

June 10, 2020

Minutes of the meeting of the Board of Trustees of the Skokie Public Library held virtually via Zoom, Wednesday, June 10, 2020.

CALL TO ORDER

Mark Prosperi, President, called the meeting to order at 6:31 pm.

Members present: Mark Prosperi, President; Eugene Griffin, Vice President; Karen Parrilli, Secretary; Mira Barbir; Jonathan H. Maks, MD; and Richard Kong, Director

Member absent: Magnolia Rivera-Pulex

Staff present: Laura McGrath, Deputy Director; Blythe Trilling, Finance Manager

Visitors present: Josh Campanelli, SMC; Andrew Berman and Alex McLean, Andrew Berman Architect

APPROVAL OF THE MINUTES OF THE REGULAR AND CLOSED MEETINGS OF MAY 13, 2020 AND SPECIAL AND CLOSED MEETINGS OF MAY 28, 2020

Dr. Maks made a motion, seconded by Mrs. Parrilli to approve the minutes of the regular and closed meetings of May 13, 2020. One correction was made to the May 28, 2020 closed meeting minutes. The minutes were approved unanimously and placed on file. The vote was 5 ayes and 0 nays.

REVIEW OF CLOSED SESSION MINUTES OF: July 11, 2007; August 15, 2007; January 12, 2011; September 10, 2014; July 8, 2015; June 8, 2016; August 10, 2016; September 14, 2016; January 11, 2017(a); March 15, 2017; April 12, 2017; June 14, 2017; July 12, 2017; October 18, 2017; December 13, 2017; May 9, 2018; May 8, 2019; October 16, 2019; October 29, 2019; May 13, 2020; May 28, 2020

The Board reviewed all closed session minutes.

A motion was made by Mrs. Parrilli, seconded by Dr. Maks:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES FINDS THAT THE NEED FOR CONFIDENTIALITY STILL EXISTS FOR THE JULY 11, 2007; AUGUST 15, 2007; JANUARY 12, 2011; SEPTEMBER 10, 2014; JULY 8, 2015; JUNE 8, 2016; AUGUST 10, 2016; SEPTEMBER 14, 2016; JANUARY 11, 2017(A); MARCH 15, 2017; APRIL 12, 2017; JUNE 14, 2017; JULY 12, 2017; OCTOBER 18, 2017; DECEMBER 13, 2017; MAY 9, 2018; MAY 8, 2019; OCTOBER 16, 2019; OCTOBER 29, 2019; MAY 13, 2020; AND MAY 28, 2020 MINUTES AND THEY SHALL REMAIN CLOSED.

The motion was approved unanimously with a vote of 5 ayes and 0 nays.

### APPROVAL OF DESTRUCTION OF AUDIO RECORDINGS OF CLOSED SESSION

MINUTES OF: June 14, 2017; July 12, 2017; October 18, 2017

Mrs. Parrilli made a motion, seconded by Mr. Griffin to approve the destruction of the audio recordings of the closed session minutes of June 14, 2017; July 12, 2017; October 18, 2017. The vote was 5 ayes and 0 nays.

### COMMENTS FROM OBSERVERS

There were no comments submitted prior to the meeting as requested on the agenda.

DIRECTOR'S REPORT (Written report provided by Mr. Kong to the Board prior to the meeting)

#### Statement of Solidarity

The horrifying killing of George Floyd in Minneapolis, as well as many other past injustices, and the civil unrest that has followed has weighed heavily on our minds and hearts. In response, I worked with members of the EDI (equity, diversity, and inclusion) committee and other library colleagues to issue a statement making it clear that the library stands in solidarity with others who are working toward ending systemic racism and inequity. The statement can be viewed on the library's website at <https://skokilibrary.info/blog/251/standing-up-for-justice-and-freedom/>. Library staff and I will continue, and increase, our efforts to work with others in the community to stand up for justice and freedom for all.

