TIPPECANOE COUNTY PUBLIC LIBRARY
REGULAR BOARD MEETING
627 South Street, Lafayette, Indiana
November 4, 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, October 30, 2025 in conformity with the Indiana Open Meeting Act.

PRESENT:
Grant Fischer, President
Connie Harper, Vice-President
Terry Ashlock, Secretary
Sallie Fahey, Member
Melissa McCandless, Member

ABSENT:
Stephen Bultinck, Treasurer
Kay Walton, Member

GUESTS
Brantly McCord, Staff member
Karen Hibdon, Staff member
Kaden Allington, Staff member
Emily Rames, Staff member
Bob Gump, Guest
Jos N. Holman, County Librarian

President Grant Fischer chaired the regular Board meeting and called it to order at 7:00 p.m. A quorum was declared to conduct business for the library. Board member, Melissa McCandless lead the Board in reciting the Pledge of Allegiance.

Board member Melissa McCandless moved the **Board Minutes** of October 7th, 2025 be approved as presented. Board member Sallie Fahey provided a second to the motion. The motion passed 4-0. Board President Grant Fischer abstained on the motion.

President Fischer commented briefly on the Human Resources Report. A question was asked and answered regarding a vacant position on the report. No action was taken on the report.

There were no **Personnel Actions** for consideration because of no hiring or resignations within the month of October.

There were no **Committee Reports.** Personnel Committee chair, Connie Harper indicated the committee would defer to two topics under **New Business**.

No reports were presented under the heading of **Other Reports.**

There was no **Old Business**.

Under the heading of **New Business** two items were considered. The first item was the 2026 Vision insurance renewal. The County Librarian provided background regarding the renewal including it being a stand-alone benefit that that was previously separated from the health insurance provider and the current census of participants. Also, background was given on the eligibility of staff members and the absence of employee

contributions. After discussion, Mrs. Harper moved to adopt Option 1 for the renewal of the vision insurance with a 50% contribution by enrolled staff members and eligibility based on staff participation in the CIGNA health insurance plan. Mrs. McCandless provided a second to the motion. The motion passed. The other topic under **New Business** focused on the Segal Group and their Statement of Work (SOW) for the upcoming Salary and Wage Compensation Study. TCPL's Personnel committee, along with Human Resources Coordinator, Steve Berman and the County Librarian previously met with Paula Singer. During this meeting, the SOW was reviewed and discussed. TCPL was notified Mrs. Singer will serve as a point person for Segal with three other supporting staff members. As background information, Mrs. Harper commented on a few aspects of the Personnel committee discussion, including parameters for the study and the cost of the study. The County Librarian briefly commented on the SOW as the legal agreement with Segal. He also made it clear that TCPL is not looking to include any of the options offered by Segal and the estimated length of the study is 5 months. Mrs. Harper moved to approve TCPL engaging the Segal Group, Inc. for the compensation study and approving the SOW without accepting any of the offered options. Mrs. Fahey seconded the motion and the motion was approved. It was noted the price of the SOW was capped at $49,990 and the County Librarian will share the final signed SOW with the entire Board.

Under the heading of **Other Business,** in the absence of Board Treasurer, Steve Bultinck, Mrs. McCandless presented information on the November 4th, 2025 Claims Listing. After review, Mrs. McCandless stated the prewritten claims are numbered 724-750 and the regular claims are numbered 751-794. The prewritten claims totaled $354,565.14 and the regular claims totaled $163,178.76 for a grand total of $517,743.90. After a few clarifications, Mrs. McCandless 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 shared information about one upcoming program and one external partnership. TCPL will host children's author, Kim Norman on Thursday, November 20th. During the day, Mrs. Norman will make two presentations to students from local elementary schools. An evening presentation will be made to general audiences at 6:30 p.m. Mrs. Norman will travel to TCPL from Virginia. Her honorarium, travel and lodging is funded by the Friends of TCPL. Next, Mr. Holman announced that the Lafayette Symphony Orchestra (LSO) will once again partner with TCPL to provide free tickets to symphony concerts for "first time patrons". The tickets can be used at any single performance during their 2025-2026 season. Library customers may visit any TCPL branch to request vouchers for 4 tickets. Each voucher is identified to track which branch issued it, in order to gauge geographic participation in the program. LSO's new Executive Director approached TCPL about this partnership. Mr. Holman mentioned two additional topics not included in his written report. One was associated with scheduling a second Board meeting in mid-December. He indicated a poll will be sent to determine the best date. Finally, he shared the dates of the upcoming Indiana Library Federation annual conference and offered Board members a chance to attend. More information about the conference will be sent via email.

Under **Comments from the Public,** a local resident requested to speak to the Board. Bob Gump suggested the Board consider broadcasting it's monthly meeting. He indicated there are community members who are interested in the actions of the Board and it would likely build more community support for the library. He acknowledged there could be

technical challenges, a cost for equipment and possible additional staff time. Mrs. Fahey briefly commented on the topic. President Fischer thanked Mr. Gump for his suggestion.

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

Mrs. Fahey moved to adjourn the regular Board meeting at 7:28 p.m. Mr. Ashlock seconded the motion and it carried.

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Terry Ashlock, Secretary

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