

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE REGULAR MEETING  
OCTOBER 25, 2021**

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The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street on Monday, October 25, 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. In the absence of Mr. Biederman, Ms. Payne acted as Secretary.

**2. Roll Call**

Members present in person and electronically: Ms. Payne, Rev. Robinson, Judge Salinas and Ms. Tribble.

Members absent: Mr. Biederman, Mr. Bigsbee and Dr. Murtadha.

**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's Interim CEO or the Human Resources Department where matters can be properly addressed in compliance with established Library policies and procedures. **A FIVE-MINUTE LIMIT WILL BE ALLOWED FOR EACH SPEAKER. EACH SPEAKER SHOULD GIVE THEIR NAME AND THEIR ADDRESS.**

At this time, Jose Gonzales Parodi and Liliana Hamnik Parodi, founders of *La Voz*, Indiana's leading Bilingual newspaper, celebrated their partnership with the Library along with the digitization of all 542 issues of their newspaper by presenting a framed certificate to the Library at the meeting.

On behalf of the Library and the Board, Judge Salinas expressed his appreciation.

**b. Dear CEO Letters and Responses**

A letter was received from Library patrons Patty and Tom Hefner which was read at the meeting. A copy of the letter is attached to these minutes as "Attachment A."

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

There were two comments which were read to the Board as follows:

Craig Loschky

*18 computers, study rooms, fireplace, view of the woods, very spacious, congratulations to the library staff.* (West Perry Branch)

Robert Walson

*Please consider giving or loaning books for children to the Exodus Refugee Immigration Project ([www.exodusrefugee.org](http://www.exodusrefugee.org)) at Camp Atterbury Indiana via the Indiana National Guard – Team Rubicon (317-247-3559) to provide children's books or comic books to teach Afghan Immigrant children to read English and to help their parents learn English as a second language.*

*Check the website [www.exodusrefugee.org](http://www.exodusrefugee.org) for more information and details. Thank you for your consideration of these possibilities.*

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

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

**a. Regular Meeting, September 27, 2021**

The minutes from the Regular Meeting held September 27, 2021 had been distributed to the Board.

The minutes were approved on the motion of Ms. Payne, seconded by Rev. Robinson, and the following roll call vote:

Ms. Payne – Aye

Judge Salinas – Aye

Rev. Robinson – Aye

Ms. Tribble – Aye

**COMMITTEE REPORTS**

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

**a. Report of the Treasurer – September 2021**

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

She advised that the Library has received 55% of its property tax monies to date. This is more than we typically do. We are optimistic that we will receive 100% of our certified levy. Expenditures right now total 59% of the Budget. That amount is equal to last year’s spending. This is lower than where we should be.

Judge Salinas inquired if there were any surprises.

Ms. Dike-Young replied “no” but she mentioned that we are anticipating a \$1.7 million Budget surplus this year.

Ms. Payne made the motion, which was seconded by Ms. Tribble, 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:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

**b. Resolution 51 – 2021 (Approval of AT&T for WAN Services)**

Shanika Heyward, Director of Information Technology, provided information to the Board about Resolution 51 – 2021.

She noted that the proposed contract with AT&T for Wide Area Network (WAN) Services is to allow high-speed network communications between the physical locations operated by the Library for a monthly cost not to exceed \$9,400.

After full discussion and careful consideration of Resolution 51 – 2021, the resolution was adopted on the motion of Ms. Payne and seconded by Ms. Tribble, to approve Resolution 51 – 2021, the Approval of AT&T for WAN Services.

Resolution 51 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

c. **Resolution 52 – 2021** (Approval of Vendor for Reference Databases)

Deb Lambert, Director, Collection Management Services Area, discussed Resolution 52 – 2021.

She advised that the Reference Solutions Premium+ database is one of a kind in its class of databases. It is being recommended that the Board approve the selection of Data Axle through MCLS (Midwest Consortium Library Services) for the Reference database services and enter into an agreement for the services for an annual cost of \$58,534 for the period January 31, 2022 - January 30, 2023.

After full discussion and careful consideration of Resolution 52 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 52 – 2021, the Approval of Data Axle through MCLS for the Reference database service.

Resolution 52 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

d. **Resolution 53 – 2021** (Approval of Collection HQ Service Contract)

Ms. Lambert reviewed the information in Resolution 53 – 2021.

She noted that the Library needs robust tools to manage efficient redistribution, weeding and collection analysis for all Library locations.

Collection HQ is a one-of-a-kind service that has been a successful tool for IndyPL in the past.

It is requested that the Board approve the selection of Collection HQ through Bridgeall Libraries Limited for an annual amount not to exceed \$27,476 for the period November 1, 2021 to November 24, 2024.

After full discussion and careful consideration of Resolution 53 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 53 – 2021, the Approval of Collection HQ Service Contract.

