



**Library Board of Trustees – Regular Meeting
Final Draft – MINUTES
February 15, 2023, 7 PM
Novi Civic Center, Council Chambers Meeting Room**

Final Draft

Call to Order by Vice President, Kathy Crawford

Novi Civic Center, Council Chambers Meeting Room
Called to order by Vice President Crawford at 7:00 PM.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Roll Call by Secretary Bartlett

Library Board – 6 Board members were recorded as present

Mark Sturing, President – absent, excused
Kathy Crawford, Vice-President
Sreeny Cherukuri, Treasurer
Kat Dooley, Board Member
Lori Burke, Board Member
Ajeeta Gawalapu, Board Member
Brian Bartlett, Secretary

Student Representatives

Alexandra DeMore
Alyna Dohadwala

Library Staff

Julie Farkas, Director
Amy Crockett, Recording Secretary

Approval of Agenda

Director Farkas: Proposes two changes to the Agenda – updating the meeting location to the Council Chambers Meeting Room at Novi Civic Center due to a power outage at Novi Public Library, and working off a new version of the 2024-2025 Proposed Budget for Account 271 with some last-minute updates. She passed out new copies of this budget.

Motion: Motion to approve the Agenda with the change of meeting location and updated 2024-2025 Proposed Budget for Account 271

Motion for Approval – 1st – Trustee Bartlett

2nd – Trustee Dooley

Motion passes – 6-0

Consent Agenda

- 1. Approve Minutes of: January 18, 2024 Board Budget Session.....4-7
- 2. Approve Minutes of: January 25, 2024 Regular Board Meeting.....8-12
- 3. Approve Minutes of: February 1, 2024 Board Budget Session.....13-16
- 4. Approve Claims and Warrants of:
 - a. Accounts 271 and 272 (#635).....17-19

Motion: To approve the Consent Agenda as presented

Motion for Approval – 1st – Trustee Gawalapu

2nd – Trustee Cherukuri

Motion passes – 6-0

Presentations

- 1. Recognition of Sreeny Cherukuri – 3 years of service to the Novi Public Library Board of Trustees.....N/A

Trustee Crawford: Presented Trustee Cherukuri with a certificate for his service on the Board from March 2021 to March 2024, including serving two terms as Treasurer, and thanked him for his service.

Trustee Cherukuri: Thanked everyone for the opportunity to serve on the Board and said it gave him a new appreciation for the Library.

Public Comment

In order to hear all citizen comments at a reasonable hour, the Library Board requests that speakers respect the (3) three-minute time limit. This is not a question-answer session. However, it is an opportunity to voice your thoughts with the Library Board. Citizens must state their first, last name and address.

DISCLAIMER: Audiovisual presentations are welcome. To ensure adequate equipment needs, please contact Library Administration at least five (5) days in advance of the meeting. The materials cannot be changed before the meeting.

No Public Comment

Reports

- 1. Student Representatives Report – January 2024.....20-21

Trustee Gawalapu: Noted a small correction for the report regarding the dates for Novi Community School District's spring break, which should read March 25-29.

- 2. President's Report (Vice President Kathy Crawford, filling in for President Mark Sturing)
 - a. Library Board OMA and FOIA training on Thursday, March 21 at 6pm (1 hour before the Library Board Regular Meeting); hosted by Debra Walling from Rosati, Schultz, Joppich and Amtsbuechler
 - b. President's comments, Trustee experiences and involvement
 - c. Annual Reports from TLN (The Library Network) and MLA (Michigan Library Association)

Trustee Crawford: Noticed in the TLN Annual Report that Novi City Manager Victor Cardenas is a member of TLN.

