

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
MARCH 25, 2019**

The Indianapolis-Marion County Public Library Board met at the Warren Branch Library, 9701 East 21st Street, Indianapolis, Indiana on Monday, March 25, 2019 at 6:30 p.m., pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

Ms. Sanders presided as Chairman. Dr. Jett acted as Secretary.

2. Roll Call

At this time, Ms. Sanders introduced the Library's new Board member, Judge Jose Salinas. Judge Salinas was appointed to the Board by the Indianapolis Public Schools. He is active in the Indianapolis community and has worked with Forest Manor Community Center and is one of the founding members of the Indiana Latino Expo. In addition to serving as a Judge, in the past he has been a probation officer, a child advocate and a private attorney. It's anticipated that he will bring a fresh set of eyes to the work done by the Board.

Ms. Sanders asked everyone to join her in welcoming Judge Salinas to the Board.

A round of applause occurred at this time.

Members present: Dr. Jett, Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Sanders.

Members absent: Mr. Andrews and Ms. Carlino.

3. Branch Manager's Report

Ruth Hans, Manager, Warren Branch Library, reviewed her report that had been presented to the Board.

Ms. Hans shared that the major renovations done to the branch in 2016 resulted in more open and welcoming spaces and better service to the community. The branch provides services to the area schools and daycares and participates in various organizations such as the Warren Township Development Association and East Side Redevelopment Committee.

Even though the branch has experienced quite a bit of turnover in their librarian staff, the new staff members have brought new ideas and energy to the branch programs. Participation in the programs has increased by 50% during the first quarter compared to last year.

Dr. Jett confirmed with Ms. Hans that the branch operates with two security guards and that there have been some discipline concerns.

Dr. Jett asked if there was a librarian on staff at the branch that specialized in focusing on teens. Ms. Hans responded that there are two staff now. When she hired recently, she sought out individuals who wanted to work with little kids but were also interested in working with teens. This is where the new ideas and the increased program participation are coming from.

Dr. Jett asked why there were two guards. Ms. Hans noted that some days the branch has upwards of 80 children in the branch after school and it takes two people to cover the building. Dr. Jett wanted to know if the presence of the guards had decreased the discipline challenges. Ms. Hans responded that in the last month the challenges have decreased.

Ms. Payne inquired if the librarians working with the teens are people of color. Ms. Hans responded that they are not people of color. We need to recruit those individuals.

Ms. Payne thanked Ms. Hans and the branch staff for their hard work.

4. Public Comment and Communications

a. Public Comment

IndyPL Staff Association President Shelby Peak addressed the Board. She invited everyone to attend the Association's May Breakfast which will be held on May 6, 2019 at 7:00 a.m. at the Fatima Retreat House.

Ms. Peak also announced that the Association's delegate to the ALA Conference in Washington, D.C. this Summer will be Jayne Walters. She was pleased to note that Ms. Walters was recently named the new Manager at the West Indianapolis branch.

A round of applause occurred at this time.

Pamela Wright, Library Processing Assistant and AFSCME 3395 officer, stepped up and made the following statement:

I want to follow up on last month's discussion about extreme weather and service to our community.

I learned recently that our police department has a special homeless outreach unit which consists of four officers whose special duty it is to check on the homeless. They do this in all seasons but when the weather gets very cold these officers spend

all day and night checking on people, bringing them warm blankets, and encouraging them to seek shelter at those places especially for that.

Crisis specialists and mental health professionals from Eskenazi Health regularly accompany the officers on their rounds to help evaluate the needs of the homeless and offer help if they want it.

These groups of professionals have special training that Library staff does not have. Of course, we should do what we can to provide support to all members of our community but perhaps there is no need for us to feel guilty about closing the Library during extreme cold weather so that parents can stay home with their children, since schools It would mean that those of us who take the bus, who bicycle, and who walk to work would not risk frostbite ourselves. If Library employees, who are also members of our community, were able to stay home and off the roads, it would also mean fewer chances of creating more accidents for our police officers to handle.

It is my duty, and that of my fellow union officers, to raise issues such as this concerning policy and practice. The goal, our shared goal, I believe, is to work toward a more positive work environment for staff. Re-examining our cold weather policy is not a bad idea.

