



**NJLA Executive Board Meeting**  
**May 5, 2020**  
10:00am–12:00pm  
via Zoom

## **MINUTES**

### **Call to Order - Jen Schureman Brenner, President**

The President calls the meeting to order at 10:02am.

**Present:** Amy Babcock-Landry, Jen Schureman Brenner, Danielle Cesena, Leslin Charles, Pham Condello, Corey Fleming, Kate Jagers, Darby Malvey, Eileen Palmer, Will Porter, Pat Tumulty, Leah Wagner, Kerry Weinstein

**Guests:** Karen Cerra, NJLA Office; Mary Chute, NJSL; Cindy Czesak, NJLTA; Michael Maziekien; Samantha McCoy, Incoming NJLA Treasurer; Pat Pavlak, NJLTA; Lilia Pavlovsky, Rutgers; Jeanne Marie Ryan; Nick Van Dorn, Member Services

**Absent:** Judah Hamer, Adriana Mamay, Emily Moore, Susanne Sacchetti, Jessica Trujillo

### **Adoption of Agenda - Jen Schureman Brenner, President**

Jen Brenner proposes the following changes within New Business

- Move the discussion of filing the 990 to the first order of business
- Add report from Member Services Committee

Leah Wagner moves to accept the revised agenda. Pham Condello seconds, and the motion passes.

### **Minutes - Kate Jagers, Secretary**

With no corrections, the following minutes are accepted:

- **Board Meeting April 13, 2020**
- **Emergency Board Meeting April 22, 2020** (NJLA Conference)

### **Reports within NJLA**

#### **Jen Schureman Brenner, President**

Ebsco generously donated \$50,000 to NJLA, thanks largely to the recommendation made by the NJ State Library; we understand that a similar donation was made to LibraryLinkNJ.

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

- Update to our contract with Harrah's for the NJLA Annual Conference: NJLA has been granted leave of the current contract for the 2020 Conference with no penalties and we

will be refunded whatever deposits have already been made. We do already have a contract with Harrah's for our 2021 event.

- NJLA previously provided a \$3,000 deposit for the speaking fee of one of the scheduled keynotes at the 2020 Conference who has agreed to provide us with a refund
- NJLA's application to the Payroll Protection Plan in the amount of \$32,500 is under review by the Small Business Association
- The Association's Zoom subscription has been increased to allow for a room to hold 500 participants to meet the increased demand for this format of professional development and continuing education.
  - NJLA Professional Development Committee has a webinar scheduled for May 15
  - Pat Pavlak has offered/requested that NJLTA fund half of NJLA's Zoom subscription and receive equal access of use; NJLTA will work with Pat Tumulty on this funding reimbursement.
- All meetings in Trenton are being done virtually at this time, and the budget process is being somewhat postponed. As it is everywhere, there are a lot of unknowns currently.
- NJLA Public Policy Committee has distributed information and promotion for \*virtual\* Library Legislative Week

#### **Eileen Palmer, ALA Councilor - [full report](#)**

ALA is working on getting libraries onto the next Recovery Bill; both NJ Senators have signed onto a letter supporting the inclusion of libraries, and while only one House Representative from NJ signed on, about 100 others did as well.

#### **New Business**

1. **2019 NJLA 990 Filing** -- Pat Tumulty reports that Keena Rudolph believes the 990 as it is filled out accurately represents NJLA's current status. The 990, which maintains NJLA's tax exempt status, is due on May 15. Eileen Palmer moves to authorize the electronic filing of the 990. Amy Babcock Landry seconds and the motion passes.
2. **TOPCATS** -- Danielle Cesena, NJLA's representative on statewide Taskforce on Post COVID-19 Alignment, Trends, and Strategies
  - Taskforce organized through LibraryLinkNJ with representatives from NJLA, NJSL and NJLTA, as well as those from a variety of library backgrounds
  - Danielle is on the "Futures" working group
  - Living document offers [Best Practices for Reopening NJ Libraries](#)
3. **Conference Update** -- Jen Brenner and Pat Tumulty
  - There will be a virtual NJLA Awards Ceremony on the evening of May 28 for all to attend, where winners will be announced and speeches will be recorded in advance. The hope is that there can be an in-person event in the fall to present winners with plaques and announce President's Award and Librarian of the Year.
  - There has been no formal update from the Conference Committee to the membership, and there has been little communication within the committee
  - There will be a virtual NJLA Membership Meeting on May 29; Jen will be sending out further information regarding this meeting

