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 272 .........................................................................................27
   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

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

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.

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
   • Chair: Sturing, Bartlett, Gawalapu, Staff Liaison: Julie Farkas
   • No Meeting Held.............................................................................................................N/A

2. HR Committee: Review HR policies for the Library, Director review & goals
   • Chair: 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
   • Chair: Cherukuri, Bartlett, Sturing, Staff Liaison: Julie Farkas
   • No Meeting Held.............................................................................................................N/A

4. Events/Marketing/Fundraising Committee: Outreach and fundraising opportunities
   • Chair: 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
   • Chair: Bartlett, Crawford, Staff Liaison: Julie Farkas
   • No Meeting Held...........................................................................................................68

6. Building & Grounds Committee
   • Chair: Gawalapu, Sturing, Cherukuri, Staff Liaison: Julie Farkas
   • No Meeting Held...........................................................................................................N/A

7. Bylaw Committee (Ad-hoc): Review of Library Board Bylaws
Trustee Bartlett: Elections for Board positions and new committee assignments will take place in March this year, instead of April as they have in the past.

Director Farkas: Reminded Trustees Dooley and Crawford that they need to be sworn in for their next term before the end of February.

### 8. DEI: Diversity, Equity, and Inclusion Committee
- **Chair:** Dooley, Crawford, Staff Liaison: Julie Farkas
- **Meeting held on 1/31/24**

Trustee Dooley: Working with Library staff DEI committee to review the definitions of DEI. Read a prepared statement regarding her thoughts on definitions of DEI and the Library’s role in DEI.

*Statement in full is included below as an addendum.*

**Matters for Library Board Action**

**A. 2023-2024 Year End Budget as of 2/15/24 for Accounts 271 & 272**

Director Farkas: Walked Board through changes that were made for the 2023-2024 Year End Budget since the last budget session. All changes are highlighted on the budget spreadsheets.

**Motion: Motion to approve the 2023-2024 Year End Budget for Accounts 271 & 272 as presented**
- **Motion to Approve – 1st – Trustee Cherukuri**
- **2nd – Trustee Dooley**

**Motion Passes – 6-0**

**B. 2024-2025 Proposed Budget as of 2/15/24 for Accounts 271 & 272**

Trustee Cherukuri: Proposes moving line item 658.000 – State Penal Fines from Budget 271 to Budget 272. Trustees Dooley, Bartlett, Burke and Crawford all expressed that they didn’t feel the need to move it.

**Motion: Motion to approve the 2024-2025 Proposed Budget for Accounts 271 & 272 as presented**
- **Motion to Approve – 1st – Trustee Burke**
- **2nd – Trustee Gawalapu**

**Motion Passes – 6-0**

**C. 2025-2026 & 2026-2027 Projected Budgets as of 2/15/24 for Accounts 271 & 272**

Director Farkas: There are no changes since the last budget meeting. These numbers are just projections, as the City of Novi requires a three-year budget.

**Motion: Motion to approve the 2025-2026 & 2026-2027 Projected Budgets for Accounts 271 & 272 as presented**
- **Motion to Approve – 1st – Trustee Burke**
- **2nd – Trustee Dooley**

**Motion Passes – 6-0**

**D. 2nd Draft: Retirement Plan Participation Policy (effective July 1, 2024)**

Trustee Bartlett: Noted that the increase in the Library’s contribution from 6% to 9% is to keep up with what the City of Novi offers its employees.
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
  Nayes: 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**

March 21, 2024

___________________________________________
Brian Bartlett, Secretary

_________________________
Date
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.