Trustees Gawalapu and Burke: Attended Library Board of Trustees 101 training

- 3. Treasurer's Report (Sreeny Cherukuri)
 - a. 2023-2024 Library Budget Fund 271.....24-26
 - b. 2023-2024 Contributed Fund Budget 27227
 - c. Financial Report January 2024.....28
 - d. Library Fund 271 Expenditure & Revenue Report as of January 31, 2024.....29-31
 - e. Library Fund 272 Contributed Fund as of January 31, 2024.....32

f. Balance Sheets for Funds 271 and 272 as of January 31, 2024.....	33-34
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Trustee Cherukuri: Noted that the budget for personnel is tracking lower than projected so far for the 2023-2024 fiscal year.

4. Director's Report (Julie Farkas).....	35-42
a. Information Technology Report (Jeffrey Smith).....	43-46
b. Facilities Report (Keith Perfect).....	46
c. Information Services Report (Hillary Hentschel).....	46-51
d. Support Services Report (Maryann Zurmuehlen).....	52
e. Library Usage Statistics.....	53-61
f. Friends of Novi Library - Love Your Library Luncheon flyer.....	62
g. City of Novi Historical Commission.....	N/A

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Matt Heintz, Kings Pointe Drive
 Newly appointed City Council member. Complimented the Library for having DEI information on their website. Thanked the Library Board for the work they do.

Committee Reports

1. Policy Committee: Review current public policies for the Library	
• <u>Chair:</u> Sturing, Bartlett, Gawalapu, Staff Liaison: Julie Farkas	
• No Meeting Held.....	N/A
2. HR Committee: Review HR policies for the Library, Director review & goals	
• <u>Chair:</u> Crawford, Dooley, Staff Liaison: Julie Farkas	
• Meeting held 1/22/24.....	63-66
3. Finance Committee: Financial plan based on building assessment review, Library endowment investigation	
• <u>Chair:</u> Cherukuri, Bartlett, Sturing, Staff Liaison: Julie Farkas	
• No Meeting Held.....	N/A
4. Events/Marketing/Fundraising Committee: Outreach and fundraising opportunities	
• <u>Chair:</u> Dooley, Burke, Staff Liaisons: Julie Farkas and Dana VanOast	
• Meeting Held 2/7/24.....	67

Trustee Dooley: Excited to have Trustee Burke on the committee. They are reviewing a draft of the Library's new donation brochure.

5. Strategic Planning Committee	
• <u>Chair:</u> Bartlett, Crawford, Staff Liaison: Julie Farkas	
• No Meeting Held.....	68
6. Building & Grounds Committee	
• <u>Chair:</u> Gawalapu, Sturing, Cherukuri, Staff Liaison: Julie Farkas	
• No Meeting Held.....	N/A
7. Bylaw Committee (Ad-hoc): Review of Library Board Bylaws	

Motion: Motion to approve the Retirement Plan Participation Policy as presented
Motion to Approve – 1st – Trustee Dooley
2nd – Trustee Gawalapu

Motion Passes – 6-0

E. 2nd Draft: Salary Structure for 2024-2025 (effective July 1, 2024).....66

Motion: Motion to approve the Salary Structure for 2024-2025 as presented
Motion to Approve – 1st – Trustee Dooley
2nd – Trustee Gawalapu

Motion Passes – 6-0

F. Reconsideration for the Diversity, Equity, & Inclusion Committee to henceforth be known as the Diversity and Inclusion committee, and goals referencing equity be removed and restated in terms of Diversity and Inclusion.....70-72

Trustee Dooley: Referenced the prepared statement she read during her DEI Committee report and spoke in opposition of this motion.

Trustee Cherukuri: Spoke in favor of this motion.

Trustee Bartlett: Spoke in opposition of this motion.

Trustee Crawford: Spoke in opposition of this motion.

Trustee Dooley: Disagreed with statements made during Trustee Cherukuri's comments.

Trustee Cherukuri: Disagreed with statements made during Trustee Dooley's comments.

Trustee Burke: Spoke in opposition of this motion.

