

TIPPECANOE COUNTY PUBLIC LIBRARY

REGULAR BOARD MEETING

627 South Street, Lafayette, Indiana

October 6, 2026

MINUTES

Notice of the date, time, place and agenda for this meeting was posted in prominent public view at the Library on Thursday, October 1, 2026, in conformity with the Indiana Open Meeting Act.

PRESENT:

Connie Harper, President
Sallie Fahey, Vice-President
Terry Ashlock, Secretary
Stephen Bultinck, Treasurer
Terry Gilbert, Member
Melissa McCandless, Member
Kay Walton, Member

ABSENT:

GUESTS

Brantly McCord, Staff member
Karen Hibdon, Staff member
Jos N. Holman, County Librarian

President Connie Harper chaired the regular Board meeting and called it to order at 7:00 p.m. President Harper requested Board member Melissa McCandless lead the Board in reciting the Pledge of Allegiance.

Board Treasurer, Steve Bultinck, moved the **Board Minutes** of September 1st, 2026, be approved as presented. Mrs. McCandless provided a second for the motion. The motion passed. The County Librarian recommended the Board approve the minutes of the most recent Executive Session. Mr. Bultinck moved to approve the minutes of the September 21st, 2026 Executive Session of the Board of Trustees. Board member, Kay Walton, seconded the motion and the motion passed.

The Human Resources (HR) Report, produced by HR Coordinator, Steve Berman, was briefly considered. County Librarian, Jos N. Holman commented on two positions that have been challenging to fill. No action was taken on the report.

Under the heading of **Personnel Actions**, Mrs. Walton moved to approve the **Personnel Actions** of October 6, 2026, as presented. Board member Terry Ashlock provided a second to the motion. The motion passed.

Under the heading of **Committee Reports**, Mrs. McCandless reported on recent Personnel Committee meetings and shared several recommended actions. The first action focused on the Segal wage/compensation study. Mrs. McCandless indicated the final work associated with Phase 2 of the study was completed. She recommended the Board move forward to implement Phase 2. Mrs. Walton moved to implement Phase 2 of the wage/compensation study. Mr. Ashlock seconded the motion. The motion passed. The second action related to the decision of the County Librarian to retire from TCPL. Mrs. McCandless recommended acceptance of the County Librarian, Jos N. Holman's letter of his intention to retire. Mrs. Walton moved to accept the letter of intent to retire as

presented. Board Vice-President Sallie Fahey offered a second to the motion. The motion was approved. Before moving on, Mrs. McCandless stated an interim director would be appointed. The final action introduced by Mrs. McCandless involved the hiring of a professional consulting firm to conduct a search for the next County Librarian. Mrs. McCandless shared background committee work on this topic and recommended Bradbury Miller Associates be engaged to perform the hiring search. Mrs. Walton made the motion to hire Bradbury Miller Associates. Mr. Bultinck seconded the motion. The motion passed. There were no other **Committee Reports**.

There were no **Other Reports**. The County Librarian took the liberty to share that the recent Friends of the Library book sale brought in about \$100 less than \$12,000. This is the closest to \$12,000 the sale has been in several years. The sale had a good turnout in terms of attendance.

Under the heading of **Old Business**, the Board considered the draft revised Building and Property Use Policy first presented at the September Board meeting. The County Librarian shared a few comments regarding the formatting of the policy and an accompanying one-page document that summarized the policy. After a brief discussion, Mrs. Fahey moved to adopt the Building and Property Use Policy as presented. Board member Terry Gilbert provided a second and the motion passed. The County Librarian stated the revised policy will be posted inside each TCPL building.

Under the heading of **New Business**, the County Librarian explained the adoption process of TCPL's budgets and that TCPL utilized the DLGF (Department of Local Government Finance) ordinance instead of a board resolution. Both the Operating and BIRF budgets were referenced with no change to the total amount of each budget since the last review by the Board. Mr. Bultinck moved to adopt the 2027 Budget Ordinance with the identified levies and tax rates. Mrs. Walton seconded the motion. The motion passed. Also, under **New Business**, the County Librarian pointed out an employee request for an unpaid "Leave of Absence" from the Board. Mr. Holman recommended approval of the unpaid leave request. Mrs. McCandless moved to approve the unpaid "Leave of Absence". Mr. Bultinck offered a second to the motion. The motion passed.

Under the heading of **Other Business**, Mr. Bultinck presented information on the Claims Listing dated October 6th, 2026. Mr. Bultinck stated the prewritten claims are numbered 686-715, and the regular claims are numbered 716-758. The prewritten claims totaled \$367,886.57 and the regular claims totaled \$149,036.65 for a grand total of \$516,923.22. Mr. Bultinck recommended approval of the claims as presented. Mr. Ashlock moved to approve the Claims listing as presented. Mrs. McCandless provided a second. The motion was approved. Before moving to the next topic, Mr. Bultinck inquired about one of TCPL's named funds. Mr. Holman responded with some background information on TCPL's fund names. He also shared some historical perspective and the current number of funds. No action was taken on this topic.

Under the heading of the **County Librarian's Report**, Mr. Holman highlighted several items from his report. He shared that TCPL's Staff Development Day is scheduled for Monday, October 12. Staff members will have two topical based presentations, one on "AI Safety" and the other on "Life Skills". Staff will also experience a staff-led presentation on internal protocols and definitions about preventing youth suicide. This activity is connected to the grant from North Central Health Services. A catered taco bar will serve as

lunch. The entire activity is funded by the Friends of TCPL. Mr. Holman announced that for a second year, TCPL will partner with the Lafayette Symphony Orchestra (LSO) to offer vouchers to library customers. The vouchers offer four free tickets to a performance of LSO's 26th season. This partnership encourages first time attendees to enjoy the symphony. The vouchers will be available at all four branches. Finally, Mr. Holman mentioned the new piece of artwork added to the Holman Branch in the YA area. The painting titled, "A Chapter I'm Not In" was painted by Emily Lopez Gutierrez, a 2026 McCutcheon graduate. It won several awards in the art show at the Art Museum of Greater Lafayette. TCPL purchased the painting with the proceeds going to Ms. Lopez Gutierrez.

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

Under **Comments from the Board**, Vice-President Fahey shared summary information and observations from the recent Eberle Governance session she attended. She mentioned a "gift acceptance policy" and inquired if TCPL had one. The County Librarian provided a brief response, including the possibility of requesting existing policies from other libraries. Also, under **Comments from the Board**, President Harper commented on the upcoming board trustee training taking place at the Indiana Library Federation annual conference on November 9th. Presently, four Board members plan to attend.

Mrs. Fahey moved to adjourn the regular Board meeting at 7:45 p.m. Mr. Gilbert seconded the motion and it carried.

Terry Ashlock, Secretary

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