APPROVED

Cromaine District Library
Regular Board Meeting
Thursday March 20, 2025

Trustees Present: Jeannine Gogoleski, Becky Basley, Nancy Rosso, Holly Naylor, Kim Armstrong, Dawn Smith

Members Absent: Bill Bolin

Staff Present : Sarah Neidert, Darlene Randolf

Public Present : Kristine Jory, Alan Jory, Laura Davis, Lee Davis, Lily Kreminski, Elizabeth Naylor, Anthony McKenna, Elizabeth Guithier, Suzanne Everett, Wes Nakigiri, Nina Butts, Shelby Dinser, Kate DeRosier, Len Pietila, Glenn Gogoleski

I.	Vice President Gogoleski called the meeting to order at 7:00 pm. Vice President Gogoleski took roll call. All present except President Bolin	
II	**Approval of Agenda** Director Neidert asked to add to Discussion Item C.-PTO ESTA Sick Leave. Trustee Naylor asked to pull last month's minutes and add to Discussion Item D – Minutes-Feb. 20, 2025. Trustee Naylor asked to pull last month's Community Relations minutes and add to Discussion Item E- Community Relations minutes Mar. 12, 2025 Trustee Naylor moved to approve the Amended Agenda, seconded by Trustee Smith. Ayes: All Nayes None Motion passed.	Approval of Agenda
III.	**Approval of Consent Agenda** Treasurer Basley moved to approve the Consent Agenda, seconded by Trustee Smith. Ayes: All Nayes: Nayes Motion passed. A. Approval of Regular Meeting Minutes 02/20/25 B. Acknowledge receipt of the January Financial Reports and payment of January invoices totaling $69,827.78 and payroll obligations totaling $191,866.50.	Approval of Consent Agenda

	C. Directors Report D. Committee Reports Community Relations and Strategic Planning March 12 Personnel Committee March 06 Finance Committee March 10 Ad-Hoc Committee March 03	
IV.	**Call to the Public- Those wishing to address the board are asked to fill out a form- if they want their comments reflected in the official board minutes, they are asked to summarize them here, to be included by the recording secretary using their own words.** Elizabeth Naylor spoke to the board as a member of the public, separate from her role here as a teen volunteer ambassador. She said that the only time the library has exposed me to explicit content was when a member of the public read an explicit section from an adult book last meeting, which my parents asked me not to read, and then she had to listen to it at a meeting. She suggested parents talk to their children about any content they don't like. Kristine Jory is here to support our library and the freedom to read. "Reading is a part of our freedom of speech and expression, protected in the First Amendment. It promotes critical thinking, discussion, and learning. I am against the banning of books." Anthony McKenna called Sheriff Murphy, on February 21st, the day after the last meeting, to ask about his conversation with President Bill Bolin. Sheriff Murphy stated President Bolin approached him with the MCL Statutes, which were read out of order by President Bolin at the February board meeting. Sheriff Murphy stated that it is not a priority of the county to prosecute anyone, parent or staff for this law. Attorney Carolyn Henry reiterated Sheriff Murphy's statement in a phone call to him on the same day. "I find it highly inappropriate for any elected official to so grossly misrepresent the truth and urge our public to support *protective actions* where protection is unnecessary." Len Pietila spoke. Speaking for himself only, he doesn't want to ban books. He does want to protect his kids from content he doesn't like. Labeling books is the "best of both worlds." He says that not everyone will be totally happy with it but it is fair.	

