

**Ames Public Library Board of Trustees
Minutes of the Regular Meeting
May 19, 2022**

The Ames Public Library (APL) Board of Trustees met in regular session on Thursday, May 19, 2022, in the Dale H. Ross Board Room with Christy, Johnson, Kluesner, Marcu, Myers, Mitchell-Conway, Reynolds, and Torres III in attendance. Thorbs-Weber was excused. Director Schofer was also in attendance.

Call to Order: President Myers called the meeting to order at 7:02p.m.

Consent Agenda:

Moved by Christy, seconded by Marcu, to approve the consent agenda as follows:

1. Resolution approving donations:
 - A. Ames Golden Kiwanis (youth department)..... \$1,000.00
 - B. Treats on a Leash (adult summer reading prize)..... \$25.00
 - C. Skunk River Cycles (adult summer reading prize) \$25.00
2. Motion approving minutes of the regular meeting April 21, 2022
3. Motion approving payment of claims 4/1/22 – 4/30/22

Vote on Motion: 7-0 (Myers abstaining; Thorbs-Weber excused). Approved unanimously. Resolution No. 2022-L020 adopted.

Public Forum: None

Activity Reports:

Assistant City Manager: Schildroth sent her regrets; she is volunteering at the special Olympics this evening and unable to attend but sent updates for Schofer to share.

- The Downtown Plaza will be on Council's agenda next Tuesday, May 24, to consider awarding Henkel Construction the contract to build the project.
- Work has begun on the new parking lot to the north of City Hall. This is replacing the parking lot to the east of City Hall that will be removed for the Downtown Plaza to be constructed.

Administrative Staff Report: Schofer gave a report to the Board.

- May is Mental Health Month
 - Ames Public Library is working with multiple partners to provide special events focused on teen mental health.
 - On May 4, NAMI Central Iowa will present "Ending the Silence" for teens, which discusses warning signs and symptoms of mental health conditions as well as steps to take. The Library hosted a similar presentation last month for families and caregivers.

- Schofer attended the Directors Round Table with Central Iowa Directors the end of April, a state library book discussion this week, and attended an office hour meeting via Zoom with Mori, our district consultant this afternoon.

APLFF Report: Myers gave a report to the Board.

- The spring campaign has been successful.
- Book sales are going well, coming close to pre-COVID sales.
- There have been some negative returns on investments.
- They are planning the Pub Fiction event.
- The new Development Director, Wilkins, has resigned. They may reach out to her to give her the option to delay starting.

Board Education: Schofer introduced the article “Librarians Are Not Okay”. Some key points:

- Library staff work passion jobs, and passion jobs are prime for exploitation.
- Library staff are working a passion job that is feminized and, by extension, devalued.
- Library staff are working for higher education.
- Library staff just worked through a pandemic, and an ongoing reckoning with systemic racism, and a contested election, and an insurrection, and several climate catastrophes. Plus, we are still in a pandemic.
- Library staff are located at the intersection of structural and systemic failures, but there are still strategies that you can implement — as individuals, as teams, as organizations — that can make the profession more resilient, less fragile, and most importantly, more sustainable.
 - Rethink the credentialization process.
 - Change some things. Not just say that we’ll think about changing them, but actually change them, and continue to iterate and change them, until we arrive at something that works.
 - Evaluate who is doing it, and when are we doing it, and if we’re trying to do too many things with too few people, what do we have to do less of? Sometimes less is more, and sometimes, as in the case of so many overstretched institutions, more is actually less. Decreasing the number of services, or the number of service hours, or the number of responsibilities will almost certainly make everyone a lot better at their jobs.
 - Try to create a match between the amount of work there is and the capacity of your team to do that work well.
 - Install guardrails. Guardrails are things like: we don’t email when we’re off, and if you do send an email when you’re off, you’ll actually be taken aside to talk about why that’s not part of our culture here, giving permission to not be perfect, and encouraging staff to use vacation time.

The Board had a good discussion. Schofer is researching wellness apps for staff use.

library with compensation for the time dedicated by library staff toward APLFF activities and for APLFF's use of library facilities.

Moved by Torres III, seconded by Johnson, to approve the annual Memorandum of Understanding between the Ames Public Library Board of Trustees and the Ames Public Library Friends Foundation as presented.

Vote on Motion: 7-0 (Myers abstaining; Thorbs-Weber excused). Approved unanimously. Resolution No. 2022-L023 adopted.

Other New Business: Mitchell-Conway will be taking a 14-week class that does not end until 8 pm on Thursday evenings. This class will conflict with scheduled Board meetings. Mitchell-Conway asked the Board to change their meeting time or day to accommodate this. The Board discussed this request and decided to leave the meeting day and time as is. Mitchell-Conway will be excused from the effected meetings or may arrive late without the need to resign from the Board.

Trustee Comments:

Trustees introduced themselves since several were excused from the April meeting.

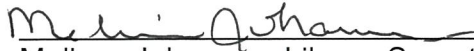
- Marcu – welcomed the new trustees.
- Kluesner – thanked the new trustees for joining and thanked Myers for becoming President.
- Christy – welcomed the new trustees.
- Myers – stated “everybody is awesome”, thanked everyone for a good meeting, and thanked Mitchell-Conway for bringing the conflict forward so the Board could figure it out. Myers also thanked staff.
- Johnson – welcomed the new trustees and appreciated the nice weather.
- Reynolds - Step into Storybooks will be held in partnership with various community partners including Raising Readers and ChildServe on June 11 at North Grand Mall.
- Torres III – really appreciates the Board Education piece. Burnout is a big thing.
- Mitchell-Conway – no additional comments

Adjournment:

Moved by Reynolds, seconded by Mitchell-Conway, to adjourn at 8:22 p.m.

Vote on Motion: 7-0 (Myers abstaining; Thorbs-Weber excused). Approved unanimously.

The next regular meeting will be on Thursday, June 16, 2022, at 7:00 p.m. in the Dale H. Ross Board Room.


Melissa Johannes, Library Secretary


Jon Christy, Board Secretary