Ms. Sanders advised that the Board is re-examining the policy and there will be further discussion at the next Joint Board Committee Meeting. She also reminded everyone that the Library has a Collective Bargaining Agreement with the Union and in that Agreement it defines our responsibilities and our relationship to each other. She encouraged affected individuals to use the Labor Management Committee and the other processes available to bring up these types of matters.

Norman Pace, representing the Far Eastside Neighborhood Association, the Warren Township Development Association and Eastside Rotary Club, complimented the Warren Branch for its expansion but he observed that the branch becomes very crowded with young people during the afternoons. He suggested support for programs that can help teens find Summer employment.

At this time, Ms. Sanders mentioned an article that appeared in the March 7, 2019 edition of the *Indianapolis Recorder* that highlighted the Board's own Ms. Payne wherein they highlighted all the work that she has done with the Indianapolis Public Schools. Ms. Sanders also commented that she had recently attended Ms. Payne's Racial Equity Training that is offered at Crispus Attucks. Ms. Sanders recommended it for those that are active in the community. Ms. Sanders thanked Ms. Payne for all the effort she puts into that program.

A round of applause occurred at this time.

Gregory Wible, who grew up using the Brightwood Branch, expressed the hope that the new Martindale-Brightwood Branch will help restore that neighborhood. He also praised the Warren Branch staff for their help in teaching him how to use the various Library services.

- b. **Dear CEO Letters and Responses** were circulated for the Board's general information.
 - c. **Correspondence** was circulated for the Board's general information.
- 5. Approval Of Minutes: Executive Session, Regular and Special Meetings**
- a. **Regular Meeting, February 25, 2019**

The minutes were approved on the motion of Dr. Jett, seconded by Ms. Payne, and the "yes" votes of Dr. Jett, Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Sanders.
 - b. **Executive Session, March 6, 2019**

The minutes were approved on the motion of Dr. Jett, seconded by Ms. Payne, and the "yes" votes of Dr. Jett, Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Sanders.

COMMITTEE REPORTS

- 6. Finance Committee (Patricia A. Payne, Chair; John Andrews, Joanne Sanders)**
- a. **Report of the Treasurer – February 2019**

Carolyn Adams, Controller, discussed the Report of the Treasurer that had been distributed to the Board. She noted that February revenues totaled \$519,572, a \$20,000 increase over February 2018 which was due to increased revenues in the areas of Charges for Services and Miscellaneous. Expenditures of \$4.2 million were \$900,000 more than in February 2018 due to the February payment of both the January and February medical insurance payments and increases in certain other services. It is noted that the Library's Operating Fund totaled \$16.1 million at the end of February.

Ms. Adams advised that the Accounting department is reviewing the Library's investment activity and it is anticipated that more money will be moved into Certificates of Deposit.

Ms. Payne made the motion, which was seconded by Dr. Jett, that the Report of the Treasurer be filed for audit.

Motion carried.

The Report is attached to, and made a part of, these minutes.

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

7. Diversity, Policy and Human Resources Committee (Dorothy R. Crenshaw, Chair; Patricia A. Payne, Rev. T. D. Robinson)

It was noted that the Committee did not have a report this month.

Ms. Sanders announced that, with the naming of the new Board member, she will be reconfiguring this Committee. It is anticipated that those changes will be made prior to the next Joint Board Committee Meeting.

8. Facilities Committee (Dr. Terri Jett, Chair; Rev. T. D. Robinson, Crista L. Carlino)

a. **Briefing Report** – Eagle Branch Project Update

Sharon Smith, Facilities Director, reviewed the Eagle Branch Project Update. She commented that window and brick installation and floor finishing are occurring in March. Installation of exterior mechanical equipment is scheduled after masonry work is complete. Substantial completion is scheduled on May 1, 2019.

b. **Briefing Report** – Brightwood Branch Project Update

Ms. Smith advised that earthwork and foundation activities have begun, with the start of steel erection anticipated on April 15, 2019. Substantial completion is scheduled on November 15, 2019.

Following an inquiry from Judge Salinas, Ms. Smith described the criteria utilized to determine when a building has reached substantial completion which means the building has been completed by the contractor and is ready for the business intended.

