



## Board of Trustees Regular Meeting MINUTES

Thursday, February 20, 2025 at 4:00pm  
McGuire Community Room  
610 Woodmere Ave., MI 49686

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### 1. **Call to Order**

The meeting was called to order by President Pakieser at 4:00pm. Present were: Pakieser (President), Jones (Vice President); Vickery (Secretary), Odgers (Treasurer) via Zoom, Gedmen, Beuthin, and Deyo (Trustees). Also present were: Morey (filling in for Director Howard); Baldwin, Brady, and Carpenter (Staff).

### 2. **Pledge of Allegiance**

All members in attendance recited the Pledge of Allegiance to the Flag of the United States of America.

### 3. **Approval of the Agenda**

It was MOVED by Beuthin, SUPPORTED by Gedman, to approve the agenda as presented. Motion CARRIED.

### 4. **Public Comment**

President Pakieser opened the floor for public comment. There were none.

### 5. **Consent Calendar**

- a. *Approval of Minutes - Regular Meeting of January 16, 2025*
- b. *Department Reports*
- c. *Finance and Facilities Committee Report – did not meet*
- d. *Policy and Personnel Committee Report – February 4, 2025*
- e. *Financial Report*
- f. *Member Library Communications – FLPL | IPL | PCL*
- g. *Friends of TADL Report – Jud Barclay, President*
- h. *Correspondence*

It was MOVED by Gedman, SUPPORTED by Deyo, to accept and affirm receipt of the consent calendar information as presented. Motion CARRIED.

### 6. **Items Removed from the Consent Calendar**

No items were removed from the consent calendar.

### 7. **Director Report**

In Howard's absence, Scott Morey answered inquiries from the trustees. He reported that the 3D printer program was well received with over 53 attendees. Several of the attendees are already using their 3D print voucher received at the program. He also noted that with the winter weather challenges Facilities Manager Boulter is working hard to mitigate large icicle buildup and ice mounds in the return lane.

Following an inquiry from Odgers about the TOR (The Onion Router) mentioned in the Policy and Personnel minutes, Morey gave a brief explanation of the router and what it does. The committee

will be discussing it in more detail at April meeting when the community member who introduced the idea of having one at the library will be present.

8. **Old Business**

a. *Federal Holidays*

Gedman explained that the Policy and Personnel Committee had a robust discussion about whether to be open or closed on Juneteenth as was suggested at the annual meeting and sent to the committee for further discussion. There was no consensus at the committee level and the issue has been placed on the agenda for full board discussion.

Gedman felt that as a premier secular institution in the area, and that Juneteenth is not yet well established nationally, that TADL should be closed in order to raise awareness of the holiday within our community. He intended that it would be a paid holiday for staff. Odgers appreciated the idea coming to the full board but from her further research noted that about 75% of those she surveyed felt TADL should be open and focus on educational programming. She felt that there is an opportunity to partner with others in the community and suggested that it might tie in with the next strategic plan. Beuthin strongly supported Gedman's sentiments and felt that the message is a priority in today's climate. Vickery appreciated Gedman's perspective on a subject profoundly important in a time when we are in clear and present danger of erasing history but questioned the outcome of the closing strategy and felt that although he supports the idea, he did not support the library closure as the tool to raise awareness.

It was MOVED by Gedman, SUPPORTED by Beuthin, to close TADL and its branches on Juneteenth, making it a paid holiday for staff. More discussion ensued with Jones in favor of being open in order to have positive educational programming for the public and Deyo in favor of being open as well believing that staff is more than capable of helping the community understand the meaning behind Juneteenth. Motion FAILED.

Pakieser requested that the minutes reflect that although the motion failed in support, the board is in absolute support of planning awareness programs, coordinating with other groups for a few years, and revisiting the idea again in the future.

9. **New Business**

a. *Earned Sick Time Act*

Baldwin reviewed the memo from Howard regarding ESTA (Earned Sick Time Act) as it existed and was expected to become effective the following day, February 21, 2025. She also explained that there were two pending amendments to ESTA, namely House Bill 4002 and Senate bill SB8, currently in discussion in the House and Senate noting that they were expected to be in session until late night so an final outcome was not yet known. Howard was asking the board to authorize her to make the legal changes necessary to the Employee Handbook based on the outcomes from the House and Senate votes in order to maintain compliance with the law. Handbook changes will be written by Employee Relations Counsel (Raymond) and be brought to the next board meeting for acceptance.

Although board members were uncomfortable approving a request for an unknown outcome, as it is not good practice, they recognized that from a legal perspective they are required to authorize Howard to implement the changes regardless of the legislative vote outcome. It was MOVED by Vickery, SUPPORTED by Gedman, that the Director be authorized to implement the policy changes in the event ESTA is implemented on February 21, 2025 as written, or, if the implementation date is delayed, and/or if ESTA is amended, the Director be authorized to delay

the policy implementation date as appropriate, and/or make the necessary and appropriate changes to TADL policies to ensure compliance with the law, in whatever form it is ultimately implemented. Motion CARRIED.

b. *Dollar General Youth Literacy Grant Application Approval*

President Pakieser read the resolution of support for a Dollar General Youth Literacy Grant Application. Brady explained that 3<sup>rd</sup> grade reading scores for the region are at their lowest, which may be partially due to unique school challenges throughout the COVID pandemic. She noted that TADL had not budgeted specifically for literacy kits to help develop more family literacy and for bringing those into the community over the summer. This grant, if awarded, would allow TADL to do that. It was MOVED by Deyo, supported by Jones, to resolve that the board support TADL's application submittal to Dollar General for the youth literacy grant in the amount of \$8000 to assist in funding literacy kits for youth and families. Motion CARRIED.

10. **Public Comment**

President Pakieser opened the floor for public comment. The following people addressed the board: Heather Brady, TADL Marketing and Communications Manager, thanked the board for the deep discussion regarding Juneteenth and announced that TADL showed a preview of the upcoming PBS movie Free for All: The History of Public Libraries depicting the role of public libraries in conjunction with civil rights and library history.

11. **Trustee Comment**

Odgers suggested that the Grand Traverse Regional Community Foundation could be a source for grant funding in relation to items discussed at the meeting.

12. **Closed Session (if needed)**

A closed session was not needed.

13. **Adjournment**

With a motion to adjourn by Beuthin, supported by Jones, President Pakieser adjourned the meeting at 5:12pm.

Respectfully submitted,

Approved by board vote on March 20, 2025

V. Carpenter, Recording Secretary

~~S. Gedman, Board Secretary~~  
M. Vickery, Acting Secretary