



Antioch Public Library District

ANTIOCH PUBLIC LIBRARY DISTRICT BOARD OF TRUSTEES MINUTES

I. The regular meeting of the Board of Library Trustees of the Antioch Public Library District was called to order by President Thomas Hausman Tuesday, December 18, 2018 at 7:00 p.m. in the Eide Room at the library.

Present:

- **Library Board Members: James Santi, Andrew Napier, Cinde DeBoer, Gene LeFave, Melissa Rapp, and Thomas Hausman**
- **Absent Board Members: Ken Barnett**
- **Library Staff Members: Jennifer Drinka, Kathy Deaner, Amy Blue, Sam Langford, Becky Jacobson**
- **Citizens: Phil Dahl, Tracy Kiederlen, Dennis Walsh – APLD's Attorney, Officer W. Kumpula, Jane Hausman, Aileen Biel, Kathy Hausman**

II. Secretary's Report/Approval of Minutes of Last Meeting

James Santi moved and Melissa Rapp seconded a motion to approve the November 2018 Minutes of the Antioch Public Library District Board of Trustees Meeting. Thomas Hausman asked Board Secretary, Cinde DeBoer, to read the Minutes from the last meeting aloud. Cinde asked if she needed to read all of the Minutes and Thomas responded yes. Cinde read the November 2018 Secretary's Report/Approval of Minutes of Last Meeting aloud. Thomas asked for any corrections or additions. Thomas said he recalled a voice vote and does not recall abstaining. Thomas stated Gene LeFave and his name should not be recorded in the Minutes as abstentions according to the way he understands *Roberts Rules of Order*. Dennis Walsh, the library's attorney, stated there are different rules for different Boards. In a library district's setting there are different rules for different Boards. In a library district's setting, the Board President votes like any other member on every issue regardless if it is a voice or roll call vote and all votes are reflected in the Minutes. James Santi asked if you do not say anything is that an automatic abstention? Cinde DeBoer responded no. Jennifer Drinka said she remembers Gene LeFave abstaining and she thought Tom abstained also.



James Santi asked if the vote would still carry. Dennis responded if the majority of the Board passed a yes, it would carry. Dennis said if there was a roll call vote and you did not vote it would be reflected as you did not vote, which you should. You are obligated to vote on everything unless you have a reason not to like conflict or a good legal reason not to vote. You are obligated to vote on everything. Thomas said that was his explanation on why he does not vote on voice votes. Melissa Rapp responded he should be voting as just explained. Thomas said he understands but did not know that before and said the President before him did not vote when it came to voice votes. Cinde DeBoer stated the previous President did vote at all the meetings because she was always the last to vote. Gene LeFave agreed she did vote on a voice and roll call vote. Thomas said it was only on a roll call vote. The rest of the Board and Jennifer Drinka remembered the former President always voting. Melissa Rapp said the question is how to amend the current meeting Minutes. The Board discussed amending it to all voted yes with one abstention or Gene LeFave abstained. Dennis Walsh said every trustee's vote should be reflected in the Minutes by their name. Thomas said he stands corrected. The entire Board except for Thomas recalled he did abstain. Thomas dropped his objection, the Minutes would not be amended and from now on he will vote on voice votes. Jennifer Drinka and Cinde DeBoer said they thought he always did vote. James Santi and Melissa Rapp believe Thomas has said he does not need to vote. Dennis said it is not how it works and explained in some larger organizations it is true but not in this organization. Thomas said ok. Thomas asked if there was any further discussion on the November Minutes. Cinde DeBoer wanted to make a clarification about the letter sent by Kathy Hausman stating Kathy Deaner writes the Minutes, which she does, however, Cinde reviews, edits and approves them prior to being placed in the Board packet. Thomas asked Cinde if he did not call her in advance with what he thought was a correction. Cinde said he did and said she would look them up on Robert's Rules and she did not see anywhere where it was different. Thomas asked if she let him know that. Cinde responded no because she just looked it up last night. Thomas said ok and please mark that down. Thomas said all those in favor of approving the November meeting Minutes say aye. All voted aye.

