

## MINUTES

### **Kansas City Public Library Board of Trustees Regular Meeting – October 19, 2021**

The Board of Trustees of the Kansas City Public Library, pursuant to official notification, met Tuesday, October 19, 2021 at 4:30 p.m. online.

MEMBERS PRESENT: Jonathan Kemper, President  
Claudia Oñate Greim  
Laura Dominik  
Pete Browne  
Susie Kenney  
Michelle Smirnova  
Denesha Snell  
India Williams

MEMBERS NOT PRESENT: Billie Howard Barnes

STAFF PRESENT: John Herron, Chief Executive  
Jensen Adams, Energy and Sustainability Officer  
Jessica Addo, Administrative Officer  
Amanda Barnhart, North-East Branch Manager  
Reed Beebe, Purchasing Manager  
Janice Bolin, Director of Finance  
Amy Brost, Manager of Special Projects  
Melissa Carle, Director of Information Systems  
Andrea Ellis, Director of Strategic Learning  
Sara Escandon, Community Outreach Care Coordinator  
Crystal Faris, Director of Youth and Family Engagement  
Kim Gile, Community Specialists Leader  
Kathleen Hinton, Finance Manager  
Joel Jones, Deputy Director of Library Services  
Dawn Mackey, Technical Services Manager  
Amy Morris, Ruiz Branch Supervisor  
Mary Olive Joyce, Director of Library Outreach & Community  
Engagement  
Heather Pedersen, Executive Assistant / Manager of Executive  
Services  
Margaret Perkins-McGuinness, Deputy Director for Philanthropy  
Julie Robinson, Refugee & Immigrant Services & Empowerment  
Outreach Manager  
Debbie Siragusa, Assistant Director / Chief Operating Officer  
Debbie Stoppello, Director of Library Collections  
Karen Weitzel, Director of Human Resources

OTHERS PRESENT: Mike Foley

While waiting on a quorum, Julie Robinson shared information about Refugee & Immigrant Services & Empowerment (**RISE**) and the situation for Afghan evacuees in the United States. Jewish Vocational Services and Della Lamb, the two resettlement agencies in Kansas City, expect to resettle 550 people between October 1, 2021 and March 31, 2022. The Library currently has two virtual classes, Conversation Club and English for Citizenship, in addition to the one-to-one programs. With the addition of another teacher, there will soon be a conversation class on Saturdays and the curriculum for a English one class that will focus on reading, writing, grammar and speaking skills is being developed. In addition, collection development and RISE recently accepted 2000 books in Farsi.

Kemper called the meeting to order at 4:44 p.m.

**Motion by Dominik to approve the minutes of the September 21, 2021 Regular Board meeting and September 30, 2021 Special Board Meeting. Second by Oñate Greim. Approved unanimously.**

(Note: As a matter of Board convention, the Chair votes only when his/her vote would affect the outcome of the vote. In all "recorded" votes, the vote of the Chair appears only when it has actually been cast and when it has had an effect on the disposition of the motion. Notations of "approved unanimously" mean all members, other than the Chair, voting affirmatively.)

**Motion by Dominik to approve the Consent Agenda items before the Board. Second by Browne. Approved unanimously. (Oñate Greim abstained.)** The following items were approved as part of the Consent Agenda:

**Move approval of the recommendation of the Chief Executive to authorize the following expenditures for September 2021: Payroll (09/23/21 net cash \$275,903 plus taxes \$102,897) and (10/07/21 net cash \$271,609 plus taxes \$99,049) total amount of \$749,458; General Expense Payments including Checks (#6465-6675), in the amount of \$1,387,675. (LBM 4511)**

**Move approval of the recommendation of the Chief Executive to accept the attached financial reports for September 2021. (LBM 4512)**

Siragusa introduced Mike Foley of Foley Insurance Solutions who provided an overview of the employee health insurance renewal process. The renewal quote from Humana results in a 15% increase in premiums, but also includes a one-month premium credit of approximately \$156,000 that reduces the overall annual plan costs to about a 6% increase. The Humana dental insurance quote reflected no plan changes and a 15% decrease in cost.

Smirnova arrived 4:52 p.m. Williams left 4:55 p.m.

**Motion by Dominik to approve the following Action Agenda items before the Board. Second by Browne. Approved unanimously.**

**Move approval of the Chief Executive to renew contract with Humana for employee health insurance at a total cost of approximately \$1,724,000 for plan year January 1, 2022-December 31, 2022. (LBM 4513)**

**Move approval of the recommendation of the Chief Executive to renew the contract with Humana for dental insurance at a total cost of approximately \$78,000 for plan year January 1, 2022 – December 31, 2022. (LBM 4514)**

Siragusa described the process the Library followed in selecting Paylocity to replace ADP as our human resources and payroll software after almost 15 years.

**Motion by Dominik to approve the recommendation of the Chief Executive to contract with Paylocity to provide a human resources and payroll software solution at an annual cost not to exceed \$52,300. Second by Browne. Approved unanimously. (LBM 4515)**

Siragusa stated that during the strategic visioning process the Library’s Resignation Policy was identified as outdated and in need of updating to reflect a more flexible and mutually cooperative process.

**Motion by Dominik to approve the recommendation of the Chief Executive to place on the policy calendar the proposed revised Resignation Policy in accordance with Library Board Policy 002. Second by Oñate Greim. Approved unanimously. (LBM 4516)**

Herron discussed the Director’s Report with the Board (LBM 4517) and provided an update on several ongoing projects. The Racial Equity Team is entering their second year, and a request for proposal has been issued for a diversity consultant. Amanda Barnhart was selected to participate in Hampton University’s three year forum on minority recruitment and retention in the library and information science field. April Roy has assumed a new role as the Director of Employee Success to make sure that our employees at every level have the tools and training they need. A facilities master plan will start soon and will be combined with other data from Orange Boy, the Mid-America Regional Council (MARC) study, and collaborative conversations with other metro libraries. The strategic visioning and rebranding projects are entering their final stages. A request for proposal for a website redesign will be issued soon. The Foundation should be operational and in compliance by the end of 2021. ECF funds have been awarded to the Library, and we have a second request pending with the hope that federal monies will be renewed or we will have to explore other avenues to cover the cost.

Williams arrived 5:05 p.m. Snell arrived 5:12 p.m. Kenney left 5:30 p.m.

**Motion by Snell to adjourn. Second by Smirnova. Approved unanimously.**

The meeting adjourned at 5:32 p.m.

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Secretary

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Date