4. **Statement from NJLA Furlough Task Force** -- Danielle Cesena, Chair, presents a statement on behalf of the Task Force. Eileen Palmer proposes amending the statement with the inclusion of additional verbiage. Danielle makes a correction to the Executive Order number. Following discussion, Amy Babcock Landry and Eileen make additional suggestions to the wording of the statement. **Will Porter moves to adopt the statement as amended. Corey seconds, and the motion passes.**
  - At the start of the discussion, the President opened up for comment from the membership, and then the Board essentially responded to those concerns in order to fully cultivate the final statement
  - Michael Maziekien, Past President of NJLA and Director of Cranford Public Library, questions why NJLA's statement does not include more strongly-worded support in favor of fully-compensating library staff during this time. He referenced the statement issued by the Massachusetts Library Association.
  - There was a purposeful effort to put forth a positive statement, as well as to recognize NJLA's responsibility to support all different types of library workers facing all types of decisions, also acknowledging libraries' political relationships
  - There was a lot of discussion in the creation of this statement regarding the terms "furlough" and "lay off" and the specific inclusion of either or both
  - NJLA is sensitive to the topic of furloughs, not wishing to abandon those library administrators who are or feel forced to make this decision. There was significant discussion of Senate President Sweeney's furlough proposal, a plan that essentially aims to save state and local governments money by instituting temporary and partial furlough programs for employees. While continuing to receive benefits as well as a portion of their existing salaries while working reduced hours, employees under this plan would be able to collect unemployment. Furloughs could be seen as a long-term financial win because under the CARES Act, the federal government will pay NJ state unemployment benefit costs through July 31. Senator Sweeney's proposal has little opposition, though the consensus from the League of Municipalities seems to be that it is believed that few communities would take this route.
  - In reviewing and finalizing the statement, there was agreement that it was important to more fully stress the library's role in economic recovery, and to focus on the importance of people (staff) in addition to library services.
  - Jen Brenner commends the Task Force's hard work to get this statement written, and acknowledges the thoughtful contributions from the NJLA membership as the Board cultivated the final statement.
  - As the Board unanimously approves the statement, Pat Tumulty reminds the Board of its responsibility to defend this statement, particularly in respect to the level of thoughtfulness put into its creation.
5. **Member Services Committee Update** -- Nick Van Dorn, Committee Chair, reports a successful "Happy Hour" meet-up of almost 40 NJLA members, and plans for another virtual event on May 8 (Baby Yoda Painting Party)
6. **Resignation of NJLA Executive Director** -- Leah Wagner, Employee Relations

Committee Chair, reports that the Board has received Pat Tumulty's resignation letter. Amy Babcock Landry moves to begin Executive Session to discuss approval of the details of Pat's resignation. Eileen Palmer seconds, and the Board moves to a Closed Session. Amy Babcock Landry moves to reopen the public meeting, and Eileen Palmer seconds. There is no action to take place. Eileen requests that letters, like employee resignations, are formally presented to the Board in writing prior to discussion.

7. **Establishment of Task Forces (1. Future Organizational Task Force; 2. Library Summit Task Force)** -- Jen Brenner proposes the establishment of two task forces. Eileen Palmer requests the charges and membership of each task force be provided to the Board prior to discussion or approval. Jen will provide this information for further discussion and action at the next Board meeting.

### **Partnering organizations**

1. **NJ State Library** -- Mary Chute, State Librarian, [provided a full report](#)
  - Presents a verbal summary of the findings from a survey presented to library administrators on the topic of furloughs and layoffs throughout the state.
  - The deadline for the *first round* of Construction Bond grant applications is June 5
  - Mary Chute's retirement date has been moved back to December 31, 2020
2. **Rutgers LIS** -- Lilia Pavlovsky reports a busy last week of the semester!
  - Rutgers is currently scenario planning
  - Students still have a high level of engagement and are actively seeking and securing paid job offers
  - There are a reasonable amount of new student applications
  - There were two new recent hires, in addition to the three new hires last semester
  - Rutgers is maximizing faculty and hiring part-time staff to teach
3. **NJASL** -- No report
4. **NJLTA** -- Pat Pavlack, NJLTA President, reports that two recent webinars (Open Public Meetings Act and Employment Law) were very well attended, and that NJLTA is currently fielding a lot of questions about developing crisis budgets. The Trustee Institute scheduled for October is still on the calendar at this time.

### **Action Plan**

NJLA Membership Meeting will be held via Zoom on Friday, May 29, 2020, 2:00pm

### **Good of the Order**

Kate Jagers voices concerns over the lack of communication going out to NJLA membership, particularly in light of two major announcements (the cancelation of Conference and the retirement of NJLA Executive Director) recently made through NJLA's Facebook page.

Eileen Palmer moves to adjourn at 11:50am

*Respectfully submitted by Kate Jagers, Secretary*