Loudoun County Public Library Board of Trustees

AGENDA: LBOT Meeting May 21, 2025

7:00 p.m. CALL TO ORDER

MOMENT OF SILENCE

COMMENTS

Public Comment Board Comment Director's Comment

APPROVAL OF MINUTES April 16, 2025 LBOT Meeting

AGENDA CHANGES

REPORTS

Technology Services Report:

Director's Report:

Committee Reports:

Division Manager Dan Bureau
Library Director Chang Liu
LBOT Chair Monti Mercer

Strategic Plan Update: Deputy Director Mike VanCampen and Director Chang Liu

INFORMATION ITEM:

II 01 FY2025 and FY2026 Budget Update

II 02 Staffing Update

II 03 LBOT Awards in Recognition of LCPL staff

II 04 LBOT Chair and Vice Chair Nomination

CLOSED EXECUTIVE SESSION (if needed)

ADJOURNMENT

DATE & TIME: May 21, 2025 at 7:00 p.m.

LOCATION: Library Administration Building 102 North Street NW Leesburg VA 20176

ACCOMMODATIONS: To request a reasonable accommodation for any type of disability, please call 703-737-8468. Three days prior notice is requested.

Loudoun County Public Library

Board of Trustees Meeting Minutes

April 16, 2025

The Library Board of Trustees (LBOT) met at the Library Administration Building in Leesburg on Wednesday, April 16, 2025 at 7:00 p.m. The Chair was present. The Secretary was on leave.

Present Monti Mercer. Chair

Alana Boyajian, Vice Chair

Kathy Ellen Davis
Kara Chiles
Stacy Cleveland
Jennifer Crawford
Mary Colucci
Erika Daly
Kate Gordon

Chang Liu, Director

I. CALL TO ORDER

Chair Mercer called the meeting to order at 7:00 p.m. and requested a moment of silence.

II. PUBLIC COMMENT

Ms. Michelle Stork presented a public comment.

III. BOARD COMMENT

Chair Mercer invited comments from the Trustees. Board members extended their well wishes to the staff in honor of National Library Week. They expressed gratitude for the diverse programs offered across the branches, the informative monthly reports, and the staff's dedication. The Trustees also congratulated Muirrin O'Connell, Library Assistant at the Rust Library Makerspace, on being named Virginia Public Library Staff Member of the Year by the Virginia Public Library Directors Association. The Board acknowledged the LCPL staff's active participation in strategic planning and public engagement sessions. Chair Mercer also thanked the staff for arranging the LBOT meeting and implementing new technology to facilitate the session at the Library Administration Building.

IV. DIRECTOR'S COMMENT

Director Chang Liu thanked the Trustees for their support. She introduced Law Library's Legal Resources Specialist Patrick Ramos, Head of Makerspace Services Peter Allphin, and Heads of Children's Services Heather Williams and Jennifer Roy.

V. READING AND APPROVAL OF MINUTES

Chair Mercer informed the Board about a change in the minutes, including the addition of the Strategic Planning Committee, headed by Trustees Mary Colucci and Kara Chiles and Library staff. He requested a motion to approve the March 19, 2025, LBOT minutes. Trustee Chiles moved to approve the corrected March 19, 2025 LBOT Meeting minutes. Trustee Daly seconded the motion. Vice Chair Boyajian abstained from voting as she was absent during the March meeting.

Approved 8-1-0-0 (yes/abstained/no/not present).

VI. AGENDA CHANGES

There were no agenda changes.

VII. REPORTS

Head of Makerspace Services Peter Allphin presented a report about Makerspace Services in LCPL.

Heads of Children's Services Jennifer Roy and Heather Williams presented a report on LCPL's early literacy program.

Both reports were received and placed on file by the LBOT Secretary.

VIII. DIRECTOR'S REPORT

Ms. Liu presented the Director's report for March 2025. The report was received and placed on file.

IX. COMMITTEE REPORTS

Chair Mercer requested updates from committee members on the status of their respective committees.