9. Library Foundation Update

March 2019 Library Foundation Update

Dr. Jett provided the Update for March 2019.

The Foundation thanks the Library's Communication, Programming and Central Library staffs for their support of our media press release announcing the Next 50 Fund on February 26, 2019.

The Foundation thanks all Trustees that have sponsored discounted Library staff tickets for Cheers for 50 Years. If you would still like to contribute, please contact Roberta Jagers at rjagers@indyplfoundation.org. We will make sure the staff is made aware of your generous support.

You are invited to a reception for the 10th anniversary of *thinmanlittlebird*, the sculpture pair that adorns the front pedestals at Central Library. The reception is Friday, April 12, 2019 at 6:00 p.m. at Central Library. Please contact Emily Schnitker at eschnitker@indyplfoundation.org if you would like to attend.

The Library Foundation thanks 111 donors who made gifts last month. The following are our top corporate and foundation contributors:

Barnes & Thornburg
 Blue & Co.
 Buckingham Foundation, Inc.
 Central Indiana Community Foundation
 Citizens Energy Group
 Dynamark Graphics Group
 Indianapolis Colts
 RJE Business Interiors
 St. Vincent Health

This month, we are proud to provide funding for the following Library programs. All programs are system-wide unless otherwise noted.

Children's Programs

Summer Reading Program
 On the Road to Reading
 Early Literacy Specialist
 1,000 Books by Kindergarten
 Curveside Ride
 IYG Pop-Up Library
 School Age STEAM Program (Glendale)
 STEAM Time (Warren)
 Tinker Kits: Tots to Teens
 Littles Outreach (West Indianapolis)

Cultural Programs

McFadden Lecture
 ALA Great Stories Club
 Let's Talk Indy (Central)
 Young Actors Theater – Addressing Youth Issues With Theatre (Central)
 Concerts at College Avenue
 Family/Youth/Young Adult Author Visits

Collections/IT

Grow with Google
 Lilly City Digitization
 NEH Digitization
 Teen Film Camp (Central)

Lifelong Learning

Aging Well (Central)
 Garden Force (E38th Street)
 Plant Based Cooking (Central)
 Self Publishing Contest (College)
 Spanish Language Computer Classes
 USB Technology

Capital Projects

Pocket Park Storywalk (InfoZone)

10. Report Of The Chief Executive Officer

Jackie Nytes, Chief Executive Officer, offered the following items:

a. **Public Services Update and Statistics**

1) **Public Services Update – March 2019**

John Helling, Director, Public Services, provided information on several items which included:

The McFadden Lecture featuring Ta-nehisi Coates will take place on May 8, 2019 at 7:00 p.m. at Clowes Hall located at Butler University. Individuals were required to obtain tickets online through Ticketmaster. The Library also made available 100 tickets each at four different branch locations for those individuals who don't have the means to go online. Additionally, an anonymous donor purchased copies of Coates' book *Between The World and Me* for students from Tech, Crispus Attucks and Shortridge High Schools who will be in attendance at the Lecture.

Mr. Helling also described a partnership with Newfields that was a result of conversations to seek ways to collaborate. Approximately 3,000 free tickets and several hundred bus passes were provided for Library patrons to Newfields Winter Lights holiday presentation. The goal was to make tickets available for those who otherwise couldn't afford to attend and to expand the demographic reach for Newfields. Newfields surveyed those individuals that utilized the tickets and learned the following: A majority had never been to Newfields before; 55% of the respondents said they got their tickets at the Library; 73% of respondents identified the price of the tickets as a barrier to attendance; 75% of respondents had not heard of the Access Pass program which provides greatly reduced entrance fees to Newfields and other museums; respondents were 30% black and the remainder undetermined; and the majority of respondents had a household income of \$30,000 or below. Mr. Helling noted that the partnership continues with tickets to Newfields' Spring Blooms event with approximately 2,600 tickets available. An access pass will also be available for reduced admission for those who qualify.

Also, Mr. Helling previewed the upcoming 100th anniversary of the Library's Summer Reading Program. This year's slogan is "Keepin' It 100," which involves having patrons share their favorite children's books and then voting on Indy's favorite book. June 3, 2019 is the first official day for the Program but registration actually begins two weeks earlier. He thanked the Program Development and Communications Departments for their work on this year's Program.

