

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

President Bruce Ente called to order the regular meeting at 5:11 p.m. Roll call: Bethany Baker, Bruce Ente, Anita Lock, Lili Sandler, Marcia Peterson, Megan Newson, and Meredith Gadsby were present. Also present were Darren McDonough, Director, and Kristin Cioffi, Fiscal Officer. There was a well-attended public.

Gadsby moved, seconded by Sandler, to accept Resolution # R-22-5-2, approving the minutes of the April 14, 2022, regular meeting. All present voted in favor.

MOTION PASSED

FISCAL OFFICER'S REPORT

Fiscal Officer Cioffi reviewed the April 2022 financial reports (Fund Status, Revenue Status, Appropriation Status, and Bank Reconciliation). Cioffi noted that year-to-date PLF revenue is up 18% over last year and reviewed fund balances. Cioffi thanked the trustees for the opportunity to attend OLC's Fiscal Officer Conference last month. Ente noted that at the April meeting, the March Financial Reports were not properly motioned and need to be reaccepted. Peterson moved, seconded by Gadsby, to accept Resolution # R-22-5-3, accepting the March and April 2022 Financial Reports. Roll call vote: Baker, Ente, Lock, Sandler, Peterson, Newson, Gadsby, ALL AYES.

MOTION PASSED

DIRECTOR'S REPORT

that 204 home COVID-19 test kits were distributed in March. McDonough reported that the brickwork on the building is scheduled for completion today. The roof needed to be put back and would be complete in about a week. McDonough noted that the Friends of OPL held its spring book sale in April and earned about \$5,500. McDonough asked the Trustees to thank the Friends for their great work. McDonough reported that work would be done over the next couple of months to repair and level the uneven and cracked sidewalks on the property.

McDonough asked if there were any questions on The Bridge report. Ente commented that the current year-to-date total were similar to last year.

McDonough reported that there were no gifts in April, but March's gift was not motioned properly at the April meeting and needed to be reaccepted. Lock

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

moved, second by Baker to accept Resolution # R-22-5-4, to accept the following gift:

In Memory of Judith “Judy” Fannin:

- \$300.00 from Marvin Fannin

All present voted in favor.

MOTION PASSED

PRESIDENT’S REPORT

Ente commented that he was happy to be wearing short sleeves for the first time in a long time. Ente reported that Baker took the initiative and found the Public Participation Policy passed by the Board back in 2006. Ente commented that although the Board welcomes public participation, in keeping with policies and protocols, comments would need to adhere to the following guidelines as stated in the policy:

- Be limited to a maximum of three minutes.
- Address the President and, when recognized, must provide his/her name and address for inclusion in the official record of the meeting.
- Refrain from speaking a second time until all other members of the public desiring to speak have spoken.

Ente reported about a conversation last month regarding the placement of Public Participation on the agenda. Ente noted that the order had been changed this month, and Public Participation would follow the Executive Session.

Newson moved, seconded by Gadsby, to accept Resolution # R-22-5-5, to go into executive session at 5:24 p.m. to discuss the employment of public employee Darren McDonough Roll call vote: Baker, Ente, Lock, Sandler, Peterson, Newson, Gadsby, ALL AYES.

MOTION PASSED

The Board returned from the executive session at 5:50 p.m. via motion by Peterson, seconded by Newson.

Sandler moved, seconded by Baker to accept Resolution # R-22-5-6, accepting Director McDonough’s resignation. McDonough’s last day worked would be December 2, 2022 and McDonough’s salary and benefits would be paid through

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

December 31, 2022. Roll call vote: Baker, Ente, Lock, Sandler, Peterson, Newson, Gadsby, ALL AYES.

MOTION PASSED

COMMITTEE REPORTS

PERSONNEL COMMITTEE

Sandler reported that there are three new hires and circulated their applications for review by the Trustees. The committee moved and seconded, to accept Resolution # R-22-5-7, approving the following new hires:

- Circulation Clerk Sabrina Hunker, effective 4-20-2022
- Public Services Team Member Jenn Bedard, effective 4-26-2022
- Public Services Team Member Evangeline McFarlin, effective 5-3-2022

All present voted in favor.

MOTION PASSED

BUILDING, FINANCE, & AUDIT

Baker reported that the committee met and discussed the budget and building items already covered.

LIBRARY SERVICES

Ente reported that the cancellation of this and last month's committee meetings was due to McDonough being unable to attend. Ente reported that Aliza Weidenbaum shared a letter with the Board concerning the fate of Eastwood school and raised the point that the library may have an interest or a role in the property. Ente reported that the topic would be on the agenda for the next Library Service Committee meeting and that it was a time-sensitive item.

