

Connecticut Library Association Board Meeting
July 20, 2023
10:00 am Business Meeting via Zoom
Minutes

1. **Call to Order:** President Sarah McCusker called the meeting to order at 10:05 am.
Approval of Minutes: July meeting minutes
A motion to approve the July meeting minutes was made by Alessandra Casiello and seconded by Mary Etter. Motion approved. No abstentions.
2. **Old Business**
 - a. **President's Report** – See attached.
 - b. **Treasurer's Report** – See attached.
3. **New Business**
 - a. Adoption of FY24 Budget – See attached.
 - b. Board Member Orientation Survey- Link in chat for survey to choose date for voting board member orientation with Alessandra. She will email Zoom link.
 - c. Conference Contract Extension- See attached.

Representative Reports:

CT State Library: Deborah Schander: See attached.

NELA: Scott Brill: (Absent) NELA has nominations open for the Emerson Greenway Award for an outstanding librarian from New England. Nominations are due August 1. He also posted it on CONNTECH, but if anyone has any questions, they contact him directly or go to <https://www.nelib.org/emerson-greenaway-award>.

ALA: Kate Byroade: See attached.

ALA EDI Assembly: Kristina Lareau: No report.

FOCL: Debbie Misiaszek: Absent.

ACLB: Denise Stankovics: We completed the first 2 zoom conferences- one on June 12th on intellectual freedom. We decided to extend meetings from 3 to more throughout the year and cover DEI and cover board basics from time to time after November elections. Contact Denise for any topics you would like them to cover. Next newsletter will be coming out in September. Any topics welcome for newsletter as well.

ACLPD: Alyssa Dansinghani: Absent.

BCALA: Robert Kinney: Absent.

Region 1: Karin Goodell: Absent.

Region 2: Shana Shea: South Windsor- Kevin Sullivan began duties on July 17th. Mary Etter will work with Kevin to help with the transition. Congratulations to Kevin and congratulations to Mary for a 38-year long career. A celebration will be held on July 31st from 11-1 and 3-6 at the South Windsor Public Library.

Region 3: Chonte Fields: Absent.

Region 4: Erin Dummeyer: CH Booth library in Newtown is happy to announce plans to renovate staff offices on the 2nd level and looking at plans for renovation on their third level to include improved lighting and 3 small offices for public use. Offices will be able to be used for tutoring, small meetings, and individual studying. C.H. Booth just started HVAC design project pursuant to a much need HVAC renovation. Three new trustees took office for the library as well: president, vice-president, and treasurer. Ankona Wine store has teamed up with a local

artist, James Grashow, to create a rosé called the Seated Rose. A portion of the sales of the wine will go towards supporting the Mark Twain Library.

Region 5: Emily Rush: See attached.

Region 6: Madhu Gupta: See attached.

CLC: Ellen Paul & Amanda Stern: We have contracted with the employer's association of the northeast to be able to provide an HR hotline and HR services for libraries across the state. New supplies contract and furniture contracts are live includes Lakeshore Learning, Blick, & Amazon. Will be having a furniture expo at Wallingford Public Library to showcase vendors on July 17th. November 14th will be a vendor expo for supplies and digital vendors at Southern. Both events are free to attend.

CASL: Mary Ellen Minichiello & David Bilmes: Absent. Do not meet during the summer.

Commission on Ed Tech: Colleen Bailie: CET is working on the Digital Equity Plan and will be having a day long retreat for Commission members in August to start planning for the next strategic plan.

Library Connection: Laura Horn: Absent.

SCSU: Arlene Bielefield: Absent.

Association Committee Reports:

ADA: Maria Bernier: No report.

Archivist: Gerald Seagrave: No report.

Awards: Region Reps: N/A.

Career Development: Andy Forsyth & Amanda Stern: Save the date for the Library Leadership Institute will be in person at Middlesex Community College in Middletown on Friday, August 11th at 9:30 AM to 4:30 PM. Meeting with full committee will be coming soon. Info session for Mentoring program will be on August 2nd. If you want to be a mentor or have a mentor, it's a great opportunity to share knowledge and build knowledge and relationships.

Conference 2023: Andy Forsyth & Allison Murphy: Andy and Allison met to discuss conference feedback and started brainstorming for next year's conference. Kym Powe has resigned from the exhibits team and Samantha Connell and Alex Klaus have joined the committee.