Thomas Hausman continued to read the November 2018 Minutes where Cinde DeBoer previously had left off. Jennifer Drinka asked Tom if he should move on to the agenda items. Dennis Walsh said they just approved the November 2018 Minutes as a whole. Thomas read more of the November 2018 Minutes. Melissa Rapp stopped and apologized to Tom for interrupting

and said the Minutes were approved in their entirety. James Santi said there was no need to keep reading them. Thomas said okay, he just wanted people to know they covered a lot of information at that meeting. He asked if he should stop. Melissa Rapp said she would like to move on to the next agenda item. Jennifer Drinka showed Thomas where to start on the agenda.

Thomas Hausman asked if there was a motion to accept the November 13, 2018 Facilities Feasibility Committee Meeting Minutes. Andrew Napier moved and Cinde DeBoer second a motion to accept the November 13, 2018 Facilities Feasibility Committee Meeting Minutes. Dennis Walsh said just for the record, by accepting the Minutes, you really mean you are approving them. Thomas said according to *Roberts Rule of Order*, a seconding of a motion means you want it to be discussed, it does not mean you have to vote on it. Dennis agreed. He was referring to using the word "approve" rather than the word "accept" when making the motion. All voted aye.

Andrew Napier moved and James Santi second a motion to approve the November 14, 2018 By-law's Committee Meeting Minutes. All voted aye.

III. Approval of Bills and Payroll

Gene LeFave moved and Melissa Rapp seconded a motion to approve the bills and payroll for the month of December 2018. On a roll call vote: Melissa Rapp, aye; James Santi, aye; Andrew Napier, aye; Cinde DeBoer, aye; Gene LeFave, aye; and Thomas Hausman aye.

IV. Treasurer's Report

Andrew Napier stated as of yesterday December 17, 2018 all accounts combined have a balance of \$1,921,498.43. The Money Market account year to date interest is \$13,931.86. Our current rate on the Money Market account is up to 2.35%. Originally, the interest rate was 1.4%. Andrew said last Friday he and Jennifer Drinka went to the bank and made a principle bond payment of \$210,000.00 and an interest payment of \$10,642.50. Twice a year they make an interest payment and once a year they make a principle payment. Going forward we have two more principle payments and four more interest payments to make by an anticipated end date of December 2020.

V. President's Comments

Thomas Hausman stated he had three comments:

- Thomas thanked Becky Jacobson and her committee for a wonderful holiday dinner party held at Twin Oaks. Thomas also wanted to thank his three colleagues who stood up with him and addressed the staff to thank them and wish them a Merry Christmas, Happy Holiday Season and a Happy New Year.
- Thomas said the visitors are probably wondering why he was still here. Rather than being castigated in the press, as some have heard about and read about, he thinks it is important that people come to the meetings and see everything that we do. We have been dealing with this problem for two months and hopes tonight will be the last night we have to worry about it. We have followed normal protocols, Tom has expressed his regrets, and he has apologized, even though he does not agree with the Minutes of the October 2018 meeting. In addition, when the police interviewed him, he gave his version of what he said on the night of the October 30, 2018 meeting. He is willing to go along with what the Board decides. He is not here as a monolith. He hopes today's reading of the November Board meeting clarifies the situation that there is an honest disagreement as to what went into the Minutes. He cannot say what was heard or what was not heard as to what he said.
- His third comment is a personal one, ten days from now he and his wife, who is here, will celebrate their 50th wedding anniversary and their eldest daughter is here as well.

VI. Notices and Communications

A. ILA Reporter article and thank you letter

The Illinois State Library contacted Jennifer Drinka because of our notary service and wanted to write an article about it. We were featured in an article about nontraditional services needed by the community provided by libraries.

B. Thank You to APLD Board and Staff

Thomas Hausman read a thank you card from Paula Williams for the flowers sent after the passing of her grandfather.

