

**Toledo Lucas County Public Library
Minutes of Board of Trustees Meeting
October 30, 2025
Main Library 8:30 a.m.**

Present Micheal Alexander, Michael Dansack, Lori Hauser, Keith Jordan, Sheila Odesky, Jesus Salas

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 September 25, 2025, were approved on a motion by Mr. Alexander, seconded by Mr. Jordan; all voted aye, motion carried.

Resolution of Appreciation Marcella Dillin The Board unanimously approved a Resolution of Appreciation for Marcella Dillin on the motion of Ms. Hauser, seconded by Mr. Alexander. Ms. Dillin began her career at the Library in 2001 as a page in the Special Services Department. In 2008, she was promoted to Circulation Clerk I with Outreach Services. During her career at TLCPL, she served at the Washington, Reynolds Corners, Sylvania, and Birmingham Branches, most recently as a Customer Service Clerk II. Ms. Dillin touched many neighborhoods during her career and had a positive impact on the system. She has consistently met the highest expectations of her position, demonstrating professionalism and dedication. The Board thanks her for her loyal service.

Executive Director's Comments Mr. Kucsma thanked the Board for their flexibility in moving the meeting. The Urban Libraries Council was a great opportunity to connect with colleagues from large public libraries across North America. This group of smart, thoughtful leaders who are wrangling with a world of chaos and uncertainty. Mr. Kucsma mentioned this to put into context that the leaders of organizations, businesses, schools, etc., are all working without a roadmap. Leadership will continue to lead with our values, protecting the institution to which they have been entrusted to lead. There is a lot of uncertainty, often coupled with negative emotions like fear, anxiety, sadness, and grief. This uncertainty is not centered on one thing, but on numerous issues within our community. It is a lot, and we are not wired to handle this much chaos and uncertainty. The Library is not isolated from all of this change. Two months ago, the Board made the difficult decision to close a branch and reduce hours across five agencies due to reduced state-level funding for libraries. Administration and the Board have made impossible decisions due to the situation. While at the Urban Libraries Council forum mentioned earlier, Mr. Kucsma was invited to sit on a panel on Ohio library advocacy. He and other library directors discussed how they protected the Public Library Fund this last budget cycle. The lion's share of the PLF was able to be preserved, a funding model that doesn't exist anywhere else in the country. TLCPL is looking at a \$2.8 million deficit, but it could have been much worse. Ohio legislators had planned to distribute library funds on a per capita basis, which would have reduced funding even more drastically. This is cold comfort, but Mr. Kucsma's job is to work with the Board, Library leadership, and the community to ensure the diverse needs of the community the Library serves are met. Mr. Kucsma updated the Board that CWA Local 4319 did not ratify a proposed contract that their leadership had negotiated. Labor negotiations are a

delicate process, and specific comments cannot be made. Mr. Kucsma is optimistic that both sides can return to the bargaining table and reach an agreement. In response to the reduced hours that were mentioned earlier in the Director's comments, Library leadership has updated the staffing complement to meet service needs and invited both bargaining units to propose alternatives to the reduction-in-force. Mr. Kucsma is grateful for the process in place, but unfortunately, with no horizon on when things will improve, many of the suggestions from labor and our own leadership are short-term solutions that will not address the long-term instability. The goal is to put the Library in a position where everyone can return to thinking creatively and responsively about how it serves the community, rather than being in a perpetual state of crisis. Open enrollment for the new healthcare plan will begin next week, and the primary differences will be previewed to labor leadership and management today. The current plan has resulted in the Library realizing an over \$ 1 million increase this year. The plan made it impossible to make changes without removing us from grandfathered status. The new plan aligns with what is seen at similar companies, and Mr. Kucsma is confident that the Library will see some savings. Mr. Kucsma turned to the positive news for the Library, congratulating Marcy Dillin on her retirement. He also announced that the Library was awarded a \$60,000 gift from the Carnegie Corporation. The Library has one functioning Carnegie building, the Maumee Branch, and has had five branches built using funds from Andrew Carnegie in its history. This is part of their celebration of the United States' bicentennial.

Public Comments Public Comments were heard from Justin Lynch, Cassie Scouten, and Lisa Vineyard regarding labor concerns.

