

**Toledo Lucas County Public Library  
Minutes of Board of Trustees Meeting  
January 22, 2026  
Main Library 8:30 a.m.**

**Present** Micheal Alexander, Michael Dansack, Jesus Salas, Keith Jordan, Sheila Odesky, and Kendra Smith

**Roll Call** Mrs. Odesky called the meeting to order at 8:30 a.m., followed by roll call.

**Minutes** The minutes of the regular meeting on December 18, 2025, were approved on a motion by Mr. Salas, seconded by Ms. Smith; all voted aye, the motion carried.

**Trustee Reappointment by Judges of Lucas County Court of Common Pleas** Mr. Dansack announced that the Lucas County Court of Common Pleas Judges have reappointed Keith Jordan, Sr., to the Board of Trustees of the Toledo Lucas County Public Library. Mr. Jordan's four-year term continues until January 10, 2030. Mr. Dansack then administered the prescribed oath of office to Mr. Jordan.

**Note: A copy of the appointment letter is attached to these minutes.**

**Election of Officers and Oath of Office** Nominating Chair, Mr. Dansack, along with members Ms. Hauser, and Mr. Salas, proposed the following slate of officers for 2026: Keith Jordan, Sr., President; Micheal Alexander, Sr., Vice-President; Kendra Smith, Secretary. Mr. Dansack moved to close the nominations, and Mr. Salas seconded the motion; all voted aye, and the motion carried. Mr. Dansack then administered the prescribed oath of office to Mr. Jordan, Mr. Alexander, and Ms. Smith.

**Reappointment of Fiscal Officer and Deputy Fiscal Officer** The Board reappointed Jason Kucsma as Fiscal Officer and Mike Graybeal as Deputy Fiscal Officer at no additional salary on motion of Mr. Dansack, seconded by Ms. Smith; all voted aye, motion carried. Mr. Dansack then administered the oath of office.

**Executive Director's Comments** Mr. Kucsma congratulated the Board Members who have been appointed as officers. He looks forward to working with them in their new roles this year. The Toledo Heights branch is officially closed. An Open House was held, and many neighbors, retirees, and long-time library users attended to show how much they have appreciated the branch. No library director signs up to close a branch, but we are looking forward to the new consolidated branch. Mr. Kucsma brought cookies to Toledo Heights on New Year's Eve, and he was not the only one. Many community members brought doughnuts, cake, and other treats to show appreciation for the staff, who will be moving to new locations in new roles. We are heading into 2026 with optimism for many reasons and a running start. A couple of weeks ago Main Library hosted a naturalization ceremony. Mr. Kucsma encourages everyone to attend one of these if they can; they are an incredibly moving experience. Authors! has kicked off this month with two sold-out engagements. TLCPL has remained a place where many come to find warmth in frigid temperatures. The Eat Well Café, the new non-profit organization, had a soft launch here at Main Library and is serving lunch two days a week while they get going. Next month, Lucas Camuso-Stall will discuss the Social Return on Investment study that BGSU's

Center for Regional Development has conducted on TLCPL. This study will help us communicate how we are putting public dollars to work. The study also shows the knockdown effect on those individuals who use those services. Libraries, as an industry, struggle to communicate our value, which enables us to focus on a few. One of those services, homebound, is discussed in the board report, along with its impact. It is a really great example of something that everyone has a hand in.

**Employment Report** The Employment Report was accepted on motion of Ms. Smith, seconded by Mrs. Odesky; all voted aye, motion carried.

**Payroll Changes**

<b>Employee</b>	<b>From</b>	<b>To</b>
12/21/2025 Seantylle Boden Status change	Ready to Read Ready to Read K-3 Literacy Specialist APLE 7C FT \$29.1030 Hourly	Ready to Read Ready to Read K-3 Literacy Specialist APLE 7C PT-II \$29.1030 Hourly
12/21/2025 Unique Britton Transfer	South Manager/ Librarian V EXEMPT R08 FT \$41.5044 Hourly	Point Place Manager/ Librarian V EXEMPT R08 FT \$41.5044 Hourly
12/22/2025 Matthew Klein Return to former position	South Supervisor Circulation Services III EXEMPT R05 FT \$25.7833 Hourly	Main Circulation Supervisor Circulation Services III EXEMPT R05 FT \$25.7833 Hourly
1/4/2026 Guadalupe Ayala Transfer	Toledo Heights Supervisor Circulation Services III EXEMPT R05 FT \$33.0784 Hourly	Point Place Supervisor Circulation Services III EXEMPT R05 FT \$33.0784 Hourly
1/4/2026 Beth Beasley Classification Change/Transfer	Mobile Services Librarian I/Adult Services APLE 6B FT \$33.3467 Hourly	Heatherdowns Librarian I/ Children's Services APLE 6B FT \$33.3467 Hourly
1/4/2026 James Bennett Status Change/Transfer	Sanger Customer Service Clerk I CWA 1A* FT \$20.6940 Hourly	Birmingham Customer Service Clerk I CWA 1A* PT-II \$20.6940 Hourly
1/4/2026 Johnnie Betts Classification Change/Transfer	Computers & Media Librarian I/Adult Services APLE 6C FT \$28.2358 Hourly	Sylvania Librarian I/Teen Services APLE 6C FT \$28.2358 Hourly
1/4/2026 Jayme Binkley Transfer	Toledo Heights Customer Service Clerk II CWA 2A	Maumee Customer Service Clerk II CWA 2A

