



NJLA Executive Board Meeting

December 13, 2022 @ 10 AM - 12 PM

Approved Meeting Minutes

In Attendance: Ally Blumenfeld, Danielle Cesena, Cindy Czesak, Heather Dalal, Lynnette Fucci, Carina Gonzalez, Kate Jagers, Allan Kleiman, Adriana Mamay, Laverne Mann, Judith Pissano, Joy Robinson, Selwa Shamy, Jessica Trujillo

Guests: Jennie Pu, Jeanne Marie Ryan, Eric Schwarz, Tony Joachim, Jen Nelson, Mary Stubbs, Ewa Dzedzic-Elliot, Alicia Gough, Darby Malvey, Ralph Bingham, Lilia Pavlovsky, Linda Crittenden, Karen Cerra

1. **Call to Order** – Jessica Trujillo, President : The meeting was called to order at 10:03am
2. **Adoption of Agenda** – Jessica Trujillo, President : The agenda was approved as amended.
3. **Welcome & Introductions** - members and guests introduced themselves and discussed their favorite thing about Winter.
4. [Adoption of Meeting Minutes](#) : The meeting minutes were adopted.
5. **Financial Reports** – Allan Kleiman, Treasurer
 - a. The bulk of the money is spent around the conference.
 - b. 25K from Comcast extends the Access Navigator Grant for Digital Literacy.
 - c. The leadership and the interim exec director have an updated budget to review and approve last in the agenda.
 - d. Membership continues to grow.
 - e. We are looking at the NJLA Store to identify the money spent vs money taking in.
 - f. Next month will be 6 months of reporting and we will have a good idea of where we are financially at this point.
6. **Reports**
 - a. **Jessica Trujillo, President**
 - i. Attended NJASL Conference on Sunday and presented on academic libraries and public libraries partnering with school libraries.

- ii. The investment committee will meet next month with the financial advisor. Currently, the money from Dag Bulman is sitting in the checking account and we will be looking into moving that.
- iii. There will be Equity Scholar Mentorship Program meetings in January. Task Force established last month. Will send an email to the Equity Scholars to find out what support they are interested in receiving.

b. Cindy Czesak, Interim Executive Director

- i. Encouraged by forward movement: the Conference committee's efforts and the work on the Dag Bulman gift.
- ii. The Digital Equity Task Force pursued the grant from Comcast and is not Access Navigators but uses what was set up for Access Navigators. The libraries must be libraries in Comcast territory. Three sites will run the program in January - April: Pennsauken, Long Branch, and Warren. Gabby has agreed to be the part-time program coordinator.
- iii. Thanks to Betty Turock for her gift of 3K for the Equity Scholars Mentorship Program.

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

- i. All are preparing for LibLearnX (formerly the ALA Midwinter Conference) in the end of January. Registration is open. There are virtual options.
- ii. NJASL submitted to AASL to commend the N. Hunterdon/Voorhees Freedom Fighters in their support of students and for speaking out against the book challenges.
- iii. ALA has a [Libraries Transform Communities Engagement Grant](#), an annual award to support innovative and meaningful engagement efforts in libraries.
- iv. Laverne will sit in on the 3rd bylaws listening session, which leads to the LibLearnX Conference's all-day bylaws sessions in New Orleans.
- v. The ALA President put out a Statement in support of Iranian women and their struggle for freedom in Iran.

7. Old Business

a. [Revised Budget](#)

Cindy shared the notable changes in the budget.

- i. The annual conference raised to 200K to reflect actual income.
- ii. There is an incredible response to the EIM.
- iii. Payroll is lower without paying an Executive Director.
- iv. The budget no longer includes leasing a car for the Executive Director as

- that position requires less travel with zoom, but mileage will be revised.
- v. Professional services have an increase as there is a payment to Cindy as a contractor, not personnel, as well as payment to the search firm.
 - vi. Annual Conference always budgeted at 50K, but the real number was closer to 90K.
 - vii. Make sure Equity PD was codified in the budget.
 - viii. Changes due to the Equity Scholarship, EBSCO grant, Comcast grant, and mini-grants.
 - ix. Allocated money for archives, which includes 80K from the Dag Bulman gift.
 - x. Question about Rewards - amazon smile rewards.

A motion was made to accept the revised budget by Allan Kleiman and seconded by Heather Dalal. The motion passed.

b. [New Jersey Joint Grassroots Advocacy Proposal](#) (NJASL/EveryLibrary proposal)

Ewa stated NJASL had been working on their Information Literacy bill since 2016 and they felt like they were not getting anywhere so 2 years ago they partnered with EveryLibrary for help navigating the intricate world of politics. EveryLibrary has given advice, guidelines, and training on speaking with politicians. The partnership has been very fruitful. NJASL would like to continue but recognized their work has moved out of the scope of NJASL, thus they extended invitations to NJLA, LibraryLinkNJ, and State Library. We would provide education to community members in NJ so they understand we need all types of librarians and libraries. For example, administrators state that there is no need for school librarians when there is a public library across the street. However not all public libraries have youth services librarians.