Executive Committee: Chair Mercer, along with Vice Chair Boyajian and LCPL Director Liu, informed the Board and the audience that the Library Board of Trustees Retreat will be held on Saturday, May 17, 2025, from 9:30 a.m. to 1:00 p.m. at the Library Administration Building. The Board Secretary will send out the details.

<u>Board Evaluation Committee</u>: Trustee Daly, Trustee Chiles, and Chair Mercer deferred the Board Evaluation Committee comments to Information Item # 4 and to Action Item #2, which was the discussion and approval of the Board Self-Evaluation Form.

<u>Budget Committee</u>: Chair Mercer informed the Board that he and Trustee Jennifer Crawford will defer the discussion to Information Items #1 and #3 for Budget Updates and Library Trust Fund Renewal information.

<u>Facilities Planning Committee:</u> Chair Mercer invited Trustee Gordon and Trustee Davis to share updates on behalf of the Facilities Planning Committee. The Trustees deferred the comments to the Strategic Plan updates.

<u>Governance Committee</u>: The committee is led by Vice Chair Boyajian and Trustee Cleveland. Ms. Boyajian shared that Ms. Lisa Vargas had left the Virginia Library Association, and Ms. Nan Carmack was appointed interim director.

<u>Nomination Committee</u>: Chair Mercer noted that the committee would be active in May. Trustee Colucci reminded the Trustees to inform her if they wish to nominate themselves or someone else for the positions of Chair or Vice Chair.

<u>Strategic Planning Committee:</u> Chair Mercer said he would defer to Deputy Director Mike VanCampen for the Strategic Plan updates. He reminded the Board that Deputy Director VanCampen had shared an email with updates earlier that day. Chair Mercer also noted that the Strategic Planning Committee was being expanded to include Trustee Chiles, Trustee Colucci, members of LCPL Senior Leadership.

X. STRATEGIC PLAN UPDATE

Deputy Director Mike Van Campen presented the Strategic Plan update.

The LBOT Secretary received the update and has placed it on file for future reference.

XI. INFORMATION ITEMS

II 01 FY2025 and FY2026 Budget Update

Finance and Budget Manager Ms. Nan Paek thanked the Trustees for the opportunity to present the actuals from July 2024 through March 2025, covering our Third-Quarter Financials. The report was shared with the Director's report before the meeting and placed on file.

II 02 Staffing Update

HR Manager Cheryl Granger presented an update that was shared with the Trustees prior to the meeting. The update was received by the LBOT Secretary and placed on file.

II 03 Library Board of Trustees Awards in Recognition of LCPL Staff

Chair Mercer asked Deputy Director VanCampen to present the details and redacted 56 nominations for the four Mission awards and the Leadership award to the Trustees. Mr. VanCampen also added that every branch and the library administration were represented among the nominees.

II 03 Library Trust Funds Renewal Information

Chair Mercer asked Director Liu to provide background information on the CD reinvestment. Director Liu explained that Trustee Crawford had suggested the possibility of breaking the five-year CD, which is set to mature in 2026 but is currently earning a very low interest rate, to reinvest it at a higher rate. Chair Mercer consulted with the Treasurer's Office, and it was confirmed that the CD could be reinvested at a more favorable rate with John Marshall Bank. He asked the Trustees to review the email sent by the LBOT Secretary before the meeting and to be prepared to vote on the matter during Action Item #1.

I 06 Board Self-Evaluation Form

Chair Mercer asked Committee Trustees Chiles and Daly to present the updated Self-Evaluation form, which had been shared prior to the meeting. Trustee Daly provided background on the revisions and reviewed the draft of the Board Self-Evaluation form. Chair Mercer noted that the Trustees would vote on the form under Action Item #2. Ms. Daly explained that the form distributed in paper format with the Board packet will be completed in May and collected in June 2025 for summarization. The final report will be presented at the fall retreat in October or November 2025.

