# East Cleveland Public Library Regular Board of Library Trustees Meeting September 17, 2018 14101 Euclid Ave. East Cleveland, Ohio 44112 Lower Auditorium 6:30 p.m.

Ms. Turner called the meeting to order at 6:30 p.m.

1233 MP3

1234 MP3

#### I. CALL TO ORDER A. ROLL CALL

Present: Ms. Turner, Ms. McClarin, Ms. Synor, Ms. Shaheed, Mr. Mays, Mr. Rashid, Mr. Fambrough

A quorum exists. Present - 7

Also present at the table were: Mr. Ross Cockfield (CFO), Mr. E.F. Turner III (Exec. Admin. Assistant).

Present in the Audience were: Mr. Silvera, Ms. Chambliss

### II. LIFT EVERY VOICE AND SING

Everyone is invited to sing.

### III. APPROVAL OF THE AGENDA

Ms. Turner:

Okay. Next thing is to approve the agenda.

Mr. Fambrough:

Has everyone had a chance to review these minutes? This is a

disrespect of them.

Ms. Turner:

We are approving the agenda right now. And then we will talk about

minutes right after that. We have to make sure that everybody's good

with the agenda first.

Ms. McClarin:

Madame President?

Ms. Turner:

Yes.

Ms. McClarin:

I just have one thing, like Finance Committee. Personnel committee

did meet this month.

Ms. Turner:

Okay. And it needs to be added in?

Ms. McClarin:

Yeah. It's not that much if it'll save time. You can bypass it if you

[crosstalk 00:03:33]

Ms. Turner:

You know what, if you think you could either speak to it in a different area or not speak on it and feel comfortable that there's nothing that the board needs to be aware of. We can absolutely add you to the

agenda.

Ms. McClarin:

Okay, go ahead and I would like to be [crosstalk 00:03:55]

Ms. Turner:

Okay, then let's do that as 12 will be personnel committee. Then 13 will be executive session and 14 will be the unfinished business discussion of PACE Project and so we just move everything one back from there. Are we good with the... Can I have a motion to approve

the agenda as amended?

Mr. Rashid:

I personally, I make the motion that we approve the agenda as

amended.

Ms. McClarin:

And I second.

Ms. Turner:

Can we have a vote Mr. Turner?

Mr. Mays:

Before you call a vote Madam Chairman, I'm still having some trepidation by amending the agenda when this agenda has been passed out and is public ... has been posted as a public agenda and then we come here and amend it or what have you. I think that we should have ... check with the board prior to ... and if there was some things left out, we could put it but, to come here amending the agenda, that is a [crosstalk 00:05:17] violation of the law.

Ms. Turner:

Mr. Cockfield [inaudible 00:05:25]

Mr. Cockfield:

In regard to that Mr. Mays, this was an error on my part. I was unaware that the personnel committee had met. I was out of town and since it's my responsibility to get the agendas out as well as the meeting notices, it was just something that slipped through the cracks,

to be honest with you.

Mr. Mays:

Well, that ... I can understand that ...

Mr. Cockfield:

So that's why it's not on the agenda.

Mr. Rashid moved, and Ms. McClarin seconds the amended agenda. Ms. McClarin:

And to add another part, I did call before the meeting. So I'm just not

trying to put nothing on there.

Mr. Cockfield:

Yep.

Ms. Synor:

Actually, Mr. Mays, we did ask this question in the presence of the Attorney, Mr. Brian Gutowski, we asked that when we added this to the agenda as the ability to amend the regular meeting agenda, we are in the understanding that we cannot amend a special meeting agenda or an emergency agenda, but the regular board meeting

agenda that we can amend that.

Mr. Mays:

And I respectfully differ with Mr. Gutowski, because the Ohio revised code of Sunshine Law says if the agenda is posted, you cannot add or amend it, or what have you. That's what ... and I could get it and read it to you. But, anyway, [inaudible 00:06:42] I would just say in the future let's stick to what we put out, or either we call to check with each other because this is something that's been posted, and that's what we have to go by.

Ms. Turner:

Your feelings on the subject have been noted. Can we take to a vote

now?

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (no), Mr. Fambrough (abstain).

Yes - 5; No - 1; Abstain - 1

Motion passes.

Amended agenda approved.

- IV. APPROVAL OF SPECIAL BOARD MEETING MINUTES FROM AUGUST
  13, 2018
- V. APPROVAL OF REGULAR BOARD MEETING MINUTES FROM AUGUST 20, 2018
- VI. APPROVAL OF SPECIALL BOARD MEETING MINUTES FROM AUGUST 29, 2018
- VII. APPROVAL OF SPECIAL BOARD MEETING MINUTES FROM SEPTEMBER 04, 2018

Okay. The next thing on the agenda are the minutes and Ms. Synor,

as board secretary had something she wanted to say about those.

Ms. Synor:

I move that we table the minutes for August 13th, August 20th, August 29th, and September 4th until I've had an opportunity to sit with Mr. Turner to ensure that we have the minutes in a format that are more suitable to the board and that cohesion and his assistance [inaudible]

00:07:57]

Mr. Fambrough:

Second.

Ms. Turner:

We've had a motion and a second, does anybody have questions?

Ms. Turner:

Okay. Let's take a vote, Mr. Turner.

Discussion: None.

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (no), Mr. Fambrough (yes).

Yes - 6: No - 1

Motion passes.

#### VIII. COMMUNICATIONS

Ms. Turner:

Okay. The next thing on our agenda is communications will be

happening, correspondence. Mr. Turner?

Mr. Mays:

Madame, I apologize. Are we not considering the minutes?

Ms. Synor:

Not a one.

Ms. Turner:

Mm-mm (negative).

Ms. Synor moved, and Mr. Fambrough seconds the tabling of the 08/13/2018, 08/20/2018, 08/29/2018, 09/04/2018 minutes.

Minutes from 08/13/2018, 08/20/2018, 08/29/2018, 09/04/2018 are tabled.

I would also like to make some correction [crosstalk 00:08:56] Mr.

Fambrough:

He can make to those.

