

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

**December 12, 2022**

- I. The Board of Trustees of the Rochester Hills Public Library held a regular meeting on Monday, December 12, 2022. The President called the meeting to order at 7:03 pm in the boardroom of the library. The presiding officer was Madge Lawson.

A quorum of the board was present including Bob Bonam, Melinda Deel, Anne Kucher, Julianne Reyes, and Chuck Stouffer.

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

One member of the public was present.

- II. Public comments:

- A. Ms. Nadia Cherup, a resident, said that she objected to the book “Drug Use for Grownups” in the RHPL collection. She also commented that she protested the Rochester Goodfellows for distributing copies of the Oakland Press, since the Oakland Press reported on book censorship efforts in South Lyon in a manner that Ms. Cherup did not agree with. She provided copies of letters that she sent to other community organizations regarding censorship and when it is appropriate. She commented that academic standards that are different from censorship.
- B. Ms. Cherup left the meeting at approximately 7:15 pm.

- III. Minutes

- A. On a motion by Ms. Kucher, which Mr. Stouffer, seconded, the board unanimously approved the minutes from November 14, 2022 with no changes.

- IV. Treasurer’s Report was reviewed and filed.

- V. Monthly Bills

- A. Monthly bills were reviewed with minor discussion.
- B. On a motion by Ms. Deel, which Mr. Bonam seconded, the board unanimously approved the monthly bills for November 2022, which totaled \$384,686.96.

- VI. Communications

- A. The board reviewed and filed the communications with minor discussion about sending a final letter to Ms. Cherup in response to numerous letters from her. The Board directed Ms. Morian to state that the Library Director would follow up via phone when she has questions, but not respond with a letter. Letters from Ms. Cherup pertaining to library matters would still be recorded in future board communication reports.

VII. Director's Report and Statistical Report

- A. The board reviewed and filed the director's report, statistical report with minor discussion.
  1. Mr. Stouffer said that he disagreed with Oakland County's approach for OTBS service as a purchase agreement and not an interlocal contract. Ms. Morian commented that any agreement would go through legal review.
  2. The board discussed the merits of an updated donor recognition wall. Ms. Morian said she would research a consultant to advise on donor development.

VIII. Committee Reports

- A. The Finance Committee reported that it reviewed the FY 2022 amended budget via email. The committee presented the budget for full board consideration.
  1. On a motion by Mr. Stouffer, which Ms. Reyes seconded, the Board unanimously approved the amended FY 2022 budget as presented and the appropriation of \$5,108,745.
- B. The Policy Committee met on December 2, 2022 at 7:00pm via Zoom, in which they reviewed policy changes suggested by the labor attorney from Dykema Law. The Policy Committee presented 20 policies for the Board to consider in bulk since the changes were mostly clerical in nature and did not change policy in a substantive manner.
  1. On a motion by Mr. Stouffer, seconded by Ms. Reyes, the Board unanimously agreed to review each policy separately.
  2. On a motion by Mr. Stouffer, seconded by Ms. Kucher, the Board deliberated approving GEN-2 Definitions. Discussion ensued about how exhaustive to be in the definitions. The Board unanimously approved GEN-2 Definitions as presented with changes proposed only by the labor attorney.
  3. On a motion by Mr. Bonam, seconded by Ms. Deel, the Board deliberated approving GEN-3 Equal Opportunity Employer Policy.
    - a. Mr. Stouffer questioned why the labor attorney proposed the additional words of gender and gender expression.
      - a. Ms. Morian provided additional legal foundation for the proposed changes, citing case law (*Bostock v. Clayton County, Georgia, 2020*) that supports including those words as a measure of compliance with Title VII of the Civil Rights Act of 1964.
      - b. Ms. Lawson suggested updating the wording in the opening policy statement to read, "The library's diverse workforce..." omitting the phrase, "...believes that building a...". Ms. Lawson called for a vote and the policy was unanimously approved with the changes proposed by the labor attorney and the changes Ms. Lawson suggested on the policy statement.
      - c. Ms. Reyes questioned the definition of gender expression and why it was necessary to include in the RHPL personnel policy.

