

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

Ms. Turner called the meeting to order at 6:43 p.m.

1250 MP3

I. **CALL TO ORDER**
A. ROLL CALL

Present: Ms. Turner, Ms. Synor, Ms. Shaheed, Mr. Rashid, Mr. Mays, Dr. Harris

A quorum exists. Present – 6, Absent - 1

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

II. **LIFT EVERY VOICE AND SING**

Everyone is invited to sing.

III. **APPROVAL OF THE AGENDA**

Ms. Turner: The next thing is the agenda ... Does anybody want to make a motion?

Ms. Synor: Madam Chair, I move that we approve the agenda as written

Mr. Rashid: I'll second that.

Ms. Turner: It has been moved and second. Any discussion? Will you call the roll?

Ms. Synor
moves and
Mr. Rashid
seconds the
approval of
the agenda.

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

Yes – 6

Motion passes.

Agenda
approved.

IV. APPROVAL OF REGULAR BOARD MINUTES FROM NOVEMBER 19, 2018

Ms. Synor: Madam Chair, I move that we approve the minutes for November 19th with the corrections as submitted.

Ms. Turner: Okay. Can we get a second?

Ms. Shaheed: I second.

Ms. Turner: It's been move as a second. Is there any discussion?

Ms. Synor: I want to share with the Board that in reviewing the minutes this time, the microphone does help. And yet we still over talk each other a little bit, so it makes it a little difficult. We need to make sure we speak up clearly so that the microphone can capture what it is that we're saying and to allow each other to complete our sentences. Please review the minutes. If you don't review them, or if you passed them and somebody goes back to find an error, we're at fault for that. So please make sure that you read the minutes and make sure that what is attributed to you is yours and if someone else said it, you need to make sure that you speak up. The corrections to the minutes this time were minimal. It was mostly grammatical, and I made those changes when I submitted it back to Mr. Turner.

Ms. Turner: Just looking at them when I was looking at them online, I was thinking just it's so much better organized. Because there was a lot of confusion in the previous topics.

[Ms. McClarin joins the meeting at 6:47pm]

Mr. Rashid: Are we still outsourcing? Are we going to continue outsourcing the minutes or are we going to start back doing them internally?

Ms. Synor
moved and
Ms. Shaheed
seconds the
minutes for
11/19/2018.

Ms. Turner: I think that that's a conversation to be had with Ms. Synor, who is the secretary, and Mr. Turner. I know that given all the obligations that Mr. Turner has, in terms of what that will be. At this point to change could be difficult. The initial part of it being transcribed can be taken care of by somebody else. You have some concerns? What are your concerns?

Mr. Rashid: Well, I guess that if we're doing this, there's a definite cost to us. Since we're recording them then it's different now. They're clearer, more concise, we agreed as a group that we would show more decorum with how we address each other during these meetings.

Ms. Turner: Absolutely.

Mr. Rashid: So here we are, in fact paying to have these transcribed. Should we continue to do that, or should we work within the given structure that we had prior to this? I don't even know how we began to outsource.

Ms. Turner: I think that that is- Because you're on the Finance committee?

Mr. Rashid: Yes.

Ms. Turner: I think that's information that would be easily accessible. You know, the administration has some leeway in terms of how we choose to handle things. And if you have some concerns or you don't think this is, you think that once you got what's the matter, we all want to hear what your thoughts are.

Mr. Rashid: Okay so I guess to answer my question is that we don't know.

Ms. Turner: No, I don't- That's not the question. I couldn't answer in this moment because I wasn't cleared to.

Mr. Mays: Madame Chairman. I hear what you're saying in response to Mr. Rashid, but still, I still have some trepidations in reference to the minutes being how many pages here? Looks like a hundred. 73 pages. Now no minutes should encompass that. Just a synopsis to detail as far as minutes are concerned, just so people can kind of fathom as to what took place at the particular meeting. Maybe we need to revert back to the old process, because this is a book.

Ms. Turner: Accuracy is essential in minutes. Ms. Synor.

Ms. Synor: I'll respond to that. In part, some of the minutes, the amount of pages are attributed to making sure that the Director's report is in there, the fiscal officer's report is in there, and any other resolutions that we have, those are

all part of the minutes as well. So those are some of the pages that make up the large essay. The other part is it's not as though we had 73 pages worth of minutes. We probably had 10 or 11 pages but the spacing so that you can read the minutes is what also creates the amount of pages that are printed out. We wouldn't have to print the minutes out if people used the tablets that we were provided and read the minutes on the tablets and respond back to Mr. Turner via the Word document that's available in the Write and Review capabilities that are available to us.

Ms. Synor: So, because we don't utilize the resources to their maximum capability, this is what we end up with. We don't have to have paper minutes ever, if we utilize the tablets that are provided. I read the minutes online and I respond back to Mr. Turner with all of the corrections online. So it's really not 73 pages worth of minutes. It's like I said, about 11 pages if you use regular size fonts. And if you look at the spacing on all of them, then that contributes to the number of pages that you have.

Mr. Mays: Madam Chairman, in response to my honorable colleague that I see a lot of pages.

Ms. Synor: And that's the fiscal officer's report and that's the Director's report. The minutes that are for us have the larger spacing.

Mr. Mays: But the font is still small. What I was getting ready to say, even at that, we should have even with the financial report as well as the Interim Director's report, it shouldn't constitute 73 pages.

Ms. Synor: Well if we would be clear and decisive with our thoughts and not repeat ourselves on numerous occasions, we would probably reduce half the pages we have.

Mr. Mays: And that's true too, but then there's in here- I'm looking at there aren't complete sentences. It doesn't make sense what I was reading a few minutes ago. Some of them are not even complete sentences.

Ms. Synor: And those come from the people sitting on this Board.

Mr. Mays: Sitting on the who?

Ms. Synor: Board.

Mr. Mays: Well, I'm not going to say all of it comes from the people on the Board.

Ms. Turner: If you're feeling that there's some inaccuracy and you want to bring that to everybody, specifically to the folks attention, why don't you do that for

January? You can go through it and talk about what it is that you're concerned about and that way we can have a more specific conversation.

Mr. Mays: I think we do need to give this some time and consideration because it just-

Ms. Turner: Okay.

Mr. Mays: It's reading like a book.

Ms. Turner: We will have a space on the agenda to talk about it. Okay? Anybody else has some concerns about the minutes? Mr. Turner, I'm sorry, we were in the middle of the meeting when Ms. McClarin came in. Did you note that she is with us?

Mr. Turner: Yes.