Mr. Mays:

Yeah ...

Ms. Synor:

This we're not even talking about the minutes. We're going to give all the corrections to Mr. Turner so that they can be done correctly the next time.

Mr. Mays:

No, this is something that involved the [inaudible 00:09:17] correct it. I need to bring his attention, and I don't like to do this publicly, I did speak with him today in reference to it but, speaking of minutes, Monday, August the 20th, 2018. And Mister Director ...

Mr. Rashid

Could we table it?

Mr. Turner:

Yeah ...

Mr. Mays:

No. I said ...

Ms. Turner:

No, what he's saying is ...

Mr. Mays:

If you'll let me finish what I'm saying, and before we table the minutes I just want to make these [inaudible 00:09:50] attention to it as he can correct this matter.

Ms. Turner:

Didn't you just say you brought them to his attention already?

Mr. Mays:

I spoke with him, but I did not [inaudible 00:10:02] about it, but ...

Ms. Turner:

If it is not something that we're not going to go about the business of approval, what I would question [crosstalk 00:10:10]

Mr. Mays:

I'm not asking approval Madame Chairman, since we want to amend the ...

Ms. Turner:

Yeah, so we're not amending them in this meeting. We're going to amend them on Ms. Synor and Mr. Turner are going to work together to make some corrections that were ... that there were some concerns about. If you would like to add your things to that, that also can come and you can discuss that with Mr. Cockfield, okay?

Mr. Mays:

And what I have some concerns about is correct. Page ...

Ms. Turner:

Okay. So right now, we're going on to communications and you can

have that conversation at [crosstalk 00:10:48]

Madame Chairman I want to put it on the record.

Ms. Turner:

We're not having that conversation on the record when they are not even being considered for approval. We are not at a place where we are considering them for approval. If there is an error, you can bring them ... you can bring them to his attention outside of the meeting, and then it can be corrected. Okay?

Mr. Mays:

No, ma'am. I am going to put it on the record, Madame Chairman.

Ms. Turner:

Okay, I appreciate ... I appreciate the next thing on the agenda is communications.

Mr. Mays:

No, Madame Chairman, you are not going to disrespect me like that.

Ms. Turner:

I have already given you what the ... we are outside of the ...

Mr. Mays:

Excuse me, Madame Chairman, will you please allow me to [crosstalk 00:11:25]

Ms. Turner:

No. I will not.

Mr. Mays:

Well, I will not allow you either because you are not being fair. I'm calling something that's very important [crosstalk 00:11:35] of the city.

Ms. Turner:

I appreciate that, but it's not part of the permanent record, so it can be corrected outside of this field.

Mr. Mays:

No, it needs to be corrected in this meeting.

Ms. Turner:

No.

Mr. Mays:

It is dealing with finances. The finances is an openly ...

Ms. Turner:

Did you bring it to the finance committee as a problem?

Mr. Mays:

I only spoke to him in reference to something [crosstalk 00:11:57]

Ms. Turner:

Well, perhaps you should talk to the finance committee about it.

Mr. Mays:

No, I am going to speak in public ...

Ms. Turner:

No, we're not talking about that.

Mr. Mays:

... about readdressed finances in the public.

Ms. Turner:

We do. We do.

It's not done behind closed doors.

Ms. Turner:

We absolutely do. But if there is an error, or something that we have not approved, then we need to have this taken care of at ... in the way that I just described. So, Mr. Turner, are there any communications ...

Mr. Mays:

Madame Chairman, that way you described is incorrect.

Ms. Turner:

We are not having ...

Mr. Mays:

That is not ... all I'm saying call it to attention as to he will know where it's at.

Ms. Turner:

I appreciate that. Okay, then why don't you make arrangements to do that outside of ...

Mr. Mays:

No, I'm going to do it in public, on the record.

Ms. Turner:

No, you can do that, and you can make notation that that's [crosstalk

00:12:42]

Mr. Mays:

No, I'm going to do it on the record, and that's why people are getting in trouble because they want to do things behind closed doors.

Mr. Fambrough:

1...

Mr. Mays:

I'm going to do it on the record.

Mr. Cockfield:

It was a communication from myself to the board and to Mr. Turner. Concerning the accuracy of the minutes.

Ms. Turner:

Yes.

Mr. Fambrough:

I know what has happened subsequent to that, but I did want to state that there were communications.

Ms. Turner:

Yes.

Mr. Fambrough:

So, I did just want to clear ...

Ms. Turner:

Yes, you did. Thank you. We all saw it. And we all understood the validity of what you ...

Mr. Fambrough:

[crosstalk 00:13:12]

Ms. Turner:

Yes, but I saw it. Subsequently. When you ... once you told me that

you sent me something, I found it.

Mr. Fambrough:

Thank you very much.

Ms. Turner:

Now ... now we are ... one of the things you ...

Ms. Shaheed:

[crosstalk 00:13:31] Communications ...

Ms. Turner:

We do not have communications. The next thing ... [crosstalk 00:13:35] we had ... No but those are not generally communications within the organizations. Those are generally ... we generally have

external communications of the things that we discuss.

Mr. Fambrough:

Does it say, "Only external"?

Ms. Turner:

That has been ... that has been the ... that has been essentially when we have communications coming from the outside. So, one of the things that you will notice from the agenda is that there is no Directors report because our Executive Director is not on leave.

Mr. Fambrough:

How long is the leave?

Ms. Turner:

So, that will have more discussion about that when we go into the executive session to discuss personnel issues. But it's something to be aware of. We should have that back because this is the second meeting.

Mr. Fambrough:

Was there a letter to tell you ...

Ms. Turner:

Yes.

Mr. Fambrough:

Why don't I have a copy of that? I'm on the board. Is any other board member didn't get a copy of this one? The Director is the employee of all of the members of the Board.

Ms. Turner:

It is. And so, we're going to discuss it in an executive session, Mr.

Fambrough.

Mr. Fambrough:

Did anyone else get such a note?

Mr. Mays:

I didn't.

Mr. Fambrough:

This is the first I'm hearing of it.