Dr. Jett asked about the title of the Program. What does "Keepin' It 100" mean? Mr. Helling responded that it was his understanding that it's something that the kids say. He explained that the visual theme is going to be based on emojis and one of those is that little red 100.

b. 2018 Annual Report and February Media Report

Kimberly Crowder, Communications Director, presented the Library's 2018 Annual Report, entitled "Building New Chapters," to the Board. She pointed out that there are a lot of images and they were all taken at Library locations. Ms. Crowder touched on some of the statistics and other information contained in the Report. It was mentioned that the Report also serves as the Annual Report for the Indianapolis Public Library Foundation.

In addition to hard copies, the Report is available online.

The February Media Report was presented to the Board. It highlighted coverage of IndyPL in traditional and social media, blogs and print.

Ms. Nytes commented on the yard sign project that is being done by IndyPL for National Library Week (April 7 – April 13). The signs were distributed to the branches and patrons should be picking them up and displaying them shortly. Signs were also made available to the Board members.

c. Confirming Resolutions:

1) Resolution Regarding Finances, Personnel and Travel (8– 2019)

After full discussion and careful consideration of Resolution 8 – 2019, the resolution was adopted on the motion of Ms. Payne, seconded by Rev. Robinson, and the "yes" votes of Dr. Jett, Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Sanders.

Motion carried.

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

d. Presentation on ROI Study

Garrett Mason, Strategic Planning and Assessment Officer, gave a PowerPoint presentation and then discussed the Summary of the ROI Study which had been prepared for the Library by Thomas P. Miller & Associates.

He explained that the intent of the Study was to determine the true economic impact of the Library on the community. The results showed that, with all factors taken into consideration, for every \$1.00 of public investment (tax funding), the community receives \$2.99 in benefits from the Library.

Ms. Sanders asked if there is a tool incorporated into this analysis that really measures not just the economic impact of the Library but the more esoteric impact in a community -- the value of the quality of life impact that the Library has.

In response, Ms. Nytes referred to the presentation where it noted that people were willing to say that they thought the Library was important enough, even if they didn't use it, they were willing to pay \$7.25 every single month so that other people could have a library. That is consistent with what the Pugh Trust has found out nationally that in communities that have a good library people are saying, "Even if I'm not in there all the time, I want my community to have a library because it's valuable for the quality of life."

Judge Salinas suggested surveying the Brightwood area before the new branch opens and then survey it again in a year or two to see how everyone feels about it. Will the property values go up? Ms. Nytes responded that we certainly have a couple of opportunities ahead of us for that -- West Perry and Brightwood.

UNFINISHED BUSINESS

11. Dr. Jett noted she wished to confirm that the Library's inclement weather policy will be discussed at the April Joint Board Committee Meeting.

Ms. Sanders confirmed that this item will be placed on the Agenda for that Joint Board Committee Meeting.

NEW BUSINESS

12. None.

AGENDA BUILDING

13. **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:

- April, 2019** – Ms. Sanders advised that information concerning the Library's weather policy will be brought to the Board at the April 9, 2019 Joint Board Committee Meeting.

INFORMATION

14. Materials

- a. **Joint Meeting of Library Board Committee Notes – March 12, 2019** were distributed to the Board members for their general information.

15. Board Meeting Schedule for 2019 (Notice and Place of Meeting) and Upcoming Events/Information

- a. **Board Meetings for 2019** – *Current calendar will be updated, as necessary, and additional information highlighted.*
- b. **Library Programs/Free Upcoming Events updated through April 21, 2019.**
- c. **Joint Meeting of Library Board Committees** – Tuesday, April 9, 2019, at the Library Services Center, 2450 North Meridian Street, at 5:00 p.m.

16. Notice of Special Meetings

None.

17. Notice of Next Regular Meeting

Monday, April 22, 2019, at the Fountain Square Branch, Library, 1066 Virginia Avenue, 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 7:55 p.m.

A DVD of this meeting is on file in the Library’s Communications Office.

Dr. Terri Jett, Secretary to the Board

