TIPPECANOE COUNTY PUBLIC LIBRARY
REGULAR BOARD MEETING
627 South Street, Lafayette, Indiana
September 2, 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, July 31, 2025 in conformity with the Indiana Open Meeting Act.

PRESENT:
Grant Fischer, President
Connie Harper, Vice-President
Stephen Bultinck, Treasurer
Terry Ashlock, Secretary
Sallie Fahey, Member

ABSENT:
Melissa McCandless, Member
Kay Walton, Member

GUESTS
Brantly McCord, Staff member
Karen Hibdon, Staff member
Kat Marcussen, Staff member
Sydney McCloud, Staff member
Kaden Allington, Staff member
Jos N. Holman, County Librarian

President Grant Fischer chaired the regular Board meeting and called it to order at 7:05 p.m. A quorum was declared to conduct business for the library. Prior to the regular Board meeting, a public hearing was held on the 2026 Budgets. No members of the public were in attendance. Board Treasurer, Stephen Bultinck moved the public hearing be closed and the regular meeting be convened. Board Secretary, Terry Ashlock seconded the motion and the motion passed. President Fischer convened the regular meeting and requested Board member, Sallie Fahey lead the Board in reciting the Pledge of Allegiance.

Board Vice-President, Connie Harper moved the **Board Minutes** of August 5th, 2025 be approved as presented. Mr. Ashlock provided a second to the motion. The motion passed 4-0. Mr. Bultinck abstained on the motion.

President Fischer presented the Human Resources Report prepared by HR Coordinator, Steve Berman. Mr. Holman shared a couple of updates regarding interviews that were already conducted. President Fischer the County Librarian convey his thanks to Mr. Berman for the report. No action was taken on the report.

Under the heading of **Personnel Actions,** Mrs. Fahey moved to approve the **Personnel Actions** of September 2nd, 2025 as presented. Mr. Bultinck provided a second to the motion. Mrs. Harper asked for additional information on resignations in the report. Mr. Holman responded based on his knowledge of the resignations. The vote was taken and the motion passed.

Under the heading of **Committee Reports,** representing the Personnel committee, Mrs. Harper shared the approach the committee anticipates taking with the compensation and wage study. She shared with the intent to conduct a study every four years, the study will start this fall and conclude in the early spring of 2026. The committee will use the

consultant firm, Segal Group, Inc. with Paula Singer as the project coordinator. Ms. Singer worked with TCPL in its previous study which utilized job summaries instead of full job descriptions. Mrs. Harper indicated this year's study will review current job descriptions and consider the alignment of classification grades. She stated the purpose of the study is to stay competitive, attract quality candidates, and make sure TCPL is paying market rate. It was suggested TCPL not only consider a market comparison to other library systems, but that it take the lead in wages compared with other library systems in the state.

Under **Other Reports,** the County Librarian reviewed the draft 2026 Operating budget. Using an Excel document, Mr. Holman highlighted the four major categories of the budget and several key budget lines in each category. He also mentioned a couple of factors associated with the development of the budget and the overall percentage increase for 2026. Mr. Bultinck inquired about the totals of the Capital Outlay category. Mr. Holman indicated he would check on the accuracy of this number. No action was taken on the budget. Mr. Holman indicated the budget should be adopted at the Board's October meeting. No report was presented regarding the Friends of TCPL.

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

Only one item was noted under **New Business.** Mr. Holman provided background information on TCPL's Rainy Day Fund, its establishment and its current balance. He stated spring is the usual period of time for a Rainy Day Fund transfer, but it has been several years since TCPL initiated a transfer. Therefore, the Operating Fund cash balance has increased over time and is affecting TCPL's tax levy. Mr. Holman recommended a Rainy Day Fund transfer during the last quarter of 2025 and another one in the first quarter of 2026. He also suggested action on this topic take place at the October Board meeting to allow Board members a second discussion on the topic. No action was taken.

Under the heading of **Other Business,** Mr. Bultinck presented information on the September 2nd, 2025 Claims Listing. He indicated the prewritten claims were numbered 559-586 and the regular claims numbered 587-636. The prewritten claims totaled $349,281.91 and the regular claims totaled $126,859.29 for a grand total of $461,141.20. Mr. Bultinck moved to approve the claims as presented. Mrs. Harper seconded the motion. The motion passed.

Under the heading of the **County Librarian's Report,** Mr. Holman commented on several items from his report. He shared information about TCPL's participation in Lafayette's Bicentennial celebration. TCPL will host author, Selene Castrovilla who wrote the book *Revolutionary Friends: George Washington and General Marquis de Lafayette*. Her presentation will take place on Tuesday, September 9th at 6:30 p.m. at the Holman Branch. Also, TCPL developed a "Story on the Square" which is represented by larger laminated pages from the book being placed in the windows of 14 businesses on the square across from the county courthouse. Individuals and families are encouraged to read the book in the windows of the businesses. Head Youth Librarian, Maggie Andrejko developed and coordinated both programs. Next, Mr. Holman spoke about the new Everbright that was installed in the youth room of the Holman Branch. The Everbright connects with creativity and imagination of the "young at heart" who play with an interactive light wall. The 8-foot rectangular "lite bright" was funded by a grant from the Alfred J. and Dorothy N. McAllister Foundation. Mr. Holman then mentioned three additional topics outside his written report. The first topic was related to the use of Reliable Exterminators as the new pest control

provider for TCPL. He mentioned the original agreement with Reliable and their response to their initial application of pesticide. He also spoke about future arrangements for scheduling, instructions to the company and requests for more information about a particular chemical. Reliable has been cooperative to adjust treatment time and will be retained, on a trial basis, through the end of the year. The next topic revolved around individuals experiencing homelessness who have been seen at the Holman Branch during early morning closed hours. Mr. Holman said, these individuals, not groups, appear to spend the night underneath the canopy at the building. This situation is not every night and when asked to leave, the individuals usually move on without pushback. The final topic centered on the ongoing basement repair work with the Stein Building. Mr. Holman indicated the approach to find the best solution now includes talking to the architectural firm who worked with MatchBOX. TCPL will have to continue to examine the possible options and determine the best direction.

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

Under **Comments from the Board,** Mr. Ashlock informed Board members the discussions between the Facilities committee and the Islamic Society of Greater Lafayette have been put on hold as internal community discussions take place within the Islamic community. It will likely be three months before an update is available.

Mr. Bultinck moved to adjourn the regular Board meeting at 7:55 p.m. Mrs. Fahey seconded the motion and it carried.

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Terry Ashlock, Secretary

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