Ms. Turner: Okay perfect. Next thing on our agenda. Can we call the vote?

Discussion: None

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

Yes - 6; No - 1

Motion passes.

Minutes for
11/19/2018
are approved.

V. COMMUNICATIONS

Ms. Turner: Okay. And those minutes have been approved. Mr. Latimer, do have we any communications?

Mr. Latimer: There are no communications.

Ms. Turner: Okay. Moving on. Mr. Latimer you are the next person on our agenda with the Director's report.

I. DIRECTOR'S REPORT (C. Latimer)

Mr. Latimer: Okay. We're going to have the screen come down.

Ms. Turner: Okay.

Mr. Latimer: Good evening Board of trustees and community. My name is Carlos Latimer and I am the Interim Director. I've been with the sideways system a year and three months, but I've been in library work for over 30 years. So hopefully I have opportunities to meet with this community later this year. We can discuss how we can move the library forward.

Mr. Latimer: On the Board will be some slides based on the library's strategic plan, goals, which that we are two years into this strategic plan. And once we get it on screen I'll just go ahead and read what those goals are.

Mr. Latimer: Goal number one is to increase literacy by expanding and promoting new programming, a large technology infrastructure, create programming that responds to a community's needs.

Mr. Latimer: Goal number two is to elevate the library's status as a beacon of African American culture and history, increase our staff knowledge about African American culture and history and build collections and programs that emphasize African American culture and history.

Mr. Latimer: Goal number three is to maximize resources through intentional partnerships, seek new funding opportunities, involve the staff and the community, and develop programming partnerships.

Mr. Latimer: Goal number four is to create an organizational environment of pride and respect, train and empower library staff to deliver excellent customer service experience for our patrons, instill a sense of pride in patron ownership.

Mr. Latimer: So, this is 2018 year in review. Those are our goals.

Ms. Green: Let me restart it.

Mr. Latimer: Okay. This is our technology staff. This is our commitment to not only technology, but outreach to our seniors. Of course, we have a partnership with Salvation Army, McGregor. Also, the Helen S. Brown senior center. There throughout the year, the residents participated in computer classes, they excel, they received their certificates, they're now savvy computer users. Some of the classes that we offer included, of course people without transportation can get the Uber app. There's health and wellness, some of the things about Windows, Excel, which is a tool which most individuals need for work. And of course, all of those tools around Google and shopping online, Ebay, those are just a small sample of those technology classes that we offer year-round that were well received with the seniors that took them.

[Ms. McClarin steps away from the meeting at 6:59pm]

Mr. Latimer: There was also technology around funding for our teens. Music, games, typing courses, so those are some of the activities that are planned around throughout the year. Also, how to use our technology. Some of the latest and some of the greatest of East Cleveland Public Library's was one of the first to offer the hot spots. We call them MiFi hot spots. Also, you can check out tablets for library use, but you can check out those hot spots as well. We understand that the city of East Cleveland has some challenges around internet access and cable access. This is a resource that's going to help bridge and bring technology and internet access to homes. That's something we want to increase in 2019.

Mr. Latimer: One of the big things that we provided this year was of course entertainment here in the performing arts center. We had dynamic programming thanks to our partner in the Cleveland Foundation, we were able to bring world class artist Lou Rawls tribute, Hub's Groove and Voices of Gospel. Tavis "Moonchild" Haddix, Luca Mundaca, and Herb Wilborn Jr. Also performed here in this art center.

Mr. Latimer: We also had a great program, this is through a partnership we have with the National Black Caucus of Seniors. We have volunteers that work here in the library, they brought this program to us, Ballots and Bullets, where we had James Robenalt come here. It was well attended. It was very timely considering the culture and climate that we are in the United States.

Mr. Latimer: We also offered programs around the Shirellda Helen Terry teen center, anti-bullying, suicide prevention, we had the Cleveland Opera do a series.

We are a part of the One Community Reads program based around the book "Evicted". We also brought authors in for Cleveland Book Week, where we had African American writers and authors do a workshop here at this library, which we were the only one that did the dynamic programming that was culturally sensitive to our community. We also had other arts programs. African dance as well.

Mr. Latimer: Also, throughout the year we showed films here, we had Black Music Month here at the Performing Arts Center. Writers come here and talk about how to do creative writing, we had programs for our teens, "Tell It All" on Tuesdays. Book discussions of course, we're all about literacy and reading. And "Rhythm Read", our literacy programming focused on hip hop poetry, black out poetry and other things that capture our teens' and youth and they enjoy coming, doing musical instruments, singing, dancing and storytelling.

Mr. Latimer: We had a course around Thanksgiving. We do things timely around holidays and events. We had a Thanksgiving literacy contest. "Artography", using technology, digital photography is where they came in to learn how to use the technology. And of course, reception and incentives and that's something we wanted to be a destination, so we want national exhibits coming through our library in our space. And of course, thanks to our Board of trustees, our 2018 staff development day, which is totally in line with our strategic plan to make our staff more knowledgeable around the African American experience and culture. We had the opportunity, on a closed day, to go to Detroit, Michigan to visit the Motown Museum, Dr. Charles Wright museum, and also, we received a lecture from in-house staff on the Iccabod Flewellen experience and the value he brings to museums and curating and everything around what he's done is something that we want to build on in the future.

Mr. Latimer: Also, staff is very engaged in community and the community clean up, gardening, planting, clean up. We love our community and we want to continue our film fests, we had "This Is It", The Beatles, "20 Feet from Stardom" which was an academy award nominee film as well.

Mr. Latimer: In the children's department our "Mad Science" program throughout the year. Yoga for the students, youth day activities. For our staff as far as development on safety training day, first aid, fire drill all to keep our staff safe and our community safe as well.

Mr. Latimer: Some of our holiday events, like today's, and of course we did our Halloween event. They are very popular in this community. It's very safe.

This is our kids, this is our community. And looking forward to 2019. Thank you very much.

Ms. Turner: Yes. Mr. Mays.

Mr. Mays: Mr. Latimer, can you tell me how well are these programs attended?

Mr. Latimer: The programs here at East Cleveland Public Library are well attended from adult programs to children. After school activities, we have a group of kids that come in every day, up to 20 and 30. Our music series on Sunday, this past Sunday we had over 200.

Ms. Turner: Wow.

Mr. Latimer: How are we average? 150-200. So, this is a destination in this community and it's bringing people not only in this community, but throughout the region. And we want to build on that moving forward. But our programs when we put them out there, they're very well attended.