Board Member's Comments Mr. Alexander commented on the discussions and work that the Board undertakes in committees, noting that they do not take any decisions lightly. He is hopeful the Library can move forward positively. Mr. Salas echoed Mr. Alexander's sentiments and said that the committees take very deep dives at each meeting before bringing decisions to the Board. Ms. Hauser thanked the employees who had attended and commented on how impressed she is by the many years of service everyone has given to the Library.

Employment Report The Employment Report was accepted on motion of Mr. Alexander, seconded by Mr. Dansack; all voted aye, motion carried.

Appointments

Employee	From	To
10/6/2025		Public Safety
Harry Snodgrass		Manager of Environmental, Health, Safety, & Security
Rehire		EXEMPT R10
		FT \$51.2821 Hourly

Payroll Changes

Employee	From	To
9/28/2025	King Road	South
Unique Britton	Assistant Manager/ Librarian IV	Acting Manager/ Librarian IV
Acting Status	EXEMPT R06	EXEMPT R07
	FT \$37.6458 Hourly	FT \$39.5280 Hourly

10/5/2025	Waterville			King Road		
Peter Wicks	Assistant Manager/ Librarian IV			Assistant Manager/ Librarian IV		
Temporary Transfer	EXEMPT	R06		EXEMPT	R06	
	FT	\$38.0522	Hourly	FT	\$38.0522	Hourly
10/12/2025	King Road			King Road		
Marley Broseke	Page 1			Page 2		
Increment	PAGE	PAGE 1		PAGE	PAGE 2	
	PAGE	\$10.7000	Hourly	PAGE	\$11.2000	Hourly
10/12/2025	Main Teen			Human Resources		
Brandy Reid	Librarian I/Teen Services			Human Resources Generalist		
Classification						
Change/Transfer	APLE	6B		EXEMPT	R06	
	FT	\$32.8854	Hourly	FT	\$31.3200	Hourly

Separations

Employee	From			To
10/4/2025	King Road			
Katherine Heebsh	Librarian I /Children's Services			
Separation	APLE	6B		
	FT	\$31.1299	Hourly	
10/8/2025	King Road			
Jade Garcia	Page			
Separation	PAGE	Page 2		
	PAGE	\$11.2000	Hourly	
10/10/2025	Substitutes			
Jenna Bal	Substitute Librarian I			
Separation	SUB	Sub 8.1		
	SUB	\$20.0000	Hourly	
10/11/2025	Sanger			
Faith Hairston	Manager/ Librarian VII			
Retirement	EXEMPT	R09		
	FT	\$53.5954	Hourly	

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

Event	Date	Name	Amount
Touchstone Awards, Toledo, Ohio	September 25, 2025	Allison Fiscus	\$45.00
Ohio IUG Conference, Circleville, Ohio	October 17, 2025	Jacey Duffer, Julier Erhart-Walton, Christina Gaydos, Kelly Michalak	\$328.00
2026 OLC Planning and Leadership Conference, Cleveland, Ohio	November 18, 2025	Kate McGowan	\$216.00

Financial Report The financial report for the month ending August 31, 2025, was accepted on motion of Mr. Jordan, seconded by Mr. Dansack; 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 a motion by Mr. Dansack, seconded by Mr. Jordan; all voted aye, and the motion carried.

Interim Funds Activity Interim Funds Transactions were approved as listed in the Financial Board Report by motion of Mr. Jordan, seconded by Ms. Hauser; all voted aye, motion carried.

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

Resolution 14-2025 Mr. Alexander introduced the following resolution and moved its passage.

WHEREAS, the Toledo Lucas County Public Library Board of Trustees (the “Board”) is undertaking the New Washington Branch Project (the “Project”) and previously entered into a construction manager at risk agreement (“CMR Agreement”) with The Lathrop Company (“Lathrop”) for the Project, with the understanding that additional portions or Project phases are anticipated to be added to the CMR Agreement by one or more amendments; and

WHEREAS, for the Phase 3 portion of the Project, Lathrop has proposed a preconstruction fee of \$15,244.00; and

WHEREAS, based on Lathrop’s price proposal, the Director of Operations/Deputy Fiscal Officer requests authorization to negotiate, finalize and execute the Amendment to the CMR Agreement, authorizing Lathrop’s preconstruction phase services for the Phase 3 portion of the Project, and the pricing proposed by Lathrop; and

WHEREAS, the Director of Operations/Deputy Fiscal Officer anticipates that the Project will be completed in one or more additional phase(s) and future GMP proposal(s) (including but not limited to a Phase 3 GMP proposal) for amendment(s) to the CMR Agreement for the remaining preconstruction or construction services for the Project may be brought for approval at one or more future meeting(s) of the Board.