#### COVID-19 Reopening Update

Our temporary emergency building and bookmobile closure due to COVID-19 will end on June 8, when we will begin a new curbside pickup service for Skokie cardholders. Library staff are working diligently to prepare everything, and information about how the service will work is available on our website. The bookmobile will be used as our base of operations along the south side of the west parking lot. The bookmobile will also be making additional stops throughout strategic locations in the community to provide curbside pickup services. More staff will be working in the library (mostly in the west parking lot), but staff will also continue to work remotely if possible. Though curbside pickup services will start on June 8, the interior of the building and the bookmobile will remain off limits to the public until we move into Stage D of our COVID-19 reopening plan.

#### Financial Outlook for FY 2020-2021

*Note: An update will be provided each month through FY 2021*

Since we are only one month into the fiscal year, there is not much to report regarding new information related to our financial outlook for FY 2021. Based on the Board's request to create a revised, reduced operating budget to help the library continue to be mindful of expenditures during this difficult year, I have included an alternate "year-to-date budgetary status" spreadsheet prepared by Finance Manager Blythe Trilling. Instead of the normal YTD budgetary status spreadsheet (also

included in the financial documents in the packet) that takes into account the Board approved operating budget for the fiscal year, this alternate version uses revised budget numbers that create a reduction of the total budget by 10%. The main areas that were reduced include the budget lines for salaries, continuing education and memberships, programming, physical content (collections), printing and publicity, and contingency. The capital line of the operating budget was also reduced from \$425,935 to \$199,143. This will cover the loading dock and courtyard work approved by the Board last month. Other capital expenses can be covered easily by the appropriation from the Reserve Fund that was factored into the approved FY 2021 budget in April. We plan to use these revised, reduced budget limits during the year, and I will alert the Board if any particular area of our budget will require more spending as the year progresses.

### Renovation Update

The renovation of the second floor and the first floor workroom is progressing well. We have received some furniture, which will not be installed until the ceiling and flooring is completed in both areas. Light fixtures have been delayed, but we have received some of the fixtures over the past week so we are making progress there. Completion of the first floor workroom is scheduled for later this month, and completion for the second floor is currently scheduled for mid-July. Phase 2 work on the west side of the first floor continues, with demolition and rooms beginning to be framed.

### Discussion of Director's Report

Mr. Prosperi asked when the library is going to start taking returns. Mr. Kong stated that the big factor would be when the first floor workroom is ready so that we can begin to use the Automated Materials Handler to process the returns. Mrs. Parrilli shared that another library has rented storage pods to quarantine their materials. Mr. Prosperi asked if there had been any more information regarding the quarantining of items. Mr. Kong explained that RAILS is still recommending 7 days of quarantining of materials, but we are waiting for more guidance and the results of the study currently being carried out by RAILS and others. The initial results of that study are expected in mid-June. Currently, the plan is to quarantine our materials for 7 days.

Mr. Griffin asked about the reactions of staff to the changes to compensation going forward now that the library is no longer in "emergency closing" status. Mr. Kong explained that it was a difficult week overall, but that there was a lot of communication about the change and conversation with different departments, so staff seemed to be handling it as well as they can.

Josh Campanelli and Andrew Berman provided some updates on the renovation. Mr. Campanelli reported that light fixtures that were delayed are coming in and the workroom on the first floor should be ready in about a week and a half.

### APPROVAL OF CONSTRUCTION PAY APPLICATION #6

The Board reviewed Construction Pay Application #6 and change orders #66, 75, 76, and 81. None of them were in amounts that required Board approval.

A motion was made by Ms. Barbir, seconded by Dr. Maks:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE CONSTRUCTION PAY APPLICATION #6, SUBJECT TO AUDIT.

A roll call vote was taken and the motion passed unanimously. There were 5 ayes and 0 nays.

### BILLS

The trustees asked for and received clarification about some of the paid bills for the month. Mrs. Parrilli asked about what florist the library will be using now that Marge's has closed. Monica will be researching other local possibilities for a florist in Skokie. Mr. Griffin asked about some payments made to SEED. Mr. Kong explained they came out of a grant the library received.

A motion was made by Mr. Griffin, seconded by Mrs. Parrilli:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE THE BILLS, SUBJECT TO AUDIT.

The roll call vote for approval was 5 ayes and 0 nays; the motion passed unanimously.

### FINANCIAL STATEMENTS

The Board noted the financial statements.

### REPORTS

The Board noted the reports.