V.	**Directors Report** Director Neidert mentioned the Music Hall Fundraiser for the organ. The event will take place on Friday, May 2nd. The money raised will go toward restoring the organ in the Music Hall. Phase I was complete in 2023, and paid for by the Heartland Foundation. Last year the fundraiser was a success. This year there is a balance of $8,000.00 on the restoration. The Messiah group is helping with the ticket sales. The Memorial Day Parade will be celebrating its 90th year. This year's theme for the library is, "Color Our World". The Community Council is working hard on the planning. It is scheduled for May 26th. Board members are welcomed to walk in the parade. A community member has offered a restored 1957 Chevy to be the parade vehicle. Director Neidert met with staff members at the inservice day, and staff do not wish to walk in the parade due the tone of the February board meeting. The most recent Executive Order calling for cuts to the Institute of Museum and Library Services (IMLS)- the federal agency that provides resources to the nation's libraries, museums, and archives, while not a direct cut to the library, will result in cuts to many state programs that are funded through this agency- specifically the Michigan eLibrary services, both online databases and MeLCat delivery. New lock buttons and door handles were installed on all the bathroom doors (except on the third floor). Tonieboxes are part of the Library of Things in the Youth Department. It is a screen-free digital listening experience that plays stories, songs, and more. The Kindergarten Readiness Series is off to a good start. This program allows children a chance to learn and practice their skills before entering kindergarten in the fall. **Director Neidert introduced Elizabeth Naylor, Representative of the Teen Advisory Board to speak.** Elizabeth Naylor asked to have more clarification when reading the Community Relations Minutes. She said there seems to be conflicting statements in it about whether Trustee Smith does or does not support labeling books. She also mentioned a comment made at February's Board Meeting regarding closing the teen room when there is no staff in the room. The board indicated they would discuss the minutes during discussion and ask her if that clarification helped at that time.	Directors Report
VI.	**Discussion** **A. Review Board Operating Procedures**	

	Policy #8003, Trustee Meeting Agenda Format, Preparation/ Distribution (Personnel) i. <u>Pledge Of Allegiance</u> Trustee Smith suggesting adding Pledge of Allegiance to the board meetings, after Call of Order, on the agenda. ii. <u>Combining Discussion/Decision Items</u> Director Neidert wants to combine the Discussion/Decision Items on the agenda. She believes combining these will make a better flow of the meeting. Trustee Smith says it will be less confusing to the public and we can make a decision right after having a conversation on the subject. iii. <u>Adding Proposed Minutes Available Online and Board Packet Online</u> Director Neidert suggests putting these on our website. There may be information that the public would like to know at that time. Trustee Naylor asked if there was a mistake in the minutes, would we then have to take them back for correction? Would it be a risk? Trustee Smith replied that people would understand any corrections. Trustee Smith asked if the current committee meetings should be open to public attendance. We need to be transparent, but she does not think we need to decide now. Vice President Gogoleski agreed. It can be added to the next meeting to give us time to think about it. Director Neidert said technically any meeting is considered open meeting. Simply saying a meeting is open to the public is different than making it really available to them though- we would need to hold them at different times and in person. iv. Call to the public location on Agenda: also discussed below in Policy #8004- The group agreed that they would prefer to move the call to the public later in the meeting, between Information and Agenda Items for Next Meeting. This will require a change to the Agenda portion of #8003. **Policy #8004, Conduct of Library Board Meeting (Personnel)** i. <u>Adding Second Call to the Public</u> Trustee Smith told the board that this was President Bolin's suggestion, but he is absent. The second call was suggested later in the agenda with a 30 second time limit. Trustee Naylor	Review Board Operating Procedures

responded that the total amount of time per person would be more than 30 seconds due to transition time between speakers. This could make the meetings longer. Community members would not appreciate having to sit that long, especially if they work or have young children at home.
Vice President Gogoleski thought this would give the community members a chance to speak prior to any decisions the board makes. Treasurer Basley said that 30 seconds is not effective. People come prepared already on what they want to say. The trustees, after some discussion, decided they would prefer the call to the public to come later in the meeting, but not to have two calls to the public.

No matter when we decide to move the call to the public, the decision on this subject is not to change the language of the current policy. No resolution is needed. The group agreed that they would prefer to move the call to the public later in the meeting, between Information and Agenda Items for Next Meeting. This will require a change to the Agenda portion of #8003.

Policy #8005, Board Organizational Meeting (Personnel)

Reviewed, no changes

Policy #8006, Board Officers (Personnel)

Reviewed, no changes

Policy #8007, Board Committees (Personnel)

Reviewed, no changes

B. Architectural Services Quote (Ad-Hoc Committee)
Director Neidert noted that the consensus was that the board is eager to get rolling. If this proposal is adopted, we could absorb the billed segment this fiscal year. It will be billed in segments. By getting started right away, the survey could be complete by tomorrow. Sue Grissom from GMAA could start the next phase on Monday by sending the information to the Township and County for approval. By May, we will be looking at the draft budget. We can look at the phases and adjust as we move ahead. Treasurer Basley commented that Sue Grissim explained the phases thoroughly. She cannot say enough good things about her. Secretary Rosso commented to Director Neidert that this will

obviously add to your workload. Director Neidert agrees and feels the support offered by GMAA in the proposal seems sufficient.