Mr. Mays: I see today the luncheon were well attended. So, I was just wondering. Tell me about the hot spots. That go well?

Mr. Latimer: The hot spot is a device where offers is a portable device that offers internet access. Wi-Fi access. So, you can check it out here at the library just like a book or DVD. You get 21 days, you turn it on, it allows you to connect to the internet through either your phone, your television if it's a smart TV, or your computer access. If you have a computer, it gives you that computer access.

Mr. Latimer: This is something that's really important to this community because of some of the challenges I said earlier about internet access and cable access. But this library was one of the first to pilot that project. Of course, Cuyahoga County and Cleveland Public Library, they pretty much copy what we're doing. Our goal is to work to identify resources around or find a cheaper service around it- Well, cost-effective service, around it where we can offer more hot spots to our community.

Mr. Mays: And how many hot spots do we have?

Mr. Latimer: At this point I think...

Ms. Green: Fifteen.

Mr. Latimer: Fifteen.

Mr. Mays: Oh.

Mr. Latimer: Our goal is to get up to 50 and 60 for 2019.

Mr. Mays: And have we had any problems with them returning them or what have you?

Mr. Latimer: No. Right now, we do have the policy. The checkout policy online. Patrons can check them out, once it expires the goal is for them to bring it back. However, if they don't, it cuts off and they'll receive a bill. So, there's no purpose or incentive around keeping it.

Mr. Mays: So, have we had anyone not return it?

Mr. Latimer: There's been a few. However, moving forward we're going to be working with a vendor where the cost is very low if it doesn't return. But right now, it's very costly. Around \$200.

Mr. Mays: Let me ask one other question and I will yield. Madam Chair. Is there a fee for ...

Mr. Latimer: Late fee?

Mr. Mays: Leasing these hot spots?

Mr. Latimer: Just like a book or a DVD, they get 21 days. If it's late, Ms. Green up there, what is the fine on per day per late-

Ms. Green: Every day it's late it's \$2. If it's past a month they are charged the full fee of the device and the case.

Mr. Mays: I said it was my last question, but, say for an example, I come in to get a hot spot. Is there an application or some type of information you gather from the person for the hot spot?

Mr. Latimer: You have to be 18 years and older, you have to have a valid library card, I would think at the circulation desk they ask for an ID. Those are the only requirements.

Mr. Mays: Thank you.

Ms. Turner: Anyone else?

Ms. Shaheed: Do you teach the elderly how to use it?

Mr. Latimer: It's very user friendly, however of course they receive a little tutorial at checkout if they need to. That's something we can build classes around. This

is a great opportunity for the community. This is a service many libraries are providing and definitely our seniors are important and of course they need access as well.

Mr. Turner: Madam Chair, I move that we receive the-

Mr. Rashid: Madam Chair, I have one other question.

Ms. Turner: Oh sure.

Mr. Rashid: The data rate and the actual equipment cost, is this a- I'll withdraw my question, we can talk about that in the committee meeting.

Mr. Latimer: OK. There are some details around it. We are looking for more cost-effective options. However, I think there's a flat rate that we pay. But there's a cap on how much data that they can use.

Ms. Turner: Within the 21 days?

Mr. Latimer: Right. Within the 21 days. But moving forward, we would hope to find a solution that's unlimited.

Mr. Rashid: Okay.

Mr. Latimer: We could talk about more details at another meeting.

Mr. Rashid: I'm just curious about cap cost in terms of the actual device, as well as the usage. The monthly re-occurring fee. We can talk about it [inaudible 00:28:32]

Mr. Mays: Madam Chairman, if there's no further questions I move that we accept the Interim Director's report.

Ms. Synor: I second.

Ms. Turner: Okay. It's been moved, it's been seconded. Any more discussion? Okay, Mr. Turner.

Discussion: None

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

Mr. Mays moves and Ms. Synor seconds approval of the Interim Director's report.

Yes – 6; No - 1

Motion passes

Interim
Director's
report is
approved.

II. PRESIDENT'S REPORT (T. TURNER)

Ms. Turner: Okay. Great. Thank you. For those who don't know, my name is Tara Turner and I am this year's Board president for our trustees. As trustees, we do not concern ourselves with who sits at the front desk, we don't concern ourselves with who puts the books away. But we do concern ourselves with the big picture for the library. We are volunteers, all of us, who bring our time and our skill toward ensuring, and looking at the big picture. We assure the library has the vision and the fiscal, human and physical resources to serve our patrons so that this building serves as a hub of thought and accomplishment for this community.

Ms. Turner: In 2017, we committed ourselves to a specific set of goals as Mr. Latimer talked about. And these are those again. Everything that we do has be very tied to that. All of our programming and also all of our work as Board members. We spend a lot of time looking at ways to make our policies and procedures that bring them into play to make this organization not only stable, but more appealing as a recipient of grants and donations. And this year we received more grants and donations than we had in over a decade. And this year, our efforts have absolutely been rewarded. In 2019 we anticipate having even more.

Ms. Turner: One of the things that I'd like to place out as a challenge for our community, and our Board, is related to one of the resources we have here in the building. This summer, I was lucky enough to go to the Smithsonian African American Museum of History and Culture. It was spectacular. It really was. But one of the things that really struck me was this. Am I clicking? How do I click? That way. Okay. Here we go. Was this. Black Museum Movement.

Ms. Turner: They talk a lot about the ideas of having a museum and how the stories that get told in mainstream museums did not serve us and did not paint us in a particularly good light. But that the Black Museum Movement and all of the

pioneers that gathered in 1978 in Detroit, was a sort of a watershed moment. One of the really- The thing that really took the top off my head was this. What happened? Wait a minute. Was this...

Ms. Turner: You look up at the top, the very first thing they discuss is the Flewellen collection.

Ms. Turner: The Ichabod Flewellen collection is housed here in this library. We as this really- Like I said, I was standing in the museum and it really blew my mind because I became very conscious that this is something that we have stewardship of and although it has been archived professionally, and organized- Archiving is organizing, if that's not a word that folks are familiar with. It's all been organized, but it's never been curated. It's never been curated in ways that will allow the materials to tell stories to our patrons. What we are looking at for in 2019, what we are looking at is a curation initiative. And it will be a partnership between the library and the academic and philanthropic community to develop a program that will do two things. It will allow the materials that we have to speak to our patronage and teach the stories of the collection. But it will also train the next generation of historians and anthropologists and multimedia professionals to how to use an archive to tell a story, both digitally and in terms of physical display. So that is going to be one of the things that we hold as a priority for the next year to develop the program and to start to seek out the funding. In addition to all the other work that we have to do, because just taking on this initiative does not mean that we don't have all of our policy meetings, all of our individual committee meetings, all of our other things. But that this is something because we have stewardship of such an amazing resource, I think that as a community it is time for us to rise up and make it a resource. A greater resource.