Motion: Motion to change the Diversity, Equity, & Inclusion Committee to henceforth be known as the Diversity and Inclusion Committee, with goals referencing equity removed and restated in terms of Diversity and Inclusion

Motion to Approve – 1st – Trustee Cherukuri
2nd – Trustee Gawalapu

Motion Fails – 1-5

Ayes: Cherukuri

Nays: Bartlett, Burke, Crawford, Dooley, Gawalapu

G. Reconsideration of the concept of "Community Input" or "Community Expectations" or "Community Standards" in the D&I Committee charter.....70-72

Motion: Motion to reconsider the concept of "Community Input" or "Community Expectations" or "Community Standards" in the D&I Committee charter

Motion to Approve – 1st – Trustee Cherukuri
2nd – None

No discussion or vote.

Communications

N/A

Closed Session

No Closed Session

Adjournment

Motion: Motion to adjourn at 8:23 PM
Motion to Adjourn – 1st – Trustee Bartlett
2nd – Trustee Burke

Motion Passes – 6-0

Supplemental Information

- Library Closings 2024.....73
- Library Board Calendar 2024.....74

2024 Future Events:

- Friends of Novi Public Library – No meetings scheduled for February & March
- 2/21/24: Historical Commission Regular Meeting at 7pm, Novi Public Library, Local History Room
- 3/20/24: Historical Commission Regular Meeting at 7pm, Novi Public Library, Local History Room
- 3/21/24: Library Board OMA and FOIA training at 6pm, Novi Public Library, Board Room
- **CHANGE: 3/21/24: Library Board of Trustees Regular Meeting at 7pm, Novi Public Library, Board Room**



Brian Bartlett, Secretary

March 21, 2024

Date

DEI COMMITTEE REPORT - Chair, Katherine Dooley - Trustee Novi Public Library 2-15-2024

Comments on Trustee Cherikuri's concerns.

This is a really important reminder of what our duty is here as trustees that I will reemphasize here today.

Diversity Equity and Inclusion is currently under mis-guided scrutiny and has become over complicated in public discourse. I don't have time to educate everyone here on the 101 part of it except there are these things I would like us to consider as representatives of the City of Novi and the publicly funded Novi Public Library. And I emphasize PUBLIC because we did swear oaths to affirm and defend the constitution of the US and Michigan. Part of that is understanding that the 1st Amendment is included. That means more speech not enforced silence by words, access, representation, etc.

Diversity is a given - it is something America already has. It is why Novi is a place where people want to live. Diversity is just the first portion is the actual intellectual, verbal, and written understanding that this county is diverse and is not comprised of one religious system, belief system, ethnic population, etc. That is just fact.

Inclusion is the ability for people with different backgrounds to gather at a table - such as this one and have discourse to create policy/innovation for organizations or for the common good. It is INCLUDING those voices and considerations when thinking about access.

EQUITY - this is where I am noticing personal definitions forged by personal opinion and digested media come into play. Without EQUITY and the practice thereof, Novi Public Library would not have collections in braille. Without EQUITY, we would not have the need to have ADA compliant bathrooms and pathways. Without EQUITY, people would not be able to have the tools they may need to participate in the community or the library services - do you want to know why? Equity is the deployment of systems and tools to GIVE ACCESS. Not everyone has the same needs. That is what Equity supports.

EQUALITY proposes that one solution be the same for all. That is actually what the issue has been when it has been translated into public policy. It is creating a homogenous solution whereas people in Novi, the US, and the world - are not homogenous in body, thought, spirituality, etc. One could argue, therefore, that EQUALITY causes more issues than EQUITY because there is not a one-size fits all tool that each person needs to participate in and access services in our community.

So keeping Diversity, Equity, and Inclusion is important because one does not work without the others in its real world practice.

The practice of DEI is not just about race, although that is a conversation that prevails - it encompasses age, ability, socio-economic status - and all the things that do craft a person's life in this world as a whole identity. It allows the consideration of this debate.

WE ARE HERE TO NOT ENFORCE OUR PERSONAL BELIEFS BY PASSING MORAL JUDGEMENTS - WE ARE HERE TO PRESERVE ACCESS FOR ALL THE PUBLIC TO ENJOY.