Ms. Turner:

The only people to ...[crosstalk 00:15:00]

Mr. Fambrough:

[crosstalk 00:15:00] before and this is verifies it, again.

Ms. Turner:

No. The information that came to ...[crosstalk 00:15:06]

Mr. Fambrough:

[crosstalk 00:15:07] to one of us it shouldn't have been sent out

immediately to the rest of us.

Mr. Mays:

That is correct.

Ms. Turner:

So, there was ... it came to a regular committee, it came to personnel committee, we are bringing it to the full board, right now. There are no

decisions that have been made ...

Mr. Fambrough:

I don't have it right now.

Ms. Turner:

I know, you will though. You'll have it. Because there have been no

decisions made that we have not done anything but gather

information and we will discuss it at this meeting.

Mr. Mays:

Madame Chairman.

Ms. Turner:

One of the things that we need to ... like I said that we should be aware of ... there are ... the Executive Director is not available to us right now, so there is a different chain of command in place.

Mr. Fambrough:

What is that chain of command?

Ms. Turner:

We will talk about that at the meeting also.

Mr. Mays:

Madame Chairman, before any of these things could have taken place, this board should be apprised and all of these things, and not one person making the decision. No one person can make a decision for this board.

Ms. Turner:

Nobody has made any decisions.

Mr. Fambrough:

[crosstalk 00:16:07] Mr. Mays is exactly right.

Ms. Turner:

There are no decisions.

Mr. Fambrough:

The decision to keep the information from the entire board.

Ms. McClarin:

No, we're bringing the information today.

Ms. Synor:

If the information is being brought to the table today, being shared today, and I know that she just prefaced all of what she just said to say in part, based off the information that's being shared, we have to discuss it at the executive session, why are we insisting that it be talked about on the record now, when potentially, what is being talked about can put us in jeopardy? Can we wait for the opportunity to

discuss it at the appropriate time?

All I'm saying, Madame Chairman ...

Ms. Synor:

I'm not saying that you're wrong or anything, but I don't have anything

... that ... I don't have anything, so

Mr. Fambrough:

You have it and it's not in jeopardy, so why can't the entire board have

it.

Ms. Synor:

First of all, I didn't say I had anything. Don't accuse me, because I did

not say [crosstalk 00:16:53]

Mr. Mays:

I'm not accusing you ...

Ms. Synor:

You just did, you just did. So, I just said, I don't have anything. What I

did hear her say ...

Mr. Fambrough:

Who has it?

Ms. Synor:

I don't know who has it.

Mr. Fambrough:

I know I'm not alone here, who does have it?

Mr. Rashid:

We all about to get it in about five minutes. Let's go to that part.

Ms. Synor:

Can we go? Can we get to that part? We are prolonging the meeting

for absolutely no reason.

Mr. Fambrough:

No, what Mr. Mays and I are calling out, that this is a two-tier board ...

Ms. Synor:

No, that's not what you said, either.

Mr. Fambrough:

It's very secretive ...

Ms. Synor:

Did you say that Mr. Mays? Are we a two-tier board? Did you say

that? I didn't hear you say that. Thank you very much.

Mr. Fambrough:

It's very secretive, and it's also keeping information from the entire

board.

Ms. Synor:

Can we get to the information that you want to have?

Ms. Turner:

We can't get there until [crosstalk 00:17:29]

Mr. Fambrough:

Okay, where's it at? When can we get there?

Ms. Synor:

Oh, geez, Madame President, can you please give your Presidential

Report. Madame President, can we please have point of order?

Yes.

Ms. Synor:

Thank you.

Ms. Turner:

So, what this means for the organization is, there are some things we need to consider as a board, but also understand that arrangements have been made to operate with ... a chain of command has been set

Mr. Fambrough:

We didn't vote on a new chain of command.

Ms. Turner:

I appreciate that.

Mr. Fambrough:

So how could that be set up?

Ms. Turner:

It's already ... arrangements have been made, if you want to vote it down, you can.

Mr. Fambrough:

I'm going to vote it down.

Ms. Turner:

But that is not what we're talking about. That's not what we're talking

about

Mr. Fambrough:

What we're talking about is lying on the actions of this board. The

board is operating in the dark.

Ms. Turner:

You're not operating in the dark, you're going to have all the

information here you need.

Mr. Fambrough:

You should operate in the light. That's what I'm saying, you should

operate in the light.

Ms. Turner:

We do operate in the light.

Mr. Mays:

Madame Chairman, I think what he's saying ... before there has been any changes ...

Mr. Fambrough:

To anything ...

Mr. Mays:

...instituted, it should come before the full board. Not one person, not

two people, not three people.

Ms. Turner:

Here's the thing, they sent information ...

Mr. Fambrough:

Who's they?

Ms. Turner:

I requested some information ...

Mr. Fambrough:

From who?

Ms. Turner:

From the Human Resources Director.

Mr. Fambrough:

Okay.

Ms. Turner:

So, because we came to understand that our Director was going to be

on a medical leave.

Ms. Synor:

So, here we go again, we are walking around in area where we

getting gray ...

Mr. Rashid:

That's right. [crosstalk 00:19:21]

Ms. Synor:

We getting in a gray area [crosstalk 00:19:20] that's putting us in jeopardy, why can't we ...[crosstalk 00:19:27] there is jeopardy when you start having a discussion about some things with a personnel

matter that needs to be discussed in executive session.

Mr. Fambrough:

Why does it need to be discussed in executive session?

Ms. Synor:

It will be discussed, if we can go into executive session.

Mr. Fambrough:

I move that we go into executive session.

Ms. Turner:

There are other things in our agenda that we've already approved, the

agenda.

Ms. McClarin:

It's already one of two things [crosstalk 00:19:44]

Ms. Shaheed:

[crosstalk 00:19:51] the agenda itself. So, we just move right on. You

will find this information out as we go through the process.

Mr. Fambrough:

Do you know what she is talking about?

Mr. Rashid:

What difference do it make? Let's just continue [crosstalk 00:19:57] the agenda [crosstalk 00:20:00] and move to executive session, this is

ridiculous.

