaula Murtadha)

Mr. Biederman advised that the Committee did not have any items this month.

8. Facilities Committee (Mr. Curtis W. Bigsbee, Chair; Mr. Stephen Lane, Dr. Patricia A. Payne)

a. Informational Facilities Update

Mr. Bigsbee advised that the Committee did not have any Board action items this month but that Mr. Adam Parsons, Facilities Director, was going to provide an update about things happening in the Facilities Area.

Mr. Parsons then shared several items concerning the construction at Fort Ben and Glendale. Fort Ben is moving right along with a goal to be ready for us to start moving our property in and start putting books on shelves in the beginning of June. Grand opening should be sometime in August.

Glendale had a little bit of a later start than Fort Ben. One issue that has arisen is that one of their air handling units now has a three-month delay from late March to about July. We will need to bring in temporary cooling and then there will be more work when the unit actually does arrive. We hope to stay on schedule for the opening.

The Library needs to purchase a new box truck. Our standard is a Ford E-350 but all the dealers are completely out. They won't get more in for another six months so we have to decide if we want to wait or purchase an upgraded 450 model.

Renovations are scheduled for Nora and Pike and they are pretty much sister projects. They're both getting about \$2 million in renovations.

Nora had their first Community Engagement Meeting last week. We have two more of those meetings scheduled over the next two months.

Pike's first Community Engagement Meeting is tomorrow night and then they have two more meetings after that. There have been discussions about how we might engage the Pike High School students to obtain their feedback on the design.

Renovations will also take place at the Curve at Central Library. It is currently in the design phase.

We're also doing a landscape update at Central. We're tearing out a lot of invasive species that were installed 20 years ago and we're going to install native plantings. We're also taking care of a couple of dead trees.

Mr. Parsons then discussed the air handling unit that was being replaced at Franklin Road. He wanted to bring that up because we are trying to make a second and possible third effort to try to utilize XBE vendors in our solicitations. For example, we estimated that this would cost anywhere between \$50,000 and \$60,000. We emailed out to nine vendors as well as did advertising on our website and followed up with phone calls. We had our Facilities Technical Assistant follow-up with all nine in one round, and then he made a third effort to reach out to all nine of them with a phone call. A minority-owned business, Watt Mechanical, came in at \$41,000, which was \$9,000 below our minimum expectations. They will self-perform 100% of the work.

At this time, Dr. Murtadha commended the Facilities team. The Board often asks the hard questions and Facilities has always been responsive to them. She was also pleased that the Library was trying to obtain design input from the students at Pike High School.

Mr. Parsons then mentioned that, after an annual review of each department's XBE spend, Facilities was right around 41% in total XBE spend, and this was compared to a goal of 27% as the sum of our four individual XBE goals.

The Library has been transitioning to a new housekeeping contractor. We welcomed Camacho Housekeeping and Janitorial starting on February 1, 2023 and they've done a really good job reacting to each individual location's unique needs. Not just personnel or staffing, but also the facilities and the patrons and the hours and everything else.

Mr. Lane then asked if the Library was thinking about updating the buildings to the new COVID standards.

Mr. Parson replied that one of the primary things that we do for Covid really isn't so much what equipment we use, but what operations we run. And so, one of the best things we can do is make sure that our equipment is running one hour on, one hour off, regardless of temperature, even if we have to just bring in outside air or recycle the indoor air, as long as it gets through the filter.

The second thing that we can do is use an upgraded filter. We can increase our filters to MERV 13, which is a filtration rating. If you get higher into the MERV ratings, they're called HEPA filters. The standard is to use a MERV 7, which is pretty free because it reduces the amount of energy that the unit uses. It also lets through a lot of larger particles. If we upgrade to a MERV 11 or 13, that fine mesh should be able to catch any particular water droplets that the COVID virus would be attached to and keep it in there. We've looked at adding UVC lights into the inner workings of our units, but we haven't gone forward with it yet just because of the cost ineffectiveness

right at the moment compared to filters. But that would be a change that we could make if and when we are to have another pandemic or any other issue at an individual branch or the system. So those are our two biggies when it comes to design.

