

**Toledo Lucas County Public Library
Minutes of Board of Trustees Meeting
December 18, 2025
Main Library 8:30 a.m.**

Present Micheal Alexander, Michael Dansack, Lori Hauser, Keith Jordan, Sheila Odesky, and Kendra Smith

Roll Call Mrs. Odesky called the meeting to order at 8:35 a.m., followed by roll call.

Minutes The minutes of the regular meeting on November 20, 2025, were approved on a motion by Ms. Smith, seconded by Mr. Alexander; all voted aye, motion carried.

Resolution of Appreciation Constance Cameron The Board unanimously approved a Resolution of Appreciation for Constance Cameron on the motion of Ms. Smith, seconded by Mr. Alexander. Ms. Cameron began her career at the Library in 2004 as an HR substitute and was promoted to a Part-time II Adult Services Librarian at Toledo Heights in 2009. Ms. Cameron finished her career at Toledo Heights as a Librarian II, creating a welcoming space where teens could discover their voices and passions. Ms. Cameron demonstrated genuine kindness throughout her entire time at Toledo Heights to customers and staff. The Board thanks her for her dedication to serving the community.

Resolution of Appreciation Jill Gregg Clever The Board unanimously approved a Resolution of Appreciation for Jill Gregg Clever on the motion of Mr. Dansack, seconded by Ms. Smith. Ms. Clever began her career at TLCPL in 1995 as an Adult Services Librarian in the Business Department. Ms. Clever has worked as Assistant Manager/Librarian IV at the Holland Branch and the Business Technology Department before coming to the Local History department in 2009, where she has been the Manager since 2010. During Ms. Clever's tenure as Local History Manager, she oversaw the growth of the digital collection at the Library, as well as the development of several new collections, including architecture and city streets, Nancy Drew, and many others. The Board thanks her for her impactful community projects and high level of dedication to the department and staff.

Nominating Committee Mrs. Odesky suggested the following trustees as members of the Nominating Committee to prepare a slate of officers for consideration at the next organizational meeting of the Board on January 22, 2026.

Nominating Committee

Chairperson: Michael Dansack
Jesus Salas
Lori Hauser

Executive Director's Comments The Executive Director's Comments in their entirety are attached to these minutes. See Appendix A.

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

Appointments						
Employee	From			To		
12/1/2025				Facilities & Operations		
Enrique Perez				Maintenance Technician		
Appointment				CWA	6A*	
				FT	\$29,500.00	Hourly
Payroll Changes						
Employee	From			To		
11/23/2025	Tech Services			Tech Services		
Rebecca Marsh	Clerk III			Clerk IV		
Classification Change	CWA	3A		CWA	4A	
	FT	\$25,972.7	Hourly	FT	\$25,972.7	Hourly
12/7/2025	South			Point Place		
Unique Britton	Acting Manager/ Librarian IV			Manager/ Librarian IV		
Promotion	EXEMPT	R06		EXEMPT	R08	
	FT	\$39,528.0	Hourly	FT	\$41,504.4	Hourly
12/7/2025	South			Mott		
Leigh Dorr	Supervisor Circulation Services III			Supervisor Circulation Services III		
Classification Change/Transfer	EXEMPT	R04		EXEMPT	R05	
	FT	\$29,845.4	Hourly	FT	\$29,845.4	Hourly
12/7/2025	Mott			Main Circulation		
Samantha Herrera	Supervisor Circulation Services III			Supervisor Circulation Services III		
Transfer	EXEMPT	R05		EXEMPT	R05	
	FT	\$26,208.6	Hourly	FT	\$26,208.6	Hourly
12/15/2025	Main Circulation			South		
Matthew Klein	Supervisor Circulation Services III			Supervisor Circulation Services III		
Temporary Transfer	EXEMPT	R05		EXEMPT	R05	
	FT	\$25,783.3	Hourly	FT	\$25,783.3	Hourly

Separations						
Employee	From			To		
11/22/2025	Reynolds Corners					
Kewanna Vessel	Customer Service Clerk II					
Separation	CWA	2A				
	FT	\$24,586.5	Hourly			

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

Travel and Training

Event	Date	Name	Amount
Northwest Ohio Safety Council DOT Update, Toledo, Ohio	December 9, 2025	Ryan Snodgrass	\$30.00
Breakfast with the Experts, Toledo, Ohio	December 17, 2025	Ryan Snodgrass	\$25.00

Tuition Expenditures

School	Name	Amount
Valdosta State University	Cade Clem	\$1,500.00

2026 Page Salary Schedule In accordance with the Ohio Minimum Wage law change to \$11.00 per hour scheduled for January 1, 2026, it is necessary to adjust the Page salary schedule. Therefore, the Personnel Committee recommended the following adjustment effective the first pay period that included January 1, 2026:

CLASSIFICATION	STEP	FROM	TO
Page	1	\$10.70 per hour	\$11.00 per hour
Page	2	\$11.20 per hour	\$11.50 per hour

Mr. Alexander moved for approval, seconded by Ms. Hauser; all voted aye, motion carried.