Ms. Turner: So, come and see us in 2019 because there's going to be some really fabulous things happening. And let me also acknowledge that we have had a change of administration and I want to say thank you publicly to Mr. Turner and Mr. Cockfield and Mr. Latimer. Because they have held it down in the middle of great change and created a situation where we were not held hostage by the fact that we did not have a Director. Everybody here in the building has been happy, everybody who has come in, I've had conversations with a lot of our stakeholders and these gentlemen have done a spectacular job and I want to thank you.

Ms. Turner: Mr. Cockfield.

III. FISCAL OFFICER'S REPORT (R. COCKFIELD)

Mr. Cockfield: Good evening everyone.

Group: Good evening.

Mr. Cockfield: I'm Mr. Ross Cockfield. I'm, this is all for you at the library. I've been here since 2014 as a somewhat of a second tour. I'd been here earlier from roughly 1989 through 2002. I want to say that certainly given the opportunity to work with the East Cleveland community, I'm also a resident of East Cleveland. Given the opportunity to work with East Cleveland community is invigorating. We obviously face a lot of challenges, but these are not challenges that cannot be overcome, and I'm personally committed to making sure the library stands on financial footing, on solid financial footing and committed to the administration and the Board to make sure that we're financially able to go forward.

Mr. Cockfield: Having said that, what I've done is to prepare a somewhat of a brief overview of our 2018 performance. It's incomplete, only because it was done in the month of December and December's numbers had not been finalized. So, I do want to give you an opportunity to see what we've done, what's been happening and certainly give you a sense of what can happen given the fact that we do anticipate some challenges in 2019. But as I said earlier, these are not challenges that cannot be overcome.

Mr. Rashid: Can we just adjust the screen?

Mr. Turner: Shrink it down.

Ms. Green: That's as far as it goes. The screen is longer. It's a wide screen view. I mean I can ... [inaudible 00:38:49]

Mr. Cockfield: I would like to begin by reading my fiscal officer report for the period ending November 2018. It's kind of boring, so just kind of bear with me. That report says November 31st has been viewed but not distributed. The 11 months budget has been adjusted by the appropriations changes passed by the Board last month. November's financial statements are available for distribution.

- Mr. Cockfield: I reconciled the cash balance, I reconciled cash fund balance for all funds as of November 30th is \$675,362.23. And I have the financial report, which I've passed onto the Board. If anyone is interested, I can make you a copy.
- Mr. Cockfield: Mr. Latimer and the management team, myself included, worked on a temporary budget to guide our spending for the first few months of the year. A temporary appropriations resolution is before the Board for approval. Once we finalize the year, I'll be presenting our final numbers for 2018. Additionally, I'll be preparing a five-year forecast for the Board's review and discussion. The forecast will take into consideration the expected revenue and spending for 2019 through 2023 and will highlight any significant changes to be expected for that period.
- Mr. Cockfield: We're continuing to make progress with our conversion to a new accounting system and we'll be using it at the start of the new year. Needless to say, there are items that still have to be worked out and we'll be making those changes and adjustments as we go along.
- Mr. Cockfield: That kind of brings me to my brief presentation for this evening. The highlights of ... This presentation is going to cover highlights, revenue and support, expenditures, some comparisons, and then what we see going forward into 2019.
- Mr. Cockfield: Over to the right, I just want to point out that East Cleveland is a public library. East Cleveland Public Library is a public library serving East Cleveland and the greater Cleveland community. This presentation provides an overview of our financial performance for the year 2018 and all information presented is available to the public.
- Mr. Cockfield: What I'd like to point out is in comparing this year to last year, the very first line shows our fund balance that we started the years out with. So, to the left you see our fund balance as of 1/1/2017 or 2019. Yeah 2017, I'm sorry. And then to the right you see our fund balance that we started the year out this year. We had total appropriations this year and I'm reading in the right-hand column. We had total appropriations of \$2,475,185. Total revenue, \$2,480,839 and total expenditures of \$2,341,994. What that simply means is that as you can see, in that right-hand column we started out with 363. We're anticipating somewhere in the neighborhood of \$501,000. So, we do see an increase of about \$140,000 in our general fund balance.
- Mr. Cockfield: This is a good thing. It simply means that we're receiving more money than we're spending. And given that case, we're going to need additional revenues going forward into 2019 because as I indicated we do anticipate some challenges.

Mr. Cockfield: This is how we spend our money. We have what are called intergovernmental revenues, roughly of about 6.2 percent. Fines and other sources are 2.3 percent, and I'm kind of reading around clockwise. Our PLF fund constitutes approximately 57 percent of our general fund revenue. And then our property taxes swing all the way around to the left, constitute about 34.8 percent of our general fund revenue.

Mr. Cockfield: And what do we do with it? Well, we have our public services and programming. I'm reading at the 1:00 position. Public services and programs constitute 19.4 percent of our expenditures. Collection development and processing, roughly 11 percent. Information services, approximately 10.8 percent. Facilities operation and maintenance, 15.8 percent. And general overhead and administration, 39.1 percent of all monies spent.

[Ms. McClarin returns to the meeting at 7:31pm]

Mr. Cockfield: And in capital outlay, this capital outlay is somewhat of a misnomer because basically what that represents is furniture and equipment which is primarily used for the public. So, these are not capital expenditures, per se. These are desks, computers, tablets, things of that nature that are purchased by our IT department for general public use.

Mr. Cockfield: These charts give somewhat of a history of our revenue and expenses going back to 2013. Just want to, you can see everything is fairly consistent. Our revenue hovers somewhere around \$2.5 million. Our expenses hover over the last five years, hover somewhere around, say, \$2.3 million, something like that. I'm just kind of averaging based on looking at the bars. The very last set of bars show you the changes in our fund balance. And you can pretty much equate fund balance with savings. So, as you can see, our savings has increased from last year to this year. I'm saying from the gray to the brown. As you can see, our fund balance has increased, or we're anticipating that it's going to increase for the balance of this year.

Mr. Cockfield: Going forward, what we anticipate doing is continue the implementation of all saving measures. Implementation of our PACE energy savings program. We intend to take advantage of new accounting system to ensure program budgeting and cost control. And lastly, we're going to continue to seek grants and proposals to supplement our operations. Are there any questions. Thank you.