C. PTO/ESTA

Director Neidert said we are in compliant with ESTA Laws. She will inform the staff tomorrow. The HR firm, EchtoHR, has edited much of the Employee Handbook and this section will flow in it well. She explained the new Paid Time Off for part time and for full time employees, adding that consistency is recommended.

Secretary Rosso asked if other libraries are doing the same. Director Neidert replied that they are all doing something. She believes ours is very generous. Secretary Rosso asked if there was software for implementing this. Director Neidert said, at the moment we are using excel and we are working with our current timekeeping system (WebHR) on following through with this. She says that we do not need board approval for this, but she wanted the board to be aware. This will be in the updated handbook with a policy.

D. Meeting Minutes from Feb. 20th

Trustee Naylor referred to statements in the February 2025 meeting minutes where Trustees Bolin and Smith said the library board should be nonpartisan. She agrees the board is supposed to be non-partisan. She has been on this board since 2018, longer than any other current trustee. In the past, board members have never campaigned, supported or have been supported by a political party until 2022. We have current trustees going on partisan podcasts and using their status to promote political issues. For the record, we have always been non-partisan and this board needs to be non-partisan. In regards to the subject on books at last month meeting, the board has never been a part of the process in the selection or placement of books. The reason books are selected is because they are popular. They are not a secret political agenda that is a "Political Ideology." Trustee Naylor stated that members of the LGBTQ community are our neighbors, constituents, and Cromaine District taxpayers, and they deserve to be treated with the same respect as everyone else. Also, she appreciates being present for meetings in this Community Room. It takes the tone down, and allows the board and members of the public to sit on the same level. The staff and the community are feeling the effects of this atmosphere. The board needs to work together in a non-partisan manner, like in the past. We need to make decisions collectively as a board.

Trustee Smith responded, that the reason for this "Political Ideology" is that ALA and MLA are completely partisan and the public is aware of that. Things were never challenged and now people feel like they finally have a voice. Trustee Smith said that 50% of the community supports book labels. Trustee Naylor stated that according to our data survey that it is not true.

	Vice President Gogoleski feels ALA and MLA are partisan. She stated that the last couple years anything discussed amongst the board was cut and dry, and that half the board was not able to share their views and didn't support decisions. Trustee Naylor stated the votes the last two years on policy 3010 were unanimous, and that all trustees were given time to share their opinions and points of views during many months of discussion on this issue. Director Neidert validated Trustee Smith's and Vice President Gogoleski's feelings that ALA and MLA have become partisan. She shared that Cromaine is not an institutional member of ALA, however, as the main organization for Libraries, staff do attend annual conferences for professional development. Director Neidert has found many trainings to be helpful, such as ones on building management and budgeting. Cromaine has been an institutional member of MLA for years, in order to give trustees access to the trainings offered by that organization. Director Neidert was planning to ask the board if they wish to continue organizational membership. Vice President Gogoleski asked if the staff attend any seminars through these institutions. Director Neidert says that staff (and trustees) often do attend MLA workshops. Many are free, but if they are not, we can still send staff, but would have to pay extra to attend as non-members. However, professional development is important to keep a highly trained staff- and ALA and MLA are the professional organizations for libraries. Trustee Armstrong asked if the fees for non-members are significantly higher, and Director Neidert said sometimes they are. At this point the conversation moved on to the discussion of labeling books. Director Neidert stated that she has been speaking to Trustees and the public since that last meeting, and is open to all of the stated concerns and is attempting to be responsive to the community. Vice President Gogoleski believes that there are really two issues of concern- 1. the labeling and the placement of books and 2. the labeling of sexually explicit material. In regards to book displays, Trustee Smith believes we should not celebrate any particular identity group with our book displays. Neither side will be happy. The compromise regarding books should be that they should be identified, if a patron is not satisfied, they should be referred to staff. Secretary Rosso commented that all this is "risky." We should go back and read the memo from the lawyer. These situations could cost the library a lot of money. Director Neidert feels the committee, after discussion, has come up with the best genre to cover what we're talking about- "social issues". Trustee Naylor says as a board member we will back our director on this. She does not believe the	