XII. ACTION ITEM:

Al 01 Approval of Library Trust Funds Reinvestment

Chair Mercer requested a motion to approve the reinvestment. Trustee Crawford moved to break the John Marshall Bank CD, which was earning a 0.75% interest rate and maturing on March 31, 2026, to a recommended higher rate of 4.17% at John Marshall Bank or the best available rate with any other bank most favorable to LBOT on the actual date of

renewal for five years. Trustee Cleveland seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

Al 02 Approval of Board Self-Evaluation Form

Chair Mercer requested a motion to approve the Board Self-Evaluation Form. Trustee Cleveland proposed the motion. Vice Chair Boyajian seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

Chair Mercer informed the attendees that the Board will enter the closed session.

(1) Motion for Convening Closed Session:

Chair Mercer moved that the Loudoun County Public Library Board of Trustees recess the public meeting and enter into Closed Session pursuant Section 2.2-3711 (A) (1) of the Code of Virginia. The purpose of the Closed Session is to consider a personnel matter involving the performance and salary of a specific employee of the LBOT. Trustee Gordon seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

(2) Motion to Adjourn Closed Session:

Chair Mercer moved that the Closed Session be adjourned, that the Library Board of Trustees reconvene its public meeting, and that the minutes of the public meeting should reflect that no formal action was taken in the Closed Session. Trustee Gordon seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

(3) Resolution Certifying Closed Session

Whereas, the Loudoun County Public Library Board of Trustees has this 16th day of April, 2025, convened in closed session by an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act:

Now, therefore, be it resolved that the Library Board of Trustees does hereby certify that to the best of each member's knowledge, (1) only public business matters lawfully exempted from open meeting requirements under the Freedom of Information Act were discussed in the closed session to which this certification applies; and (2) only such public business matters as were identified in the motion by which the said closed session was convened were heard, discussed or considered by the Library Board of Trustees.

(*Any member of the public body who believes that there was a departure from the requirements of clauses (1) and (2), shall so state prior to the vote, indicating the substance of the departure that, in his judgment, has taken place. The statement shall be recorded in the minutes of the public body.)

(4) Motion to Certify Closed Session:

Chair Mercer moved that the Resolution Certifying the Closed Session be adopted and reflected in the minutes of the public meeting. Trustee Cleveland seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

PLEASE NOTE:

No resolution, ordinance, rule, contract, regulation or motion adopted, passed or agreed to in a closed meeting shall become effective unless the public body, following the meeting, reconvenes in open meeting and takes a vote of the membership on such resolution, ordinance, rule, contract, regulation, or motion that shall have its substance reasonably identified in the open meeting. Virginia Code § 2.2-3711 (B)

ADJOURNMENT

Chair Mercer requested a motion to adjourn the meeting at 8:50 p.m. Trustee Cleveland moved to adjourn the LBOT meeting. Trustee Davis seconded the motion.

Approved 9-0-0-0 (yes/abstained/no/not present).

Respectfully submitted by,	Adopted by the Board May 2025
Manisha Adhikari	
Manisha Adhikari LBOT Secretary	Monti Mercer I BOT Chair

Loudoun County Public Library Board of Trustees INFORMATION ITEM SUMMARY: 101 FY2025 and FY2026 Budget Update

SUBJECT:	FY2025 and FY2026 Budget Update
CONTACT:	LCPL Director Chang Liu and Deputy Director Mike VanCampen
ACTION DATE:	May 21, 2025
RECOMMENDATION:	Director Chang Liu and Deputy Director Mike VanCampen will provide an update on the Library's FY2025 and FY 2026 budgets. Finance and Budget Manager Nan Paek is on leave this month.
BACKGROUND:	Director Liu and Finance and Budget Manager Paek periodically update the LBOT on the Library's budget situation.
ISSUES:	
FISCAL IMPACT:	
DRAFT MOTION:	
ATTACHMENTS:	
NOTES:	
ACTION TAKEN:	

Loudoun County Public Library Board of Trustees INFORMATION ITEM SUMMARY: 102 Staffing Update