Mr. Mays: One question.

Mr. Cockfield: Yes. Yes, sir.

Mr. Mays: You have the last outstanding checks \$39,697.94.

Ms. Synor: Mr. Mays, if you would be so kind as to speak up into the microphone.

Mr. Mays: Oh yeah. Thank you. Alright I can speak louder. I knew that. I see a question in reference to... I got to speak louder. Yeah. Explain to me, everyone else perhaps understands it. I don't. Tell me what you mean by "plus deposit in transit \$12,740.80." Can you elucidate on that for us. What does that mean?

Mr. Cockfield: Yeah, we know, when you're doing a bank reconciliation, the bank is going to give you a balance. Let's say for discussion, they're going to tell you that you have \$500 in the bank. Now, that might not be a real number, only because there might be checks that you've written that have not cleared the bank, and there might be deposits that you've made that they have not reported. So, the deposits in transit represent those deposits that you might not, or that they might not have reported but you have made. And the outstanding checks represent checks that you have written that have not cleared. So, the bank balance is not necessarily a true balance, and which is why it's incumbent upon everyone. Not necessarily the library, but everyone, to reconcile their checking accounts at the end of the month or once a month.

Mr. Cockfield: People invariably go to an ATM and they'll put their card in and ask for a balance and the card says you have \$300. But you have \$400 in checks that you've written that haven't cleared yet, so you take the three, and then all of a sudden you get a notice from the bank that says you have insufficient funds. And wonder what happened.

Mr. Cockfield: So again, it's important that you perform the bank reconciliation and certainly it's a requirement of the library that we do it once a month. Or more frequently if we can, but it's incumbent on us to make sure that we always know what's outstanding.

Mr. Mays: And so other words, that's what you say less outstanding checks.

Mr. Cockfield: Yes sir.

Mr. Mays: And that encompass that.

Mr. Cockfield: Yes.

Mr. Mays: \$39,697.94.

Mr. Cockfield: Yes.

Mr. Mays: Okay. And is this total balance and investment, does it reflect the above figure or is that a different figure altogether by itself? What you have a total balance. A total bank and investment-

Mr. Cockfield: Yes.

Mr. Mays: \$675,362.23.

Mr. Cockfield: Yes.

Mr. Mays: That's-

Mr. Cockfield: That's all the money the library has, yes.

Mr. Mays: Okay. Total investment. Alright. Thank you.

Mr. Cockfield: That's what we have to work with. Yes sir.

Mr. Rashid: Couple things. First of all I want to say thank you for being a member of the finance committee for helping stabilize our finances and navigating us through some pretty choppy waters and while at the same time moving from an old accounting system to an updated accounting system that allows you to share accurate real time information with all the trustees, I want to thank you for that.

Mr. Rashid: Also, I have a question I guess for us and the public. With the decreasing property value in the city of East Cleveland, we realize that there's going to take a hit in terms of the funding from the city, because a lot of it as you saw 34 percent of it comes from property taxes.

Mr. Cockfield: Yes.

Mr. Rashid: And the other one is that you receive the bulk of it, would that also be affected and have you kind of ran some numbers through your head in terms of how that's going to impact us and are you comfortable with telling where we are and where we want to go?

Mr. Cockfield: Let me say this. I have been after the county ever since I knew that there was going to be a major re-appraisal of property values in the city. I had been after the county to try to get me some numbers so I can share those numbers with the Board and needless to say, we can make some decisions on what we're going to do.

- Mr. Cockfield: I received some preliminary numbers Friday. They asked me not to distribute those, only because there might be some changes. We are going to be facing some challenges. I think that should be understood and certainly you don't need to be a rocket scientist to understand that with a number of properties being demolished and vacant lots popping up, the assessed evaluations are going to go down. We receive our property tax based off property tax revenue based on the assessed evaluations in this city. Actually, in the East Cleveland city school district.
- Mr. Cockfield: So, given that, I do know that we will be experiencing a loss in revenue. What that loss is going to be, I don't know at this point. I'll certainly share that with the Board as soon as I get something more concrete. But I think it's just incumbent on becoming upon us to operate as if we're going to be working with a little less money.
- Mr. Rashid: Yes. I agree with that. And to follow up and my final statement is that through maintaining the independence of this library, which we all, I think in this room, and on this Board feel that is of the utmost importance to us to keep ourselves as an independent library. If we're smart enough to navigate through this storm just based on what you see coming, there's going to be a lot of development in East Cleveland and those things represent we're now going south, will one day start going north. And if we can manage ourselves through these storms, and are able to keep ourselves independent, I think we're going see some very bright days ahead. I just want to thank you and every member of the trustees.
- Mr. Cockfield: Speaking personally. I've always considered the East Cleveland Public Library as the little engine that could. And I firmly believe that. I firmly believe it, needless to say as a people we've gone through-
- Ms. Turner: Hell.
- Mr. Cockfield: Struggles that [crosstalk 00:54:46] in any other, well, would have been considered insurmountable. But here we stand and we're prospering. So obviously we have problems, but it's nothing that we can't handle.
- Mr. Rashid: Thank you.
- Mr. Mays: I have another question. I'm wondering maybe we don't have the answer here. Maybe we do have Judge Keenon still here. Maybe she can answer this as well. Now today there seems to be a transition happening in our the schools. And they have usurped the authority of the voters of this community that voted for a school Board. And it doesn't seem that our votes count.

Mr. Mays: I'm wondering what effect that will have on the library census being in the process of being taken over by I guess the state superintendent and his cronies, what have you, here. How will that have an impact on this library as well. And let me just throw this caveat in there.

Mr. Mays: Now they're saying that the only thing I guess they're going to use the Board for whom we elected to be the tax agency to put tax on the ballot for us to pass. For them to operate out of the school system. And people we chose. So, I'm wondering if anyone can answer the question as to what impact that will have on the library. [crosstalk 00:56:39]

Ms. Synor: We are doing the finance committee report, excuse me the Fiscal Officer's report and this requires a response. I don't know whether this is the forum that can provide that.

Mr. Mays: It's in reference to finance, that's why I'm speaking of it. But anyway, okay. I'll yield.

Ms. Turner: Can I get a motion to approve the fiscal officer's report?

Mr. Mays: Madam Chairman, I move that we approve the financial officer's report as presented.

Ms. Synor: Second.

Ms. Turner: You are the second. Is there any more 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), Dr. Harris (yes).

Yes – 6

Motion passes.