### CONSENT AGENDA (Financial Statements; Reports)

Ms. Barbir asked for Mr. Kong and Ms. Trilling to go over the 5-year projections provided to the Board. Mr. Kong provided an explanation to the trustees.

Dr. Maks made a motion, seconded by Ms. Barbir:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE THE FINANCIAL STATEMENT, SUBJECT TO AUDIT, AND THAT THE FOLLOWING CONSENT AGENDA ITEMS BE PLACED ON FILE:

1. FINANCIAL STATEMENTS;
2. REPORTS

A vote was taken and the motion passed unanimously. There were 5 ayes and 0 nays.

### ANNUAL REPORTS FY 2019-2020

The Board noted the annual reports.

At this point, the Board moved up the discussion of the custom millwork for the renovation to allow for Messrs. Campanelli, McLean, and Berman to participate.

### APPROVAL OF CUSTOM MILLWORK FOR RENOVATION

Custom millwork is required for 33 custom book displays for the renovated first floor, which will make the library's collections more visible and easier to browse and discover. Some of the book displays will be placed in the main pathway that connects the west and east sides of the first floor, as well as in the Reading Room, Teens area, and Kids area.

The bidding process for construction in 2019 included an alternate that covered the custom millwork required for these book displays. The low bid for alternate #16 (millwork for book display units throughout first floor) was \$135,850. This alternate was not included in the bids that were approved at the time, as the decision was made to handle payment for these book displays outside of the renovation budget with funds set aside from the capital line of the operating budget and the Reserve Fund, if necessary. There was also an expectation that the designs would be further developed by Andrew Berman Architect (ABA), in collaboration with library staff. It has been determined that an additional \$39,771.58 is needed for alternate #16 based on design changes and an increase in the quantity of the custom book displays.

Mr. Kong recommended that the Board approve the cost for custom millwork for the book displays for a total of \$175,621.58. If approved, he recommended that this cost be paid with funds that were appropriated from the Reserve Fund during the approval of the FY 2021 budget. This would leave more of the remaining construction contingency for the rest of phases 2 and 3. If the contingency is not fully spent upon completion of the project, the library could possibly recoup some of this cost.

Ms. Barbir asked about whether ready-made book displays could have been purchased. Mr. Kong explained that the library has purchased displays in the past but they were never exactly suited for our purposes. The custom displays will provide mobility, access for children, flexibility, and consistency in design, which ready-made displays do not necessarily provide.

Mr. Griffin asked for an idea of how much the cost would be to purchase ready-made displays. Mr. Kong said he was not certain but that it would have been a considerable cost.

Mrs. Parrilli asked what materials are being used to make the book displays. Mr. Berman explained that they are being made out of wood with special laminate tops.

Dr. Maks asked if there is an anticipated cost for book displays for the second floor. Messrs. Berman and McLean explained that there is custom furniture that has already been purchased for the second floor, but there are no custom book display units like those designated for the first floor.

A motion was made by Mr. Griffin, seconded by Mrs. Parrilli:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE THE COST FOR CUSTOM MILLWORK FOR BOOK DISPLAYS AT A TOTAL COST OF \$175,621.58.

A roll call vote was taken and the motion passed unanimously. There were 5 ayes and 0 nays.

Messrs. Campanelli, McLean, and Berman left the meeting at 7:26 pm.

### PROJECTED YEAR-END BALANCE AND YEAR-END TRANSFER OF FUNDS

The Board was provided with a projected balance sheet for FY 2020 ending April 30, 2020. Some expenses from FY 2020 carried over into May, and there are tax revenues that the auditors may assign to FY 2020. The estimated revenue balance for the year is approximately \$1.7 million. In the past, the Board has approved a transfer of funds to the Reserve Fund for Sites and Buildings when the library has had a revenue balance.

In recent years, the Cook County administration has issued property tax bills in a timely manner, so the library's tax revenues have come in on schedule. The Finance Policy states that the Reserve Fund should represent no less than five months of annual operating expenditures. Five months of a projected annual operating expense of about \$12 million (excluding the capital line) would be about \$5 million, so the library's current Reserve Fund balance of approximately \$8.8 million meets the requirements of our Finance Policy.