Ms. Shaheed:

Yes. Let's go through the agenda. Write things down if you have a

concern and we'll discuss that in executive session.

Mr. Fambrough:

[crosstalk 00:20:10] rules about how this thing should operate.

Mr. Rashid:

We got executive session, take up your concerns then. Let's just keep

going.

Mr. Fambrough:

We should operate in the light.

Ms. Shaheed:

The agenda ...

#### IX. PRESIDENT'S REPORT (T. TURNER)

Ms. Turner: So here's the thing, the important things are, we have had a lot of

conversation. There are a lot of things moving forward, a lot of conversation about PACE Program and what that means for our physical plan. We have a plan in place that everything is continuing to move forward. So, we have a plan in place, we requested information from both the ... from our Attorney, we requested information from ...

Mr. Fambrough:

Who's our Attorney? We have two. I'm confuse.

Ms. Turner:

Okay, not to worry. We requested information from the Attorney who

will be here today ...

Mr. Fambrough:

Which Attorney?

Ms. Turner:

That doesn't matter. The information you [crosstalk 00:21:14]

Mr. Mays:

Yes, it does, Chairman.

Ms. Turner:

The information that we are requesting will be presented at this meeting at the PACE program. In the PACE section of the ... so, we

are making some motions going forward.

Mr. Fambrough:

The Attorney is not here, is that right?

Ms. Turner:

No, do you see an Attorney in the room?

Mr. Fambrough:

No, I don't.

Ms. Turner:

So, there you go.

Mr. Fambrough:

That's why I'm asking. Did you just say that someone was coming?

Ms. Turner:

Yes, I did.

Mr. Fambrough:

An Attorney?

Ms. Turner:

Mm-hmm (affirmative).

Mr. Fambrough: Well, I'm looking for him [inaudible 00:21:42]

Ms. Turner: They're not here. Don't worry. It's going to happen. We still have multi

things to consider. So, Mr. Cockfield?

Mr. Cockfield: Yes, I received an e-mail late this afternoon sent from Bennett saying

that she's ill and will not be attending.

Ms. Turner: Oh, okay, that is information I did not have.

Mr. Fambrough: Wait, wait so we hired an Attorney, hired by an absent Director, who is

not in this meeting today, and we got her calling, not the board or the board secretary, but Mr. Cockfield? And you didn't know the secret,

until he reveals it now.

Ms. Turner: Yeah, no, like I said, this is not ... because that is definitely information

that we should have had, because his ...

Mr. Fambrough: This stuff is not [crosstalk 00:22:30] is my point. None of this is

working correctly.

Ms. Turner: I appreciate your input. That's important to know, because one of the

things that she was supposed to present to Mr. Rashid's concerns about the ... what happened, the default process. Should a default

happen, what does that look like?

Mr. Cockfield: Did she copy you Mr. Turner, or ...? It's not the people the copied onto

email ...

Mr. Turner: It's possible.

Mr. Fambrough: Did any of us trustees get this copy?

Mr. Mays: I didn't.

Ms. Synor: I don't have it.

Mr. Cockfield: So, I don't have ... I don't know who's copied.

Ms. McClarin: But he said she did it late this evening.

Mr. Mays: [crosstalk 00:23:08] it to me.

Ms. McClarin: She probably haven't looked at her email yet.

Mr. Cockfield: Yeah, it was late this afternoon.

Mr. Fambrough:

We've got a communication going on, a voiding of [crosstalk 00:23:17]

Mr. Mays:

Let me ask you a question...

Ms. Turner:

Sure.

Mr. Mays:

Do we have an Attorney, a Mr. Gutowski He the one that from the county is responsible for, at least for the board or what have you? So

have you spoke with him?

Ms. Turner:

Concerning?

Mr. Mays:

Concerning, the matters, whatever we were going to discuss later.

Ms. Turner:

No, this was a specific, Ms. Bennett was asking questions specifically.

Ms. Synor:

He said to matters we are going to discuss later?

Ms. Turner:

No. The thing that was on the agenda related to PACE was a specific question that Mr. Rasheed asked Ms. Bennett. Ms. Bennett said she would come and provide all of the detailed information to the board

today. She is not able to be here.

Mr. Mays:

Alright, so we move on.

Ms. Turner:

We will. So, let's go to the Fiscal Office's report. Mr. Cockfield.

Mr. Cockfield:

Thank you Ms. Turner.

#### X. FISCAL OFFICER'S REPORT (R. COCKFIELD)

Fiscal Officer Report Ross A. Cockfield, Fiscal Officer July 2018 Prepared September 2018

Financial reports as of June 31st have been distributed. Seven month's spending is within appropriated limits except for a few items. As we go forward into the final quarter of the year we'll be closely monitoring the budget to make sure that appropriated amounts are either maintained or adjusted accordingly. Given the Director's absence, I'll be working very closely with the administrative team on all budgetary matters.

Our reconciled cash fund balance for all funds as of July 31st is \$786,984.04 and is broken down as follows:

Bank and Investments:	
US Bank	\$92,711.35
Plus: Deposits in Transit	\$0
Less: Outstanding Checks	-\$8,574.86
US Bank Adjusted Balance	\$84,136.49
Star Ohio 1	\$526,956.10
Star Ohio 2	\$175,891.45

#### Total Bank and Investments \$786,984.04

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General Fund	\$604,920.69
Flewellen Fund	\$8,273.70
Performing Arts Center	\$17,280.00
Building Fund	\$152,717.65
Permanent Fund	\$3,792.00

Total Fund Balances \$786,984.04

August's financials have not been presented to the Finance Committee and will be included in next month's report along with September.

We're continuing to make progress with our conversion to the new accounting system. I presented a few sample reports at the Finance Committee meeting but will supply a full set at the October meeting. We intend to close the year with the UAN System and begin 2019 with the Blackbaud system thereby being able to present a complete year for both systems. Audit adjustments, if any, will be made to the UAN and we'll have accurate audited balances for 2018 which will transfer to the new system for 2019. I will continue to supply the Board with sample reports throughout the balance of the year.