C. Parking Lot and Accessible Door updates

Jennifer Drinka read a letter from the engineers to the Chicagoland Pavings who are the contractors who did the parking lot. It states we are not satisfied with their work and they need to repair the ADA stalls as soon as possible. It cannot be repaired until the Spring so they will temporarily paint yellow parking stripes. A copy of the letter is in the Board packet. James Santi asked for an accessible door update and asked if it is fixed. Jennifer Drinka responded the caulking is done, but some minor scratches remain. James asked if we came in under budget. Jennifer responded yes, however, we retained a certain amount of money until the job is completed.

D. 2017 Tax Year Total Distribution

Thomas Hausman said a copy of the 2017 tax year distribution was in their Board packet.

E. Village of Antioch Comprehensive Annual Financial Report

Jennifer Drinka stated the Village of Antioch sent us their annual financial audit this year and last year. The audit is too large for the Board packet; however, Jennifer has a copy if anyone would like to view it.

F. TIF District audit

The TIF District audit is in the Board packet.

G. Staff letter to Secretary of State Jesse White

Thomas Hausman stated a letter was sent to the Secretary of State's office. Thomas read the letter, which said, "Hello, I work for an Illinois public library and recently the library board president threatened to bomb and shoot up fellow board members and their homes. Is there anything employees can do to have the board member removed?" Thomas read the response from the Illinois State Library: "This is a response to your recent email regarding comments made by Thomas Hausman at the Antioch Public Library District board meeting on October 30, 2018. Greg McCormick, the Director of the Illinois State

Library, has been in contact with Jennifer Drinka, the Antioch library director. It is our understanding this issue has been brought to the attention of the library's attorney and local law enforcement. Thank you for bringing this issue to our attention, and we will continue to monitor the situation." Thomas said that as far as he knows this is strictly a library problem. Jennifer Drinka confirmed, the state library has no power over APLD's Board. They do not have jurisdiction. The Board is self-governing and controlled by the public. Thomas said as he understands it as a duly elected member of this Board, he may not be removed, and asked the attorney Dennis Walsh if he was correct. Dennis responded that he is correct under this circumstance. Thomas said he intends to remain on the Board for the rest of his term and he intends to remain as President. He reiterated he has apologized for the inconvenience he caused. He hopes this is settled tonight, and thanked the Board for their patience with him, and reminded them what he disputed was actually said.

H. Letter from Kathryn Hausman

Thomas Hausman asked Jennifer Drinka to read aloud a letter from his wife, Kathryn Hausman. A copy of Kathryn Hausman's letter is attached to these December Meeting Minutes.

VII. Librarian's Report

A. Overview of Reports

Jennifer Drinka stated yesterday was the last day for trustee candidates to file petitions. There are four seats open and only three were returned. This means there is an opening for a write in candidate or the Board will appoint someone in the Spring. Jennifer reminded the Board on January 27 at 2pm there will be an event in the library to reveal the train Duplo table honoring Mary Kay McNeill former Board Vice President. Jennifer invited the Board to attend and said she would be inviting the Women's Club as well since Mary Kay was a member. Jennifer stated hopefully in February we would be getting equipment allowing patrons to pay for print jobs and faxes with a credit card. The library will incur all fees associated with the patrons using a card. Jennifer said we are having problems with our patron counter and are looking into replacing it. Our downloads are up 99% compared to this time last year, Children's program attendance is

up 40% compared to this time last year. Jennifer stated she was holding interviews for Head of Children's Services later this week. Andrew Napier asked if Jennifer was pleased with the candidate pool. Jennifer responded she was.

B. Personnel

There were no personnel changes.

VIII. New Business

A. Board Corner

- Melissa stated while she recognized Tom's position that his words were incorrectly recorded, the remainder of the Board believes it as accurately recorded. The Board has a responsibility to address the citizen's concerns and to continue to hold ourselves to a high standard as far as our duty here in our words. How they were intended is not as important as how they were received and does not want to make anyone's emotions or how they felt marginalized because Tom disagrees with them.
- James Santi asked how the attendance was at Love Letters. Tom responded it was not great but there were about 50 people total for all performances. James also thanked Andrew for his research and obtaining a higher interest rate from State Bank of the Lakes that we were not getting previously from Heartland Bank.
- Andrew thought Tom's remarks and comments to the staff at the holiday dinner was well said. Andrew also thanked Jennifer Drinka for her commendable performance in managing the abnormal matters lately.
- Cinde DeBoer said she agrees with everything that has been said by the Board members. She inquired about a comment if the library has Nintendo Switch. Amy Blue responded we do not because we do not have a good security system for them.
- Gene LeFave inquired about the patron comments regarding coat hooks in the men's bathroom and asked why we did not have coat hooks. Jennifer Drinka said she would have some installed.