Resolution 53 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

e. **Resolution 54 – 2021** (Final Bond Resolution – Series 2021A Bonds)

Ms. Dike-Young discussed Resolution 54 – 2021.

She advised that on August 25, 2014, the Library Board had authorized Preliminary Determination Resolutions to approve the Glendale Branch and the Fort Benjamin Harrison Branch Facility Improvement Projects through the issuance of one or more series of general obligation bonds in a principal amount not to exceed \$10,215,000 and \$9,690,000 respectively.

Due to delays as well as unanticipated and unforeseen significant and rapid rise in the cost of materials and labor, due in large part to the pandemic, the costs increased and exceeded original approved amounts and thus re-authorization was necessary. The Library approved amended and restated Preliminary Determination Resolutions for the increased principal amounts not to exceed \$14,850,000 and \$13,660,000 for the Glendale and Fort Benjamin Branch Facility Improvement Projects, respectively, on August 23, 2021.

The Municipal Corporations Committee of the City-County Council recommended a do pass for bond issues for the new approval amounts and the related additional appropriation on September 29, 2021. The ordinances will go to the full City-County Council for approval on October 18, 2021.

Library management recommends approval of the final bond resolutions by the Library Board.

After full discussion and careful consideration of Resolution 54 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 54 – 2021, the Final Bond Resolution – Series 2021A Bonds for the Glendale Branch Facility Improvement Project and Expenses Related Thereto.

Resolution 54 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

f. **Resolution 55 – 2021** (Final Bond Resolution – Series 2021B Bonds)

Ms. Dike-Young discussed Resolution 55 – 2021.

She advised that on August 25, 2014, the Library Board had authorized Preliminary Determination Resolutions to approve the Glendale Branch and the Fort Benjamin Harrison Branch Facility Improvement Projects through the issuance of one or more series of general obligation bonds in a principal amount not to exceed \$10,215,000 and \$9,690,000 respectively.

Due to delays as well as unanticipated and unforeseen significant and rapid rise in the cost of materials and labor, due in large part to the pandemic, the costs

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Library management recommends approval of the final bond resolutions by the Library Board.

After full discussion and careful consideration of Resolution 55 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 55 – 2021, the Final Bond Resolution – Series 2021B Bonds for the Fort Benjamin Harrison Branch Facility Improvement Project and Expenses Related To.

Resolution 55 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

- g. **Resolution 56 – 2021** (Final Bond Resolution – Series 2021C Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project)

Ms. Dike-Young discussed Resolution 56 – 2021 and advised that the Library is requesting final bond approval for the issuance of the 2021C Bonds in the amount of \$5,575,000.

After full discussion and careful consideration of Resolution 56 – 2021, the resolution was adopted on the motion of Ms. Payne, and seconded by Ms. Tribble, to approve Resolution 56 – 2021, the Final Bond Resolution – Series 2021C Energy Conservation and District-Wide Long-Term Capital Maintenance and Equipping Project.

Resolution 56 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

At the conclusion of the presentation of the Finance Committee items, Judge Salinas thanked Ms. Dike-Young for her service to the Library and wished her the best in her new endeavor.

Ms. Payne acknowledged Ms. Dike-Young's work and commented that she would be missed.

Ms. Dike-Young thanked everyone for their comments. She stated that she has loved her work at the Library. She promised that we "haven't seen the end of her."

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

Ms. Tribble noted that she wanted to give an update as a follow-up from last month.

You'll remember that the Library has engaged Ice Miller to proceed with the Climate Study and Assessment Process for the Library. Former Indiana Supreme Court Justice Myra Selby is heading up the Project Team. The Project's Due Diligence and information gathering has commenced in earnest and several organizational meetings have already taken place.

She mentioned that she doesn't really have much more to report at this time because the engagement just recently started. We will be regularly communicating to the Board and staff as the Project proceeds and at next month's meeting we will receive a progress report from the Project Team.

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

**a. Resolution 57 – 2021 (Approval to Award a Construction Services Contract for the East Washington Street Branch Waterproofing Repair and Drainage Project)**

Mike Coghlan, Interim Facilities Director, discussed Resolution 57 – 2021.

He commented that the East Washington Branch continues to experience water in the lower level of the facility when rain exceeds the capacity of the local combined sewers. Immediate action is needed to implement a permanent solution to the water infiltration to remediate the problem and eliminate future water damage to the facility.

After receiving sealed quotes from three vendors, the Facilities Committee is recommending that the Library sign an agreement with 3-D Professional Contracting for a total cost of \$187,420.

After full discussion and careful consideration of Resolution 57 – 2021, the resolution was adopted on the motion of Rev. Robinson, and seconded by Ms. Payne, to approve Resolution 57 – 2021, the Approval to Award a Construction Services Contract for the East Washington Street Branch Waterproofing Repair and Drainage Project.

