TIPPECANOE COUNTY PUBLIC LIBRARY
REGULAR BOARD MEETING
627 South Street, Lafayette, Indiana
May 13, 2025

MINUTES

Notice of the date, time, place and agenda for this meeting was posted in prominent public view at the Library and mailed to requesting media on Thursday, May 1, 2025 in conformity with the Indiana Open Meeting Act.

PRESENT:
Grant Fischer, President
Connie Harper, Vice-President
Stephen Bultinck, Treasurer
Sallie Fahey, Member
Melissa McCandless, Member
Kay Walton, Member

ABSENT:
Terry Ashlock, Secretary

GUESTS
Brantly McCord, Staff member
Jos N. Holman, County Librarian

President Grant Fischer chaired the regular Board meeting and called it to order at 7:37 p.m. A quorum was declared to conduct business for the library. Prior to the regular meeting, the Board held an Executive Session to consider wage and salary compensation. No action was taken during the Executive Session. Board member, Sallie Fahey, led the Board in reciting the Pledge of Allegiance.

Board member, Melissa McCandless moved the **Board Minutes** of April 1st, 2025 be approved as presented. Board Vice President, Connie Harper provided a second for the motion. The motion passed.

President Fischer presented the Human Resources Report prepared by HR Coordinator, Steve Berman. The County Librarian shared a few comments about the Youth Librarian position and a recent job offer that fell through. Also, he mentioned there have been more challenges than anticipated in filling the Courier position and although there has been a great quantity of resumes submitted for the Outreach Driver, very few TCPL applications have actually been completed. No action was taken on the report.

Under the heading of **Personnel Actions,** Mrs. Fahey moved to approve the **Personnel Actions** of May 13th, 2025 as presented. Board Treasurer, Stephen Bultinck provided a second to the motion. The motion passed.

Under the heading of **Committee Reports,** as chair of the Personnel Committee, Mrs. Harper commented on the County Librarian's evaluation. She shared the intended timeline and indicated there would be a meeting with Mr. Holman to review the results of the evaluation. She suggested any pay increase would likely be retroactive. Mrs. Harper went on to present a single revised policy for Board consideration. She provided a bit of background regarding the revised *Military Leave Policy* and recommended approval by the Board. Discussion ensued with several statements and questions. There was consensus to add the word "immediate" in front of family to clarify eligibility. Mrs. Harper moved to

approve the revised policy with the minor change. Mr. Bultinck seconded the motion. The motion passed. Next, Mrs. Harper moved to grant a single one-time compensation award to current TCPL staff on May 30th. Mr. Bultinck provided a second to the motion. The motion passed.

No representative of the Friends of TCPL was present to share information under **Other Reports.**

There was no **Old Business** to consider.

Under the heading of **New Business,** the County Librarian presented a request for an unpaid leave of absence based on the revised policy from the Employee Handbook. The request came to the Board following two weeks of unpaid leave already granted by the County Librarian. Mrs. McCandless moved to approve the request. Board member Kay Walton provided a second to the motion. The motion passed. A second request for unpaid leave was placed before the Board. President Fischer reminded the Board of a previous communication regarding this request. Mr. Bultinck moved to approve the request. Mrs. Harper seconded the motion. The motion passed.

Under the heading of **Other Business,** Mr. Bultinck presented information about the claims listing presented by the County Librarian. Mr. Bultinck stated the prewritten claims are numbered 259-285 with the regular claims numbered 286-333. The prewritten claims totaled $348,698.65 and the regular claims totaled $176,348.31 for a grand total of $525,046.96. Mr. Bultinck moved to approve the claims as presented. Mrs. McCandless seconded the motion and it passed.

Also, under **Other Business,** Mr. Holman highlighted a couple of items from the County Librarian's Report. He reported TCPL will host a traveling exhibit owned by the Fair Housing Center of Central Indiana (FHCCI). The exhibit is called Unwelcomed: A Fair Housing History of Sales & Lending Discrimination Exhibit. It provides a great overview of the discrimination that took place in neighborhoods during the 1920s-1960s. As a traveling exhibit, items will be added that reflect the Greater Lafayette area. Next, Mr. Holman updated the Board on the water problem in the Stein Building basement which is affecting daily operations of MatchBOX. The repair work was accomplished on April 14th and thankfully the necessary repairs were completed without having to destroy and repair any portion of Alabama Street. A very rusty "check valve" was removed and not replaced. Also, a discovery of two coal chutes on the east side of the building allowed water to get into the basement. The work was completed by Accu-Dig out of Monticello. Accu-Dig will return to completely enclose the coal chutes with concrete to deter water from getting into the unused basement. Based on the County Librarian's Report, Mrs. Harper commented on the ILF regional conference in South Bend and also inquired how TCPL is marketing its new outreach vehicle, LEMO (Library Experience Maker Onsite).

Separate from the written County Librarian's Report, the County Librarian informed the Board of upcoming modifications to library customer's use of study rooms and study pods. Any changes will apply to all buildings in the library system. Right now, we are researching to see how we can integrate technological tracking with these modifications.

There were no **Comments from the Public.**

Under **Comments from the Board,** President Fischer spoke positively on the Jeffery Robinson event held the previous Tuesday at the Long Center. He mentioned several of Lafayette Jefferson High School students were in the audience. The County Librarian stated there were about 125 people in attendance and the event was considered a success.

Mrs. Harper moved to adjourn the regular Board meeting at 8:15 p.m. Mr. Bultinck seconded the motion and it carried.

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Connie Harper, Vice-President

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