	LPT	\$24.5865	Hourly	LPT	\$24.5865	Hourly
1/4/2026 John Campbell Transfer	King Road Customer Service Clerk II CWA 2 FT	\$24.5865	Hourly	Sylvania Customer Service Clerk II CWA 2 FT	\$24.5865	Hourly
1/4/2026 Lexus Carter- Anderson Classification/ Status Change/Transfer	Main Teen Librarian I/Teen Services APLE 6C FT	\$24.3911	Hourly	Fact & Fiction Librarian I/ Adult Services APLE 6C LPT	\$24.3911	Hourly
1/4/2026 Evelyn Cherry Status Change	Main Circulation Customer Service Clerk I CWA 1A* PT-II	\$20.0686	Hourly	Main Circulation Customer Service Clerk I CWA 1A* LPT	\$20.0686	Hourly
1/4/2026 Vickie Connor Transfer	Fact & Fiction Librarian II/Adult Services APLE 7B FT	\$38.9038	Hourly	Kent Librarian II/Adult Services APLE 7B FT	\$38.9038	Hourly
1/4/2026 Stacy Cupps- Alexander Classification Change/ Temporary Transfer	Sylvania Librarian I/Teen Services APLE 6C FT	\$26.8910	Hourly	Heatherdowns Librarian I/Children's Services APLE 6C FT	\$26.8910	Hourly
1/4/2026 Ashley Dawson Classification/ Status Change/Transfer	Heatherdowns Librarian I/ Children's Services APLE 6C FT	\$25.6106	Hourly	Birmingham Librarian I/ Youth Services APLE 6C PT-II	\$25.6106	Hourly
1/4/2026 Amy Doughty Status Change	Reynolds Corners Customer Service Clerk I CWA 1A* PT-II	\$19.5060	Hourly	Reynolds Corners Customer Service Clerk I CWA 1A* LPT	\$19.5060	Hourly
1/4/2026 Lea Eberly Transfer	Holland Customer Service Clerk I CWA 1A* LPT	\$18.9378	Hourly	Mott Customer Service Clerk I CWA 1A* LPT	\$18.9378	Hourly
1/4/2026 Celeste Felix Transfer	Toledo Heights Manager/ Librarian V EXEMPT R08 FT	\$48.2841	Hourly	Bimingham Manager/ Librarian V EXEMPT R08 FT	\$48.2841	Hourly
1/4/2026 Adira Fuller- Warren	Holland Librarian I/Teen Services			Kent Librarian I/ Tatum Specialist		

