

Nashville Public Library Board of Trustees
Agenda
December 13, 2022
Main Library
615 Church Street, Nashville, TN 37219
12:00pm

- I. Call to Order / Roll Call
 - a. Ms. Searcy called the meeting to order at 12:02pm

- II. Metro Ordinance required to be announced at all Board Meetings – *Chair, Joyce Searcy*
 - a. “Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Nashville Public Library Board may be appealed to the Chancery Court of Davidson County for review under a common law writ of certiorari. Any appeal must be filed within sixty days after entry of a final decision by the Board. Any person or other entity considering an appeal should consult with an attorney to ensure that time and procedural requirements are met.”

- III. Board Chair Comments, *Joyce Searcy, Chair*
 - a. Ms. Searcy thanked those who compile the board packets. She knows it takes a tremendous amount of work to make them happen each month and is appreciative of the reports and data that go into them.
 - b. Ms. Searcy chose three people to serve on the panel to select the search firm for the new director of NPL. Andrea Blackman, Chief Diversity, Equity, and Inclusion Officer for the Metropolitan Government of Nashville and Davidson County, Don Holmes, Chair of the Foundation Board, and Ms. Searcy. They have had two meetings thus far. The first meeting was to review the rules. The second meeting went over proposals that were eligible for review. Each person gave scores and comments for each proposal. The process is not complete, and another meeting is scheduled this Thursday. Katy Varney asked how many proposals were sent in and Susan Drye answered three firms were qualified to send in proposals. Ms. Varney asked if there was a timeline for a decision. Ms. Searcy responded that she hoped before Christmas and Ms. Drye stated hopefully by the first of the year, but that may not be guaranteed. Charvis Rand reiterated that he would rather time be taken to get a quality search firm. Mr. Simmons asked what role the Board has in deciding the next director. Ms. Drye

stated that she is unsure. Due to a confidentiality agreement, there is not much that Ms. Drye and Ms. Searcy can say at this time.

- c. Derrick Smith stated that the Board chooses the “Chief Librarian” and sets the salary. Ms. Searcy asked if it would be beneficial for someone in HR to attend a meeting to answer questions. Robert Oermann and Ms. Varney both stated that they understand the rules, but Ms. Varney would like to know at what point the Board will be brought forth to make any decisions or input into the process. Mr. Smith recommended the Board read the solicitation which is a public document. Ms. Drye will send the solicitation to the Board.
- d. In trying to stay confidential, Ms. Searcy stated that because methodology is part of the proposals from the firms, this might influence the score of the individual firms.
- e. Per Ms. Drye, once the search firm has been chosen by the evaluation committee, that committee will be dissolved.
- f. Sherry Adams recommended reviewing the job description again for the Library Director position to make sure everything is included that the Board would like, or to make any adjustments before needing to bring it to Civil Service in the second week of January. A special Board meeting would need to happen.

IV. Approval of Minutes

- a. **Charvis Rand moved to approve the October 20, 2022, minutes. Robert Oermann seconded. Board approved the minutes unanimously.**

V. Interim Library Director Report, *Terri Luke*

- a. The NPL Admin team set aside two meetings this month dedicated to next year’s operating budget. Each member of the team discussed their budget requests and why they thought it was important. At the end of the second meeting, the team will vote as a group. Currently, the new Donelson project is ahead of schedule. In anticipation of that, NPL will need to increase the number of full-time employees from six to 17, so this will be a priority in the next budget. Some positions will be upgraded, but many will be new. The estimated opening date for the new Donelson is Spring 2024, which is why it is part of next fiscal year’s budget.
- b. An email about the Metro budget equity tool was received last week. Time will be set aside for Admin to review and discuss. Questions have been refined, including departmental programs and practices, DEI efforts with staff, and outreach and

accessibility. Metro is asking that answers include data and have given NPL tools to use.

- c. On December 15, Terri Luke will meet with Andrea Blackman and Razel Jones to discuss next steps for DEI and NPL.
- d. This is Megan Phouthavong Evans' last day at Main, and to take Board Meeting Minutes. She has taken a new position at the Bellevue Branch Library, and the new Office Support Specialists will be working to allocate tasks until the position is refilled. Lana Boleyjack has graciously offered to take future board minutes.
- e. Ms. Luke stated that as 2022 ends, she would like to thank each board member for their dedication and service. Mr. Rand also expressed his appreciation to the admin team for how well they have led the library since the departure of Mr. Oliver.
- f. Ms. Searcy asked, "How do the staff vacancies weigh on the development on a new budget?" Sherry Adams stated that in the past it has not weighed on the request for new budgets, however there may be indications that it will weigh on next fiscal year's requests. Ms. Luke clarified that at last year's Council meeting, discussion around vacancies did come up, so it could again. Metro across the board has had a large number of vacancies, and each department has to wait for approval from Central HR to open positions for hiring. Some of the delay in hiring is simply waiting on that approval.