The 2016/17 audit is complete. The Auditor has scheduled October 11t at 4:00 for the Post Audit meeting for the Board. This is NOT a public meeting and will therefore not be posted nor publically announced. That concludes my report.

Ms. Turner:

So, anyone who is available for the meeting that is on the 1st at 4

o'clock?

Mr. Rashid:

Has to cost that we've paid to transition to the new system, have we incurred any additional costs because of the time that it's taken to bring it into fruition, or was that all included in the original contract?

Mr. Cockfield:

That was included, well when you say the original contract?

Mr. Rashid:

Yeah, when we signed up with these people to transfer over that they

would provide the support to get it done?

Mr. Cockfield:

Yes, they are providing the support and that was all part of the original

contract.

Mr. Rashid:

Cool, we're not spending any extra money?

Mr. Cockfield:

No.

Mr. Rashid:

Great job, thank you.

Ms. Turner:

Directors report has been provided, I'm sorry [inaudible 00:27:02]

finance. Office's report has been presented. I need a motion to

approve

Ms. Synor:

I move that we accept the Fiscal Officers report.

Ms. Shaheed:

I second.

Ms. Turner:

It's been moved and seconded. In lieu of discussion, Mr. Turner.

Discussion: None

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (no).

Yes - 6; No - 1

Motion passes.

The Fiscal Officer's

report is approved.

Ms. Synor

moved and.

Ms. Shaheed seconds for the approval

of the Fiscal Officer's Report.

#### XI. FINANCE COMMITTEE REPORT

Ms. Turner:

Ms. McClarin?

Ms. McClarin:

[inaudible 00:27:58]

You're exactly right, my apologies.

Ms. Synor:

Now, we did have our finance committee meeting, and we had several board members who attended that meeting. We were able to take a gander at the new reports that will be coming out for the board to review when they make the complete transition. I highly recommend that when Mr. Cockfield and Ms. Chambliss provide us with those reports that you look at them. If you have any questions they have made themselves available for them to go over the reporting with you.

Ms. Synor:

They will be providing us with some appropriation changes and if I'm not mistaken will be looking for those in early November because they close the books on things the end of October, and then that way the appropriations will align with how we spent. That way we stay in good standings with our audits, because when the auditor comes in, how we say we're going to spend the money needs to align with how it's been spent throughout the year. So, they'll be making those appropriate changes for us, and then that'll be, the year in spending, they usually shut that down on October 31st, but they can see where we are with the collections of anything outstanding or anything [inaudible 00:29:16] about.

Ms. Synor:

And that concludes the finance committee report.

Ms. Turner:

Okay.

Ms. Turner:

Finance committee report has been made. Ms. McClarin.

#### XII. PERSONNEL COMMITTEE REPORT

Ms. McClarin:

Thank you, Madame President. East Cleveland Public Library Board of Trustees Personnel Committee meeting was held Thursday, September 13th at our regular time of 4:30 PM. We only had a couple of items on the agenda, which are follow ups to last month's report. One was the Survey Monkey website for the evaluations of the Director and Fiscal Officer. I want to say that we do have access now where we can actually, the committee can go in and look ... But all because Ms. Flood is out, we have to give it to Mr. Cockfield and once he pays that fee, then we can maneuver and take it from there. But my co-chair and I, we're going to work, and I want her to see

everything that we can find any flaws or anything that we need to be able to come back and get things ready for the board.

Ms. McClarin:

The other thing was the discussion on tuition reimbursement. The administration was supposed to come back and give us three ideas. There was one really good ... Well it was either eliminate the plan altogether ... one of them was cut the plan down some, and the other one was [crosstalk 00:30:53] It wasn't very good.

Ms. McClarin:

But the good thing, out of the three of them, first we were presented with the original tuition reimbursement. And right now, we reimburse up to a maximum of \$3,600 per year. Now we have a draft here, it's called the Educational System policy draft. We talked about it, Mr. Latimer was going to go back and make some corrections, but what he did, which would be an update to this tuition, they came up with the idea that we could present \$3,000 a year but it would have to be eligible for the education of seniors, the application would have an actual procedure, and that he's working on ... So, it was really encouraging and we'll bring this draft to you all next month after they go and make the corrections.

Ms. Turner:

So, our intention with this, just so I'm clear, our intention was to ...

Ms. McClarin:

They're trying to cut costs and they were looking for ...

Ms. Turner:

How much have we ... were we sending out last year in tuition reimbursement?

Mr. Cockfield:

Oh, about \$5,000.

Ms. Turner:

Okay, Thank you.

Ms. Turner:

And that's over the course of how many people?

Mr. Cockfield:

One.

Ms. Turner:

Just one person? Okay, great.

Ms. Turner:

Mr. Fambrough

Mr. Fambrough:

Are you conclude it? Did you do your full report?

Ms. McClarin:

Not yet.

Mr. Fambrough:

I'll yield until she's concluded.

Ms. McClarin:

And the last item, I said I would wait and discuss that, because I know

we're going into executive session.

Mr. Turner:

Perfect.

Ms. McClarin:

That concludes, thank you.

Mr. Turner:

Thank you.

Mr. Fambrough:

Madame Chair.

Ms. Turner:

Yes.

Mr. Fambrough:

The employee tuition reimbursement program is offered to which

employees? Is that to anyone that works here or is that limited to

certain areas?

Ms. McClarin:

Yeah, anyone who works here but the subject matter is limited.

Mr. Fambrough:

What is the subject matter for the employee tuition reimbursement

program?

Ms. McClarin:

They have to take courses that ...

Ms. Shaheed:

That will benefit the library somehow.

Ms. McClarin:

Yeah, I wanted to make sure I said it the way ... if it's by choice Library Management, Library Information Sciences coursework or

either a degree of choice.

Ms. Shaheed:

I think they should have worked the at least 12 months ...

Ms. McClarin:

That would be the change, I think it before, was just general.

Mr. Fambrough:

And she's pointing out that the employee, to be eligible, would have to

be an employee of at least 12 months.

Ms. McClarin:

Well, that's what we ... they're right, yeah ... the details, that we'll bring

to the next one.