Classification Change/Transfer	APLE FT	6C \$30.8001	Hourly	APLE FT	6C \$30.8001	Hourly
1/4/2026 Jasmine Gale Transfer	Birmingham Customer Service Clerk II CWA FT	2A* \$23.9897	Hourly	Oregon Customer Service Clerk II CWA FT	2A* \$23.9897	Hourly
1/4/2026 Megan Goins- Diouf Classification/ Status Change/Transfer	Kent Librarian III/ Specialist APLE FT	8C \$34.2252	Hourly	Reynolds Corners Librarian II/ Adult Services APLE PT-II	8C \$34.2252	Hourly
1/4/2026 Anne Griner Status Change/Transfer	West Toledo Customer Service Clerk I CWA PT-I	1A* \$20.6938	Hourly	Reynolds Corners Customer Service Clerk I CWA PT-II	1A* \$20.6938	Hourly
1/4/2026 Heather Hehl Classification Change/Transfer	Local History Librarian II/Adult Services APLE FT	7C \$29.1030	Hourly	Oregon Librarian II/ Children's Services APLE FT	7C \$29.1030	Hourly
1/4/2026 Jalisa Hooker Transfer	Facilities & Operations - South Custodian I CWA FT	1A* \$20.0910	Hourly	Facilities & Operations - Main Custodian I CWA FT	1A* \$20.0910	Hourly
1/4/2026 Melissa Jeter Classification Change/Transfer	Fact & Fiction Librarian II/Adult Services APLE FT	7A \$38.9038	Hourly	Main Teen Librarian II/Teen Services APLE FT	7A \$38.9038	Hourly
1/4/2026 Christopher LaBiche Transfer	Facilities & Operations - Main Custodian I CWA FT	1A* \$19.5060	Hourly	Facilities & Operations - South Custodian I CWA FT	1A* \$19.5060	Hourly
1/4/2026 Hayley Lewis Status Change/Transfer	Main Circulation Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly	Reynolds Corners Customer Service Clerk I CWA LPT	1A* \$20.0686	Hourly
1/4/2026 Amanda Mascara-Evans Status Change	Children's Library Librarian I/ Children's Services APLE FT	6C \$25.6106	Hourly	Children's Library Librarian I/ Children's Services APLE LPT	6C \$25.6106	Hourly
1/4/2026	Main Circulation			Sanger		

Abigail McLinden Transfer	Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly	Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly
1/4/2026	Facilities & Operations - Main			Facilities & Operations - Mott		
Robert Navarre Transfer	Custodian II CWA FT	2A* \$23.9898	Hourly	Custodian II CWA FT	2A* \$23.9898	Hourly
1/4/2026	Kent			Main Teen		
Nasyah Oxner Classification/ Status Change/Transfer	Librarian I/Youth Services APLE FT	6C \$24.3910	Hourly	Librarian I/Teen Services APLE PT-II	6C \$24.3910	Hourly
1/4/2026	Waterville			King		
Teri Pinkston Status Change/Transfer	Customer Service Clerk I CWA PT-II	1A* \$20.0910	Hourly	Customer Service Clerk I CWA LPT	1A* \$20.0910	Hourly
1/4/2026	Mott			Sanger		
Isabella Polston Return to previous position	Customer Service Clerk I CWA LPT	1A* \$18.9378	Hourly	Customer Service Clerk I CWA LPT	1A* \$18.9378	Hourly
1/4/2026	Computers & Media			Local History		
Sam Ponke Classification Change/Transfer	Librarian II/Adult Services APLE FT	7C \$30.5582	Hourly	Librarian II/Teen Services APLE FT	7C \$30.5582	Hourly
1/4/2026	Kent			Kent		
Joseph Priebe Status Change	Customer Service Clerk I CWA FT	1A* \$20.0910	Hourly	Customer Service Clerk I CWA PT-II	1A* \$20.0910	Hourly
1/4/2026	Kent			Sylvania		
Tiegan Pupos Status Change/Transfer	Librarian II/Adult Services APLE FT	7C \$31.8747	Hourly	Librarian II/ Adult Services APLE PT-II	7C \$31.8747	Hourly
1/4/2026	South			West Toledo		
Christopher Roth Return to previous position/ Temporary Transfer	Customer Service Clerk I CWA FT	1A* \$22.6126	Hourly	Customer Service Clerk I CWA FT	1A* \$22.6126	Hourly
1/4/2026	Kent			Main Circulation		
Colleen Schmidt Status Change/Transfer	Customer Service Clerk I CWA PT-II	1A* \$19.5060	Hourly	Customer Service Clerk I CWA LPT	1A* \$19.5060	Hourly