Grants/Fundraising: Alessandra Casiello: We are working on Banned Bands fundraiser and looking at two locations: Labyrinth Brewery in Manchester and Brewery Legitimus in New Hartford. If anyone has ideas of any breweries, restaurants, or bars, let Alessandra know. We were able to get another sponsor for leadership institute for career development-three sponsors for \$250 each for them. Fall fundraisers are coming.

Intellectual Freedom: Sam Lee & Lindsay Delligan: Working on developing a survey for people to report challenges as they receive them and to better track them for statistics for the state of CT. We are also working on the Banned Bands fundraiser coming up in September.

Legislative: Kate Byroade & Olivia Scully: We are continuing to grow advocacy resources and tools with support from ALA. Summer events coming up: planning on holding more fall legislative events to build and strengthen our relationships with legislators around the state. Planning to reprise eBook bill info sessions- there is not a bill right now, but we are hoping to reintroduce it in the next session. We are working on flyers, one sheets, & graphics. We are working to set a legislative agenda for the next session in terms of what's actionable for this coming session and the next session. We are excited to work more closely with castle and looking at those type of partnerships with other organizations as well.

Outreach: John Casiello: Our goal this year is to increase membership and interaction and engagement via newsletters, eblasts. Also making sure we have things for members to do and letting them know what we can do and what they can do. We are continuing to work on the website and social media and find ways to make it better.

PEG: Mary Etter: PEG committee consists of regional reps and will send out to start conversation and let members know about the opportunity to have support for continuing education through PEG.

Procedures: Lisa Karim: As part of the sustainability committee, we will be revising bylaws.

Section Reports:

Children's: Sage Gentry & Alexandra Remy: No report.

CLASS: Vacant

College & University: Rob Walsh: Absent.

JEDI: Sam Connell & Mary Richardson: No report

Public Libraries: Jennifer Sullivan: Absent.

Reference & Adult Services: Christie Mitchell: We are in the planning process for programs.

Resource Sharing: Matt Earls: No report.

Technical Services: Vacant

YA: Stephanie Smith: Absent.

Adjournment: motion to adjourn at 11:18 am. 1. Olivia Scully. 2. Shana Shea.

Present: Sarah McCusker, Doug Lord, Scott Jarzombek, Margaret Kahn, Robert Scheier, Shannon Angelone, Deborah Schander, Kate Byroade, Kristina Lareau, Denisse Stankovics, Shana Shea, Erin Dummeyer, Emily Rush, Madhu Gupta, Ellen Paul, Amanda Stern, Colleen Bailie, Maria Bernier, Gerald Seagrave, Andy Forsyth, Alessandra Casiello, Lindsay Delligan, Olivia Scully, John Casiello, Mary Etter, Lisa Karim, Sage Gentry, Mary Richardson, Christie Mitchell, Matt Earls.

Announcements

President's Report- Sarah McCusker

Thank you, Doug, for the last year and all that you've done. Now that he is in his past president role, I have asked him to stay on and coordinate the Sustainability for CLA. I've also asked him to stay on as the CLA representative for the State's 250th birthday celebration committee which is a multi-year project.

Goals for the year: 1. To expand on the progress we've made over the last year towards being a better organization. Last year was a good financial year for us and the Sustainability Committee will be a big part of that. 2. I'd like to work on establishing more community partnerships with different organizations that operate in parallel spheres with us. I'm planning on having some outside people come talk to us on what they do and how we can partner with them to be mutually beneficial to everyone. 3. I want to work on attracting new members and retaining old ones. I've been thinking about how to get our newer and younger librarians involved. I'd also like to do a monthly email blast/ newsletter about what's happening at CLA. I am really looking forward to working with everybody. We were left in a good place at the end of the legislative session and I'm looking forward to what we accomplish in this coming year. I think we've really started to lay the groundwork for a lot of partnerships that will continue to make us stronger.

Treasurer's Report-Margaret Khan

It was a really good year for us. For our conference, we had budgeted \$130,000 to receive in revenue. What we received was \$153,610 which gave us with a profit of \$23,610. Membership we budgeted \$30,000. Actual \$40,408 which gave us a profit of \$10,408. Just these two areas did an enormous job this year. Overall, our net income for closing out the year was just over \$34,000. We had estimated on last years budget a net profit estimate of \$7,000 and had blew it out of the water. Thank you to everyone who participated, planned things, sought out donations, vendors, and sponsors. We hope to carry it out next year.

Motion to accept subject to audit: 1st : Kate Byroade. 2nd: Doug Lord.