Resolution 57 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye  
Rev. Robinson – Aye

Judge Salinas – Aye  
Ms. Tribble – Aye

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

**b. Facilities Projects Schedule as of October 20, 2021**

Mr. Coghlan provided a Facilities Projects Schedule as of October 20, 2021 for the Board's information and review.

**8. Library Foundation Update**

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

**News**

Many thanks to all Library staff members who made 2021 Staff Day possible. The Library Foundation's staff was delighted to attend and grateful for the opportunity to address our Library colleagues. Congratulations to Mike Williams for winning the Helen Norris Award, as well as all Library employees who received Star Awards and/or reached year-of-service milestones. The Library Foundation was pleased to recognize Randy Starks and Nancy Stephenson as the recipients of this year's Beth Tindel Award. This award is given to a Library staff member who, like former Library employee and Foundation supporter Beth Tindel, volunteers at or attends Foundation events, is an advocate for the Foundation, goes above and beyond for the Foundation in their daily work at the Library and provides financial support. Randy and Nancy have helped the Foundation in many ways— by helping produce video content or helping with the book sale, attending our events, and being donors for the past 25 years. Congratulations to Randy and Nancy!

Congratulations to the Center for Black Literature & Culture (CBLC) on celebrating their 4<sup>th</sup> anniversary with keynote speaker A'Leia Bundles and CBLC poet laureate Januarie York. The CBLC also unveiled a new interactive website and digital kiosks.

Many of our donors enjoy supporting the Summer Reading Program. Once the Program's evaluation is completed, we will send our donors a letter informing them of the results. We are grateful to everyone at the Library who had a hand in planning, implementing and evaluating the Summer Reading Program.

**Donors**

The Foundation thanks 70 donors who made gifts last month. The following are our top corporate and foundation contributors:

Clark, Quinn, Moses, Scott and Grahn, LLP  
The Mind Trust

**Program Support**

This month, the Library Foundation is proud to provide more than \$258,000 for Library programs and initiatives. Examples of major initiatives supported include:



Center for Black Literature and Culture  
 Digital Encyclopedia of Indianapolis  
 Fall Fest 2021/Slammin' Rhymes Challenge XV  
 IPS Racial Equity Institute Training

## 9. Report of the Interim Chief Executive Officer

John Helling, Interim Chief Executive Officer, mentioned to the Board that the Library's policy changes, which are normally approved in October, are being held until the completion of the Climate Improvement Process because we feel that the results will touch on Library policy. So, if that Process does produce policy changes, it made sense to us to bring them to the Board all at once for approval.

Also, he reminded the Board that a few years ago, we partnered with the IUPUI School of Social Work to put Social Work students at Central Library to provide social services as a pilot program. So, they have published their work in the *Journal of Social Work* and we received word on Friday that they will also be published in the *Public Library Quarterly*. They tell us that particular work is now becoming a model for collaboration between social work departments and public libraries across the country. They said that other studies had tended to focus on staff perceptions of patron needs of that type. Their study focused on patrons and staff. We now employ our own Social Worker. It's a nice moment of recognition for us and the social work folks.

### a. Confirming Resolutions:

#### 1) Resolution Regarding Finances, Personnel and Travel (58 – 2021)

Ms. Payne made the motion, which was seconded by Ms. Tribble, to approve Resolution 58 – 2021, the Resolution Regarding Finances, Personnel and Travel.

Resolution 58 – 2021 was approved on the following roll call vote:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

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

### b. Interim CEO Roadmap

Mr. Helling reviewed the Roadmap that he had prepared for the Board. He explained that the document is intended to lay out things that can either be set-in motion or accomplished in a period of several months while IndyPL carries out its search for a new CEO. He also noted that after sharing the Roadmap with the Board, he will also share it with all staff.

He then discussed several guiding themes, followed by practical initiatives for each area of the Library (Example: CEO/Executive Committee, HR, Public Services, etc.) that are intended to build on those themes. The themes identified were as follows:

- Relationship building
- Internal customer service/employee support
- Effective communication with a focus on listening
- Transparency
- Servant leadership
- Focus on strategic plan/Shared goal/Re-energize staff

He then reviewed and discussed the intended action items pertaining to the themes.

Board members are welcome to reach out with any comments or questions.

### **UNFINISHED BUSINESS**

10. None.

### **NEW BUSINESS**

11. **Election of Board Treasurer**

Judge Salinas announced that Ije Dike-Young, the Board Treasurer and Chief Financial Officer for the Library recently tendered her resignation to be effective November 1, 2021. As a result, there will be a vacancy in the office of Treasurer that needs to be filled for the remainder of the current term of the office of the Treasurer beginning November 2, 2021 and ending December 31, 2021. Pursuant to our By-Laws, Election of Officers is to be accomplished by nomination and roll call. We would like to proceed with filling that vacancy at this time.