9. **Library Foundation Updates**

Mr. Raymond Biederman, Library Board Representative to the Foundation, gave the following Update:

News

Please join us for Circulate on Saturday, March 4 at Central Library. You can buy tickets here: <https://indyplfoundation.org/circulate>.

Thanks to hundreds of generous donors, the Library Foundation provided \$2.2 million for Library programs and services in 2022.

Many thanks to the Indy Library Store's hardworking volunteers and staff for a successful 2022. The Store raised \$231,000, a 34% increase over 2021.

Congratulations to all staff and volunteers who made the February 11 Meet the Artists Gala such a success. We are grateful to generous donors who help make this program possible.

Donors

We thank the 182 donors who made gifts last month. The following are our top corporate and Foundation donors: Barnes & Thornburg, Bose McKinney & Evans, LLP, Citizens Energy Group, First Merchants Bank, FORVIS, Harrison Center, Indiana Oxygen, Indianapolis Airport Authority, Indianapolis Local Public Improvement Bond Bank, Indianapolis Public Transportation Foundation, Office of the Lawrence Township Trustee Steve Talley, and Shrewsbury & Associates.

Program Support

This month we are proud to provide more than \$148,000 to the Library. Examples of major initiatives supported include Concert Series, YA Author Visits, Early Childhood Educator's Workshops, Summer Reading Program, and Growing Global Citizens.

10. **Report of the Acting CEO**

a. **Confirming Resolutions**

1) **Resolution Regarding Finances, Personnel and Travel (12 - 2023)**

Mr. Gregory Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 12 - 2023

Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Dr. Murtadha made the motion, which was seconded by Mr. Biederman, to approve Resolution 12 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Mr. Lane asked about some items on the resolution. With regard to internal changes, he saw there's one staff member that's transitioning from one position in the Learning Curve into a new position in the Learning Curve. And this staff member has been there for a number of years. They're going from Public Services Associate II to a Computer Assistant II, and there's a difference in pay and that it's going down. He thinks that was the only internal change in pay that he saw where the person was going to make less in a new position, even though they're in the same department. Is there a reason why that employee is getting a \$2.42 pay cut instead of staying at the same rate in that position?

Tisha Galarce, HR Director, advised that the PSA position is a higher pay grade and the Computer Assistant is a lower pay grade. So, HR compared another Computer Assistant with the same years of service. It was a voluntary stepping down. Ms. Galarce also confirmed that this person was staying in the same department.

Mr. Lane also asked about the pay adjustment for the Acting CEO and what was the reason for the increase.

Ms. Galarce responded that he is performing the duties of the Acting CEO and the Interim Chief Public Services Officer.

He then asked if Mr. Hill would leave his Public Services position, would that mean his pay would go back down?

Ms. Galarce confirmed that it would be adjusted to the previous amount.

Dr. Murtadha then commented that she wished to commend the Library staff for continuing to advance the work of the Racial Equity Institute. It's critically important and she sees large numbers of Library staff that have been participating in it.

Resolution 12 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Murtadha – Aye
Mr. Bigsbee – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Ms. Tribble – Aye

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

b. **Acting CEO February 2023 Update**

Mr. Hill then shared the following letter with the Board at the meeting:

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. In January, the Executive Committee held meetings at the Glendale Branch. The Area Resource Managers held its meeting at The Warren Branch Library in January.

Programming

Adult –Bestselling novelist and British Fantasy Award and Locus Award winning author Silvia Moreno-Garcia will be the featured speaker at our 44th Annual Marian McFadden Memorial Lecture on **March 16, 2023, at the Madam Walker Legacy Center.**

Library 150th Anniversary - The Indianapolis Public Library will celebrate 150 Years of Service throughout 2023.

The date of the 150th anniversary is April 9, 2023, and this coincides with Easter Sunday in 2023, and because the Library will be closed in observance of the Easter holiday it is not really a fitting date to offer a public celebration of this momentous occasion.