As the Board discussed during its recent review of the library's financial outlook, there is some uncertainty about how property tax collections in Skokie might be affected by the economic impact of the COVID-19 pandemic. In light of this uncertainty, Mr. Kong recommended that the library hold off on making a transfer from the General Operating Fund to the Reserve Fund for Sites and Buildings at this time. This will leave the General Operating Fund in a strong position to help it sustain operations if there is a reduction or delay in property tax revenue this fall. The Board may choose to approve a transfer later in the fiscal year.

Ms. Barbir asked for the accounting reasons for not transferring the funds. Ms. Trilling explained it is a procedural decision to avoid having to move the money to the reserve fund and then back to the general operating fund again in the future.

Mr. Prosperi asked about the potential of losing potential interest on the money if it is not in the reserve fund. Ms. Trilling explained that there would not be any potential interest lost since we have separate IL Funds accounts for our general operating fund and reserve fund.

The Board noted the Year-End Balance and expressed support for Mr. Kong's recommendation to hold off on making a transfer at this time.

### APPROVAL OF REMOTE WORK POLICY

The library's Personnel Code does not currently include an extensive remote work policy. The remote work policy shared with the Board provides more clarity on expectations for both the library and employees on how remote work should be considered. The library worked with attorney Thomas Garretson from Robbins Schwartz on this policy and the remote work agreement.

Though many of the library's staff will be asked to work in the library building and on the bookmobile as we begin our COVID-19 reopening plan, Mr. Kong intends to allow some staff to continue working remotely from home. It will be helpful to have a detailed policy to guide these arrangements.

Mr. Kong recommended Board approval of the Remote Work Policy. If approved, the policy will be integrated into the library's Personnel Code.

Mr. Prosperi asked how many people Mr. Kong would anticipate would continue to work from home once the library is back to 100% normal operation. Mr. Kong explained that it would be reasonable to expect all staff to be able to work in the building at that point. He also explained that remote work is not an entitlement for any staff member; rather, it is something that would have to be approved by library administration on a case-by-case basis.

Mrs. Parrilli asked to add phrasing to the policy regarding supervisors reviewing the weekly reports of their employees.

A motion was made by Mrs. Parrilli, seconded by Dr. Maks:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE THE REMOTE WORK POLICY WITH PROPOSED AMENDMENTS.

A vote was taken and the motion passed unanimously. There were 5 ayes and 0 nays.

#### APPROVAL OF FMLA LEAVE EXPANSION AND EMERGENCY PAID SICK LEAVE POLICY

The Families First Coronavirus Response Act (FFCRA) requires the library to provide library employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. These provisions apply through December 31, 2020.

Attorney Thomas Garretson of Robbins Schwartz helped prepare the policy provided to the Board that covers leaves taken pursuant to the FFCRA. The library will also provide forms for employees to use to request leaves related to the FFCRA.

Mr. Kong recommended Board approval of the FMLA Leave Expansion and Emergency Paid Sick Leave Policy Due to COVID-19.

Mr. Griffin asked for clarification about some of the language of the emergency paid sick leave policy. Mr. Kong stated that the law is designed for immediate family members or individuals that reside in the employee's home. The trustees asked that the policy be amended to define "individual" subject to Department of Labor definitions. They requested that the language be brought back to the library's attorney to be amended and that the approval be tabled until the next meeting.

Dr. Maks left the meeting at 7:49 pm.

A motion was made by Mrs. Parrilli, seconded by Mr. Griffin:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES TABLE THE DISCUSSION REGARDING THE APPROVAL OF THE FMLA EXPANSION AND EMERGENCY PAID SICK LEAVE UNTIL THE JULY BOARD MEETING.

A vote was taken and the motion passed unanimously. There were 4 ayes and 0 nays.

## APPROVAL OF NIGHT CLEANING SERVICE PROPOSAL

Two years ago, the Board approved a proposal from Crystal Maintenance Services to provide after-hours cleaning in the library. This supplemental cleaning allows the library's own building services staff to focus on other areas that require attention, such as detail cleaning, repairs, painting, and inspections.

Since we are generally pleased with the quality of cleaning provided by Crystal Maintenance Services, and since they have not raised their annual quote, Building Services and Safety Manager Tim Murphy and Mr. Kong both recommended renewing for another year with them. This would be the third year with this company, so we will go out to bid again next spring.

