

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY
MINUTES OF THE REGULAR MEETING
NOVEMBER 24, 2025**

The Indianapolis-Marion County Public Library Board met in person at the Irvington Branch Library, 10 South Audubon Road, Indianapolis, Indiana, on Monday, November 24, 2025 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

1. Call To Order

President Biederman called the meeting to order. Dr. Payne acted as Secretary.

2. Roll Call

Members present: Mr. Biederman, Dr. Murtadha, Dr. Palacio, Dr. Payne, Dr. Riolo, Dr. White and Ms. Woodard (virtual).

Members absent: None.

The Chair recognized a quorum.

Mr. Biederman announced that Board Member, Dr. Khaula Mirtadha, received the Tau Chapter Y.E.S. Award from the National Sorority of Phi Delta Kappa, Inc. This honor recognizes Dr. Murtadha's outstanding leadership, dedication to youth, and lifelong commitment to education and service. He then wished everyone a Happy Thanksgiving and mentioned his gratitude to all Library staff and patrons. He also acknowledged the demand for Library materials and programming that makes the Library relevant to our community.

3. Branch Manager's Report and Team Overview

a. Irvington Branch Report

Mr. Adam Todd, Manager, Irvington Branch Library, provided the following information:

- The branch has 17 staff members (full and part-time). The population base for the branch is 47,984. There are 13 private/public schools and 49 churches in the area.
- The branch served 98,085 registered borrowers and circulated 253,382 items in 2024. Their door count was 111,439.
- Some of the programs offered include: Weekly Baby and Toddler Storytimes, Monthly Pajama Storytimes, Teen Zone, Author Talks, Monthly Adult Book

Discussions, Seed Library and Monthly Family Games.

- Some of the branch partners include: Irvington Community Council, Irvington Historical Society, Irvington Pride, Irvington Halloween Festival and CICOA.

b. **Update on Information Needs Met by Social Work Team**

Ms. Danielle Girton, Social Work Manager and Ms. Jayme Murphy, Social Worker, discussed some of the services they offer which include office hours at Central Library and the branches. They assisted with the first Center for Black Literature and Culture Annual Health Fair. They participated in Community Resource Fairs at several branches with another scheduled for some time in December at Central. The Social Work team has had 1,480 interactions to date in 2025. They aid people with housing, employment, Social Security insurance, applications, transportation, and other basic needs. Most of the people who interact with the Social Work team come from: Self-referrals from the website, paper forms to Library staff and office hours at Central and the branches.

4. Public Comment

a. **Public Comment** (Name and summary of comments follows)

Ms. Lori Molander, a member of the Irvington Co-Op Board of Directors, addressed the Board. She relayed an incident that occurred when a tree fell on the railings of the parking lot at the branch. The railings, which were already in need of repair, now have some large cracks. They present a safety issue for children and cars. Both Mr. Todd and Mr. Adam Parsons, the Chief Operational Services Officer, are aware of the situation and will look into the matter.

At this time, City-County Councilor Andy Nielsen, noted that he represents District 14 which includes both the Irvington and Warren branches. He advised that he holds monthly office hours at both locations. Councilor Nielsen shared that local library branches and the dedicated staff that work there are of great importance to communities. He did mention his concern about the financial situation of the Library system and urged the Library to plan for 2027 in light of SB1.

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

a. **Regular Meeting, October 27, 2025**

At this time, the minutes from the Regular Meeting held October 27, 2025, were approved on the motion of Dr. Riolo, seconded by Dr. White, and the following roll call vote:

Dr. Murtadha – Aye
Dr. Palacio – Aye
Dr. Payne – Aye
Dr. Riolo – Aye

Dr. White – Aye
Ms. Woodard – Aye
Mr. Biederman, President – Aye

COMMITTEE REPORTS

6. Finance Committee (Dr. Eugene G. White, Chair; Dr. Khaula Murtadha, Ms. Natissa Woodard)

a. Report of the Treasurer

Ms. Lolita Campbell, CFO, and Ms. Mary Rankin, Accounting Director and Treasurer, shared the Report of the Treasurer for October 2025. As of October 31, 2025, the year-to-date revenue was \$35,032,704 and the year-to-date expenditures were \$44,912,265.

The Report of the Treasurer was approved for filing for audit on the motion of Dr. White, seconded by Dr. Murtadha, and the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

b. Resolution 49 – 2025 (Data Axle Reference Solutions Premium + Subscription Database Renewal)

Ms. Debra Lambert, Chief Collection Management Officer, advised that this database is used by the public for business research at Library locations or remotely from home, school or business. At approximately 294,000 retrievals year-to-date, this is one of the Library's most used and valuable databases. The annual renewal cost is \$58,534.