Announcements

New Business #1-Margaret Kahn

Proposed Budget for Fiscal Year: 23/24- attached in packet. Thank you to executive committee and Bob and Michelle for helping with this budget. We restructured the budget and got our accounts in order. This is a mirror on last year's budget and we didn't make any changes that weren't absolutely necessary. We cleaned up a lot of things, and broke apart sections and committees and some lines to make things more clear on the accounting side of things. We had an increase in conference expenses and that came from this year's conference to make sure we are going in with realistic expectations. We did not increase our anticipated revenue too much.

Questions/ Answers

Question 1:

Kate Byroade: Line: 6430 & 6432: career development 4370 and salary study is zero. Why is there zero for the study?

Bob Scheier: This was set up as a balance sheet account and if you look at the balance sheet report you will see the balance for that fund.

Question 2:

Kate: Line 7100- administrative report line contracted fee for service then down below we have NELA administrative support. Are those two different accounts and if they are what is line 7110 if not 8100 NELA?

Bob/ Doug/Alessandra: We kept the NELA line in case we ever left NELA.

Comments: Kate: Typo: 8000: 803 should be 8030. Margaret and Bob will tidy lines but Numbers won't change.

Motion to approve: 1. Doug Lord. 2. Alessandra Casiello. No oppositions. No abstentions.

New Business #3: Conference Contract Extension

Alessandra- We are in a 2-year contract with the Mystic Marriot Hotel and Spa. We were able to save about \$13,000 this way because they give us a discount on the room rental fee and the actual pricing of hotel rooms for people who are staying there. They gave us a payment plan for our deposit which allows us to pay in 2 fiscal years instead of one. We have an option right now to extend our contract for a 3rd year, which means we would have our conference there in 2024 and 2025. The contract would be the same as 2024 except the room rate would be \$179 instead of \$174 a night. The meeting room rental would be \$6200 rather than \$7000 that we are doing for 2024. The Food and Beverage minimum went up by \$4000 but we always surpass the food and minimum of \$66,000. Those are the 3 changes: the concessions and the deposit time line will be the exact same thing. They will be holding the dates of April 27 through April 29 of 2025 until September 1st. I am asking how everyone feels and if we would like to extend and have our conference at the same location for 3 years or if you'd like me to look at other places in Connecticut that can fit our size. Previous venues had its own issues: Stamford has traffic; Cromwell, no longer exists; Hartford is more expensive. We can also look out of state such as Springfield. If anyone has suggestions, Alessandra will research venues. We can vote on this in August.

State Librarian Report: Deborah Schander
July 2022

Relaunch of the governors reading challenge which happened in June, and this is something we are very excited about because we are moving away from the more quantitative approach that the challenge has taken in the past to a more qualitative one and aligning it with a lot of the other summer reading initiatives. This is a partnership that we have had with the governor's office at the behest of the previous governor for many years and in partnership with the state department of education. We've been in conversation with CSDE over the last few months about how we can modernize and relaunch the program. They will be providing some funding for the gov summer reading challenge as well as some of the work the state library does for reading more generally. We will be working with CASL and other organizations to continue to modernize that program.

We are closing out our second round of digging into history program which is a program started several years ago for bringing Connecticut high school students together with French high school students for an archaeological on the ground history program. Four years ago, students went to France and this year they are working in Bolton, CT at Bolton Heritage Farm. This is a partnership with the office of the state archaeologist, the friends of the state archaeologist office, Central CT State University, and Bolton historical Society and a number of other groups. Students have been able to work there at a completely untouched site that is along the Washington Rochambeau trail. Students are wrapping up their last day at the dig site today and will be continuing a couple more events in Connecticut to get to know our state. This has been a wonderful partnership between the state library and these state organizations and a chance to continue our relationship with the town of Seicheprey in France. We will be closing out with a ceremony on Sunday in which the students will talk about what they have learned throughout the course of this program. We have been very excited to see the return of that program in Connecticut this year.

ALA Report: Kate Byroade

Attended ALA Council at the ALA Annual Conference virtually. Approved a resolution to reaffirm ALA's position on the freedom to read. We took the freedom to read statement and added language: 1. Endorses the statement that individuals should be trusted to make their own decision about what they read and believe. 2. Asserts parents or other individuals should not make reading decisions for other parents or guardians' children about what they read. 3. Reaffirm that it stands united against book bans. 4. Continues to act to protect the rights of all to access a variety of books in schools and libraries and bookstores, online and elsewhere.