Employer-Sponsored Health Savings Account Contribution The Personnel Committee has reviewed a recommendation from Library administration to provide an employer HSA contribution in the amount of \$500 per eligible employee for calendar year 2026. Employees hired during 2026 who enroll in the HDHP with an HSA will be eligible for a prorated contribution. Employer contributions will be deposited into employee HSA accounts, administered through HealthEquity, every pay period beginning with the first pay period in

January 2026. The Personnel Committee supports this recommendation. Mr. Alexander moved for approval, seconded by Ms. Smith; all voted aye, motion carried.

Financial Report The financial report for the month ending November 30, 2025, was accepted on motion of Mr. Dansack, seconded by Mr. Jordan; 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 Ms. Smith, seconded by Ms. Hauser; all voted aye, motion carried.

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

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

Resolution 16 – 2025 The Finance Committee met on Monday, December 15, 2025, to discuss the Permanent Appropriations Schedule for 2026. The Finance Committee recommended that the Board approve the Permanent Appropriation Schedule.

BE IT RESOLVED, by the Board of Library Trustees of the Toledo Lucas County Public Library, that to provide for the current expenses and other expenditures of said Board of Library Trustees for 2026, the following sums be and the same are hereby set aside and appropriated for the several purposes for which expenditures are to be made for and during said year, including:

General Fund (101)	\$ 48,505,448.16
Special Revenue Funds (280's)	\$ 1,068,678.16
Bond Retirement Fund (302)	\$ 9,995,602.26
Capital Projects Funds (401) (408) (409)	\$ 58,414,408.00
Total Health Care Fund (604)	\$ 4,363,428.20
Gift Funds (700's)	\$ 131,867.15
Trust Funds (800's)	\$ 184,068.82
Custodial Funds (900's)	\$ 408,290.72
Grand Total:	\$ 123,071,791.47

Mr. Dansack moved for approval, seconded by Ms. Smith; all voted aye, motion carried.

Resolution 17 – 2025 The Finance Committee met on December 15, 2025, to discuss the engagement of the Local Government Services Section of the Office of the Auditor of State

(LGS) to prepare the Library's annual comprehensive financial statements in accordance with accounting principles generally accepted in the United States of America.

WHEREAS, the total cost to engage LGS is not anticipated to exceed \$26,240 for the fiscal year 2026.

WHEREAS, Toledo Lucas County Public Library has the \$26,240 in funds required to pay LGS and will be appropriated in the treasury or in the process of collection to the credit of the General Fund, free from any obligation or certification now outstanding.

NOW THEREFORE, BE IT RESOLVED that the Board of Trustees authorizes Library Administration to engage with the Local Government Services Section of the Auditor of State to prepare the Library's annual comprehensive financial statements for fiscal year 2025.

Modifications to the 2025 Annual Appropriations Budget. It was necessary for the Board of Trustees to make the following adjustments to the 2025 Annual Appropriations budget for the following items:

Increase the Health Care Fund (604) \$ 500,000.00

Reduce the Special Revenue Fund (204) (\$886.33)

Mr. Dansack moved for approval, seconded by Mr. Jordan; all voted aye, motion carried.

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

Regular Meeting January 22, 2026, Main Library Mrs. Odesky announced that the next regular meeting of the Board would be held on Thursday, January 22, 2026, at 8:30 a.m. at the Main Library, 325 N. Michigan, Toledo.

Approved by: _____
Sheila Odesky, President

Attested by: _____
Micheal Alexander, Secretary

Date: January 22, 2026

Appendix A

I want to take a moment again to thank attendees for joining these meetings, especially staff.

I've spent a considerable amount of time over the past couple of years thinking and talking with leadership and community members—basically anyone who will listen—about the notion that a lack of curiosity is central to some of the discord and strife we see between neighbors, friends, and family.

A lack of curiosity leads us to draw conclusions and make assumptions based on our own limited fields of vision and life experiences without acknowledging that there's a whole world of other unique experiences, expertise, and beliefs that every person carries with them. An antidote to that epidemic of incuriosity is simply asking questions—seeking to understand.

So when I see staff showing up at these meetings genuinely curious about how the library conducts its business—when I have staff ask me directly why or how we arrived at a given decision—I welcome it all. I welcome the opportunity to demystify processes. I welcome the opportunity to remind people that there are real professionals invested in the success of our staff and the organization as a whole, making the best decisions for the collective good.