After full discussion and careful consideration of Resolution 49 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

c. Resolution 50 – 2025 (Approval of Overdrive E-Magazine Renewal)

Ms. Lambert explained that the Library's Overdrive/Libby e-magazine collection has over 5,000 titles, including many world language titles. This collection gets much more use than the physical magazines. The annual subscription fee is \$80,000.

After full discussion and careful consideration of Resolution 50 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Ms. Woodard seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

d. **Resolution 51 – 2025 (Transfer Between Classifications and Accounts))**

Ms. Campbell advised that this resolution transfers \$45,000 in the Operating Fund from Office Supplies to Computer Services. Also, another transfer of \$740,000 is to purchase additional e-books and e-audiobooks. The monies will come from the medical/dental funds to capital outlays. Mr. Biederman announced that this transfer has no effect on medical coverage for staff.

After full discussion and careful consideration of Resolution 51 – 2025, it was noted this resolution received a favorable recommendation from the Finance Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

7. **Diversity, Policy and Human Resources Committee (Dr. Luis A. Palacio, Chair; Dr. Patricia A. Payne, Dr. Eugene G. White)**

a. **Resolution 52 – 2025 (Approval of Proposed Revision of Collection Management Policies (Policy 600))**

Ms. Lambert explained that the Collection Management staff had completed a comprehensive review and revision of Policy 600: “Use, Selection, and Management of the Materials Collection” that guides the selection of materials and other work of the Collection Management Department. They recommended expanding and updating the policy to reflect current practices and to increase transparency. The policy also provides guidance on Artificial Intelligence and copyright law compliance.

After full discussion and careful consideration of Resolution 52 – 2025, it was noted this resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

b. Resolution 53 – 2025 (Appointment List)

Ms. Tisha Galarce, Chief Talent and Development Officer, advised that the Library plans to provide a 3% salary increase in 2026 to all staff members who have successfully completed their probationary period. It will be reflected in the first paycheck of 2026.

After full discussion and careful consideration of Resolution 53 – 2025, it was noted this resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Riolo seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

c. Resolution 54 – 2025 (Adopting a Schedule of Pay Grades, Staff Positions, and Benefits for Library Employees)

Ms. Galarce shared that this is an annual resolution setting out information on pay grades, staff positions and benefits for Library employees. There are two changes this year: A new holiday – Day after Christmas and an Increase in HSA amounts to \$200 per tier.

After full discussion and careful consideration of Resolution 54 – 2025, it was noted this resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

d. Resolution 55 – 2025 (Approval of Additional Employee Compensation)

Ms. Galarce explained that there was a surplus in the health and benefits funds and the Library has decided to make a one-time additional pay to all staff who have successfully completed their probationary period in the following amounts: \$1,500 for Full Time, \$1,100 for Part Time and \$900 for hourly. This additional compensation will be received on December 19, 2026 for qualifying staff members.

After full discussion and careful consideration of Resolution 55 – 2025, it was noted this resolution received a favorable recommendation from the Diversity, Policy and Human Resources Committee. Dr. Murtadha seconded the recommendation. The resolution was approved on the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

8. Facilities Committee (Dr. Lisa Riolo, Chair; Mr. Ray Biederman, Ms. Natissa Woodard)

Dr. Riolo commented that the Facilities Committee was giving everyone a month off but should be back next month with important information to share.

9. Library Foundation Update

Dr. Riolo reviewed the Foundation's Update as follows:

News

The Foundation's Board of Directors passed the 2026 Budget, which includes \$2.million for Library programs.

Thanks to the generosity of 95 Library and Foundation staff members, the 2025 Staff Campaign was a success – raising more than \$25,000 in four weeks. Special thanks to Staff Campaign members Katie Bulloff, Naomi Konja, Olanike Olaniyi, Jacquelyn Green, Staci Terrell, Leah Kim and Kellie Kierce, as well as Nick Terrio for promoting the Campaign during Staff Day.

Congratulations to all staff involved in Staff Day 2025. We were proud to confer the Beth Tindel Award on Deb and Mike Ehret, as well as provide financial support for event costs, service year awards, the Lillian Childress Hall Scholarship and cash awards. Congratulations to this year's major award winners:

- Melinda Mullican, Helen Norris Award
- Flo Shick, Lillian Childress Hall Scholarship
- Brandi Winston, Outstanding Leadership
- Elizabeth Tarr, Exceptional Experience

Donors

Major Donors last month: Allen Whitehall Clowes Charitable Foundation, Inc., Avis Foundation, Blue & Co., Comcast, Corteva, MacAllister Machinery Co., Inc. and PNC Foundation.