Mr. Fambrough:

Thank you.

Ms. McClarin:

Mm-hmm (affirmative).

Ms. Turner:

Can I have a motion to go into executive session?

## XIII. EXECUTIVE SESSION TO DISCUSS ADMINISTRATIVE PERSONNEL MATTERS RELATED TO EXTENDED LEAVE ISSUES.

Ms. Turner:

Can I have a motion to go into executive session?

Mr. Mays:

Madame Chair, I move that we go into a second session to discuss

personnel matters.

Mr. Rashid:

I'll second.

Ms. Turner:

A move and a second, Mr. Turner can you take a vote?

Discussion: None

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (yes).

Yes-7

Motion passes.

(Meeting moves into Executive Session at 7:05pm).

Mr. Mays:

Madame Chair, I move that we come out of executive session.

Mr. Rashid:

I shall second it.

Ms. Turner:

We've got a motion and a second, Mr. Turner.

Discussion: None

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (yes).

Yes - 7

Motion passes.

(Meeting comes out of Executive Session at 8:15pm).

Mr. Mays moves and Mr. Rashid seconds going into Executive Session.

Executive Session is approved.

Mr. Mays moves and Mr. Rashid seconds coming out of Executive Session.

Meeting comes out of Executive Session.

Absolutely, I will entertain motions for recommendations from

executive session.

Mr. Mays:

Madame Chairman, I move that we follow the recommendation that has been given to us that Mr. Latimer sit in as an Interim Director until

the director return.

Mr. Rashid:

I'll second.

Ms. Turner:

A new motion and second. Any discussion? Yes.

Mr. Rashid:

I have a question about what someone earlier brought up the point about changing our agenda and whether it was legal to do so. So if it is, and in fact we vote to do so that it is understood that we can do

what we are doing now.

Ms. Turner:

Ahem.

Mr. Mays:

Cool. Okay. That's all.

Ms. Turner:

No. This isn't our response to it yet.

Mr. Mays:

Oh.

Ms. Turner:

This is our coming out of [inaudible 00:01:36]

Mr. Fambrough:

Madame Chair. I'm not sure that the motion goes far enough because I know that there is more than one name in the recommendation and

that there are [inaudible 00:01:53]... slate

Mr. Mays:

... slate that day so-

Mr. Fambrough:

Yes. There is more than one name in the slate. All that was

mentioned was one name.

Ms. Turner:

We followed the recommendations that Mr.- that he said [inaudible

00:02:16] follow the recommendation.

Mr. Fambrough:

So, this person in charge of the chain of command, apparently has a

date on the 9-14-2018. Today is what date?

Ms. Turner:

The seventeenth.

Mr. Fambrough:

Just for the record, I only received this today. And there's other

information that I am requesting - One is a rebuttal letter. And any

Mr. Mays moved and Mr. Rashid seconds Mr. Latimer as the Interim Director. other information that needs to be known by the board really should be sent to all members of the board.

Mr. Mays:

Madame Chair, the motion on the floor was to accept the recommendation that has been presented and we gave [inaudible 00:02:59] we not accept that all of the names, we only accepted one name to replace the Director.

Ms. Turner:

Here we go.

Mr. Mays:

...And that is the Interim, that was the motion.

Ms. Turner:

It was moved, and it was second. We had a discussion. Mr. Turner.

Mr. Fambrough:

Is there a slate? Is this slate what you are talking about or are you saying only one name, Mr. Latimer's name and then the board will revisit this about the chain of command other than what's written.

Mr. Rashid:

Right now, we are just voting on what was said.

Ms. Synor:

In that case, let's be really clear here because you said the slate and then you mentioned Mr. Latimer as the incumbent director and recommendation. I just want to be clear that we are talking about the slate that's down below.

Mr. Fambrough:

Yes.

Ms. Synor:

Okay. That's what I wanted to be clear on. Okay. Thank you.

Mr. Fambrough:

I also want to be clear that the slate comes from Mr. Latimer. I want to state that also for the record.

Ms. Turner:

Mr. Turner please.

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (yes).

Yes - 7

Motion passes.

Mr. Latimer will be the Interim Director in the Executive Director absence.

Okay. Ms. Synor.

Ms. Synor:

Um, I recommend that we offer Mr. Latimer a salary increase for the

20 hours per week and that his duties will be assigned to the

executive director. The interim director ... and that the salary bandwith will not exceed the base pay of base pay of the executive old position and this pay increase will be for the duration of the FMLA for the

current director.

Mr. Rashid:

I'll second it. Beautifully stated.

Mr. Mays:

I hope that ... before we go further discuss ... You picked up what she

said on the tape ...

Mr. Turner:

Yes.

Mr. Mays:

I know you were a little low

Mr. Rashid:

I love the way you did that.

Mr. Mays:

I just want to make sure that it was on the record.

Ms. Turner:

Well done..., So we have a motion and we have a second. Mr. Turner,

can you take a vote please,

Discussion: None.

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes), Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (yes).

Yes-7

Motion passes.

Ms. Synor moved and Mr. Rashid seconds a pay increase to Mr. Latimer during the Executive Director's absence.

> Mr. Latimer will be paid as the Interim Director.

#### XIV. UNFINISHED BUSINESS

Ms. Turner: Thank you. The next item of business is ... we are going to talk about

the PACE project. You know the things that happened in our last meeting we had with Mr. ... when Mr. Denk was present. We asked that he look at our system and make recommendations for what he thought needed to be done in order to get us through the winter. And that it seemed that we were not going to be able to get new boilers before the heating season started. And so, Mr. Denk sent us all an email that was dated the 12th and it was ... actually he sent it to the staff here and it was forwarded up to all of us by Mr. Cockfield. So, Mr. Denk is of the belief that it would cost \$7,000 to repair some failed pipes to get us through and that he had no other thought about what needed to be done get us through the winter over and beyond that.

Mr. Mays: Madame Chairman, do we have a hard copy of that?

Ms. Turner: No, it came to all of us via email.

Mr. Mays: I need a hard copy of that.

Mr. Fambrough: I just want to state for the record, we have a situation here where Mr.