If the proposal were approved by the Board, the contractor would provide cleaning services for seven days per week after the library closes to the public. A regular cleaning crew would be assigned to the library. They would empty all waste and recycling containers, vacuum all carpeted areas, mop all hard surfaces, and clean and stock restrooms.

This supplemental cleaning cost has already been budgeted for in the building and grounds budget line for FY 2021.

Mr. Kong recommended that the Board approve the proposal from Crystal Maintenance Services at \$65,940 for one year of cleaning services, covering July 2020-June 2021.

Ms. Barbir asked whether with the renovation the cleaning company's services are still needed at full capacity. Mr. Kong explained that the work is definitely needed but, if there were to be less services required, the company is amenable to changes.

Mrs. Parrilli asked about the possibility of more cleanup being required once spaces open up after construction. Mr. Kong explained that the library's building staff will contribute to that work and he does not foresee requiring additional services from Crystal Maintenance outside of the contract. He also explained that SMC has its own laborers who will clean and prepare the spaces for owner move-in.

A motion was made by Ms. Barbir, seconded by Mr. Griffin:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES APPROVE THE PROPOSAL FROM CRYSTAL MAINTENANCE SERVICES AT \$65,940 FOR ONE YEAR OF CLEANING SERVICES, COVERING JULY 2020-JUNE 2021.

A roll call vote was taken and the motion passed unanimously. There were 4 ayes and 0 nays.

## ACTION ON PARTICIPATION IN NON-RESIDENT FEE PROGRAM



The Board of each public library in RAILS is required by Illinois law to decide annually and take action on whether to participate in or opt-out of the state's non-resident fee program. This law pertains only to the possibility of providing service to persons residing "outside the taxing area of a public library" [23 Ill. Adm. Code 3030.10].

The Illinois compiled statutes Chapter 75 Act 5, Section 4-7, Paragraph 12 states,

"A person residing outside of a public library service area must apply for a non-resident library card at the public library located closest to the person's principal residence. The non-resident cards shall allow for borrowing privileges at all participating libraries in the regional library system."

In the past, it was recommended that the Board approve participation in the program due to the thought that residents of the Village of Golf may choose to obtain a library card at our library. However, the "closest public library" is determined by school district, and we learned that the Village of Golf annexed itself out of District 219 years ago. All residents from the Village of Golf attend Glenview schools, which means they would apply for non-resident cards at Glenview Public Library. Therefore, there is no one from an unserved area who would apply for a library card at our library.

Last year, the Board voted to decline participation in the state's non-resident fee program since it is not applicable to our library.

Mr. Kong recommended that the Board once again vote to decline participation in the state's non-resident fee program since it is not applicable to our library.

A motion was made by Ms. Barbir, seconded by Mrs. Parrilli

**MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES  
DECLINE PARTICIPATION IN THE STATE'S NON-RESIDENT  
FEE PROGRAM.**

A vote was taken and the motion passed unanimously. There were 4 ayes and 0 nays.

#### APPROVAL OF TECHNOLOGY PLAN 2020-2022

The Board was provided with a draft of the library's Technology Plan 2020-2022, submitted for Board approval. Due to the rapid nature of change in technology, this plan is updated every two years. The proposed Plan would replace the Technology Plan for 2018-2020.

The Technology Plan provides direction and a "roadmap" to help create and maintain a technologically current and robust environment in support of the library's mission and vision. The Plan broadly outlines strategic priorities involving technology in general, a list of specific goals and associated Information Technology department projects over the next two years, a comprehensive summary of library technologies and anticipated trajectories of said technologies, as applicable, and a detailed inventory of equipment.

Technology touches every area of the library. As such, many staff have contributed to the Plan. A list of contributors is included on the Plan's title page. Important themes discussed as part of this year's plan include digital inclusion, digital literacy, and technological flexibility and resilience.

Board approval of the Technology Plan 2020-2022 was requested. It is understood that Plan approval does not confer automatic approval of specific proposals or expenses for projects specified within.

Mrs. Parrilli requested that the IT team be very considerate of their needs versus their wants considering the potential of reduced revenues. Mr. Kong praised the IT staff and their ability to maintain our equipment and make smart purchasing decisions.

