



NJLA Executive Board Meeting

June 16, 2020

2:00pm–4:00pm

via Zoom

MINUTES

Call to Order - Jen Schureman Brenner, President

The President calls the meeting to order at 2:05pm.

Present: Jen Schureman Brenner, Danielle Cesena, Leslin Charles, Pham Condello, Corey Fleming, Judah Hamer, Kate Jagers, Darby Malvey, Adriana Mamay, Emily Moore, Eileen Palmer, Will Porter, Susanne Sacchetti, Jessica Trujillo, Pat Tumulty, Leah Wagner, Kerry Weinstein

Guests: Doug Baldwin; Becky Boydston; Cara Berg; Phil Berg; Karen Cerra, NJLA Office; Peggy Cadigan; Mary Chute, NJSL; Sandi Cronce; Christina Cucci, School Library Task Force; Cindy Czesak, NJLTA; Tonya Garcia; James Keebler, Professional Development; Andrea Levandowski; Laverne Mann; Michael Maziekien; Samantha McCoy, Incoming NJLA Treasurer; Allen McGinley, School Library Task Force; Keena Rudolph, NJLA Office; Jeanne Marie Ryan, Eric Schwarz; Elayna Turner; Joyce Valenza, Rutgers; John Wallace; Michelle Yeager

Absent: Leslin Charles

Adoption of Agenda - Jen Schureman Brenner, President

Minutes - Kate Jagers, Secretary

Board Meeting May 5, 2020

With no corrections, the minutes are accepted.

Financial Report

- Keena Rudolph, bookkeeper at the NJLA Office, reports that NJLA's finances are in good order and on track to close out the fiscal year
- Will Porter moves to accept the Bill List, Eileen Palmer seconds, and the motion passes
 - Pat Tumulty notes that there are 5 checks currently outstanding, including Conference-related expenses and \$2800 for the auditor
 - Some money has also not yet been deposited, and NJLA has not received \$30,000 refunded from Harrah's from the cancellation of Conference

Reports within NJLA

Jen Schureman Brenner, President

The President thanks the Executive Board for support in her role as President this year, including participating in many emergency meetings the past few months. Thanks, also, to the Honors & Awards Committee and to those who attended the NJLA Annual Business meeting.

- Thank you to Darby Malvey and Emily Moore as they go off the Board
- Amy Babcock-Landry resigned from the position of Vice President effective June 1, 2020
- Susanne Sacchetti has been appointed Vice President for the remainder of the year
- Tonya Garcia has been appointed Second Vice President for FY 20-21

Pat Tumulty, Executive Director - [Full report](#)

- Pat provides a brief report from TOPCATS, acknowledging the Governor's surprise announcement about allowing libraries to offer "curbside" service of physical materials just hours before a scheduled Town Hall meeting with library workers and leaders.
- Pat has been participating with meetings organized by the State Library for both new directors and for trustees, each of which are planning to be held monthly.
- NJLA and NJLTA held a program about reopening libraries with over 100 attendees; many thanks to Pat Pavlack for all of the work being done to help support trustees and library administrators during this time.
- Congratulations to the Honors & Awards Committee, and thanks to the Garden State Book Awards Committees and all those who attended virtual celebrations, programs, and the annual meeting during what should have been NJLA's Conference. A recent webinar from the Professional Development Committee, led by James Keebler, registered more than 200 people. Great work by all NJLA membership to pull so many virtual professional development and networking opportunities together. Thanks, as well, to NJLTA for supporting the cost of the Zoom subscription.

Eileen Palmer, ALA Councilor

ALA is presenting four resolutions for vote next week; Eileen will post to the [ALA Forum on NJLA MemberClicks](#) for membership feedback:

- Resolution on Financial Autonomy and Collaboration among ALA Management and Divisions and Roundtables
- Resolution Condemning U.S. Media Corporations' Abridgement of Free Speech
- Resolution on Developing Library Security Policies in keeping with ALA Policy
- Resolution on protecting privacy and safety in coronavirus-related library policy

New Business

1. **NJLA-NJASL School Library Joint Task Force** -- Allen McGinley (NJLA) and Christina Cucci (NJASL), Task Force Co-Chairs, provide an [end-of-year report](#) to the Board. There is a lot of concern about the reduction of certified school library media specialists in NJ and weak guidelines for school districts, but thanks to the support for this joint task force, there has been a lot of momentum and forward progress.

