



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

## **NJLA Executive Board Meeting**

**11-22-2022 10am Zoom**

***APPROVED MINUTES***

In Attendance: Ally Blumenfeld, Danielle Cesena, Cindy Czesak, Heather Dalal, Lynette Fucci, Carina Gonzalez, Kate Jagers, Allan Kleiman, Adriana Mamay, Laverne Mann, Allen McGinley, Keisha Miller, Judith Pissano, Joy Robinson, Selwa Shamy, Jessica Trujillo, John Wallace.

Guests: Alicia Gough, Ralph Bingham, Darby Malvey, Karen Cerra, Jeff Cupo, Eric Schwarz, Linda Crittenden, Taraka Gilbert, Jeanne Ryan

1. **Call to Order** – Jessica Trujillo, President - Meeting began at 10:03am
2. **Adoption of Agenda** – Jessica Trujillo, President - Agenda approved
3. **Welcome & Introductions** - EB members and guests introduced themselves and discussed what Thanksgiving dish they are most excited to eat.
4. **[Adoption of Meeting Minutes](#)** - approved with minor typo corrections.
5. **Financial Reports** – Allan Kleiman, Treasurer
  - **[Financial \(Balance sheet\) summary](#)** was displayed. The first quarter of the year is quiet as most of the transactions are made in the second half of the year related to conference expenses and revenues.
  - There was an enthusiastic response to the EIM, thus membership dues income is over \$50K.
  - Cindy is working on the numbers that the new Executive Director will need. We have yet to post the interest charges.
  - The Investment committee will meet before our next EB meeting, when they will present to the board about the Dag Bulman donation, which will move from the checking account to an investment.

---

*The New Jersey Library Association provides vision and leadership for the library community and serves as a voice for New Jersey libraries and library workers.*



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

- Investments from Raymond James have gone down a bit.
- Before the next EB meeting, Jessica and Allan will set up the petty cash account at TD Bank, which will be needed for conference expenses.
- We are in good financial standing at this point.

## 6. Reports

### a. Jessica Trujillo, President

- Received an email from Dave Hansen - Comcast gave us 25K to continue the Access Navigator program.
- Jeff had attended the ALA EDI group and reported back - will be shared soon.
- Currently working with Ralph and Jen on proposals for NJLA workshops (Wednesday prior to the conference). Two sessions:
  - AM - how to recruit/retain diverse staffing for managers and hiring administrators. This will have a charge.
  - PM session for Library Workers of Color on how to manage work in a predominantly white environment and push forward equity goals. Hoping the PM session will be free.
- Eileen Palmer is working with the incoming ALA president, Emily Drabinsky. Will try to have a President's program on the Wednesday night of the conference on Intellectual Freedom and other challenges.
- Shared information about the Sustainable Libraries Initiative with the active members, not yet shared to the members in the grace period. Rebecca Smith (Sustainable Libraries) will do a workshop and maybe a regular session at the NJLA Conference. The introduction to the Sustainable Libraries initiative webinar is coming on December 5th.

### b. Cindy Czesak, Interim Executive Director

- Just to clarify the Comcast email - 25K grant - is building on Access Navigators, it's not still named Access Navigators. It is about Digital Equity.
- Cindy attended the annual NJ League of Municipalities Conference, which brings together representatives of NJ municipal governments. NJLA has a booth in the exhibit hall and used the opportunity to promote libraries and encourage support for the bill to increase State Aid to public libraries.

---

*The New Jersey Library Association provides vision and leadership for the library community and serves as a voice for New Jersey libraries and library workers.*



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

**c. [Laverne Mann, ALA Councilor](#)**

- Thanks to Steve Hrubes who made a flyer with a QR code for vendors for the NJ League of Municipalities Conference.
- NJLA as a chapter may invite the United Against Book Bans - later on the agenda.
- Sat in the ALA Bylaws listening session (2 of 4 sessions), which will all culminate at the conference.
- Early Registration for the ALA conference is open. Laverne will represent NJLA.
- Letter sent to House to support federal funding to modernize library buildings.
- YASLA announced top 10 teen titles.
- Merritt Humanitarian Fund - if you are discriminated against/denied employment rights or lose your job defending Intellectual Freedom and lose your job, the trust will give funds.
- ACRL Conference (Pittsburg, PA) registrations is open.
- There are 61 candidates for 36 seats. There is one NJ librarian - Kathleen Breitenback, Teen Librarian, Hamilton Public Library.
- Pete Bromberg is giving a workshop Advocacy in a Polarized World.

**7. Old Business**

**a. Mini-Grants Members**

Approved at the last meeting. Jessica shared her appointments with the EB: Allen McGinley (Chair) Adriana Mamay, Academic Representative, John Wallace, Corey Fleming, Lynnette Fucci, Alley Blumenfeld, and Joy Robinson

**8. New Business**

**a. [Unite Against Book Bans Partnership](#)**

Asked to be a state partner. There is no cost. There are 9 states at this time that have joined. Motion made by Allen McGinley. to sign on. Seconded by Heather. Motion passed.