B. Staff Comments

Amy Blue said she wanted to second Andrew's comment about Jennifer's commendable performance and said she is also good with staff morale. James Santi said he had one more thing to say about a comment Jennifer made to him about the Board being her boss. James prefers to be viewed as just the Board, not her boss. It is a give and take relationship. Tom Hausman said he agreed with the comments regarding Jennifer. Jennifer thanked everyone for the nice comments and looks forward to moving on from this ordeal. It has been hard on staff. She is proud of how the Board has handled this, thankful for our lawyer, thankful to the Antioch Police department for their help and looks forward to moving on.

C. Citizens' Comments

There were no citizens' comments.

D. Friends' Report

Amy Blue commented she did not have any numbers from their Fall Book Sale; however, it appears to be dismal. They will pick a different weekend next year.

IX. Unfinished Business

A. PER53: Emergency Library Closing policy

Jennifer Drinka stated in the Board packet was the old policy and a suggested revised emergency library closing policy. Jennifer said the suggested revised policy has been discussed with the management team. Cinde DeBoer moved and James Santi seconded the motion to approve PER53: Emergency Library Closing policy. Dennis Walsh stated for policy changes it is preferable to have a roll call vote. On a roll call vote: Gene LeFave, aye; Melissa Rapp, aye; James Santi, aye; Andrew Napier, aye; Cinde DeBoer, aye; and Thomas Hausman, aye.

B. Schedule next Facilities Feasibility Committee meeting

The next Facilities Feasibility Committee meeting is scheduled for

Monday, January 14, 2018 at 7pm.

The Board took a break at 7:57 pm and resumed at 8:01 pm.

C. By-Laws Ordinance 18-8

Thomas Hausman thanked the By-Laws Committee for their hard work.

Andrew Napier stated there are changes to the last draft. The overall structure did not change just reads more 'legalese'; our lawyer recommends this draft. Andrew and Cinde DeBoer stand by the new draft stating it is an improved document and recommend it. Tom Hausman is happy the agenda changed having Old Business before New Business. Tom stated he still does not like term limits. It is his understanding this will not affect newly elected people to office. It will begin after elections at the 2019 meeting as far as officers go. Tom said if he is re-elected in the Spring, he is eligible for any of the four offices and if he is not re-elected to any of the four offices, he will not create any kind of a problem. James Santi moved and Cinde DeBoer seconded a motion to approve By-Laws Ordinance 18-8. On a roll call vote: Andrew Napier, aye; Cinde DeBoer, aye; Gene LeFave, aye; Melissa Rapp, aye; James Santi, aye; and Thomas Hausman, aye.

D. Censure Resolution 18-5

Thomas Hausman said 'since it concerns me, I want to say a couple of things before I allow us to begin.' Thomas said he asked the lawyer to make one clarification for the Board. Dennis Walsh said when this Resolution is brought before the Board you have three options. One is to adopt the Resolution as it is presently written, second option is to not pass the Resolution as currently written, and the third option is to amend it or modify it anyway you want. Thomas said since he wants to make a statement regarding this; he has given Jennifer Drinka his written statement because it is not usually the President's job to discuss a motion that is on the floor. Cinde DeBoer inserted that she thinks he can discuss a motion that is on the floor from what she has read on *Robert's Rule of Orders* and the lawyer concurred. The lawyer continued to say that the President has the power and ability to debate anything before the Board. Melissa Rapp moved and Andrew Napier