Program Support

This month the Foundation provided \$140,000 to the Library for: Bilingual Storytime, Seed Library, On the Road to Reading, and Young Adult Author Visits.

At this time, Mr. Biederman thanked Mr. Gregory Hill, the Library's CEO, for the yeoman's work he has been doing this past year. He acknowledged the work that Mr. Hill does behind the scenes. Whether it's going on a delivery run with the staff from Shipping and Receiving or creating new awards to honor the hard work done by Library staff. He noted that he was speaking not only for himself but also on behalf of the entire Board when thanking Mr. Hill for all he does.

A round of applause occurred at this time.

10. Report of the CEO

a. Confirming Resolutions

1) Resolution Regarding Finances, Personnel and Travel (56 – 2025)

After full discussion and careful consideration of Resolution 56 – 2025, the resolution was approved on the motion of Dr. Payne, which was seconded by Dr. White, and the following roll call vote:

Dr. Murtadha – Aye	Dr. White – Aye
Dr. Palacio – Aye	Ms. Woodard – Aye
Dr. Payne – Aye	Mr. Biederman, President – Aye
Dr. Riolo – Aye	

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

b. Report of the CEO – November 2025

Mr. Hill discussed his Report which included information on programs, services and initiatives as follows:

- On a typical day at the Library, we welcomed 123 new cardholders. Across our 25 locations, there were 7,208 visitors. This month there were 13,700 physical items circulated and there were 9,520 e-materials used. Public computers were used 1,259 times. There were 32 programs with 576 attendees.

- 2025 Staff Day had 375 participants, 9% more than last year.
- Exceptional Experience Branch Awards: Systemwide Winner – Southport and Regional Award Winners – West Indianapolis (West), InfoZone (Mid) and Martindale-Brightwood (East)
- A CEO Coin was presented to Moshia Vaite Scott, the Irvington Library Security Assistant, for her dedicated work at the Irvington Branch.
- Website Visits –Bibliocommons – 558,484 and Main Site and Blog – 228,281.

c. **2025 – 2027 Strategic Plan Progress Report – Quarter 3**

Ms. Marianne McKenzie, Strategic Planning and Assessment Officer, reviewed the Report and advised that:

Learning –

- Circulation per Active Cardholder - down 5.3% from 2024
- e-Resource Use per Active Cardholder has gone up 6% since 2024

Belonging –

- People count going upwards and web traffic staying steady
- Present active cardholders are staying strong

Wellbeing –

- Looking into full results in Q1 2026
- Program Key Questions – Patrons love our programs – 90% satisfaction

Q3 Focus – Wellbeing

- Social Work Reference Interactions – 15% growth
- Mental and Physical Wellbeing Programs Attended: 6% growth
- 51% decline in program attendance from Q2 2025 to Q3 2025

Strategic Objectives

- Social Work Team Intranet Page – Viewed by 125 unique staff members and accessed more than 400 times
- Seed-packing volunteers – 368 so far this year
- Career Development package programs – Goal of attending three programs has been met this year

UNFINISHED BUSINESS

11. None.

NEW BUSINESS

12. None.

DISCUSSION AND AGENDA BUILDING

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

- Dr. Murtadha – Noted the pivotal role that volunteers and Outreach services play at the Library; and
- Dr. White – Recommended that the Board develop language to share with public commenters that would ensure that the Board thanks them and directs them to the correct channels of people to address their issues.

14. **Notice of Special Meetings**

None.

15. **Notice of Next Regular Meeting**

Monday, December 15, 2025, at the Haughville Branch Library, 2121 West Michigan Street, at 6:30 p.m.

16. **Adjournment**

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

The Chairman then declared the meeting adjourned at 8:25 p.m.

INFORMATION

17. **Materials**

- a. **Notes of November 11, 2025 Diversity, Policy and Human Resources Committee Meeting.**
- b. **Notes of November 11, 2025 Finance Committee Meeting.**

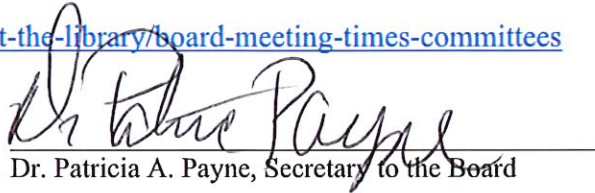
18. **Board Meeting Schedule for 2026 (Notice of Date and Place of Meeting) and Upcoming Events**

- a. **Board Meeting Schedule for 2026 will be updated as necessary.**

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

The November 24, 2025 Indianapolis Public Library Board Meeting is available to view at:

<https://www.indypl.org/about-the-library/board-meeting-times-committees>



Dr. Patricia A. Payne, Secretary to the Board