Instead, there will be a special logo, already in use on posters, other printed pieces, and in staff email signatures.

New floormats for every location have been received and will be deployed later in March so that they are fresh for the April anniversary and avoid as much of winter slush as possible to preserve their freshness.

On June 3, 2023, at 1:50 pm cupcakes or cookies (depending on costs) will be served at every public service location to celebrate the 150th Anniversary and kick off the annual adult and juvenile Summer Reading Program.

Both Digital Indy and the Encyclopedia of Indianapolis are working to develop special features commemorating the anniversary. A special program and exhibit is being planned for the Indianapolis Special Collections Room that will look at the progress the Library has made, as well as the challenges it has faced in the 150 years of service.

A committee is at work developing more details, and of course the Library’s Communications team will feature special images and stories throughout the year in the Library’s social media channels.

The committee includes staff members:

Amira Malcom; Bradley Johnson, Carri Genovese, Christopher Hogsett, Cordia Watkins, Elizabeth Schoettle, Jessica Fischer, Katie Bulloff, Kim Ewers, Michelle Sharp, Montoya Barker, Natasha Hollenbach, Shael Weidenbach with special help from retired ARM Sharon Bernhardt, and retired Library Director Raymond Gnat. Mike Williams is chairing the effort.

Accessibility Workstations – We are excited about the accessibility workstations. All branch locations will have a workstation. The stations will provide resources for the public to aid in a series of high impact hurdles, we have brought forward several windows options and are adding some hardware to help make our technology accessible to everyone. This includes screen readers, large print keyboards, easy to use mice and access to windows options that allow for easier use within the operating system. With these adjustments to the computer hardware and software, we have also acquired desks that raise and lower to accommodate all forms of users.

Some partners we worked with across the system:

Immigrant Welcome Center

Fathers and Families

Tactical Tech

Burmese American Community Institute (BACI)

Developmental Disabilities Systems, Inc. (DDSI)

Recent Highlights at IndyPL

Were distributed to the Board for their information.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO/Chief Public Services Officer (Interim) Indianapolis Public Library

Dr. Murtadha then mentioned that she wished to find out from Mr. Williams what things were planned for this momentous occasion.

Mr. Williams replied that they will be looking at staff past and present, as well as all of our award-winning staff. The folks who have won the Staff Association Distinguished Service Award, the folks who have won the Foundation Service Award and the folks who have won the Helen L. Norris Service Award.

We want to go back and do some profiles of each of those individuals. Some of them are still with us, so we might be able to interview them and do a little recorded history. Other folks have long since departed and we will memorialize them as best we can. We're looking forward to celebrating 150 years of accomplishments.

Dr. Murtadha noted that she was hopeful that as a part of this celebration, that we recognize the momentous occasion of launching the Center for Black Literature and Culture. It is a major event for the Library pronounced in every single way and across the Midwest. So that's something we want to make sure that we recognize. And under Nichelle's leadership, when that occurred, to grow that and develop it without a big staff to do it, was just tremendous. And I hope we do make sure that that's recognized.

Mr. Williams commented that's one of many reasons that Ms. Hayes won the Helen L. Norris Distinguished Service Award.

c. **Report from Collection Management Services Area**

Ms. Deb Lambert, Director, Collection Management, provided information on the following:

1) IPS Expansion in the Shared System

Ms. Lambert provided information to the Board about the IPS expansion in the Shared System. She noted that Sarah Batt is the Manager of the Shared System and Kimberly Anderson assists. Many staff throughout the Library are involved with this program.

The Shared System is our relationship with 47 schools, museums, and special libraries in Indianapolis that share our catalog. And they have a courier service where they borrow materials from us or they borrow materials from each other using our Polaris system. It's a very important infrastructure for us. And then our 24 locations are a huge part of this that provide materials to all those locations.

We had eight IPS members among all of our members up until 2022 when we added three pilot members that we wanted to explore expanding. And that pilot went well with those three. They've now come to us with an interest in joining the Shared System. Just a reminder that all IPS students currently have library cards through our library card program.

