



NJLA Executive Board Meeting

October 15, 2019

Paterson Free Public Library

250 Broadway

Paterson, NJ 07501

10:00am–12:00pm

MINUTES

Present: Amy Babcock-Landry, Danielle Cesena, Corey Fleming, Tonya Garcia, Judah Hamer, Kate Jagers, Darby Malvey, Adriana Mamay, Emily Moore, Eileen Palmer, Will Porter, Jen Schureman Brenner, Jessica Trujillo, Pat Tumulty, Leah Wagner, Kerry Weinstein

Guests: Cindy Czesak (NJTA), Carol Collins (NJASL), Lawrence Lane

Absent: Pham Condello

Call to Order - Tonya Garcia, President

The President called the meeting to order at 10:15am.

Adoption of Agenda - Tonya Garcia, President

Minutes – Kate Jagers, Secretary

Board Meeting September 17, 2019

With no corrections, the minutes are accepted. All in favor, and Tonya Garcia abstains.

Financial Report - Judah Hamer, Treasurer

The following documents were presented by the Treasurer for discussion:

- **Current Budget FY19-20** - At this time, everything is on track; nothing to report
- **Bill List Approval** - Amy Babcock Landry moves to approve the bill list and Will Porter seconds. The motion passes unanimously. The Treasurer is still working with the NJLA Office to present a format that lends itself to more clarity.

A report was provided by the Treasurer on behalf of the Finance Committee. NJLA has been late submitting tax forms, but the Office has been working on gathering all of the necessary documents to provide to the accountant, and to submit the proper forms on time going forward. There will be a financial penalty for the late submission. The accountant expects to file our 990 this week, and a Financial Review for 2017 and 2018 has been submitted to the Finance Committee. John Bonney, Chair of the Finance Committee, and Judah are working to assist the NJLA Office with the proper timeline for completing documents, making payments and meeting deadlines appropriately.

Reports within NJLA

Tonya Garcia, President

Tonya reported to the Board some of the activities of NJLA this past month, including:

- Conference Committee is currently accepting proposals for the 2020 Conference through November 30. Tonya is researching keynotes and working with Member Services Committee to plan the President's Program.
- Tonya attended the most recent Diversity & Outreach Section meeting
- The Finance Committee met last month, and Tonya plans to meet with Cheryl McBride, Chair of the NJLA Store Committee, to discuss the future success of the store. Tonya hopes to have recommendations from the Store Committee and the Finance Committee to bring to the Executive Board in December.
- Youth Services Forum had a great turnout (about 150) and great speakers
- Employee Relations Subcommittee has a meeting scheduled for this Friday
- Tonya requests that any Executive Board members interested in serving on the Organizations Subcommittee should email Emily Moore. The Organization Subcommittee essentially helps to work as liaison from the Board to the sections and committees; full details of committee responsibilities can be found on the NJLA Code for Committees. Tonya will share Executive Board Subcommittee member listings with the entire Board.
- A request has also been made for members interested in being appointed to the editorial board of the NJLA Newsletter Committee

Pat Tumulty, Executive Director

- NJLA staff and volunteers are working diligently to ensure that MemberClicks is completely up-and-running by November 1, 2019
 - About half of the membership has logged in and updated their information
 - By November 1, previous listservs will be defunct and members are responsible for making sure that their information is accurate and that they are on the appropriate section lists
 - James Keebler is working on a MemberClicks user guide for membership
- Pat is looking for feedback on using Zoom for meetings; so far, one recommendation to come out of experience using the software is to make sure you have an external mic.
- Recently Legislative visits with Peggy Cadigan have included those who sit on the Budget Committee -- including visits to Gloucester County, Newark and Burlington County -- for discussion of the per capita state aid bill. There seems to be a lot of support, but that doesn't always get the bill on the table. Laverne Mann, Chair of Public Policy, will be sending another legislative update with a plan for NJLA advocacy.
- Pat has arranged for a meeting on Wednesday morning at the Lieutenant Governor's Office to get libraries involved with the 2020 Census Task Force! (Meeting will include Kathy Pfiefer from NJSL and NJLA representatives)
- NJLA (jointly with NJASL) will be at the School Boards Convention next week (October 22 and 23), and at the League of Municipalities next month (November 19-21).
- [Full report](#)

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

- Congratulations to the five NJ libraries included in the 57 U.S. public libraries to be awarded grants from the Public Library Association: Elizabeth Public Library, Lincoln

Park Public Library, South Brunswick Public Library, Trenton Free Public Library and Union Public Library

- ALA has announced that they received a grant from Google.org to fund a cohort of ten libraries to support small businesses in low-income communities and underrepresented backgrounds
- The Eisner Graphic Novels Grants are due February 9, 2020
- There was a ruling that upheld the Federal Communications Commission's authority to issue its 2018 Order eliminating network neutrality protections while also vacating parts of the order and remanding other parts; the court vacated the portion of the Order in which the FCC attempted to preempt state or local efforts to protect an open internet.
- The Grow with Google initiative is still a work in progress for New Jersey; Tonya Garcia has a conference call about this later today and will report back to the Board and to Eileen Palmer.