Denk, plus the general communication with the director because I think that's either he or they developed the good package that went out. But none of the board, as far as I know, was participating in

shaping the bid packet.

Ms Turner: That's not what we were talking about, Mr. Fambrough.

Mr. Fambrough: I know. I'm still [crosstalk 00:07:52]

Ms. Turner: You've said that before but that's not what we're talking about now

What we're talking about now is [crosstalk 00:08:02]

Mr. Fambrough: That is what we're talking about in that ... We run the risk of the same

kind of secret thing going on where the staff keeps information from the board. Like letters and any other thing. It came out of this earlier in

some discussion that we had and that's what I'm speaking of.

Ms. Turner: I'm not sure the situation relates to that.

Mr. Fambrough: Well, it does because-

Ms. Turner: As soon as Mr. Cockfield got the information, he sent it out to all of us.

Mr. Fambrough: Well ... the ... the problem that I'm having is that we should have

gotten it in Mr. Denk's email. It was Mr. Denk instructed to not deal with the board but to deal with other, Mr. Cockfield and Ms. Sheba

Marcus-Bey, because we don't know anything ...

Ms. Turner: ... it was just distributed to us.

Mr. Fambrough: Yeah, days later.

Ms. Synor: No. [crosstalk 00:09:01] immediate. It was in the email that-

Mr. Fambrough: ... today.

Ms. Synor: ... was not in the email. It wasn't.

Mr. Fambrough: No, this was dated the 14th.

Ms. Synor: That is not what we're talking about.

Mr. Fambrough: Yeah. [crosstalk 00:09:11]

Ms. Synor: We're talking about Mr. Denk's letter. We are not talking about that-

Mr. Fambrough: I didn't get that on the 12th. In my email.

Ms. Synor: All of us got that letter the other day.

Mr. Fambrough: It was not immediate.

Ms. Synor: It was immediate.

Mr. Fambrough: Mr. Cockfield can verify. It was not immediate.

Ms. Turner: It was sent by Mr. Denk at four o'clock in the afternoon on the 12th.

He sent it to us in the morning, Friday...

Mr. Fambrough: [crosstalk 00:09:35] ...is to Mr. Cockfield. It came to us in another

email forwarded later. Days later.

Ms. Synor: A day, the next morning when somebody gets off work at four o'clock

in the afternoon, you're offended that you got it the next morning.

Mr. Fambrough: What I'm saying is we were not in the loop in a timely fashion.

Ms. Synor: That is a ....

That is not- I appreciate that you feel that way. It doesn't seem that the rest of the board does. Mr. Rashid.

Mr. Rashid:

What I would like to do is to set up some sort of a process so that we could take a look at Mr. Denk's recommendation and perhaps have two or three local contractors take a look at their system down there. If it's like, seven thousand to make a temporary-

Ms. Turner:

To replace a pipe.

Mr. Rashid:

Right. It has been- I don't know how we- What is the technical way that we do this? But some sort of way that we can just get estimates, just to find out.

Ms. Synor:

First of all, that does not require a bid. It is not outside of the bid dollar amount.

Mr. Rashid:

Okay.

Ms. Synor:

That's first of all. So we can tonight choose to have you and -- you all are on the buildings and grounds committee. You all can receive that information back via the interim director and/or Mr. Cockfield, come and open that up and make us aware of that. The idea that all of us need to get all of the information ... we should all get it and it should be shared with us but if you [inaudible 00:11:10] as the committee-Receive that back to the committee and say these are the recommend ... This is what we have to make recommendations. We should be getting information, recommendations, through committees. And if we have a fix that we need to have, then you all should be the ones looking. We can have the information but you all should be the ones reviewing it. That's the purpose of a committee. If we want to do everything all together then we just [crosstalk 00:11:34].

Mr. Rashid:

That's right. It's a waste of time. And I agree. That's what I want to do. That's why I want to make sure that we are doing it the proper way because what Mr. Denk said and recommended ... if we can get three estimates including the person that he has recommended it to, so we can get some sort of information or Mr. Turner, would you please let Mr. Cooper know that we are going to shortly be in the process of getting some other people to come in and give us an estimate to do that work.

Mr. Mays:

So [crosstalk 00:12:02]

Mr. Rashid:

So we could have access to this place because we tried to do that once before...

Ms. Turner: So let me ask a question just as clarification. Are you as board

members recommending somebody that you would like to come and

do it or are you asking that Mr. Cooper-

Mr. Rashid: No, I want Mr. Cooper to allow access so you will find- maybe the

Yellow Pages, I don't care where you get them from. But I just want to

get three estimates and then-

Ms. Turner: Okay. So, who is doing that? Is Mr. Cooper doing that or are you two

are doing that?

Mr. Rashid: Mays and I, will work out the process of getting it done but I just-

Ms. Turner: Okay, as long as you do that in concert with the folks from the chain of

command, that's fine.

Mr. Rashid: And the reason I'm saying this is because it is going to be a problem if

in fact, we get this stuff set up and then it just so happens to coincidentally be that the keys are someplace else because if we

don't tell that person where the keys are ...

Ms. Turner: Here's the thing. That's why we got to have this conversation with the

person in charge. So, the-

Mr. Rashid: Okay, so who- That's what we are trying to find out. Who do I discuss

this with now, Mays and I, whom did we talk to?

Ms. Turner: So, here's the story. The Director is on leave, Mr. Latimer is away. Ms.

Flood is out of the building this week also-

Ms. McClarin: Well that's what they're saying.

Ms. Turner: Correct?

Mr. Rashid: Yes. So, the next person in charge is Mr. Turner. So, you need to

speak with Mr. Turner.

Ms. Shaheed: Great. He's easy to work with.

Ms. McClarin: So, you need to coordinate that with Mr. Turner and Mr. Cooper?

Ms. Turner: Yes.

Mr. Mays: Madame Chair, the only thing that I need to say in reference to bids

coming in [crosstalk 00:13:54].

Ms. Turner: These are estimates, not bids.