A motion was made by Mrs. Parrilli, seconded by Mr. Griffin:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES  
APPROVE THE TECHNOLOGY PLAN 2020-2022 AS PRESENTED.

A vote was taken and the motion passed unanimously. There were 4 ayes and 0 nays.

#### APPROVAL OF REVISION OF THE BYLAWS OF THE BOARD OF TRUSTEES

The Board Bylaws were last revised in September 2018. Since the Board recently approved a revised borrowing policy that included the elimination of overdue fines for patrons, Mr. Kong recommended that the Board consider removing Article VII Section 3 in its entirety.

According to Article VI Section 1 of the bylaws, any changes to the Board Bylaws must be approved by a majority vote of the Board, with the actual changes presented for consideration at the regular meeting prior to the one at which action shall be taken.

Since the Board discussed this revision to its bylaws at the May Board meeting, it may now approve the revised bylaws.

A motion was made by Ms. Barbir, seconded by Mr. Griffin:

MOTION: THAT THE SKOKIE PUBLIC LIBRARY BOARD OF TRUSTEES  
APPROVE THE PROPOSED REVISION TO THE BYLAWS OF THE  
BOARD OF TRUSTEES AS PRESENTED.

A vote was taken and the motion passed unanimously. There were 4 ayes and 0 nays.

#### DISCUSSION OF REPLACEMENT OF SUSAN GREER AS TRUSTEE

Mr. Prospero proposed opening the position to the public again considering the amount of time that has passed since the last open position and the state of the world right now. He also proposed that the Board wait on beginning the process until the library is closer to being open. Mr. Kong just asked that the Board be mindful of the amount of time that passes before starting the process to fill the spot. Mr. Kong suggested preparing the posting in the meantime and continuing the discussion at the July meeting. Ms. Barbir asked that the entire Board be part of the process of reviewing and vetting the resumes.

Mr. Griffin asked about the potential of having some kind of send-off for Susan Greer. However, given the pandemic situation it is unfortunately not feasible.

## REACHING ACROSS ILLINOIS LIBRARY SYSTEM (RAILS)

RAILS Board of Directors Meeting

Friday, May 22, 2020

The following are highlights from the May 22, 2020, RAILS Board of Directors meeting's supporting documents and recorded video conference via Zoom.

**Financial Report:** Mr. Jim Kregor reported that the unassigned General Fund total cash and investment balance ending April 30, was \$14,800,000, covering 15.7 months of operation. He stated that no Area and Per Capita grant payments were received since January 9, 2020. He expressed concern for the downturn of interest rates on investments. RAILS is still receiving grant payments for the 2020 Census project.

In his President's Report, Paul Mills commented on how well received the webinar, "Everything Library Trustees Need to Know During COVID-19" was and encouraged library members and their trustees to view the YouTube recording (<https://www.youtube.com/user/railslibraries>).

**Executive Director's Report:** Deirdre Brennan reported that most of staff's attention, work, and efforts revolved around COVID-19 and its effects. Staff are busy working making plans for libraries that are ready to receive deliveries, following delivery survey results. Twenty-eight percent of the responding libraries plan to open for some type of service, i.e. curbside pickup, between June 1 and June 15.

She presented the final FY2021 Area and Per Capita Grant application and RAILS LLSAP Support Grant Agreement for Board approval. She informed the Board of the budget areas that will be reduced.

**Illinois State Library:** A representative reported that the Illinois State Library will open to the public on Monday, June 1, for some services. Also mentioned was that the FY2020 Area and Per Capita grant application is stalled in the General Assembly.

Next meeting: Friday, June 19, 2020, via Zoom.

The Board noted the RAILS report from Mrs. Parrilli.

## COMMENTS FROM TRUSTEES

Ms. Barbir noted information provided in the Annual Dashboard and a paragraph in the technology report regarding income inequality in the community. She wanted it emphasized that the library and Board are committed to equity.

## ADJOURNMENT

At 8:12 pm, a motion was made by Mrs. Parrilli, seconded by Mr. Griffin to adjourn the regular

meeting. The motion passed unanimously.

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Karen Parrilli, Secretary