Mr. Mays moves and Ms. Synor seconds approval of the Fiscal Officer's report.

The Fiscal Officer's report is approved.

IV. NEW BUSINESS

Ms. Turner: Great. We have to go onto new business. Then we have three resolutions. Ms. Synor, if you would read resolutions 12-01-2018.

A. RESOLUTION 12-01-2018: APPROVAL OF SPECIAL CLOSINGS AND HOLIDAYS IN 2019.

Ms. Synor: Resolution 12-01-2018 approval of special closings and holidays in 2019. The Board of trustees of the East Cleveland Public Library hereby accept the recommendation of personnel committee and Director by adopting resolution 12 01 2018 allowing the East Cleveland Public Library to be closed in 2019 in observance of the following holidays and special closings as listed below.

Ms. Synor: January 1st, New Year's Day, January 21th birthday of Martin Luther King Jr., February 18th Presidents' Day, Washington's birthday, May 27th Memorial Day, June 7th special closing for staff development, July 4th Independence Day, September 2nd Labor Day, October 14th Columbus Day, staff safety day, November 28th Thanksgiving Day, December 24th Christmas Eve, December 25th Christmas Day, and December 31st New Year's Eve.

Ms. Turner: Okay.

Mr. Mays: Madam Chairman, if there's no discussion I move that the resolution 12-01-2018 if there's no discussion.

Ms. Turner: Any second?

Ms. McClarin: When he said "if there wasn't any discussion" ...

Ms. Turner: Did you have something you needed to...

Ms. McClarin: Yeah, I do have a question. I was just wondering, I know a couple of things we changed at Board meetings...

Ms. Turner: Oh, that's for, that's a part of our Board policy.

Ms. McClarin: Right. [crosstalk 00:59:54]

Ms. Turner: We wouldn't use that. These are for close- That's not for closing. That's just a change on our meeting day and that's like public record as far as our policy.

Ms. McClarin: Right. [crosstalk 01:00:05]

Ms. Turner: It has in the past before we approved the policy. All of the Board policies, we had to make that motion every year but now it's a standing...

Ms. McClarin: I'm just saying, it doesn't have-

Ms. Turner: It does not have to go into this. That is something that doesn't need to change. Okay? Anyone else?

Mr. Mays: Madam Chairman, I move that if we have got resolution 12-01-2018, move to-

Ms. McClarin: I second.

Ms. Turner: You second. Anyone? Mr. Turner, please.

Discussion: None

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

Yes – 7

Motion passes.

Ms. Turner: Okay great. Moving on to 12-02-2018.

Mr. Mays
Moved and
Ms. McClarin
second the
approval of
Resolution 12-
01-2018.

Resolution
12-01-2018.
is approved.

B. RESOLUTION 12-02-2018: APPROVAL OF THE 2019 LIBRARY TEMPORARY APPROPRIATIONS.

Ms. Synor: Resolution 12-02-2018, resolution to approve the 2019 library temporary appropriations. The Board of trustees of the East Cleveland Public Library hereby accept the recommendation of the finance committee, the Director by adopting resolution 12-02-2018 including temporary appropriations for 2019.

Ms. Turner: Okay. And everyone has a copy of that.

Ms. Synor: Madame chair, can I speak please?

Ms. Turner: Yes.

Ms. Synor: As chairman of the finance committee, myself and Mr. Rashid we did go through the recommendations. This is a temporary appropriation of the first three months of 2019. As a Board we did sit down and have a specific meeting specifically for the budget so that we can be in line with the recommendations of the fiscal officer. Due to the changes that are being made, and I'm sure that he will bring to the table of the recommendations that he has for us once he gets the final numbers from the county, and then getting [crosstalk 01:02:18] for our PLF so the current 3-month recommendation that's here before us is good as it stands, but we do need to be mindful to make any changes that have to be made moving forward, and we need to prepare ourselves for that meeting and to have those discussions.

Ms. Turner: So then one of the things that we need to do is to come to some consensus about when do we think we'll be able to meet related to the detail of how that Mr. Cockfield wants to go over.

Ms. Synor: I think that we can make a recommendation once he tells us he has the data. I don't want to say [crosstalk 01:02:59]

Ms. Turner: Okay.

Ms. Synor: Look at that part and look at the date-

Ms. Turner: Okay. [crosstalk 01:03:02] but then everybody you just know that this is one of these things. And so, I do need to have the special meeting related to that we have done all the things even though [inaudible 01:03:18] But this is something that needs to be talked about and it needs to change.

Mr. Mays: Speak up, we couldn't hear you.

Ms. Turner: Oh, I'm sorry you could not hear.

Mr. Rashid: As being on the finance committee presenting part of the story to the Board, because we don't have all the information yet, but we will make public. If you have an opportunity to look at these number, one thing that you want to say is that we had a lot of unforeseen monies spent on quote, unquote professional services and purchase of contract services. We made a commitment that this will no longer happen in this library.

Mr. Latimer: We just think that some of the numbers just didn't make sense to us and we understood how we got there, but why we got there, we still, it just does not make sense. So, if you are reviewing the numbers and some of these pops out to you in some areas and you think that they may be a little funny, we want you to know as members of the committee and as a team, as a quorum of trustees, we are closely looking at these numbers and going forward. We think we can minimize some of these expenses that we incurred over the last year, which also, one of the reasons that we had to call for this appropriation. I just wanted to put that on the record.

Ms. Synor: I move that we accept resolution 12/02/2018 and approve the 2019 temporary appropriations.

Mr. Mays: Second.

Ms. Turner: It move has been seconded. Any more discussion? Mr. Turner, please.

Discussion: None

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

Yes – 7

Motion passes.

Ms. Synor Moved and Mr. Mays seconds the approval of Resolution 12-02-2018.

Resolution 12-02-2018 is approved.

Ms. Turner: Resolution 12-03.

C. RESOLUTION 12-03-2018: APPROVAL OF STAFF YEAR-END BONUS.

Ms. Synor: Resolution 12-03-2018 resolution to approve staff year-end bonus. The Board of trustees of the East Cleveland Public Library hereby accepts the recommendation of the finance committee and Director by adopting resolution 12-03-2018 authorizing the fiscal officer to pay each active staff person a net year income of \$250 active at December 21 payroll 2018.

Ms. Turner: I'm sorry?

Ms. McClarin: [inaudible 01:05:55]

Mr. Mays: Madam Chairman, could someone elucidate why?