VI. Foundation Report, *Shawn Bakker*

- a. Ms. Bakker stated that the Gala was a huge success. The Foundation also met their net goal of \$500,000. These are unrestricted dollars which will help support the library in less limiting ways. The Gala was much more diverse in terms of race and age. It is not where they want to be, but moving in a positive, inclusive direction. 2023 Gala is already being planned and the author has already been selected, as well as the co-chairs.
- b. The Carnegie Society is another opportunity for raising unrestricted dollars. It costs \$1,500 a year to become a member. There will be a Book Club in the Spring as a benefit for Carnegie Society members. This is an opportunity for the Board to circulate to peers, friends, and family about supporting the library. The book will be *Hamnet* by Maggie O'Farrell. It will be at the Main Library on April 23rd. NPLF will partner with Nashville Shakespeare Festival and Eddie George.

- i. Ms. Searcy asked if Carnegie members could allow others to attend events such as Book Club in their place if they cannot make it. Ms. Bakker stated that although there isn't a rule stating yes or no, she would be happy to entertain it, in hopes that they would have a great experience and want to join themselves.

VII. Staff Report

a. Marketer of the Year Award, *Andrea Fanta*

- i. Ms. Fanta introduced the Marketing and Communication Team - Ed Brown, Allison Price, Kathryn Gillen, and Eddie Patton. She praised their skills and thanked them for their hard work. They put the library first and it shows in what they do.
- ii. Ms. Searcy thanked the team for how fabulous the website is, the reach MarCom has, and Ms. Varney extended the thank you to Ms. Fanta as well.
- iii. Ms. Luke mentioned that this award from Library Journal has only been given seven times, so it is a huge honor. She also mentioned that along with the award, \$2,000 was given and is now part of the Foundation Budget for diversity and inclusion work.

b. Foundation Budget Process for FY23, *Shawn Bakker*

- i. NPLF is adjusting the budget process in the coming years. Up until this point, NPLF has had a similar budget every year. The landscape is changing faster now, so they are trying to find the best ways to accommodate. The Special Collections department is working on a cohesive strategic plan for their work. This will allow that team to work in a unified way instead of separate entities. With this change, NPLF did lose some funding from traditional funders such as Nissan.
- ii. Because programs are evolving and changing, the way we fund them needs to change.

c. Library Courtyard Repair, *Susan Drye*

- i. At the end of Fiscal year '21, there was reported to be a water leak into the garage from the courtyard. Then, in fiscal year '22, the Main Library received almost 5 million dollars in funding and set aside 1.7 million to fix the courtyard. In February 2022, Main contracted with Logan Peachtree

Engineering to figure out next steps. In March 2022, Ms. Drye and Dan Padilla met with Mr. Peachtree and walked the courtyard and the garage. Mr. Peachtree wanted to consult with other professionals, so in August 2022, Nashville Roof Consultants came to do another walkthrough of the same areas. Ms. Drye received a report in September 2022 stating that there was a need to expose some of the waterproofing to see how it was made. They came back, inspected, and it was suggested to dig up all the trees and remove them. It was also suggested not to fix the fountain because whatever work is done on the courtyard could disrupt the fountain. Mr. Peachtree is supposed to get NPL a report for a scope of work so that NPL can move forward. NPL has been waiting on this report since October 2022. It is likely that 1.7 million dollars will not cover everything the courtyard needs, so the Main Library is holding the full 5 million dollars that was given to cover the project, while unfortunately, putting other projects on hold.

- ii. It is anticipated to be an arduous, time-consuming process. It could be six months, but it also could be a year. A crane will be used to come over the top of the building. Ms. Drye is hoping to work with Metro Arts commission to create some public art to provide shade and keep the feel of the current landscape without actual trees.

VIII. New Business

a. Recognition for Brian Hull, *Katy Varney*

- i. As a 15-year-old, Tom Tichenor gave his first puppet show at NPL. This career spanned over 40 years. He was so prolific that in 1949 Walt Disney came on Tom's show. Tichenor was on Broadway, authored 6 books, and had a remarkable career. When he retired, his puppets went to Donelson and sat in the basement for almost a decade. When Donna Nicely was chosen as NPL's director, she discovered the puppets, and brought the puppets back to life through Wishing Chair Productions. She hired Brian Hull in 1997 and he worked for NPL until he retired this year. Now, NPL has over 1,000 puppets, 6 full time puppeteers, 40 original productions, and as many as 70,000 kids and parents per year come to the Main Library to see the puppet shows. The Puppet Truck also has 50,000 viewers all over the city.

- ii. Katy Varney would like to honor the career of Brian Hull. First, she would like to dedicate a portion of the case outside the theater in the Children’s Department at the Main Library to both Tichenor and Hull as a permanent exhibit. Second, she would like to recognize Brian Hull on the Wishing Chair page of the NPL website.
- iii. **Mr. Simmons motioned to approve Ms. Varney’s recognitions to Brian Hull. Mr. Oermann seconded. Board approved the motion unanimously.**

IX. Adjournment

- a. The meeting was adjourned at 1:31pm

Next Scheduled Board of Trustees Meeting

12:00 noon – January 17, 2022

Main Library

615 Church Street Nashville TN