OLD BUSINESS

Ente reported that Community Technology Needs Assessment (CTNA) was still in progress and that Library IQ submitted a draft report to the oversight committee, which included Lock, Peterson, McDonough, Bridge Director Stephanie Jones, and Adult Services Team Leader Rebecca Wedge. Ente noted that there were no comments about the report from library staff members. Ente commented that he is disappointed that the Director of The Bridge had been more absent than present during the process. Ente reported that the final report should be ready for the June board meeting.

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

NEW BUSINESS

Sandler reported that the Personnel Committee had reached out to and received information from two consulting firms regarding Director search services. Ente noted that the Personnel Committee should have a recommendation on how to proceed at the next Board meeting.

TRUSTEE REMARKS None

PUBLIC PARTICIPATION

Jan Thorton (582 Beech Street) asked if the draft CTNA report was available for public review. Ente replied that the report would not be available to the public until it was finalized.

Dorothy Luciano (6 Kendal Drive) commented that except for Trustee self-evaluations, none of the concerns she had expressed to the Board had been addressed. Luciano noted that a letter she sent to the Board mentioned thirty-five items on the Director's evaluation that were incorrect or unsubstantiated. Luciano pointed out that the evaluation mentioned pursuing grant opportunities, but the OLC Trustee Handbook stated that securing funding was the job of the Trustees. Luciano commented that no Trustees asked her what the problems were in the evaluation, and they later asserted the evaluation was fair. Luciano commented that McDonough deserves to be treated with respect, justice, and fairness but had instead been slandered and pushed to resign. Ente informed Luciano that she had reached the 3-minute time limit. Ente commented that the Board has listened closely to everything that had been said and that McDonough himself could have responded to the evaluation and didn't. Luciano noted that was a matter of opinion.

Tony Wilgus (35 Park Street) asked if there had been any discussion regarding the memo he submitted last month and if it was plausible. Ente responded that he and others around town thought it was a great idea and the Board would discuss it.

Palli Holubar (13679 Green Road) commented that she was worried that there had not been enough community input to determine what the qualification for the new Director should be.

Linda Rothacker (PO Box 613) commented that she didn't know what the definition of "world-class library" was. Rothacker commented that when

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

comparing Oberlin to other area libraries, it was important to compare apples to apples, not apples to zucchinis. Rathacker noted that Oberlin was much closer in population size to Wellington than it was to Amherst or Cuyahoga County.

Darren McDonough responded to Tony Wilgus and noted that it might be better to hire a new director before having community planning sessions so that the new director could be involved in the planning process. Wilgus commented that community input might be useful in the hiring process, and that the new director could hold follow-up sessions.

Marcia Peterson commented that she had been a part of four search committees for executive leadership and all of them created a profile on the needs of the community.

Palli Holubar commented that a library is a different kind of community organization. Holubar commented that this community does not understand how far the reach of Oberlin Public Library extends and how many different types of people visit it. Holubar noted disappointment that the CTNA survey questions didn't address that.

Tom Lock (40 Colony Drive) noted that he is the husband of one of the Trustees. Lock commented that he has been looking at the number of events offered at area libraries in communities comparable in size to Oberlin. In looking at the events listed on their monthly online calendars, Lock noted the following programming data for March:

- Oberlin—population 8555; programs listed on calendar: 0
- Grafton—population 5895; programs listed on calendar: 40 events
- Wellington—population 4799; programs listed on online calendar: 10 events
- Shelby—population 9317; program listed on calendar: 39 events
- Orrville—population 8380; programs listed on calendar: 5 ongoing programs and 35 events
- Bellevue—population 8380; programs listed on calendar: 12 events
- Amherst—closed for expansion

Lock also noted that Oberlin reported 112 events on their 2021 State Library report and that from April 2021—December 2021, Grafton had 334 events listed on their online calendar.

OBERLIN PUBLIC LIBRARY BOARD OF TRUSTEES

May 12, 2022

Ente closed the Public Participation portion of the meeting. Ente commented that the investment in the library by members of the public is palpable and that he appreciates their time, energy, thoughtful feedback, and constructive criticism. Ente noted that this kind of conversation is helpful to continuing open communication.

Lock moved, seconded by Gadsby, to adjourn. All present voted in favor. The meeting adjourned at 6:18 p.m.

President

Attest