- a. On a motion by Mr. Stouffer, seconded by Ms. Reyes, the board unanimously agreed to examine GEN-3 Equal Opportunity Employer Policy a second time.
  - i. The Board engaged in discussion regarding the advantages of accepting the labor attorney's professional review.
  - ii. On a motion by Ms. Kucher, which Ms. Deel seconded, a roll call vote was taken to approve GEN-3 Equal Opportunity Employer Policy with no additional changes: Deel-Aye, Bonam-Aye, Kucher-Aye, Stouffer-Nay, Reyes-Nay, Lawson-Aye. The motion to accept GEN-3 Equal Opportunity Employer Policy with no additional changes passed 4-2.
4. On a motion by Mr. Stouffer, seconded by Mr. Bonam, the Board deliberated approving GEN-4 Hiring Policy. Mr. Stouffer suggested adding the descriptor "criminal" before "background check" to clarify the type of background check. The Board unanimously approved GEN-4 Hiring Policy with changes proposed by the labor attorney and the addition of the word "criminal" to point 3.D.
5. The Board deliberated on WORK-1 Employee Conduct Policy and did not approve it.
  - a. Mr. Stouffer noted that the phrase "gender expression" was not included in point 1.H.
  - b. Mrs. Stouffer questioned if the policy should legally list narcotics as something that might impair employees if the employee is legally prescribed narcotics in point 1.I.
  - c. Mr. Stouffer questioned if the policy should legally enumerate firearms as a prohibited weapon in point I.M.
  - d. Ms. Morian stated that she would ask the labor attorney for clarification on these key points.
6. Discussion ensued regarding the merits of reviewing personnel policies in-depth and how to involve the full board when approving policies.
  - a. Mr. Tyler stated that line by line evaluation of policy statements with internal edits was not as efficient as focusing only on the proposed changes suggested by the labor attorney.
  - b. Ms. Moo stated that the RHPL Policy Committee had already reviewed the proposed legal changes, and suggested that the Board might consider first approving the changes from the labor attorney and at a later date revisit policies that need additional modification.
7. On a motion by Ms. Deel, which Mr. Bonam seconded, a roll call vote was taken to update remaining policies presented in bulk (excluding WORK-1 Employee Conduct) with the changes proposed by the labor attorney: Deel-Aye, Bonam-Aye, Kucher-Aye, Stouffer-Nay, Reyes-Nay, Lawson-Aye. The motion to update nineteen policies in bulk with clerical or clarifying changes proposed by labor attorney passed 4-2.

8. On a motion by Mr. Stouffer, seconded by Mr. Bonam, the Board unanimously agreed to remove BENR-11 Long-Term Care Insurance Policy as this benefit was discontinued in 2022.
9. On a motion by Ms. Kucher, seconded by Ms. Deel, the Board deliberated passing WORK-11 Employee Use of Social Media.
  - a. Mr. Stouffer objected to the policy on the grounds that it limits free speech of employees on their own time using social media.
  - b. Discussion ensued and Ms. Deel pointed out that it does not prohibit employees from using social media, but informs employees of the kind of public statement that could be posted on social media that may have consequences in the workplace. Ms. Deel also commented that since two separate law firms recommend having this policy in place, she is inclined to support it and feels that RHPL would be an outlier in terms of best employment practices if the library did not adopt this policy.
  - c. A roll call vote was taken to approve the policy as presented: Deel-Aye, Bonam-Aye, Kucher-Aye, Stouffer-Nay, Reyes-Nay, Lawson-Aye. The motion to adopt the new WORK-11 Employee Use of Social Media policy passed 4-2.
10. On a motion by Ms. Deel, seconded by Mr. Stouffer, the Board deliberated adding WORK-12 Drug Free Workplace Policy (as it is required for federal grant funding). Mr. Stouffer suggested removing the word “bottles” from point 3 in the policy. The president called a vote and the policy was approved unanimously with the changes proposed.

C. Nominating Committee –Ms. Kucher presented the proposed slate of officers for 2023:

1. President – Madge Lawson
2. Vice-President – Melinda Deel
3. Treasurer – Bob Bonam
4. Secretary – Anne Kucher

IX. Other Business - None

X. Board Comments - None

XI. Questions from the Liaisons - None

XII. The regular meeting adjourned at 9:05 pm.

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Chuck Stouffer, Secretary