

**Rochester Hills Public Library
Board of Trustees Meeting**

July 11, 2022

- I. The Board of Trustees of the Rochester Hills Public Library held a regular meeting on Monday, July 11, 2022. The President called the meeting to order at 8:01 pm in the boardroom of the library. The presiding officer was Madge Lawson.

A quorum of the board was present including Robert Bonam, Melinda Deel, Anne Kucher, Julianne Reyes, and Chuck Stouffer.

Guests included Library Director Juliane Morian, City of Rochester Liaison Alice Moo, and Oakland Township Library Board President, Michael Tyler.

One member of the public was present.

- II. Public comments: none

- III. Minutes – On a motion by Ms. Kucher, which Mr. Stouffer seconded, the board discussed adopting the minutes from June 13, 2022.

- A. Mr. Stouffer requested that point IX. B. be corrected to show that the “board adjourned to a closed session to receive a statement of concern.”
- B. Ms. Reyes requested different wording to summarize her comments in regards to the material challenge discussed in June. She said she would follow up via email.
- C. With changes pending, the board voted unanimously against the motion to approve the minutes from June 11, 2022. Ms. Morian noted that the minutes from June 11, 2022 would remain in draft form per the Open Meetings Act.

- IV. Treasurer’s Report was reviewed and filed.

- V. Monthly Bills

- A. Ms. Morian distributed an updated Supplemental Information page for monthly bills.
- B. On a motion by Mr. Bonam, which Ms. Reyes seconded, the board unanimously approved the monthly bills for June 2022, which totaled \$874,808.24.

- VI. Communications

- A. The board reviewed and filed the communications with minor discussion regarding RHPL programming decisions.
 1. Ms. Reyes requested more board awareness of the specific types of programs offered at the library.
 2. Mr. Stouffer commented that it is not the board’s job to make specific program decisions (in the same way they do not make specific collection development decisions). He said that the board sets policy to offer programming, but specific

decisions about the type and content of programs is a task delegated to the staff under the direction of the library director.

3. Ms. Morian stated that professional training and research on community demographics informs programming choices and she welcomes feedback on gaps in programming.

VII. Director's Report and Statistical Report

- A. The board reviewed and filed the director's report, statistical report with no major discussion.
- B. The board reviewed the RHPL Strategic Plan: 2022 Mid-Year Update
 1. Ms. Kucher commented that she appreciates seeing the many things the library is doing throughout the year.
 2. Mr. Tyler commented that he would like to see the library appoint a Digital Services Librarian similar to the dedicated School Outreach Librarian.

VIII. Committee Reports

- A. Finance committee met on June 22, 2022 for an in-depth review of the proposed 2023 RHPL Budget. Ms. Morian reviewed the budget with the full board and confirmed that the Board would hold a public hearing on the proposed budget at their August meeting.
- B. Policy committee met on June 27, 2022 to prepare policy updates to the full board.
 1. On a motion by Ms. Deel, which Ms. Kucher seconded, the board discussed adoption of WORK-11 Employee Social Use of Social Media Policy (recommended by the library attorney).
 - a. Mr. Stouffer objected to this policy on the basis that it limits employees' freedom of speech on their own (non-work) time.
 - b. Mr. Stouffer said that the proposed policy was unnecessary because illegal or inappropriate behavior that harmed the workplace would be routinely be addressed by a supervisor if it came to their attention.
 - c. Ms. Deel commented that an employee posting inappropriate information on public forums could harm the library as a trusted and respected institution in the community. She said that this policy creates a framework to inform staff that there may be consequences for inappropriate social media posts. Discussion ensued.
 - d. Ms. Kucher moved to end discussion, seconded by Ms. Deel.

Roll call vote:

3 in favor: Deel, Kucher, Lawson

3 opposed: Bonam, Reyes, Stouffer

The vote was a tie, and the motion to end discussion and proceed with a vote did not pass.

Discussion continued.

- e. Some board members expressed a desire to hear from an additional labor attorney regarding the appropriateness of this policy.

- f. At the conclusion of discussion, Ms. Lawson called a vote on the original motion to approve the WORK-11 Employee Use of Social Media Policy.

Roll call vote:

3 in favor: Deel, Kucher, Lawson

3 opposed: Bonam, Reyes, Stouffer

The vote was a tie and the motion to approve Work-11 Employee Use of Social Media did not pass.

Ms. Lawson directed Ms. Morian to seek out another attorney's opinion on the policy.

- C. On a motion by Mr. Bonam, which Ms. Deel seconded, the board unanimously approved Circ-2 Loan and Renewal Policy and Circ-4 Fines and Fee Policy without a second reading.
- D. On a motion by Ms. Deel, which Mr. Bonam seconded, the board discussed adoption of MGT-14 Volunteer and PERF-1 Positions and Standards Policy without a second reading.
 - 1. Ms. Kucher requested that additional wording be added to each level of staff seniority in PERF-1, 4.B. to indicate, "followed by the remaining" roles for each line accordingly.
 - 2. Mr. Tyler stated that he felt the Board should retain control over naming positions and determining the head count within. The Board did not pursue Mr. Tyler's recommendation.
 - 3. At the conclusion of discussion, Ms. Lawson called for a vote and the board unanimously approved MGT-14 Volunteer Policy and PERF-1 Positions and Standards Policy without a second reading.
- E. On a motion by Mr. Stouffer, which Ms. Reyes seconded, the board unanimously approved an amendment to the agenda to move the final three policies for consideration to next month's agenda.

IX. Other Business: none

X. Board Comments

- A. Ms. Reyes stated that she appreciated the conversation of the Board even when the topics are heated.
- B. Ms. Lawson complimented the successful completion of the paving project in the west and south lots.

XI. Questions from the Liaisons

- A. Mr. Tyler requested that liaisons be included in the email distribution of draft minutes and there were no objections to this request.

XII. The regular meeting adjourned at 9:56 pm.