SUBJECT:	Staffing Update
CONTACT:	Director Chang Liu and HR Program Manager Cheryl Granger
ACTION DATE:	May 16, 2025
RECOMMENDATION:	Director Liu and HR Program Manager Granger will provide an update on the Library's staffing situation.
BACKGROUND:	Director Liu and HR Program Manager Granger periodically update the LBOT on the Library's staffing situation.
ISSUES:	
FISCAL IMPACT:	
DRAFT MOTION:	
ATTACHMENTS:	
NOTES:	
ACTION TAKEN:	

May 2025 Staffing Update:

New Hires/Folks joining us this month

Liz Bass- Branch Manager, BRM

Laura Walsh- Courier

Amanda Lyon- FT Youth Services Assistant, LOV

Chris Snyder- FT Circulation Services Assistant, GUM (6/5)

Promotions/ Hours Increase

Claudia Arnett- FT Circulation Assistant, GUM

Onaleigh Cherico- FT Circulation Services Assistant, GUM

Abigail Gray- FT Circulation Services Assistant, GUM (6/5)

Ali Mojaddidy- IT Analyst, ADMIN (6/5)

Transfers

Nooria Fitrat- FT Circulation Assistant, GUM to FT Circulation Assistant, BRM

Departures (Current and Pending)

Grace Harling, PT Adult Services Library Assistant, PUR

Cliff Ambers, PT Makerspace Assistant, BRM (JUNE)

To be posted/recently closed

FT Adult Services Librarian, STR

FT Makerspace Assistant, GUM

PT Circulation Services Library Assistant, PUR

PT Adult Services Library Assistant, PUR

Currently Interviewing

ASH PT Children's Assistant

RUST PT Adult Services Librarian

Loudoun County Public Library Board of Trustees INFORMATION ITEM SUMMARY: IIO3 LBOT Awards in Recognition of LCPL Staff

SUBJECT:	LBOT Awards in Recognition of LCPL Staff
CONTACT:	Chair Monti Mercer and Deputy Director Mike Van Campen
ACTION DATE:	May 21, 2025
RECOMMENDATION:	Deputy Director Van Campen provided the Board with printouts for the nominations on April 16, 2025. The LBOT will review the nominations and determine the winners of all five awards in a closed session at the May 21, 2025 meeting. The LBOT award ceremony will be held during the LBOT meeting on June 18, 2025.
BACKGROUND:	In February 2023, the LBOT established the LBOT Mission and Newcomer Awards to recognize outstanding LCPL staff whose work especially exemplifies the Misson of LCPL which is Inspiration, Information, Innovation, and Inclusion. There were five awards: one for each of the four components of the Mission statement; and a Newcomer Award for a new staff member. For FY2025, the Newcomer Award is being replaced by Leadership Award in memory of Aaron Paul DuPlissey.
ISSUES:	
FISCAL IMPACT:	The Loudoun Library Foundation will underwrite this program through a grant.
DRAFT MOTION:	
ATTACHMENTS:	
NOTES:	
ACTION TAKEN:	

Loudoun County Public Library Board of Trustees INFORMATION ITEM SUMMARY: II04 LBOT Chair and Vice Chair Nomination

SUBJECT:	LBOT Chair and Vice Chair Nomination
CONTACT:	Trustees
ACTION DATE:	May 21, 2025
RECOMMENDATION:	
BACKGROUND:	Per LBOT Bylaws, the election of Chair and Vice Chair needs to take place annually. At the April 2025 LBOT meeting, Chair Mercer and Trustee Colucci discussed the Chair and Vice Chair elections for FY 2026 during the committee reports section. The Nominating Committee will present the slate of the nominees and ask for nominations from the floor at the June 2025 LBOT meeting.
ISSUES:	
FISCAL IMPACT:	
DRAFT MOTION:	
ATTACHMENTS:	
NOTES:	
ACTION TAKEN:	