New Business

1. **Nominations & Elections Committee** - Leah Wagner reports that there is an open spot on the Executive Board due to Radwa Ali needing to step down earlier in NJLA's year. The ballot will go out Friday, October 18 with an election deadline of November 1, 2019, and a new board member elected in time for the November Board meeting. The nominations by petition are: Leslin Charles, James Keebler and Allan Kleiman.
2. **ALA SCOE Report** - Eileen Palmer reviewed the draft ALA SCOE Report..

Currently the governance body of ALA is its Council (175 members) with some governing authority over operational matters delegated to the ALA Executive Board, and with additional support from the ALA Staff. The Steering Committee on Organizational Effectiveness (SCOE) was directed to make recommendations on ALA's governance, member participation and legal structures.

There have been ALA member complaints about the effectiveness, cohesion and representation on Council as well as concerns that it is hard for members to become active in ALA given the current structure. SCOE presented draft recommendations at the 2019 ALA Annual Conference that include disbanding Council and expanding the Executive Board. The Executive Board would be made up of some elected positions, with additional voting members that would be selected only by the Executive Board. There would be a structure of committees and "leadership" assemblies to support the work of the Executive Board. As a chapter, this would provide NJLA the opportunity to participate in an Assembly, with the intention of increased engagement, rather than have a vote on Council. Specific opportunities for individual members and direct input from chapter organizations is unclear. Some within the ALA membership support this approach while others feel that rather than increasing opportunities for active participation in ALA, this proposal does the opposite, concentrating the authority to set policy on important issues in too few hands. Council will be asked to vote on this proposal at ALA Midwinter in January. ALA membership would be asked to approve the vote after an additional Council vote in June.

Eileen Palmer distributed information, initiated conversations and has solicited feedback from the NJLA membership on these proposals. Eileen shares her opinion and concerns with the Board. Cindy Czesak also shares some background of the current

ALA environment. Eileen will create an online survey to send to the membership to solicit further feedback, and so that the Executive Board can create a transparent process in providing support to Eileen's role as our voting representative. The Board agreed to continue discussion of the SCOE proposal. A second draft of the proposal is expected later this fall.

3. **Personnel Administration Committee** - Jen Schureman reports concerns about engagement with leadership and members of PAC. With the question of disbanding the Committee, Jen requests that the updating of Salary Guidelines to be tasked elsewhere within NJLA. As we consider changes to the organizational structure and committee tasks for 2020, Amy Babcock Landry makes a motion to increase the Starting Salary Guideline by 2% to use as the formal 2020 recommendations, which will be immediately posted to the website. Judah Hamer seconds, and the motion passes unanimously.
4. **Update on Strategic Plan** - Jen Schureman scheduled a Strategic Planning meeting later this month
5. **Honors & Awards Subcommittee** - Adriana Mamay reported that the Honors & Awards Subcommittee asks the Board to approve the creation of a new award. The proposal will be formally submitted for discussion at the next Board meeting.

Old Business

1. **County Section Proposal** - Will Porter inquired about the process of creating a new NJLA Section. Pat Tumulty stated that once the petition is submitted to the Office, there will be notification of status. Tonya Garcia reported that the Bylaws Subcommittee will organize a workshop for Section leadership, which will also work with the Organization Subcommittee to find or create documentation of clear procedures for establishing Sections.

Partnering organizations

1. **NJ State Library** - Mary Chute submitted a [report from the State Library](#).
 - Final regulations of the Construction Bond should be complete by February.
 - Pat Tumulty reports that the joint Libraries=Success Initiative took place in September, and 66 public and school libraries participated (including Hainesport and Clayton, with visits from legislative and Department of Education representatives), highlighting the importance of students holding library cards as well as the importance of school libraries. The current requirement is that only one librarian is needed per school district. Adriana Mamay suggests that libraries think about displays and informational materials that can be passively available at schools and libraries that are voting locations this year.
2. **Rutgers LIS** - No report
3. **NJ Association of School Librarians** - Carol Collins reported the following:
 - Keith Curry Lance (<https://keithcurrylance.com>) has released a speech painting a gloomy picture of the future of school librarians.
 - NJASL is focusing efforts on advocacy, member relations and partnerships, and is actively involved with a joint task force with NJLA to focus on legislation supporting certified school librarians.
 - NJASL (with NJLA) will be attending the School Boards Conference.

- NJEA has been creating advocacy commercials, and one of them will highlight school libraries.
- The NJASL Conference will be held on December 9-10 at the East Brunswick Hilton, with keynote Jacqueline Woodson.

Action Plan for Next Meeting

The next NJLA Executive Board meeting will be **Tuesday, November 26, 10:00am** at Piscataway Public Library, Kennedy Branch.

Good of the Order

Leah Wagner shares the reminder that tomorrow, October 16, Jacqueline Woodson will be presenting at TCNJ. About 65 public and school libraries are registered. More information can be found at: www.smore.com/bymr4-nj-celebrates-jacqueline-woodson

Corey Fleming moves to adjourn the meeting at 11:48am, Will Porter seconds.

Respectfully submitted by Kate Jagers, Secretary