	'social issues' label will satisfy people who don't want children's books with any LGBTQ characters in the library at all, and who will challenge the books. Trustee Naylor asked, if challenged books come before the board for a final decision will trustees support the Director's decision or vote to move or remove a book? Trustees Smith and Vice President Gogoleski stated that they will not vote to remove a book or move it to a restricted area. **Questions/Comments from the Board:** Trustee Naylor commented on the websites visits from the monthly statistics showing an increase of 150%. It was a great job on the website. Sarah praised the increase in cardholders. This is an important statistic for libraries. Director Neidert put out a quote to add technological functionality for the room to accommodate board meetings presented on line. Vice President corrected a concern from the Teen Advisory Board liaison, saying "No one had never wanted to shut down and lock the teen room," Director Neidert said that President Bolin stated that is what he wanted. Vice President Gogoleski said that this is not the intent, but we want to make sure there is an adult staff present at all times.	
VII.	**Decisions** **A. Resolution #2025-05, for Policy #8003, Trustee Meeting Agenda Format, Preparation Distribution** Treasurer Basley moved to approve Resolution #2025-05, for Policy #8003, Trustee Meeting Agenda Format, Preparation Distribution, seconded by Trustee Smith. A roll call was taken. Ayes: Dawn Smith, Kim Armstrong, Holly Naylor, Nancy Rosso, Jeannine Gogoleski, Becky Basley Nayes: None Resolution passed. **B. Resolution #2025-09, for Policy #8004, Conduct of Library Board Meeting** _____ moved to approve Resolution #2025-09, Policy #8004, Conduct of Library Board Meeting. Seconded by_____ . A roll call was taken. Ayes:	Resolution #2025-05 Resolution #2025-09

Nayes:
This policy does not need a resolution. The policy will stay as it was with only one call to the public. No change.

C. **Motion for Architectural Services Quote**

Treasurer Basley moved to approve a motion for quote of the Architectural Service for Outdoor Landscaping of the South Lawn and surrounding area. Seconded by Trustee Smith.

Ayes: All

Nayes: None Motion passed.

VIII. **Upcoming meeting dates**

April 09	Community Relations & Strategic Planning Committee, virtual, 6:30 pm
April 03	Personnel Committee, in person 6:00 pm
April 14	Finance Committee, 4:30 pm virtual
April 17	Board of Trustees meeting, 7 pm

IX. **Agenda Items for Next Meeting:**

- Strategic Plan Review
- Review of third-quarter statistic
- National Library Week (April 7th-April 13th)
- Policy #3010, Materials Selection (Community Relations)
- Policy #4010 – Public Relations and Public Information (Community Relations)
- #4020 – Library Meeting room Use (Community Relations)

Items for next meeting

	• #4030 – Non-library Postings, displays, and Solicitations (Community Relations • #4040 – Library Blog and social Media Sites Guidelines (Community Relations) • Update on Organ Fundraiser • Review of updated Handbook (Personnel) • Update on making Committee meetings public	
X.	**Adjournment** Motion by Treasurer Basley seconded by Trustee Naylor. Adjourned at 8:41pm. Ayes: All Nayes: None Motion passed	Adjournment

Nancy Rosso, SECRETARY
Cromaine District Library Board

Darlene Randolf, Recording Secretary
Cromaine District Library Board

<u>Documents distributed to the Board for/at this meeting:</u>

- Agenda for Board Meeting March 20, 2025
- Minutes of Regular Meeting February 20, 2025
- March 2025 Directors Report
- January Financial Reports
- Personnel Committee Minutes – 03/06/25
- Community Relations Minutes – 03/12/25
- Finance Minutes - 03/10/25
- Ad-Hoc Committee - 03/03/25
- Policy #8003,8004,8005,8006,8007
- Architectural Service Quote
- Personnel-ESTA Chart
- Res. #2025-05 for Policy #8003

- Res. #2025-09 for Policy #8004
- Motion for Architectural Services Quote