I also welcome hearing when folks think we got something wrong. I had the opportunity to hear all of the above and more during my office hours last month with staff—a new monthly opportunity for our team to directly speak with me—something I will continue as long as people sign up.

With some of the comments staff shared in recent Board meetings, it would have been easy for us to close ranks and insulate ourselves from criticism, but instead, we are leaning in to show our teams that we see their work and we value their contributions to making our community stronger. These are all things that have always been true, but easily lost in the mix of so much turmoil.

But I also get that there are limits to what curiosity can solve. No amount of curiosity could undo the fact that we're living in a time of widespread uncertainty. I know that has been a considerable source of stress and frustration for staff this year. It is a frustration we all share.

However, we made the decision as a leadership team to be as transparent as possible with staff as we began to see the budget come together and take an unfortunate turn at the state level. After we worked with Trustees on a plan to close our deficit, we telegraphed that plan to staff back in August—which feels like an eternity ago. Admittedly, there was a lot of “it depends” in our

planning, in part because even as leaders, we were dealing with a good deal of uncertainty ourselves.

But we made a choice to share as our situation evolved. Too often, we see the alternative approach playing out in companies and organizations across the country, including some of our colleagues in public libraries. Quietly deliberating and springing news of layoffs, closures, or cutbacks on a Friday afternoon. An approach like this is incongruous with the kind of organization we want TLCPL to be, so it was never really an option for us.

It's not my intention to rehash the turbulence we've had this year. I just wanted to take the opportunity to situate today's meeting in the context of a lot of work we've done collectively to get where we are today.

In a few minutes, the Board will vote on a budget that doesn't draw on reserves to balance it. The work we did around reducing hours, modernizing our healthcare plan, and more that I can't begin to list, made this possible.

As the calendar turns to 2026, we'll reopen with reduced hours at several locations. However, we'll also start the new year on a solid footing, which will enable us as an organization to have more agency over how we serve our community and taxpayers.

This is no small feat as we see many other organizations locally and around the country continue to struggle with reduced funding and any manner of external factors making it difficult to fulfill their missions.

I find some optimism in the year ahead, when we'll work together to update our strategic priorities and remind ourselves and our community why we're a national medal award-winning library.

Thank you all for your support through all of this, and I wish you all the best holiday and a happy new year.



TOLEDO LUCAS COUNTY PUBLIC LIBRARY
Financial Board Report
November, 2025

Tax Receipts

Opening Balance	\$44,623,962.92
Real Property Tax Public Library Fund	\$ 1,609,662.56
2025 Year to Date	\$46,233,625.48

Summary of Scheduled Vouchers for November, 2025

General Fund	\$3,118,618.30
Brownfield Remediation Fund	400.00
Bond Retirement Fund	9,808,751.33
Building & Repair Fund	2,000.00
Tax Exempt Capital Bond Fund	1,425,904.17
Total Health Care	376,593.25
Gift Funds	9,099.80
Trust Funds	4,406.68
FSA Custodial Funds	8,430.30
Dog License Custodial Funds	1,437.50
Total:	\$14,755,641.33

Interim Funds Activity

	<u>Maturities</u>	<u>Investments</u>	<u>Balance</u>
Opening Balance			\$29,077,528.26
STAR	8,755,591.14	499.60	
November - Interest		84,172.00	
Ending Balance	\$8,755,591.14	\$84,671.60	\$20,406,608.72
Breakdown of Funds:			
General, Capital Project, & Insurance Fund	\$ 20,044,109.36		
Gift & Trust Funds	362,499.36		
	<u>\$20,406,608.72</u>		

Toledo Lucas County Public Library



Monthly Investment Report

November 30, 2025



	Total Investments	Gross Monthly Income	Gross FYTD Income	Average Yield	Average Maturity
RedTree Investment Accounts					
2025 Tax Exempt Bond Retirement	\$ 211,412.13	\$ 72,838.57	\$ 73,743.12	3.87%	0 yrs
2025 Tax Exempt Proceeds	\$ 73,273,854.37	\$ 113,617.54	\$ 864,815.67	4.08%	0.66 yrs
2025 Taxable Proceeds	\$ 74,051,466.54	\$ 136,926.12	\$ 1,067,116.09	4.07%	3.55 yrs
Operating Funds	\$ 5,044,041.44	\$ 4,477.89	\$ 44,860.99	4.24%	2.71 yrs
Total RedTree Investments	\$ 152,580,774.48	\$ 327,860.12	\$ 2,050,535.87	4.08%	2.13 yrs

Benchmark Interest Rates	11/30/25	11/30/24
Star Ohio	4.15%	4.79%
6-Month Treasury	3.74%	4.42%
2-Year Treasury	3.47%	4.13%
5-Year Treasury	3.59%	4.05%

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