Library Trust Funds Holdings

4/30/2025

Irwin Uran Trust						
Fund	\$	96,692.40	LGIP*	4.435%		
Symington Trust Fund	\$	99,601.37	LGIP*	4.435%		
			CD**	Trade Date	Maturity	APR
	\$	904,757.79	FVC Bank	03/18/25	03/18/30	4.057%
	\$	990,312.07	Bank of Charles Town	02/26/24	02/26/27	4.710%
	\$	1,014,309.35	Bank of Charles Town	03/23/23	03/23/28	4.190%
	\$	996,728.97	Bank of Charles Town	03/31/24	03/31/29	4.490%
	\$	929,687.51	John Marshall Bank	04/22/25	04/22/30	4.090%
Symington Total	\$	4,935,397.06				
James Horton Trust	Ī					
Fund	\$	37,109.91	LGIP*	4.435%		

^{*}LGIP balances available for expenses

^{**}CD balances subject to penalty for early withdrawal

Irwin Uran Trust Fund Fund 1220 FY25

Beginning Ralance			rior Mo	l	Revenue	l _			ding Balance		nterest		ding Balance	Average	
Month		Balance	Ad	justment	(D	onations)	E	xpenses	Ora	cle-Interest*	<u> </u>	Earned*	Or	acle+Interest	LGIP Rate
July	\$	92,880.36	\$	-	\$	-	\$	-	\$	92,880.36	\$	418.89	\$	93,299.25	5.412%
August	\$	93,299.25	\$	-	\$	-	\$	-	\$	93,299.25	\$	420.00	\$	93,719.25	5.402%
September	\$	93,719.25	\$	-	\$	-	\$	-	\$	93,719.25	\$	411.90	\$	94,131.15	5.274%
October	\$	94,131.15	\$	-	\$	-	\$	-	\$	94,131.15	\$	393.78	\$	94,524.93	5.020%
November	\$	94,524.93	\$	-	\$	-	\$	-	\$	94,524.93	\$	379.28	\$	94,904.21	4.815%
December	\$	94,904.21	\$	-	\$	-	\$	-	\$	94,904.21	\$	365.46	\$	95,269.67	4.621%
January	\$	95,269.67	\$	-	\$	-	\$	-	\$	95,269.67	\$	356.39	\$	95,626.06	4.489%
February	\$	95,626.06	\$	-	\$	-	\$	-	\$	95,626.06	\$	355.97	\$	95,982.03	4.467%
March	\$	95,982.03	\$	-	\$	-	\$	-	\$	95,982.03	\$	354.73	\$	96,336.76	4.435%
April	\$	96,336.76	\$	-	\$	-	\$	-	\$	96,336.76	\$	355.64	\$	96,692.40	4.430%
May	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	0.000%
June	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	0.000%
Total FY	\$	92,880.36	\$	-	\$	-	\$	-	\$	92,880.36	\$	3,812.04	\$	96,692.40	

^{*}Interest Earnings Based On Average LGIP Rate For the Month

James Horton Prog for the Arts Trust Fund Fund 1222 FY25

Beginning		Prior Month	F	Revenue			En	ding Balance		Interest	En	ding Balance	Average	
Month		Balance	Adjustment	(D	onations)	s) Expenses (Ora	acle-Interest*	Earned*		Or	acle+Interest	LGIP Rate
July	\$	33,575.19	\$ -	\$	-	\$	-	\$	33,575.19	\$	151.42	\$	33,726.61	5.412%
August	\$	33,726.61	\$ -	\$	-	\$	-	\$	33,726.61	\$	151.83	\$	33,878.44	5.402%
September	\$	33,878.44	\$ -	\$	-	\$	-	\$	33,878.44	\$	148.90	\$	34,027.34	5.274%
October	\$	34,027.34	\$ -	\$	2,000.00	\$	-	\$	36,027.34	\$	150.71	\$	36,178.05	5.020%
November	\$	36,178.05	\$ -	\$	100.00	\$	-	\$	36,278.05	\$	145.57	\$	36,423.62	4.815%
December	\$	36,423.62	\$ -	\$	-	\$	-	\$	36,423.62	\$	140.26	\$	36,563.88	4.621%
January	\$	36,563.88	\$ -	\$	-	\$	-	\$	36,563.88	\$	136.78	\$	36,700.66	4.489%
February	\$	36,700.66	\$ -	\$	-	\$	-	\$	36,700.66	\$	136.62	\$	36,837.28	4.467%
March	\$	36,837.28	\$ -	\$	-	\$	-	\$	36,837.28	\$	136.14	\$	36,973.42	4.435%
April	\$	36,973.42	\$ -	\$	-	\$	-	\$	36,973.42	\$	136.49	\$	37,109.91	4.430%
Мау	\$	-	\$ -	\$	-	\$	-	\$	-	\$	-	\$	-	0.000%
June	\$	-	\$ -	\$	-	\$	-	\$	-	\$	-	\$	-	0.000%
Total FY	\$	33,575.19	\$ -	\$	2,100.00	\$	-	\$	35,675.19	\$	1,434.72	\$	37,109.91	