Ms. Synor: Due to our financial state and understanding that a cost of living increase is a long-term impact to the budget. We looked at the numbers and we had some cost savings in the health area, healthcare area. We believe that the staff work hard and work diligently and have a right to deserve something, we just needed to determine what that something was. A bonus where they received a net pay of the \$250 was the solution that we came to that we felt was reasonable and would not negatively impact the budget.

Ms. Synor: Moving forward as we determine where our revenue comes from, we will begin to consider a cost of living raise just like but until that time we wanted to acknowledge the hard work and dedication that the staff has, and we made a recommendation to give them a bonus whether it would come to them-

Mr. Mays: And, thank you. And I think you articulated that very well. I just didn't want people saying, "Oh, we-"

Ms. McClarin: [crosstalk 01:07:11]

Mr. Mays: ...Yes, during a financial crunch. You articulated it well and I'll leave it there. I think they deserved it.

Ms. Turner: It makes sense.

Ms. McClarin: Yes. I second it.

Ms. Turner: The motion?

Mr. Mays: Madam Chair.

Ms. Shaheed: Yeah, I second the motion.

Ms. Turner: The motion, the second, any more discussion? Mr. Turner, please call the roll.

Discussion: None

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

Yes – 7

Motion passes.

Audience: Applause.

Ms. McClarin: I'd like to thank the finance committee.

I. NOMINATING COMMITTEE

Ms. Turner: Next on the agenda is the nominating committee. This is the time of year where we start to look at new officers for the trustee Boards. The nomination committee oversees the organizing of that. Okay Ms. Synor you have the floor.

Ms. Synor: Okay. Thank you to Mr. Mays and Mr. Rashid for participating on the nominating committee. We have three slates to present to you. For your consideration. The first is February 18-

Ms. Synor
Moved and
Ms. McClarin
seconds the
approval of
Resolution
12-03-2018.

Resolution
12-03-2018 is
approved.

Judge Keenon: Excuse me, could you use the mic? We don't hear anything back here.

Ms. Synor: I apologize.

Judge Keenon: And I see three mics, no one's using them. We can't hear. We're just sitting here.

Ms. Synor: Okay. Sorry.

Judge Keenon: ...Us seniors.

Audience: [Laughter]

Ms. Synor: We have come up with three slates to present to you this evening. If there is another slate that you would like presented, please speak before we vote. The first slate that we have is Mr. Rashid as President, Mr. Mays as Vice President, and Ms. Synor as secretary.

Ms. Synor: The second slate we have is Ms. Turner as President, Mr. Rashid as Vice President and Ms. Synor as secretary.

Ms. Synor: The third slate that we have is Mr. Mays as President, Ms. Turner as Vice President and Ms. Synor as secretary.

Ms. Synor: Are there any other floor nominations that we would like to put up?

Ms. Synor: We have three. Three different scenarios.

Mr. Mays: Madam Chair, I move that we close the nomination [crosstalk 01:10:30]

Ms. Synor: They would like you to use the microphone. They can't hear you.

Mr. Mays: Oh I move that we close-

Mr. Rashid: You need to use the microphone.

Mr. Mays: Madam Chairman, I move that we close the nomination on those three sets of ... I move that we close the nomination on those names that have been presented.

Ms. Turner: I will say that historically the way this has happened is that at the organizational meeting in January, members are also free to make another recommendation for a slate or for individuals to be part of the- To take a particular role.

Mr. Mays: Madam Chairman in all due respect, the chairman of the nominating committee asked were there any other nominations and there weren't any, so that's why I moved to close. We waited, and there weren't any, so you was a little late in that I moved to close the nomination on those names.

Ms. Turner: There had not been a second and so here's the thing. Historically, the way it has worked that consistent with our Board policy is that when we actually take the vote in January to do this, that can happen. It doesn't have to happen, but it is a possibility that I don't think that you can make a motion to close out anything given that we need higher number of people on the Board. That's the way it's always happened, there's always been a nomination from the floor.

Mr. Mays: Madam, I'm sorry to interrupt you but, any nomination that you have, I don't care what it is, whether it's this library or any other entity, if there aren't any other nomination coming from the floor which were asked like the president of the nominating committee, and there weren't any coming forward, so then I made the nomination- I made a motion to close the nomination on the names that have been recommended by the nominating committee. And that is in order.

Ms. Turner: Okay. Anyone who wants to second that?

Ms. McClarin: Yeah, I'll second.

Ms. Turner: Okay. We'll move to the second. Any more discussion? Yes.

Dr. Harris: I have a question. How is the voting done?

Ms. Turner: Okay we'll have to [crosstalk 01:13:07] [inaudible 01:13:17] There are-

Judge Keenon: We can't hear you.

Ms. Turner: I'm sorry. You then have the opportunity- Can you hear me better now? Is that better?

Mr. Rashid: A little bit.

Ms. Turner: Are you picking up-

Judge Keenon: We have three mics over here. [crosstalk 01:13:32] You just don't realize how hard it is [crosstalk 01:13:34]

Ms. Turner: Okay. So that's the way it works. So that there are three people who will be up for President, three people who will be up for secretary- I mean, no. Only

Mr. Mays
Moved and
Ms. McClarin
seconds the
closing of the
nominations.

one person up for secretary because Ms. Synor is nominated for secretary. There're three different options for- And can I just say you can nominate from the floor, that is consistent with our policies. That's the way this has historically happened.

Ms. Turner: Unless, they vote to close the nominations right now, which means that will not be an option. There will only be the configuration that was the slate on the committee.

Dr. Harris: I would like a copy of the policy.

Ms. Turner: Absolutely all of that. And that's one of the things we need-

Mr. Mays: We didn't hear the question down here.

Ms. Turner: She asked for a copy of the Board policy manual. [crosstalk 01:14:49]

Mr. Rashid: I guess he understands how the lobbyists feel now.

Ms. Turner: Okay. There you go.

Ms. Synor: Thank you Madam Chair. I think it's time for us to call for the vote, so we don't have 73 pages.

Audience: [Laughter]

Ms. Turner: Fair enough. If there is no more conversation, Mr. Turner please.

Discussion: None

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

Yes – 5; No - 2

Motion passes.

Nominations
have been
closed.

II.