We received a report from the ALA core vision core values task force updating their progress to date and they asked for an extension to finish work to be presented at ALA with Lib Learn X. ALA members to watch for emails in November asking for member feedback on the core values.

We approved a resolution on guaranteeing virtual participation in ALA governance. We approved a resolution condemning discrimination against library workers in supporting the LGBTQIA+ community. We approved a tribute resolution recognizing 50th anniversary of intellectual freedom round table. There was a resolution on the selection of Dubai as the location for the IFLA 2024 world library information conference. We are against it because Dubai won't promise to be nice to LGBTQIA+ people. Resolution to investigate changing dates for future annual conferences of the ALA. Request for there to be an exploration of possibly having other dates due to LGBTQIA+ members wanting to be active in pride celebrations in hometowns. The report will be available about a year from now. Things are moving forward with the recomposition of the ALA council. Back in January we voted for a total of 36 at large counselors as opposed to the 100 that exist right now.

Question from Olivia Scully: I am curious if there is more talk about Montana's decision to withdraw and a letter of support for Emily Drabinski.

Links from Chat:

Montana withdrawal from ALA: <https://www.nbcnews.com/nbc-out/out-news/montana-state-library-withdraws-national-library-group-presidents-marx-rcna94130>

Letter of support for Emily Drabinski:

<https://docs.google.com/document/d/1fgz9ITvekfCCtVspicgbaCM0Go2YzkaSrYGtR6s9IH0/view>

Other states pushing to follow suit: <https://idahofreedom.org/idaho-legislators-call-on-state-library-commission-withdraw-from-marxist-led-national-group/>

Kate: One of the problems is the state librarian of Montana is under the Montana State library Commission so it's awkward for her and for the president of ALA, Emily Drabinski. Its not too late for ALA to come out with some sort of public statement supporting their president and condemning homophobia and we are talking about drafting a statement. Asking for a motion to authorize ALA chapter counselor Kate Byroad to participate in a draft and signing of a letter on behalf of chapter counselors in support of ALA president Emily Drabinski

Moved by Olivia Scully; Seconded by Lisa Karim. No oppositions. Abstention: Matt Earls, Scott Jarzombek.

Region 2:

South Windsor –

Kevin Sullivan has begun his duties as the Director of the South Windsor Public Library as of July 17, 2023. Many of us met Kevin as Director of the Douglas Library in Hebron, or in his previous positions at the Wilson Branch of Windsor Public Library or Enfield Public Library. Retiring Library Director Mary Etter will be working with Kevin for a few weeks to assure a smooth transition. Congratulations, Kevin! and Congratulations to Mary for 38 year long career. There will be an open house celebrating Mary on July 31 from 11-1 and 3-6 in the Friends Room at the South Windsor Library if you wish to stop by.

CLA Region 5 News: July 2023

West Haven Library

- Staffing updates include:
 - Kara Moore has been hired as a Technical Assistant after the retirement of Mary Walker after 15 years at the library.
 - Taylor Cordova has been promoted to Head of Adult Services.
 - Jasmine Jones has also been promoted to Reference librarian.
 - Wun Wong has been hired as a new Librarian. This makes WHPL fully staffed after a lot of change in the last 2 years!

Shelton Library System

- Jessica Prutting, who was the Children's Librarian, has just been promoted to Branch Librarian, and a search for her replacement has begun in the Children/Teen Department.

East Haddam Library System

- East Haddam has collaborated with the Goodspeed Opera House to create a program called Goodspeed Good Neighbor. They are offering patrons 2 free tickets to each of their shows. It's a great way to introduce new patrons to the theatre!
- The library received a generous donation from a town organization and were able to purchase 2 AWE computers for the children's rooms.

Respectfully submitted,
Emily Rush
Region 5 Representative
E.C. Scranton Memorial Library

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Region 6 Libraries

East Lyme Library- Opened a new hi tech conference room this spring and added a poster printer to it a few weeks ago.

The Public Library of New London- is a cooling center and a center for Summer Meals for children 18 years and under. The Library will be presenting a storytime at the Ocean Beach Park on July 31 and on August 14.

OTIS Library- is seeing a period of retirements, promotions, and new hires. The Library has received the final report from Libraries Without Borders. The assessment was shared with the staff and board for their review. A committee will be formed that will meet with the people from Libraries Without Borders to work on ideas and a plan to address the needs.

21st One Book One Region Kickoff happened July 12. Author of What the Eyes Don't See to speak at Conn College on September 20.