We just recently sent out an update of all those cards for the coming school year. We have worked on coordinating programming with the schools and have been invited to many of our events. The McFadden Lecture would've been the latest one we're going to have to coordinate, we've had great success with that. And we coordinate our Summer Reading Program with the schools as well. We met with some very high-level staff members at IPS that wanted to convey how serious they're taking this and their commitment to it, including Mary Seifert, who's the Director of Student Engagement, Warren Morgan, Chief Academic Officer, and Jessica Dunn, Executive Director of Enrichment, were attending in those meetings.

The IPS commitment includes \$30,000 of collection development allocation per school, which is very new, and their contract shipping to help control how these materials are going to be distributed to the schools. They have a personnel commitment to increase the school coordinators' schedule for the year from nine months to 12 months, and they're going to require library staff in every school and for the library to support the primary goal of reading, promotion, and circulation.

There will be an additional contract employee hired to help us with transition of onboarding these 28 schools. And they're committed to looking at shipping and workflow management, extensive weeding, and refreshing of their old collections.

We need a commitment because this is a lot of people and a lot of staff to coordinate, and they are committed to that. They're going to make sure that they do ongoing evaluation and improvement every year. There's a lot more to it in their plan, but that's the highlights for it. There are six schools to go live in quarter three of 2023, six more in quarter four, six in quarter two of 2024. Five in quarter three of 2024, and the last batch in the fourth quarter of 2024. So this will be completed within two years. I'm very excited about this and that we've finally gotten here. We've been working on it since 2016.

Dr. Payne commented that she never thought this day would come. She has been fighting for this. So, on behalf of IPS, she thanked everyone.

Dr. Murtadha suggested that we should make a presentation to the IPS Board to let them know.

- 2) Encyclopedia of Indianapolis –
 - (a) Indiana Library Federation (ILF) Collaboration Award

Ms. Lambert announced that the Encyclopedia of Indianapolis (EOI) received ILF's 2022 Collaboration Award. This Award was received in competition with other libraries throughout the State of Indiana. IndyPL is very proud of the collaboration between Polis at IUPUI and many other organizations throughout Indianapolis that work on the Advisory Team for the Encyclopedia of Indianapolis.

- (b) EOI Redlining Presentation

At this time, Ms. Lambert introduced Ms. Joydi Verderame of the Encyclopedia of Indianapolis, who gave a PowerPoint presentation entitled "Residential Segregation in Indianapolis." A copy of that presentation will be attached to these minutes for reference.

Following the presentation, a discussion took place about the funding for this project.

The project was launched in November 2021 at IndyPL. Before that it was developed through Polis, but they've handed it off to us and we are in the last grant year for paying for their current development. The current year's development is focusing on an exhibit module so that we can plug in content to show exhibits on specific topics. It's a different type of feature than this, and they're also doing some cleanup in the development.

We're still partnering with Polis, where we're paying them to do the development of the technology and our staff uses that to work with content experts in the community as editors to bring in that content, but also the advisory team as part of the organization of all the members of the Encyclopedia that help decide what is going to be published in each year. It's a very robust relationship with many organizations that have historical archival content and expertise about Indianapolis' history. We're reaching the end of the grant year and we're trying to find a solution for the future.

The annual grant for IT support is about \$250,000 annually.

A question was asked about how broadly the EOI is used.

Mike Williams, Manager, Special Projects, noted that we are now making about 11 million impressions each month through Google search. Only about 10% of those translate into clicks, but the whole thing is indexed by Google. If you run a search on Madame CJ Walker, we come up in the top tier of those search results and then when you click, it'll take you to the article and that translates to about 14,000 clicks per month currently. And that has all been trending up. I track this month over month, over month, and all the charts continue to go up.

The grant from Lilly Endowment is scheduled to end at the end of 2023. This is the time to start pulling all the data together in order to make another proposal to them.