Nominations are now in order for the office of Treasurer.

At this time, Ms. Payne announced that she would like to nominate Carolyn Adams to the position of Treasurer to fill the vacancy in the Treasurer position effective November 2, 2021 and ending December 31, 2021.

Judge Salinas then announced that Carolyn Adams had been nominated to fill the position of Treasurer effective November 2, 2021 and ending December 31, 2021. He inquired if there were any further nominations.

There were no further nominations. Nominations were closed and Judge Salinas requested a roll call vote to elect Carolyn Adams as Treasurer to fill the vacancy for the office of Treasurer for the period commencing November 2, 2021 and ending December 31, 2021 which was as follows:

Ms. Payne – Aye	Judge Salinas – Aye
Rev. Robinson – Aye	Ms. Tribble – Aye

Judge Salinas announced that Carolyn Adams had been elected Treasurer for a term commencing on November 2, 2021 and ending on December 31, 2021.

**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:

**November, 2021** - None

**INFORMATION**

13. **Materials**

None.

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

- a. **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](http://attend.indypl.org).

15. **Notice of Special Meetings**

None.

16. **Notice of Next Regular Meeting**

Monday, November 22, 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 7:25 p.m.

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Patricia A. Payne, Acting Secretary to the Board



## Attachment A

Patty & Tom Hefner  
6310 Ferguson Street  
Indianapolis, IN 46220

October 21, 2021

Indianapolis Public Library Board  
PO Box 211  
Indianapolis, IN 46206

To the Members of the Indianapolis Public Library Board:

Since we began keeping track, sometime in the 1990's, we have given **anonymous** gifts to the Indianapolis-Marion County Public Library Foundation totaling just over three-quarters of a million dollars. These gifts represent our annual support and special gifts for branches located within Center Township and the inner city, a key effort of the Library system in which we are particularly interested. Patty served on the Library Foundation Board from 2002-2005, and we stay informed about the Library's plans and programs.

We have felt the best leadership the Library system has enjoyed – by far – in the years we have supported it, has been Jackie Nytes. Jackie's service as CFO and CEO has ushered in remarkable improvements in the system and the Library's connectedness to the community in general.

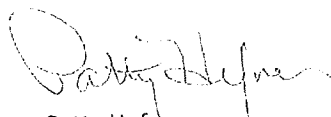
Jackie's grasp of her changing field, her understanding of public finance, her wide network within the community and her genuine joy in serving the community through the Library increased the integration and impact the system has had in Indianapolis. The fact that as a Library Board you withdrew your support of her *because of the first, though we recognize important, bump in the road is beyond our comprehension.*

As stated in the Library's Strategic Plan you approved on February 22, 2021, the first Value of the organization is "Racial Equity – Leading with Race by Being Race Explicit, *not* race Exclusive." The Library's management has been working on diversity and inclusion issues for quite some time. In the letter Jackie wrote July 23<sup>rd</sup> to the Library community, she laid out an impressive plan that had been started and would take place in the weeks ahead to address issues of race and inclusion within the Library system. It is not a topic she ignored. However, one past employee's testimony at your May meeting set into motion a process of blame assigning which resulted in the withdrawal of your support. You incorrectly left your role of visioning and goal setting and got involved in management matters, to the harm of the organization.

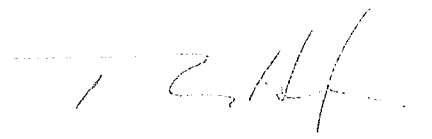
We have lost all confidence in this Board's ability to lead and make decisions on behalf of the taxpayers of this community. To let one of the best servant-leaders currently working in Indianapolis walk away from her position so that the institution would not suffer more damage is unconscionable. We do not trust your judgement in hiring a new CEO, much less finding a candidate as qualified as Jackie. We have lost all confidence in the majority of this Board's members' ability to allow the interim management to work through a climate change; because as a group, you have proven your inability to stay in your proper role and present a united front in a tough situation.

We want to see a Library Board that works together and a Board that knows its role. The Library is a vital institution in our community. It deserves a Board which supports the future good of the entire organization, not one responding to the pressures of current societal environments or one working with personal agendas. We will be withholding all support of the Library Foundation and have removed the gift specified in our wills until our confidence is restored. As a first step, we suggest the Library Board engage in serious self-examination and board training independent of the actions now taking place within the Library system. This process needs to be conducted by a reputable entity with proper expertise and the results shared with the Library Foundation Board and the appointing authorities.

This letter will also be shared with each appointing authority as meetings can be arranged.



Patty Hefner



Tom Hefner

cc: Andrew Soshnick, Roberta Jagers