NOW, THEREFORE, BE IT RESOLVED by the Toledo Lucas County Public Library Board of Trustees as follows:

The Board approves the price proposal for Lathrop’s preconstruction services for the Phase 3 portion of the Project and authorizes the Director of Operations/Deputy Fiscal Officer and the Executive Director/Fiscal Officer to work with construction legal counsel to prepare, negotiate, and execute an amendment to the CMR Agreement with Lathrop (and to execute any related documents) on behalf of the Board, authorizing Lathrop’s Phase 3 preconstruction services for the Project for an amount not to exceed \$15,244.00.

Mr. Jordan seconded the motion, and Mr. Alexander requested a roll call vote. The resolution was approved, all voted yes.

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

Regular Meeting, November 20, 2025, Main Library. Mrs. Odesky announced that the next regular meeting of the Board would be held on Thursday, November 20, 2025, at 8:30 a.m. at the Main Library, 325 N. Michigan, Toledo.

Adjournment There being no further business to come before the Board, Mrs. Odesky asked for a motion to adjourn the meeting. The motion was made by Mr. Alexander, seconded by Mr. Jordan; all voted aye. Meeting adjourned at 9:11 a.m.

Approved by: _____
Sheila Odesky, President

Attested by: _____
Micheal Alexander, Secretary

Date: November 20, 2025



TOLEDO LUCAS COUNTY PUBLIC LIBRARY
BOARD NOTES
September, 2025

Tax Receipts

Opening Balance		\$45,931,516.95
Real Property Tax	\$	13,056.06
Public Library Fund	\$	1,609,662.56
2025 Year to Date		\$47,554,235.57

Summary of Scheduled Vouchers for September, 2025

General Fund	\$3,218,824.10
Bond Retirement Fund	541.79
Building & Repair Fund	10,127.00
Tax Exempt Capital Bond Fund	936,108.48
Total Health Care	32,538.31
Gift Funds	594.89
Trust Funds	230.75
FSA Custodial Funds	8,437.10
Dog License Custodial Funds	13,462.50
Total:	\$4,220,864.92

Interim Funds Activity

	<u>Maturities</u>	<u>Investments</u>	<u>Balance</u>
Opening Balance			\$23,246,174.97
STAR	3,500,825.64	9,001,388.99	
September - Interest		110,051.81	
Ending Balance	\$3,500,825.64	\$9,111,440.80	\$28,856,790.13
Breakdown of Funds:			
General, Capital Project, & Insurance Fund	\$ 28,487,550.86		
Gift & Trust Funds	369,239.27		
	<u>\$28,856,790.13</u>		

Toledo Lucas County Public Library



Monthly Investment Report

September 30, 2025



	Total Investments		Gross Monthly Income		Gross FYTD Income	Average Yield	Average Maturity
RedTree Investment Accounts							
2025 Tax Exempt Bond Retirement	\$	2,805,318.35	\$	99.24	\$ 810.55	4.32%	0.1 yrs
2025 Tax Exempt Proceeds	\$	75,214,950.94	\$	45,609.00	\$ 278,549.16	4.21%	0.56 yrs
2025 Taxable Proceeds	\$	73,640,247.92	\$	326,200.43	\$ 651,375.59	4.1%	3.7 yrs
Operating Funds	\$	5,030,736.15	\$	18,935.26	\$ 31,247.74	4.24%	2.86 yrs
Total RedTree Investments	\$	156,691,253.36	\$	390,843.93	\$ 961,983.04	4.16%	2.1 yrs

Benchmark Interest Rates	9/30/25	9/30/24
Star Ohio	4.30%	5.08%
6-Month Treasury	3.83%	4.38%
2-Year Treasury	3.60%	3.66%
5-Year Treasury	3.74%	3.58%

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