- The focus of the task force has been on two pieces of legislation: A248, which requires the instruction of information literacy in curriculum of students in K-12, and S1586, which requires certain ratios of SLMSs to students in public schools.
 - Thanks largely to testimony, the NJ State Board of Education did revise learning standards for information and media literacy.
 - The primary goal of the task force continues to be to communicate the importance of certified school library media specialists, particularly through the <https://unlockstudentpotential.org> website.
 - Leah Wagner and Pat Tumulty acknowledge the co-chairs, as well as Mary Moyer, NJASL Advocate, for their tremendous work
 - Jen Brenner will reauthorize the joint Task Force in July to continue this essential and ongoing work
2. **TOPCATS** -- Danielle Cesena, NJLA's representative on the Task Force, reports that the group continues to meet weekly, and she is participating on the "Futures" team.
 3. **Organizational Structure Task Force** -- Jen Brenner proposed the establishment of this task force in May, to be led by Leah Wagner. Again, Eileen Palmer requests--and Kate Jagers seconds--that the charges and membership of each task force be provided to the Board prior to discussion or approval. There is some concern about the scope of work proposed. Leah will gather some Executive Board members, including members of the Board Organizational Subcommittee to create a written proposal for the task force to be presented for approval in July.
 4. **Draft Budget FY 20-21** -- Pat Tumulty presents a [draft budget overview for FY 20-21](#) along with a [budget narrative for the proposed budget](#). Upon recommendation from the NJLA Finance Committee, the Board takes a roll call vote of the motion to approve the FY 20-21 budget as presented. There are 12 votes in favor and 2 abstentions (Judah Hamer, Eileen Palmer). The motion passes.
 - Pat indicates that expenditures for moving the NJLA Office location is a high immediate priority
 - Keena Rudolph recommends cutting payroll expenses in half and voices concern about the Investment Account
 - Eileen Palmer is concerned about NJLA approving a deficit budget running on approximately 40% reserve funds, and suggests that NJLA consider options for reducing expenses in the salary lines either with a management corporation or by purposefully extending the anticipated time without an Executive Director.
 - Samantha McCoy believes that this plan would allow the organization enough support to function while working toward situating ourselves more securely over the next 12-18 months. The intention underlying the creation of the proposed budget is to also create a plan for replacing funds back into the reserve.
 - Will Porter, echoed by Judah Hamer, points out that the revenues are designed for worst-case scenario situations and the expectation is that the proposed numbers will be exceeded.
 5. **Bank Signatories** -- Corey Fleming moves to remove Judah Hamer and Pat Tumulty from the Valley CD; to remove Judah Hamer from all NJLA accounts effective June 30,

and to remove Pat Tumulty from all NJLA accounts effective October 31, 2020; and to add Samantha McCoy and Jen Schureman Brenner to all NJLA accounts effective July 1, 2020. Susanne Sacchetti seconds and the motion passes.

6. **Statement on Black Lives Matter** -- A statement was crafted by Emily Moore with support from the Board and released via social media to the NJLA membership in June in support of the Black Lives Matter movement. Jen Brenner first asks for comments from the Executive Board and then asks for comments from the membership.
- Corey Fleming and Eileen Palmer praise the crafting of the statement.
 - Emily Moore stressed the intention behind highlighting actionable steps.
 - Keena Rudolph shares that while the statement is a start, NJLA needs to do more.
 - Jessica Trujillo shares feedback from “side conversations” indicating general resentment toward NJLA, apparently stemming from a Letter from the Executive Director column published in the NJLA NEWSLetter in 2017. Jessica states that it seems to be difficult to generate consensus from large membership organizations.
 - Eileen Palmer questions if NJLA should be reviewing its core values as they relate to intellectual freedom.
 - Pham Condello asks how Board members active on Facebook should respond to comments posted on the NJLA Facebook page. Jen Brenner responds that she believes the replies given were appropriate.
 - Emily Moore points out that there were over 60 “likes and loves” for the statement posted, and that many of the comments were constructive, highlighting the suggesting that NJLA is systematically racist and not actively being anti-racist. Emily shared a compilation of all Facebook post comments for the benefit of the Board.
 - John Wallace, reiterating someone’s suggestion on the Facebook post, suggests that it be required for all incoming NJLA Board members to undergo anti-racist training.
 - Corey Fleming encourages NJLA to document the comments and use toward furthering the discussion and to propel NJLA’s actions.
 - Judah Hamer suggests a historical audit of NJLA’s responses to the reporting of racists incidents.
 - A number of Board members urge quick action and/or response, and also recognize that a non-response is a response in itself.

Old Business

Fall 2017 NJLA NEWSLetter

- Pat Tumulty shares some of the background of the column, including her support of freedom of speech in public libraries.
- Jen Brenner again first asks for comments from the Executive Board and then asks for comments from the membership.

- A number of Board members request clarification of the purpose of the agenda item, and Jen Brenner responds that she believes NJLA must re-address the column--and the membership's reaction to it--through a new lens, as well as follow through on actions presented in the Board's original response, which includes hiring a consultant to review the diversity of our internal organization.
- Danielle Cesena notes the lack of transparency impacting issues within our organization, including mentions of documents that not all Board members or general membership has access to, such as emails that were sent to Pat/Board members in 2017 and the subsequent letter of support from a group of NJLA Past Presidents.
- Tonya Garcia states that current conversations are all repeated discussions, and recommends that the Diversity Task Force and Librarians of Color Roundtable be tasked with moving these discussions forward to create a plan for real action.
- Cindy Czesak voices agreement with Tonya
- Jen Brenner asks if the Board would issue an official apology regarding our lack of action following a statement made in 2017, and Pham Condello volunteers to create a draft for the Board to review. If there is to be any official response to member comments in reaction to NJLA's Black Lives Matter statement, the Board requests a draft before the response is issued.

Partnering organizations

1. **NJ State Library** -- Mary Chute, State Librarian, provided a [full report](#)
 - Round 1 of the Library Construction Grant application process is closed. Mary reports 139 applications were submitted by deadline, and the review committee will hopefully begin full review in mid-July with recommendations presented in early September 2020.
 - The Trustee Instituted scheduled for October has been cancelled, but there is a plan to hopefully present a ½-day virtual alternative
 - Andrea Levandowski secured a grant enabling UX Bootcamp to become an online course -- congratulations Andrea and NJSL!
2. **Rutgers LIS** -- Joyce Valenza reports that it is expected that the new President will release a plan for the fall in early July.
3. **NJASL** -- No report
4. **NJLTA** -- Pat Tumulty thanks Pat Pavlak for excellent partnership this year.

Action Plan

The next NJLA Executive Board meeting will be **Tuesday, July 27, 10:00am**

Eileen Palmer moves to adjourn at 4:10pm

Respectfully submitted by Kate Jagers, Secretary