

**Rochester Hills Public Library  
Board of Trustees Meeting**

**April 10, 2023**

- I. The Board of Trustees of the Rochester Hills Public Library held a regular meeting on Monday, April 10, 2023. The President called the meeting to order at 7:00 pm in the boardroom of the library. The presiding officer was Madge Lawson.

A quorum of the board was present including Anne Kucher, Julianne Reyes, and Chuck Stouffer. Melinda Deel entered the meeting at 7:05 pm.

Bob Bonam entered the meeting at 7:06 pm.

Guests included Library Director Juliane Morian, City of Rochester Liaison Alice Moo and Oakland Township Library President, Michael Tyler.

Greg Soule, Partner at the audit firm Andrews Hooper Pavlik, PLC (AHP) was present; no other members of the general public were present.

- II. Presentation of the RHPL 2022 Audit
  - A. Mr. Soule presented a clean audit opinion for RHPL's fiscal year 2022. Mr. Soule left the meeting at 7:20 pm.
- III. Minutes
  - A. On a motion by Ms. Kucher, which Ms. Deel seconded, the board unanimously approved the regular meeting minutes from March 13, 2023 as presented.
  - B. On a motion by Mr. Bonam, which Mr. Stouffer seconded, the board unanimously approved the closed session meeting minutes from March 13, 2023 as presented.
- IV. Treasurer's Report was reviewed and filed.
- V. Monthly Bills
  - A. On a motion by Mr. Bonam, which Ms. Kucher seconded, the board unanimously approved the monthly bills for March 2022, which totaled \$390,880.55.
- VI. Communications
  - A. The board reviewed and filed the communications with some discussion.
    1. Ms. Reyes stated that she felt that press coverage regarding an article from the New Republic was one-sided, unprofessional, and intentionally misleading regarding various statements she had personally made in the past. She asked Ms. Morian if Rochester Hills Public Library was asked for contribution to the article and if the alleged issues surrounding a harassing phone call in the workplace were accurate.
    2. Ms. Morian answered that the Rochester Hills Public Library was not contacted for comment or contribution.
    3. Ms. Morian said that details about a derogatory phone call to a librarian public service desk are unclear because the incident was not reported at the time, but it

is important to trust staff that it occurred. She went on to say that library staff need and want additional support because, increasingly, this profession is falsely accused of having a political agenda or accused of indoctrinating patrons. Ms. Morian recounted the steps library administrators and the board have taken over the past six months to strengthen employment policies and offer benefits that protect employees' wellbeing:

- a. Gov-7 Whistleblower Policy was a new policy the Board approved in September 2022 which provides guidance and protection for reporting inappropriate behavior witnessed at the library.
- b. Work-2 Anti-Harassment Policy was expanded in December 2022 to include gender identity and gender expression as a protected classification in regards to workplace conduct.
- c. Work-1 Employee Conduct was updated in February 2023 to be more inclusive surrounding an employee's gender identity and gender expression as protected classifications.
- d. Starting in 2023, RHPL provides a monthly benefit to all employees and allows them paid time for public service support group sessions facilitated by a licensed therapist.

VII. Director's Report and Statistical Report

- A. The board reviewed and filed the director's and statistical report with minor discussion.

VIII. Committee Reports

- A. Finance Committee met on April 6<sup>th</sup> with the AHP audit team to conduct an in-depth review of audit documents.
- B. Centennial Celebration Committee met on March 23<sup>rd</sup> to discuss initial ideas related to the library's 100-year anniversary. Ms. Lawson stated that she anticipates there will be at least one event or commemoration each month of 2024 culminating in a large event slated for fall 2024.

IX. Other Business – None

X. Board Comments - None

XI. Questions from the Liaisons

- A. Mr. Tyler commented that there are noticeable cracks in the asphalt on the south parking; he advised that they be patched or repaired.

XII. The regular meeting adjourned at 8:47 pm.