During the NJASL Conference, the EveryLibrary representative met with Library Link NJ and NJASL representatives to prepare the [NJ Joint Grassroots Advocacy Proposal](#). More details are needed from the NJ organizations to create the final draft of the contract and MOU.

This is a long-term project with no rush. NJASL's Executive Board meets next in February so no movement could happen at least until then. The proposal includes a projected number of 24K. This was built by an NJASL member, using non-profit models and guidelines. 6K is the maximum NJASL planned to put aside and they are asking NJLA and LibraryLinkNJ to put the same money. The 4th

partner is EveryLibrary as they will contribute a ¼ and have the logistics and organizational capacity to build the website. The 6K is not a payment to EveryLibrary but to the advertising campaign. The money will be spent on ads (social media/billboards) and EveryLibrary does not make money on this. To clarify- this is a marketing campaign. EveryLibrary is not lobbying for us - that's a separate engagement. Laverne states that Public Policy Chairs are desperate for help as NJLA has no staffing, no government relations person at NJLA and the Executive Director has to do everything. The public policy chair feels out of their depth/lack of time without a lobbyist.

There would be a committee or task force with members from all organizations who would make decisions and propose to the boards.

There is hesitation to enter into this before the Executive Director is hired. Ralph LLNJ will be presenting to their executive board this Thursday. No decision has yet been made. Judith shared the country is looking to NJ to take the lead on this. Ewa shared that NJASL was hopeful the censors would go away after the Board elections but they are getting stronger and bolder. The Rapid Response team has been very busy.

Jessica will coordinate completing the spreadsheet of details needed for the MOU.

8. New Business

- a. [Approval of 2023 NJLA Holiday Calendar](#) - Kate Jagers stated that not much has changed. Follows personnel manual.

Discussion on Juneteenth. State made it a holiday before the federal government did. NJ's is the 3rd Friday in June, while the Federal one is June 19th. Motion by Lynnette Fucci to accept calendar but to make Juneteenth align with the state. Danielle seconds. Not passed.

Calendar passed as presented. It was noted that the personnel manual should be revised.

- b. [EBSCO Grant Ideas](#)

There is 50K received from Ebsco that needs to be spent in order to ask for more. Discussion on ideas and limitations. The money is intended to enhance what we

do. It does not need to be used for training but can be for services in the broadest term, not administrative functions. There was some brainstorming needs of NJLA, as it grows to include all library workers with EIM. LLNJ gave the mini grants which proved very effective to those libraries. Executive Board members are asked to add information to this document to discuss at the next meeting. Eric Schwarz shared the [PD survey summaries](#) for ideas.

9. Committees & Sections

- a. [PAC - Revised Salary Guide](#) - Since the last month's proposed increase was considered too high, the committee decided to put the increase to 4%, based on the 3-year average, instead of a one-year average. Linda shared the committee has used the same assessment formula that has been passed down year-to-year, with no knowledge of who created the formula. This year, the committee presented that data in a better way. There will be a larger discussion if the assessment formula should be changed. Will discuss the possibility of a task force.

Passed with 11 ayes and 1 abstention. Many thanks to the committee.

- b. **Members Services** - numbers are up due to EIM. Very hopeful we will get new ideas as the EIM offers memberships to individuals who have not been able to be a member before.

Alicia and Karen were asked how the process is going and Alicia said that it is going smoothly with kinks being easily worked out.

10. Partner Organizations Reports

- a. [NJSL – Jen Nelson](#)
 - i. LibraryLinkNJ – Ralph Bingham
 - ii. Membership meeting this afternoon.
 - iii. A new staff member, Jennifer Bruno, admin operations manager, started yesterday.
 - iv. MentorNJ mega meetup date will change. Plans to be in March.
 - v. Tech Speed Dating is coming back.
- b. NJASL – Darby Malvey

Thanks for your consideration for EL. Thanks to Jess for coming to the NJASL Conference. Great keynotes, authors, illustrators, and professional development. Spoke to the NJASL membership meeting and gave an NJLA report. All are excited about the partnerships.

- c. NJLTA – Pat Pavlak
 - d. [Rutgers – Lilia Pavlovsky](#)
11. Good of the Order
 12. Next Meeting - January 17th, 3pm on Zoom.
 13. Adjourn

Motion to adjourn made by Danielle. Seconded by Joy. Meeting adjourned at 11:50am

Respectfully submitted by Heather Dalal