1/4/2026 Cassandra Scouten Status Change/Transfer	Main Circulation Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly	West Toledo Customer Service Clerk I CWA PT-I	1A* \$20.0686	Hourly
1/4/2026 Keara Sheets Classification Change/Transfer	Reynolds Corners Librarian II/ Children's Services APLE FT	7C \$29.1030	Hourly	Kent Librarian II/ Youth Services APLE FT	7C \$29.1030	Hourly
1/4/2026 Linda Smith Transfer	Toledo Heights Customer Service Clerk II CWA FT	2A \$24.5865	Hourly	Mott Customer Service Clerk II CWA FT	2A \$24.5865	Hourly
1/4/2026 Kelly Sradeja Classification Change/Transfer	Toledo Heights Librarian I/Youth Services APLE FT	6C \$31.0006	Hourly	Main Teen Librarian I/Teen Services APLE FT	6C \$31.0006	Hourly
1/4/2026 Rachel Stewart Return to previous position/Grade change/Transfer	Birmingham Acting Manager/ Librarian V EXEMPT FT	R07 \$39.9548	Hourly	Maumee Assistant Manager/ Librarian IV EXEMPT FT	R06 \$38.0522	Hourly
1/4/2026 Lindsey Stockdale Transfer	Children's Library Librarian I/ Children's Services APLE FT	6C \$26.8910	Hourly	Reynolds Corners Librarian I/ Children's Services APLE FT	6C \$26.8910	Hourly
1/4/2026 Lisa Vineyard Classification Change/Transfer	Main Circulation Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly	Facilities & Operations - Main Custodian I CWA FT	1A* \$20.0686	Hourly
1/4/2026 Alisa Warton Status Change/Transfer	Holland Customer Service Clerk I CWA PT-II	1A* \$20.0686	Hourly	Sylvania Customer Service Clerk I CWA LPT	1A* \$20.0686	Hourly
1/4/2026 Olivia Wood Status Change/Transfer	Mott Customer Service Clerk I CWA FT	1A* \$20.0686	Hourly	Main Circulation Customer Service Clerk I CWA PT-II	1A* \$20.0686	Hourly
1/4/2026 Syedah Zunnoor	Oregon Customer Service Clerk I			Kent Customer Service Clerk I		

Transfer	CWA FT	1A* \$20.0686	Hourly	CWA FT	1A* \$20.0686	Hourly
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### Separations

Employee	From	To
12/30/2025 Darlene Nicholson Booker Retirement	Maumee Customer Service Clerk I CWA LPT	1A* \$20.6589 Hourly
12/31/2025 Jill Gregg Clever Retirement	Local History Manager/ Librarian VI EXEMPT FT	R08 \$48.2841 Hourly
1/2/2026 Constance Cameron Retirement	Toledo Heights Librarian II/Adult Services APLE PT	7A \$38.9038 Hourly
1/3/2026 Samantha Nessif Separation	Main Teen Librarian II/Teen Services APLE FT	7C \$27.7171 Hourly
1/15/2026 Andres Perez Separation	Facilities & Operations Custodian I CWA FT	1A* \$19.5060 Hourly
1/17/2026 Lindsey Crego Separation	Computers & Media Librarian II/Adult Services APLE FT	7C \$31.9974 Hourly

**Travel and Training Expenditures: The following travel and training expenditures were approved on a motion of Ms. Smith, seconded by Mr. Alexander; all voted aye; motion carried.**

Event	Date	Name	Amount
Early Literacy 101, Dayton, Ohio	January 28, 2026	Beth Beasley, Stacy Cupps-Alexander, Heather Hehl	\$579.40
Government Relations Committee/Metro Libraries Meeting, Columbus, Ohio	January 29 – 30, 2026	Jason Kucsma	\$338.62
TMACOG Winter General Assembly, Perrysburg, Ohio	January 30, 2026	Lucas Camuso-Stall	\$65.00

Northeast Ohio Summit on High Performance Buildings, Independence, Ohio	March 12, 2026	Mike Graybeal, Nick Hamilton	\$335.80
Threat Evaluation and Reporting Review, Toledo, Ohio	March 13, 2026	Ryan Snodgrass	\$62.00
Basic Threat Evaluation and Reporting Course, Toledo, Ohio	April 16, 2026	Ryan Snodgrass	\$62.00

**Annual Leave Accrual and Limits** The Board previously approved a workforce reduction that resulted in status changes for some employees. The Personnel Committee recommended payments to employees who experienced a status reduction in the amount equal to the dollar value of their annual leave hours balance as of January 4, 2026, that exceeds the contractual limit of annual leave of the employee’s new status. These accrual balances will be paid out at their current rate of pay on the first pay period in February 2026. Mr. Salas moved for approval, seconded by Mrs. Odesky; all voted aye, motion carried.

**Financial Report** The financial report for the month ending December 31, 2025, was accepted on motion of Mr. Dansack, seconded by Mr. Salas; all voted aye, motion carried.

**Approval of Scheduled Vouchers** The payment of scheduled vouchers is attached to these minutes in the Financial Board Report, which was approved on motion of Ms. Smith, seconded by Mr. Dansack; all voted aye, motion carried.

**Interim Funds Activity** Interim Funds Transactions were approved as listed in the Financial Board Report by motion of Mr. Alexander, seconded by Mrs. Odesky; all voted aye, motion carried.