seconded a motion to adopt Resolution 18-5 as written. Thomas read a statement, in discussion, to reject the proposed resolution and create one that truly represents the episode. Thomas' entire statement is included with these December 2018 Minutes. Andrew Napier asked to say a couple of things and ask a question since he was the one who requested the resolution at the last meeting. Andrew said the intention of the Resolution was to close the loop on this issue and move on. Andrew personally accepts Tom's apology. However, because an anonymous complaint was submitted in regards to the remarks and because of the chain of events involving the police and the communications with the public some form of resolution to censure these remarks are appropriate to protect the Board and show we are doing our due diligence and close the loop on this. Andrew says he encourages Tom to separate this as a personal attack from the Board doing its due diligence and protect the Board and the library. If we pass this tonight, we can focus on other important business. James Santi confirmed that Tom's statement is on the record. Cinde DeBoer suggested possibly changing the verbiage in the first paragraph. Andrew Napier deferred to the library's attorney. The attorney said he could change what the Board agrees to. The Board discussed further. Thomas Hausman stated he mostly objects to the word 'violent' in the third paragraph. Andrew said referencing Melissa's sentiment earlier during Board Corner it comes back to because of the anonymous complaint filed, the Board needs to be respectful of that complaint. If we can pass this unanimously, it shows this Board is ready to move on and focus on business that we are here to do. Tom said he would sign the Resolution as President on the signature line but do not expect him to vote aye as he considers this too strong. Gene LeFave commented he has been on this Board for 28 years and has had numerable conversations regarding censorship of books he considers unacceptable and they are in the library anyway. He thinks Tom has the right to say any damn thing he pleases even if it is stupid and even if it offends somebody, that is his opinion. Tom disagreed that he should not purposely be saying anything that offends somebody. Gene said his point was if we do not censor books, we should not censure people. Andrew said there is a difference between censoring books and censoring people. Gene said he understood and that is the only thing he is going to say. Dennis said the Board could remove the word violent. Melissa Rapp stated the Board should show in a formal way they do not support any environment where anyone does not feel safe and will hold

himself or herself accountable.

A member of PM&L Theatre, Aileen Biel, stood up and spoke out on Tom Hausman's character. Tom thanked Aileen for her words.

Andrew had a final question to the lawyer regarding why he advised Jennifer to go to the police. The lawyer stated the way he understood the words came out there was a comment by a member of the Board that he would bomb your house and kill you if you did not vote for him for a particular office. That is a serious threat in today's world and given the environment we are in today, we have an obligation to inform the police when those kind of public statements are made in a public building. Melissa Rapp said she was not opposed to changing the third paragraph and removing the word *violent*. The Board continued to discuss. The lawyer will change the third paragraph to read '...the library Board hereby renounces the comments made by Board President Tom Hausman October 30, 2018...as being particularly inappropriate, intimidating, threatening, offensive and unprofessional.' Melissa Rapp moved and Andrew Napier seconded a motion to agree to adopt Resolution 18-5 as amended. On a roll call vote: James Santi, aye; Andrew Napier, aye; Cinde DeBoer, aye; Gene LeFave, nay; Melissa Rapp, aye; and Thomas Hausman, abstain. Motion carries, Resolution 18-5 adopted as revised.

Thomas Hausman wanted to thank everybody before the meeting closed for giving him your attention, for making him your President, for supporting him as much as you can. There will be no hard feelings, he wants the library staff to know this too he is not a threat to anyone, there will be no retaliation on his part about anything. He is a firm believer in democracy and he accepts the Board's decision. It is important in this country especially now that the buck stops with the President and as President of the Board, the buck stops with him. He takes responsibility for the words he said. He is sorry if they were misinterpreted to be threatening, they were not meant to be but that is how they were perceived and because they were perceived that way you have decided this is in the best interest of the Board. He hopes in January we can reassemble as a Board and get on with the work we have started and thanked everyone for being there.

XI. Adjournment

Andrew Napier moved and Gene LeFave seconded the motion to adjourn at 8:34 p.m. All voted aye.

A handwritten signature in cursive script, reading "Cinde S. DeBoer". The signature is written in dark ink and is positioned above a horizontal line.

Cinde DeBoer, Secretary