

The Board of Library Trustees, Lakewood, Ohio Thursday, November 11, 2021

The Board of Library Trustees of the Lakewood Public Library, City of Lakewood, County of Cuyahoga, State of Ohio, met in regular session in the Auditorium of the Main Library, 15425 Detroit Avenue, Lakewood, via In-Person and Video Conference, Lakewood, OH on Thursday, November 11, 2021 at 7:00 P.M.

Members present: Mrs. Tiffany Graham Charkosky, Mrs. Nancy Seibert, Mrs. Persis Sosiak, Mr. Gregory Gipson, Mr. Jeffrey Endress, Mr. Michael Artbauer and Mr. Scott Kermode.

Members excused: None.

Also present: Mr. James Crawford, Mr. William Costello, Jr., CPA; Ms. Julie Strunk, Manager of Children's and Youth Services; Ms. Emily Lindberg, public.

APPROVAL OF AGENDA

Motion by Mr. Endress, seconded by Mrs. Siebert, approval of the Agenda for November 11, 2021.

Yeas: Mrs. Graham Charkosky, Mrs. Seibert, Mrs. Sosiak, Mr. Gipson, Mr. Kermode, Mr. Artbauer, and Mr. Endress.

Abstained: None.

Nays: None.

The President declared the motion carried.

COMMUNICATIONS

None.

DISPOSITION OF MINUTES

Motion by Mrs. Graham-Charkosky, seconded by Mr. Endress, approval of the minutes of the regular meeting of October 14, 2021.

Yeas: Mrs. Seibert, Mrs. Sosiak, Mr. Gipson, Mr. Kermode, and Mr. Artbauer, Mr. Endress, and Mrs. Graham Charkosky.

Abstained: None.

Nays: None.

The President declared the motion carried.

GUEST PRESENTATION

Ms. Julie Strunk, Manager of Children's and Youth Services updated the Board on Children's and Youth Services. Ms. Strunk discussed programming her department has done both in-person and virtual, particularly during the Covid-19 pandemic.

Ms. Strunk outlined upcoming programs as well as her plan to get back to in-person programming safely. March of 2022 is tentative month to have full in-person programming back in place for the Children's and Youth Services programs.

The Library is still in close contact with local teachers and schools to update on progress and work together on programming.

Mr. Crawford thanks Ms. Strunk and her team for her continued leadership and hard work.

REPORTS OF STANDING COMMITTEES

Business Management and Finance

No report.

Building and Supplies

The Board discussed the Madison Branch project and the delayed materials. A component to complete the project is still backordered and the project cannot be completed until this piece arrives. The continued hope is completion of the project in late December 2021 or early January 2022.

Collections and Gifts

Motion by Mrs. Graham Charkosky, seconded by Mr. Kermode, that the following gifts be accepted and gratefully acknowledged:

Lakewood Public Library Gifts Received:

None.

Lakewood Public Library Foundation Gifts Received:

None.

Lakewood Public Library Foundation (Madison Branch Library Project):

10/03/21 - \$300.00 Persis Sosiak and Brett Miller
10/03/21 - \$ 50.00 Paola Martin

Lakewood Public Library Friends Gifts Received:

None.

Yeas: Mrs. Graham Charkosky, Mrs. Seibert, Mrs. Sosiak, Mr. Gipson, Mr. Kermode, Mr. Artbauer, and Mr. Endress.

Abstained: None.

Nays: None.

The President declared the motion carried.

Personnel

Mrs. Graham Charkosky asked about pay rates and rates compared to other libraries open positions. She wants to make sure Lakewood Public Library pay rates are competitive. This is an on-going discussion, the Personnel Committee will continue to keep pay rates at Lakewood Public Library competitive.

REPORTS OF SPECIAL COMMITTEES

Audit Committee

No report.

Public Comments

Ms. Emily Lindberg addressed the Board of Trustees. Ms. Lindberg feels the hiring practices at Lakewood Public Library are unfair and need to be addressed. Ms. Lindberg made the following points:

- 1) A furloughed employee was called back to work by Lakewood Public Library but was placed in a new job. She feels the job should have been posted to the public first.

- 2) She believes the ad for a part time clerk was for one clerk but the Library hired three. She feels this is unfair. The Personnel Committee clarified that the ad was for multiple positions.
- 3) Ms. Lindberg believes the administration should identify needs, identify level of education for those needs, and only hire for those needs identified.

Ms. Lindberg wants the Lakewood Public Library to hire fairly and equitably.

NEW BUSINESS

Mr. Crawford briefly addressed the upcoming strategic plan as well the as the community survey that will go out. The Board will determine which languages the survey should be translated to.

OLD BUSINESS

Mrs. Graham-Charkosky asked if the Library considered offering at home Covid-19 tests to the public. She also asked if patrons inquire about obtaining at-home tests frequently. Mr. Crawford will speak with the staff and update Mrs. Graham-Charkosky at a future date.

There being no further business, the meeting was adjourned at 8:29 p.m.

President

Secretary

Next Scheduled Meeting

Thursday, December 9, 2021 via In-Person.

7:00 P.M.