I'm just saying, and I've seen this back here where there was some discussion and I agreed with some of the things you've said in reference to those bids and I believe, I admit you was quiet but I know that in between and about the bids, what have you.

Mr. Mays:

Let me explain how bids come in. Bids come in- [crosstalk 00:14:24]

Mr. Rashid:

Estimates.

Ms. McClarin:

We got some more things, Mr. Mays

Mr. Fambrough:

When estimates come in or whatever estimates or bid, they come through the administration. The administration has the authority to open those bids or estimates, or what have you-

Mr. Rashid:

We'll work it out in our committee.

Mr. Mays:

[crosstalk 00:14:49] There was a whole lot of discussion. Now I've raised those [inaudible 00:14:58] minutes and stuff that thing.

Ms. Turner:

I appreciate that...

Ms. Turner:

--- Mr. Farmbrough.

Mr. Fambrough:

What I was saying is that we have to be careful and we have to do our jobs as a board because what Mr. Denk did in not communicating with the board who went and hired him ... He is hired from Marcus-Bey but the board doesn't hire him. Mr. Denk was reporting to Marcus-Bey. I'm not aware of any drafts of that bid packet before the final bid because we had no say on any of that. Then it went out. Now the point is that ... It shouldn't have gone out, but it did. We knew nothing. But you catch that when you have ... When you're in the loop. When you are in the loop, you know what's going on, you know that draft one, you recommended that draft one be turned into draft two and leave this out and put that in. And all the way up to the draft that went out. And it went out. Here we are in a 98%, so called, African-American city but the bid packet that goes out is racist to [inaudible 00:16:30]

Ms. Synor:

[crosstalk 00:16:33]

Mr. Fambrough:

If we want to fix it and avoid those kinds of things happening again, we have to do our job, play our role, make people understand-

Ms. Turner:

We have a whole process [crosstalk 00:16:51]

Mr. Fambrough:

... wanting to emerge inside the library with power.

I appreciate your thoughts on that like I said, we are ... we have

already taken all of that into consideration and having taken it up with

a strategy.

Ms. Turner:

So now, we have come ... we talked about PACE programs. Is there

any new business?

#### XV. NEW BUSINESS

Ms. Turner:

Ok. No new business. Audience participation. Any one of you people

would like to get up and say anything?

### XVI. AUDIENCE PARTICIPATION

Mr. Silvera:

I just have one question.

Ms. Turner:

Sure.

Mr. Silvera:

Are there any ... any indication of the amount of time the director we'll

be taking?

Ms. Turner:

She ... you know what? The ... I don't know what we can say about that. She is out. She is out for a continuous and she will be out for intermittent. And I don't know if I can tell you more than that.

Mr. Silvera:

Did you say continuous and intermittent?

Ms. Turner:

So we are sure that on October 1st, she [inaudible 00:17:57] and after October 1st, she should return ... any intermittent time after that we are unaware and that's where we can speak to without violation of anything. Mr. Cockfield had his hand up.

Mr. Mays:

...And the board be sued.

Mr. Cockfield:

Yes, there were ... there was a recommendation that the board a resolution, I guess, the action passed by the board ... it was at the last special board meeting in regard to the director. I have not received any correspondence one way or the other-

Ms. Turner:

Right.

Mr. Cockfield:

... in that regard. [crosstalk 00:18:41]

Mr. Fambrough:

From the Board or Marcus-Bey?

Mr. Cockfield:

From the Board.

Ms. Turner:

No. Part of the issue with that has been that there was no ... that the director went out and so there was no [inaudible 00:19:00] So everything is kind of on hold until she comes back.

Mr. Cockfield:

So, can ... that action is just-

Ms. Turner:

It's [inaudible 00:19:09] until the vote has been requested for us to reconsider it. So, until such time as where she able to be present.

Mr. Mays:

We can't do it while she's ill or what have you, because that's-

[crosstalk 00:19:28]

Mr. Cockfield:

I understand. It's an open action and I'm just asking [crosstalk

00:19:35]

Ms. Turner:

No, and it's still open.

Mr. Cockfield:

Secondly, I heard the resolution this evening in regard to Mr. Latimer taking over ... Can I leave some numbers and [crosstalk 00:19:51]

Ms. Turner:

That's what I am telling you. That is Ms. Synor. [crosstalk 00:20:02] It has been given the power to work that out. She's going to be represented the board, so she'll be in contact with you.

Mr. Cockfield:

Needless to say, I will be something in writing until tomorrow.

Ms. Synor:

It will be as soon as I straighten it all out.

Mr. Fambrough:

Can you send that to the full board? ... At least to me.

Ms. Synor:

Are you the full board now? I will make sure that I send this to every member of the board as I am obligated to do so.

Mr. Mays:

I ask that I get a hard copy. Ms.....

Ms. Synor:

Synor

Mr. Mays:

Synor. Because my...

Ms. Synor:

Not a problem. I always ask that you get a hard copy when I do

anything.

Mr. Rashid:

Let me put it on your phone email for you.

Mr. Mays:

It's not working.

Ms. Turner:

Are there any other items?

Ms. Synor:

He said he had two questions. He asked me.

Ms. Turner:

But there's another person. [crosstalk 00:21:01] Ms. Chambliss is

there anything you would like to add?

Ms. Chambliss:

No thank you.

Ms. Turner:

Alright, so the audience participation is done. I'll entertain a motion to

adjourn.

#### XVII. ADJOURNMENT

Mr. Mays:

Madame Chair, I move that this symposium come to an end at

8:37pm.

Ms. Synor:

I second.

Ms. Turner:

I have a motion and a second. Mr. Turner.

Discussion: None

Roll Call Vote: Ms. Turner (yes), Ms. McClarin (yes), Ms. Synor (yes), Ms. Shaheed (yes),

Mr. Rashid (yes), Mr. Mays (yes), Mr. Fambrough (yes).

Yes-7

Motion passes.

Motion passes for adjournment.

Mr. Mays

moved, and Ms. Synor

seconds the motion to

adjourn.

[The meeting adjourned at 8:37pm]

Ms. Terra furner, President

Ms/Leontine Synor, Secretary

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