

Minutes of the Board of Library Trustees, Public Library of Brookline

A hybrid meeting of the Trustees of the Public Library was convened on Tuesday, April 9, 2024, at 6:16 PM.

Present: Burstein; Chanyasulkit; Fredkin; Goleman; Hung; Livingston; Lohe; Martin-Page; Vanderkay; Vogt; Zelkha

Absent: Margolis

Also present: Library Director, A. Hirst; Assistant Director to Administration, D. Savin, Supervisor of Collection Development, R. Brennan, Executive Assistant to the Library Director, C. Hesslein

Trustees voted to convene the meeting. All votes were conducted by roll call vote.

I. Comments from the Chair

- A. Burstein states that this week is National Library Week, with today being National Library Workers Day, a day to appreciate Library workers; Hirst sent a note on behalf of the Chair / Board to express Board's appreciation for PLB staff

II. Comments from the Public (3-minute limit)

- A. No members of public present

III. Action Item Report: Amplify Results and Recommendations from Diversity Audit

- A. Burstein introduces Ryan Brennan as Supervisor of Collection Development; Brennan explains the diversity audit that was conducted with PLB's primary vendor, Ingram, to gauge how PLB's collection compares to other libraries related to dimensions of diversity
- B. Brennan explains how, in addition to the audit with Ingram, the PLB sent out a survey to patrons, which yielded 517 responses; the survey captured patron's rate of satisfaction with items such as the time it takes to receive library materials, the collection's ability to reflect the diversity of the local community, and the availability of books that contain characters that represent dimensions of diversity; the majority of respondents found all to be satisfactory; Brennan

ends presentation with voiceover of next steps PLB will take, such as completing a thorough revision of our Collection Development Policy

1. Vogt asks if the survey collected demographic information from the respondents; Brennan confirms it did not; Vogt asks how PLB uses census data to guide the collection policy; Brennan answers that PLB mostly focuses on patron demand but also uses census data to understand Brookline's population, particularly as it relates to language materials

IV. Secretary's Report

A. Minutes

1. Martin-Page received no requests for changes / edits; offers that the minutes be approved; Livingston seconds; the Board approves the minutes unanimously

B. Correspondence

1. Trustee pocket guides received (MBLC); will be distributed along with Trustee Handbooks at May meeting

C. Other items

1. No other items to discuss

V. Treasurer's Report

A. Other

1. FY25 budget draft is in progress; the end of Q3 endowment balance is ~\$4.9 million

VI. Library Director's Report

- A. Hirst shares that the Pups at Putterham program continues to delight patrons and that the April Town Administrator's newsletter features Library staff member Sasha Zeidenberg

- B. Hirst provides updates on ARPA Round 1 and Round 2 funding; both funds need to be spent by end of this FY; plan to spend those funds on a smaller gas-powered vehicle (instead of a fully mobile e-bookmobile) to allow for mobile outreach and delivery of library materials
 - 1. Hirst clarifies that a fully mobile library will not work with an e-vehicle at this time; the weight of electric batteries and library materials is too much to sustain with current iterations of e-vehicles; Hirst also clarifies that the grant money can be used to purchase the smaller gas-powered vehicle; Zelkha states it would be worth looking into hybrid options; Hirst explains that PLB will not be receiving e-vehicle charging stations as a result
- C. Hirst explains that the Pierce School demolition is on track to begin on / around July 15, which will have a number of impacts to the Brookline Village location, such as parking, deliveries, attendance, and programming; Hirst confirms that PLB will proactively inform patrons of potential disruptions
- D. Hirst mentions that there have been no resignations since the last Trustees meeting and that there are two pending hires – Branch Supervisor at Coolidge Corner and Archivist at Brookline Village
- E. Hirst attended PLA conference last week; will provide a substantive write-up of the conference in next month's report

VII. Trustee Committee Reports

A. Other

- 1. Livingston states that the Trustees Programming Committee will be taking a hiatus, given that the Library is now staffed to provide adult programming; will stay a standing committee should services be required

in the future; Burstein to write a letter to Hank to thank her for her contributions to the Committee

2. Vanderkay informs Board that long-time member of the Friends, Claire Goodwin, passed away

VIII. Old Business

A. Staff Retention

1. No discussion

IX. New Business

A. Letter to Select Board: Pay Equity

1. Burstein reminds Board of committee bylaw where no trustee can speak on behalf of the Board unless the Board votes to allow that; Burstein requests Board votes on sending two letters: one to the Select Board regarding pay equity and one to the Advisory Committee ("AC") regarding questions they had at most recent AC meeting
2. The letter to the Select Board is to address salary discrepancies between school librarians and public librarians and pay equity across Town departments; Burstein would like to send letter to Select Board, Select Board candidates, and the Town Administrator via email and USPS in order to keep this topic on their radar
3. Burstein makes a motion to send letter on behalf of the Board regarding pay equity for library staff; Livingston and Fredkin second; Board unanimously votes yes to send letter

B. Letter to AC

1. Burstein discusses the questions raised at recent AC meeting regarding the diversity of materials PLB has / puts on display and about eliminating

the MLS degree for some roles; Burstein wants to send a letter to answer these two questions

2. Multiple Board members express hesitation in sending the letter and there was discussion about other aspects of the AC meeting, DEI, professional development and advanced degrees for librarians, trustee advocacy for the library, and other components of trustee development and retention; Burstein decides to call head of AC instead of making motion to vote on sending this letter

X. Remarks for the Good of the Order

- A. Burstein discusses coming to end of his chairing the Board after 3 years; Hung and Goleman are running nominations committee; Livingston will be in charge to run election for new Chair; Burstein reminds Board that committee assignments continue through to June 2024 meeting

XI. Adjourn

- A. Livingston makes motion to adjourn; Lohe seconds; Board unanimously votes yes to adjourn meeting

Meeting adjourned at 8:18 PM.

Minutes drafted by Courtney Hesslein

A true record.

ATTEST



Koinonia I. Martin-Page

Secretary

2023-2024