AUDIENCE PARTICIPATION

- Ms. Turner: Okay. We have, this is the time where we have, let me just say before I finish this was our intention today to offer our departing Board member Mr. William Fambrough a parting gift from the Board today. Unfortunately, it did not show up on time. So, we are not able to do that, but before we start audience participation, I want to say from the Board that we appreciate the energy that Mr. Fambrough brought to us. Before, we did not always agree, but one of the things that is true is that we always operated from a space of wanting this library to be autonomous and wanting it to be the best for this community. And that's something that we definitely appreciate about you, Mr. Fambrough. And we apologize for the delay in your acknowledgement because it was- It was ordered on time. Unfortunately, we weren't able to get it to you. So as soon as it's available we'll talk. We'll have some conversation and we'll get you to do it in the meeting in January or we can give it to you-
- Mr. Rashid: Can we have a round of applause just to thank him- [crosstalk 01:17:22]
- Ms. Turner: So, this is the time for audience participation. All of you that are here, you're welcome to come up and Mr. Fambrough [crosstalk 01:17:39] come on down.
- Mr. Fambrough: Good evening everyone.
- Audience: Good evening.
- Mr. Fambrough: To the Board President, Vice President, Secretary, members, to the Interim Director, and everyone in front as well as the audience. My name is William Fambrough and I am cycled out of the Board of trustees. So that's what everyone was talking about a moment ago.
- Mr. Fambrough: I just want to say that if anyone or any agency ever tells you again, like they did in 2010 and 11, that the East Cleveland Public Library must go to the county or to anybody else, it's a lie. Because the East- Thank you. The East Cleveland Public Library comes with its own money. There's a PLF and the taxes, so this library is never broke. As long as the state of Ohio funds libraries in the way that it does, any of you people sitting up here, when you hear that rumble and you will, because the people who wanted it then are back and they want it now. I'm off the Board now. So, the protector is gone.

Mr. Fambrough: The thing is, you all know, and your audience knows, if anybody's saying that this library should go to the county or to anybody else, you say no. Because you've been educated, and you know that this library comes with its own money. Millions of dollars are behind this library every year. So, it's not broke and out of money and it never will be. Thank you.

Ms. Turner: Dr. Rice.

Dr. Rice: Good evening to the Board.

Audience: Good evening.

Dr. Rice: Interim Director, assistant, I don't need the mic as you see. That's an old cafeteria voice. I just want to say good to see that the library is still healthy, vibrant and going strong. It's wonderful to see that. And when I sat on the Board, my last year on the Board was 2015, that was one of the things that I installed my last year was to give an annual report in December. I am so glad. I'm going to repeat that. I am so glad that this Board has decided to continue the tradition that I started in 2015 to give an annual report to the community at large so that we will know the health of the library. Thank you and I commend each of you.

Mr. Mays: Judge? Do you want the mic?

Dr. Rice: I don't need it. [crosstalk 01:21:18]

Mr. Mays: I thought judge-

Ms. Turner: Would anybody else to speak?

Mr. Mays: I thought I saw the judge's hand.

Dr. Rice: No.

Mr. Mays: Oh okay.

Ms. Turner: No one else? Okay.

Mr. Mays: Madam Chairman if there are no further business to come before this quorum, I move that-

Ms. Turner: No, there's an additional- We have an executive session [crosstalk 01:21:42]

Ms. Synor: I move that we go to executive session relating to the hiring and firing of personnel in the administrative area.

Ms. McClarin: Second.

Ms. Turner: It has been moved and second. Any 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), Dr. Harris (yes).

Yes – 7

Motion passes.

Ms. Turner: Okay great. Thanks to all for joining us. You're more than welcome to wait out our executive session if you are interested, to wait until the official end of the meeting. We appreciate you all being here.

Audience: Happy Holidays.

[The meeting goes into executive session at 8:06pm]

[The meeting is called back to order at 9:11pm]

Ms. Turner: The meeting is called back to order at 9:11pm. [inaudible 00:00:23]

Mr. Rashid: I move that the East Cleveland Board of Trustees come out of executive session.

Mr. Mays: You didn't say it loud enough for the tape to pick up.

Ms. Turner: We've had a motion and a second.

Mr. Mays: No. Madam Chairman, it didn't pick it up.

Ms. Synor
Moved and
Ms. McClarin
seconds
going into
executive
session.

The meeting
goes into
executive
session.

Mr. Rashid: I move that the East Cleveland Board of Trustees come out of executive session.

Ms. McClarin: Second.

Discussion: None

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

Yes – 7

Motion passes.

[The meeting comes out of executive session at 9:12 pm]

Ms. Turner: Okay. Do you have other motions?

Ms. Synor: Based on the conversation in our executive session-

Mr. Mays: Speak up.

Ms. Synor: Based on our conversation in executive session, we recommend a continuation for Mr. Latimer as the Interim Director. His commencement will start ... will continue on January 3, 2019 through June 30, 2019. The rate of pay will change, and it'd be effective immediately to \$43.59 an hour. His hours will not exceed twenty-nine hours a week and he will maintain the roles and responsibilities as outlined in the previous Interim Director's role.

Ms. McClarin: Second.

Ms. Turner: There's been a motion and a second. Any more conversation? Discussion?

Mr. Mays: Call for the roll, Madam Chairman.

Ms. Turner: Please, Mr. Turner, would you call for vote -

Mr. Rashid Moved and Ms. McClarin seconds coming out of executive session.

The meeting comes out of executive session.

Ms. Synor Moved and Ms. McClarin seconds the continuation of the current Interim Director thru 01/03/19 to 06/30/2019.

Mr. Rashid: Is it appropriate for him to comment if he cares to at this time?

Mr. Latimer: No. No comments. Thank you.

Discussion: None

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

Yes – 7

Motion passes.

The current
Interim
Director is
extended
thru
06/30/2019.

III. ADJOURNMENT

Ms. Synor: Madam Chair, I ask that we adjourn our meeting for the evening.

Mr. Rahsid: Second.

Ms. Turner: Mr. Turner, please.

Ms. Synor
moves and Mr.
Rashid
seconds the
adjournment
of this
meeting.

Discussion: None

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

Yes – 7

Motion passes.

[The meeting adjourned at 09:14 pm]


Motion
passes for
adjournment.

Yes – 7

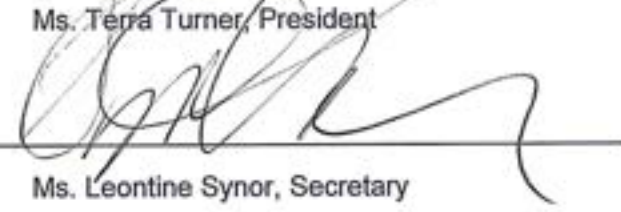
Motion passes.

[The meeting adjourned at 09:14 pm]

Motion
passes for
adjournment.



Ms. Terra Turner, President



Ms. Leontine Synor, Secretary