^{*}Interest Earnings Based On Average LGIP Rate For the Month

Symington Trust Fund 1223 FY25

Month		Beginning	ior Month	ı	Revenue				nding Balance		Interest Earned		D Interest	nding Balance	Average
	_	Balance	djustment		onations)	_	Expenses	-		÷	@ LGIP Rate**	_			LGIP Rate
July	\$	4,852,337.34	\$ -	\$	-	\$	-	\$	4,852,337.34	\$	431.49	\$	-	\$ 4,852,768.83	5.412%
August	\$	4,852,768.83	\$ -	\$	-	\$	-	\$	4,852,768.83	\$	432.64	\$	-	\$ 4,853,201.47	5.402%
September	\$	4,853,201.47	\$ -	\$	-	\$	-	\$	4,853,201.47	\$	424.29	\$	-	\$ 4,853,625.76	5.274%
October	\$	4,853,625.76	\$ -	\$	-	\$	-	\$	4,853,625.76	\$	405.63	\$	-	\$ 4,854,031.39	5.020%
November	\$	4,854,031.39	\$ -	\$	-	\$	-	\$	4,854,031.39	\$	390.69	\$	-	\$ 4,854,422.08	4.815%
December	\$	4,854,422.08	\$ -	\$	-	\$	-	\$	4,854,422.08	\$	376.46	\$	-	\$ 4,854,798.54	4.621%
January	\$	4,854,798.54	\$ -	\$	-	\$	-	\$	4,854,798.54	\$	367.11	\$	-	\$ 4,855,165.65	4.489%
February	\$	4,855,165.65	\$ -	\$	-	\$	-	\$	4,855,165.65	\$	366.68	\$	-	\$ 4,855,532.33	4.467%
March	\$	4,855,532.33	\$ -	\$	-	\$	-	\$	4,855,532.33	\$	365.41	\$	54,504.48	\$ 4,910,402.22	4.435%
April	\$	4,910,402.22	\$ -	\$	-	\$	-	\$	4,910,402.22	\$	366.34	\$	24,628.50	\$ 4,935,397.06	4.430%
Мау	\$	-	\$ -	\$	-	\$	-	\$	-	\$	-	\$	-	\$ -	0.000%
June	\$	-	\$ -	\$	-	\$	-	\$	-	\$	-	\$	-	\$ -	0.000%
Total FY	\$	4,852,337.34	\$ -	\$	-	\$	-	\$	4,852,337.34	\$	3,926.74	\$	79,132.98	\$ 4,935,397.06	

CD's as of 4/30/2025

\$ 929,687.51	John Marshall Bank	4/22/2025	4/22/2030	4.090%
\$ 904,757.79	FVC Bank	3/18/2025	3/18/2030	4.057%
\$ 990,312.07	Bank of Charles Town	2/26/2024	2/26/2027	4.710%
\$ 1,014,309.35	Bank of Charles Town	3/23/2023	3/23/2028	4.190%
\$ 996,728.97	Bank of Charles Town	3/31/2024	3/31/2029	4.490%
\$ 4,835,795.69	-			

^{*}Ending Balances include CD's and Money Market balances - see holding tab
**Interest Earnings on funds invested at LGIP - Based On Average LGIP Rate For the Month