Mr. Lane asked about possibly obtaining a grant through Indiana Humanities.

Mr. Williams shared that they are a partner but currently not a grantor.

Dr. Murtadha asked if partnering with IUPUI's Public History Program had been considered. She feels the students there can really benefit from learning how to write these entries, editing, and they're always hungry for assignments.

d. **CEO Search Evaluation Update**

Ms. Anita J. Harden, Chief Administrative Officer, provided an update on the CEO Search Evaluation.

Ms. Harden advised that she and Mr. Hill have begun looking at key information that the other Committee had produced, such as the results of stakeholder surveys. We also looked at the timeline, we looked at the job description.

We've been spending most of our time interviewing members of the Search Committee and we have, to date, interviewed 21 members of the Search Committee. We've been asking questions about what went well with the process, what didn't go well with the process, and what are the recommendations for the future. We still have three more to interview and we hope to get that done no later than next week. Our last one is March 7, 2023, and then analyze those results and look at making some recommendations and present that information to the Diversity, Policy and Human Resources Committee on March 14, 2023.

Ms. Payne made a recommendation that Nichelle Hayes also be interviewed.

Ms. Harden advised that interview is scheduled for Wednesday.

There was a question about the 21 interviews because the original Search Committee wasn't that large.

Mr. Hill advised that there were also some members of the Executive Committee and the Area Resource Manager group.

Ms. Harden was then asked if there were any preliminary findings that she could share with the Board tonight.

She replied that she couldn't share the findings until they have the complete group done and do an analysis.

UNFINISHED BUSINESS

11. None.

NEW BUSINESS

12. None.

DISCUSSION AND AGENDA BUILDING

13. **Future Agenda Items** – This time is made available for discussion items not on the Agenda which are of interest to Library Board members and the opportunity to suggest items to be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

March 2023 – Dr. Murtadha mentioned that at the January 23, 2023 Meeting she asked that we include a discussion about the public Strategic Plan and she had brought that to this group and mentioned that Dr. Terri Jett and she had worked with that Strategic Plan and asked us once again to begin that process because it began during this time of the year. And she had said we need to look at internal goals as well as external goals as we think about the Strategic Plan.

The second item that she asked for us to look at is the Library's Social Worker. She is working as a singular individual. She's been addressing items including homelessness and paying attention to the youth of the Library in so many different ways that meet the social needs in the different communities. I would ask that we place a presentation from our Social Worker on the Agenda.

Ms. Tribble advised that those things have been noted. With regard to the list provided previously by Dr. Murtadha, the items will be spread out over the coming months. Mr. Hill has selected two items for March and we'll continue to move forward on the list so that we hear about those topics over the coming months.

Mr. Hill then shared that the plan is to do an extension of the existing Strategic Plan for 12 months. That will allow us some time to pull out the data because we don't have a Strategic Assessment and Planning Officer right now. We can find out what some of the items that we were able to finish and then the ones that we still need to work on and then include those in our extension until next year.

14. Materials

- a. **Notes of February 14, 2023 Finance Committee Meeting**

15. Board Meeting Schedule for 2023 (Notice of Date and Place of Meeting) and Upcoming Events

- a. **Board Meeting Schedule** for the remainder of 2023 is as follows:

March 27 – Southport Branch
April 24 – Michigan Road Branch
May 22 – Irvington Branch
June 26 – Central Library
July 24 – West Perry Branch
August 28 – Warren Branch
September 25 – College Branch
October 23 – Haughville Branch
November 27 – Spades Park Branch
December 18 – Franklin Road Branch

- b. **Library Programs/Free Upcoming Events** may be found at attend.indypl.org.

16. Notice of Special Meetings

None.

17. Notice of Next Regular Meeting

Monday, March 27, 2023, at the Southport Branch Library, 2630 East Stop 11 Road, at 6:30 p.m.

18. Other Business

None.

19. Adjournment

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

The Chairman then declared the meeting adjourned at 8:50 p.m.

Raymond Biederman, Secretary to the Board