**b. [Annual Audit](#) (Allan K.)**

Shared proposal for an audit of 2021-22 to use Suplee, Clooney, & Company again for a fee of \$9200. Price has gone up around \$300 from the previous year. Motion made by Allan Kleiman, seconded by Joy Robinson. Motion passed.

**c. [Equity & Justice Taskforce](#)**

---

*The New Jersey Library Association provides vision and leadership for the library community and serves as a voice for New Jersey libraries and library workers.*



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

Planned to recreate a mentorship program and ensure this continues annually, there will be an E&J Task Force with the hopes it will become an ongoing committee under Member Services. Representatives from various sections and committees. Partners include LibraryLinkNJ, NJ State Library, and Rutgers, and we've asked NJASL. Motion for approval of this Taskforce made by Jessica. Seconded by Heather. Motion approved.

## 9. Committees & Sections

### a. Personnel & Administration Salary Recommendations

#### i. [NJLA Salary Guide](#) (Linda Crittenden and Eric Schwarz)

The goal is to be as transparent as possible. Increase of 6.43% from the previous year, except for library pages due to minimum wage. These salaries may be aspirational and may be a tough ask with the increase, however, the 4 economic indicators support this. The one year numbers were received from following economic indicators: the teacher contract settled from NJ Teachers Associations, Consumer Price Index, Personal Consumption Expenditures, and the COLA by the US Social Security Administration.

Discussion ensued about how the salaries are too low, but they are a huge ask of library boards, especially since Health premiums have increased over 20%. Discussion on making 3 regional salary guidelines. This is only a benefit to members if administrators can implement these salaries. If we approve this, administrators may ignore it. This came out of PAC, a subcommittee of Member Services, which did not need a hierarchical review by Member Services. Discussion on what we want PAC to do. Perhaps include a two year average of the economic indicators vs the one year. Eric suggests individuals view the [NJ Salary Survey](#), which has shared similar data indicating librarian salaries tend to be higher in the Northeast.

Vote to pass: 6 Aye, 8 Nay, 2 Abstain. Jessica made a recommendation to refer this back to PAC for a conversation and Jessica will join in on the next meeting. Second by Allan K. Motion passed with mostly Aye's one Nay and no abstaining votes.

Eric shared that there is no way the PAC can present new information in one month. Kate advised that libraries will ask for this document and the executive board should have a



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

statement about why this is not out yet.

**b. Construction Task Force Co-Chair Approval**

Recommendation from the Public Policy to add a co-chair, Jeanne Marie Ryan with Dave Hansen. Danielle made the motion, Jessica seconded. Motion passed.

**c. NJLA Newsletter Vice-Chair - New Appointment**

The vice-chair got a new job and needed to drop out. Erica Deb agreed to come on as the vice-chair and editor next year. Motion made by Jessica, seconded by Danielle. Motion passed.

**d. New Section Approval**

i. Sustainability and Resilience Section -

- 15 people signed up and we can start a new section.
- Purpose: The purpose of the Sustainability and Resilience Section is to develop best practices, share knowledge and experience, and provide support to libraries and library workers in their sustainability practices. The Section will also be a resource for libraries to assist their community to recover and move forward from environmental impacts.
- Moved by Jessica, seconded by Allen M. Motion passed.
- Kate recommended to follow the bylaws for the start of a new section.

e. [Membership Update](#) Information shared. No further discussion.

**10. Nominations Report**

Kate shared that they are following the timeline in the bylaws. Nominations are open and close in January and the team is reaching out to individual people as well. Kate advised those on the board with terms expiring in 2023 should reach out to Kate directly if they want to run again. She also asks liaisons to reach out to their sections/committees to recommend individuals to run. She will send a write up to liaisons.

**11. Partner Organizations Reports**

a. [NJSL – Jen Nelson](#) - no discussion, Jen needed to leave early.

b. [LibraryLinkNJ – Ralph Bingham](#) -

- On 12/13 at 2pm there will be a membership meeting with



163 US Hwy 130 N, Bldg. 1, Suite 1C, Bordentown, NJ 08505 609-482-1282 <http://www.njla.org>

Martha Hickson to discuss Censorship. Also at the meeting, the Strategic Plan's activity plan will be shared. Jessica already mentioned the scholarship initiative.

- State-wide Ebook conversation. Jen has engaged a student from University of Texas to do a nationwide Ebook white paper for NJ. They are forming a workgroup to create a statewide survey about ebooks in public libraries about collections, purchases, hold ratios, etc.

12. **NJASL Report** – Darby Malvey

Just wanted to announce that yesterday the NJ IL bill passed the final bill in the NJ State Senate. Still needs to be signed by the governor.

- a. Rutgers University - Lilia Pavlovsky (not present)
- b. NJLTA – Pat Pavlak (not present - Jessica shared).
  - i. Our membership drive starts in January and we will be reaching out to our members to determine the training topics they need to be engaged and effective trustees.

13. **Motion to adjourn** made by Danielle. Seconded by Joy. Adjourned at 12:09pm

Respectfully submitted by Heather Dalal.