**Capital Bond Levy Activity** Capital Bond Levy Activity was approved on the motion of Ms. Smith, seconded by Mr. Alexander; all voted aye, motion carried.

**Communications Update:** Terri Carroll, Director of Communications and Design, provided an update on how her team increases awareness of the vital role the Library plays in the community's social and economic well-being.

**Staff Organizations** Brief remarks were heard by Teresa Alvarado, APLE representative, and Jon Henley, CWA representative.

**Regular Meeting February 26, 2026, Main Library** Mr. Jordan announced that the next regular meeting of the Board would be held on Thursday, February 26, 2026, at 8:30 a.m. at the Main Library, 325 N. Michigan, Toledo.

**Adjournment** There being no further business to come before the Board, Mr. Jordan asked for a motion to adjourn the meeting. The motion was made by Mr. Alexander, seconded by Ms. Smith; all voted aye. Meeting adjourned at 9:12 a.m.

Approved by: \_\_\_\_\_  
Keith Jordan, President

Attested by: \_\_\_\_\_  
Kendra Smith, Secretary

Date: February 26, 2026



**TOLEDO LUCAS COUNTY PUBLIC LIBRARY  
FINANCIAL BOARD REPORT  
December, 2025**

**Tax Receipts**

<b>Opening Balance</b>		<b>\$46,233,625.48</b>
Real Property Tax	\$	1,402.54
Public Library Fund	\$	1,609,662.56
<b>2024 Year to Date</b>		<b>\$47,844,690.58</b>

**Summary of Scheduled Vouchers for December, 2025**

General Fund		\$3,468,616.08
Ohio Arts Council Grant Fund		\$705.73
Brownfield Remediation Fund		36,915.00
Bond Retirement Fund		0.00
Building & Repair Fund		22,218.00
Tax Exempt Capital Bond Fund		1,316,245.08
Total Health Care		830,015.03
Gift Funds		3,561.21
Trust Funds		4,232.59
FSA Custodial Funds		12,314.70
Dog License Custodial Funds		0.00
<b>Total:</b>		<b>\$5,694,823.42</b>

**Interim Funds Activity**

	<u>Maturities</u>	<u>Investments</u>	<u>Balance</u>
<b>Opening Balance</b>			<b>\$20,406,608.72</b>
STAR	2,265,137.60	13,708.87	
December - Interest		63,397.71	
<b>Ending Balance</b>	<b>\$2,265,137.60</b>	<b>\$77,106.58</b>	<b>\$18,218,577.70</b>
<b>Breakdown of Funds:</b>			
General, Capital Project, & Insurance Fund	\$ 17,856,283.09		
Gift & Trust Funds	362,294.61		
	<u>\$18,218,577.70</u>		

## Toledo Lucas County Public Library



### Monthly Investment Report

December 31, 2025



	Total Investments	Gross Monthly Income	Gross FYTD Income	Average Yield	Average Maturity
<b>RedTree Investment Accounts</b>					
2025 Tax Exempt Bond Retirement	\$ 215,022.20	\$ 3,648.67	\$ 77,391.79	3.64%	0 yrs
2025 Tax Exempt Proceeds	\$ 72,754,373.15	\$ 799,007.01	\$ 1,663,822.69	3.95%	0.76 yrs
2025 Taxable Proceeds	\$ 74,385,118.05	\$ 335,930.91	\$ 1,403,047.00	4.06%	3.52 yrs
Operating Funds	\$ 5,079,684.32	\$ 35,797.43	\$ 80,658.42	4.17%	2.45 yrs
<b>Total RedTree Investments</b>	<b>\$ 152,434,197.72</b>	<b>\$ 1,174,384.02</b>	<b>\$ 3,224,919.90</b>	<b>4.01%</b>	<b>2.16 yrs</b>

<b>Benchmark Interest Rates</b>	<b>12/31/25</b>	<b>12/31/24</b>
Star Ohio	3.92%	4.60%
6-Month Treasury	3.59%	4.24%
2-Year Treasury	3.47%	4.25%
5-Year Treasury	3.73%	4.38%

This consolidated report is provided for informational purposes and as a courtesy to the client, and may include assets that the firm does not hold on behalf of the customer and which are not included on the firm's books and records. The above named unaffiliated entities provide the source data or hold the assets. Advisory services offered through RedTree Investment Group. RedTree Investment Group is a Registered Investment Adviser with the Securities and Exchange Commission (SEC). Registration as an investment adviser does not imply a certain level of skill or training.