CLA Taskforce Proposal for Creation of New Means of Communication

In early June, a group of library workers throughout the state met virtually to discuss the feasibility of creating an independent listserv or other means of communication for CT library workers. The general purpose of this effort is to provide a platform that allows for greater conversational latitude among colleagues beyond what ConnTech can provide under their state-mandated administrative rules. **This effort is, in no way, intended to replace, overshadow, or discredit the ConnTech listserv** or any of the other CT listservs; ConnTech serves a vital news, resources, and communications function in our community. This proposed platform is meant to enrich and extend the valuable resources we already have at our disposal to allow more open and relaxed discussion...much like cocktail hour at CLA conferences!

In the spirit of transparency, the most recent working group includes the following individuals:

- Caitlin Augusta, Head of Children's Services, Stratford Library Association
- Janet Flewelling, Head of Emerging & Creative Technologies, Wallingford Public Library
- Genevieve Francis, Technology Services Librarian, West Hartford Public Library
- Glenn Grube, Director, Avon Free Public Library
- Erin Horanzy, Director, Library Association of Warehouse Point
- Elizabeth Lane, Director, Bloomfield Public Library
- Douglas Lord, Director, C.H. Booth Library (Newtown)/Immediate Past-President of CLA
- Stephanie Smith, Teen Librarian, Avon Free Public Library
- Jennifer Sullivan, Assistant Director, Woodbridge Public Library
- Trish Tomlinson, Director, Plainville Public Library

15 additional colleagues have also expressed interest in participating in this launch effort, but have not been able to attend meetings.

A number of platforms were researched and considered including Discord, Google Groups, Slack, Gaggle Mail, L-Soft, and List Monk. For our intended purposes, we agreed that Discord or Google Groups may work best for the following factors:

- Platform is free of cost
- There is no limit on number of participants
- Flexibility for participants to be able to interact with the platform via a web interface (which appeals to younger professionals) or email (appeals to older professionals)
- Platform is hosted
- Platform allows for the creation of subgroups such as Children's Services, Middle School Libraries, Law Librarians, etc.
- Platform content is not subject to FOIA

In terms of research gathered on moderation and management of the listserv, the group seemed to agree that **no** moderation is required beyond a rotating group of named individuals who would

add and welcome new users. This is the model of listserv used by library associations in Montana and New York. As for guidelines, the group decided that prevailing social media etiquette will be assumed but not actively enforced.

There are several other details to consider, including who the targeted audience shall include:

- Only CLA members?
- All actively employed library workers in CT in every capacity and specialty?
- Would trustees, friends, students, retired library workers, etc. be permitted?

With this intent and summary of activities outlined, we ask the CLA Executive Board for their endorsement of a taskforce to launch this initiative, and sponsorship of the listserv moving forward.

With sincere thanks to Trish Tomlinson for capturing the discussion and to taskforce members for their input and consideration.

Respectfully submitted,
Douglas Lord, Immediate Past President '23-24

America 250 CT Report | CT Library Association | Douglas Lord, CLA Liaison

The Community & Organizational Engagement Subcommittee met 6/29 and worked to translate its charter into an action plan with concrete steps. Starting in the fall and summer committee members will begin meetings within and without existing networks and structures; at the moment we are modelling and looking to create meaningful information packets for interested people and groups.

The commission itself met on 7/12 and everyone is enthusiastic and it is moving into a more active phase CT Humanities is really doing yeoman's work in terms of herding the cats and keeping things on track. Information about national models and commissions, other states doing good work that can be seen as best practices. The Commission is using the Google Suite to organize information. Next meeting is October 18th, if you have questions or want to get involved, the commission can certainly use the help., active CT communities include Litchfield and Norwich.

CLA Sustainability Task Force | CT Library Association | Douglas Lord, coordinator

Refresher - this is a small group of members looking to strengthen CLA in four specific areas. The group of volunteers met on 7/13 with all the invited librarians. It was a great meeting! People volunteered for four subcommittees in the four areas of concern. I can cover the high points and then turn to Alessandra Casiello for any clarification.

- Bylaw codification and potential revision
- Strategic planning
- Training documentation, onboarding and 'job descriptions'
- Financial security / aspects of maintenance of savings

The larger committee will meet quarterly, next in October, the four smaller ones will meet on their own schedules as they go.

Many thanks to the volunteers

CLA Task Force for Creation of New Means of Communication Tool | CT Library Association | Douglas Lord, coordinator