

BOARD OF LIBRARY TRUSTEES FOR BALTIMORE COUNTY

MINUTES OF THE MEETING

May 19, 2026

A meeting of the Board of Library Trustees was held on Tuesday, May 19, 2026, at the Owings Mills Library. The meeting was called to order at 8:04 am by Board President Ms. Cheikh. Other Board members present were Ms. Ganguly, Dr. Lin-Chen, and Ms. Walsh David. Mr. Netzer and Ms. West were absent. Ms. Cruz arrived at 8:11.

Staff in attendance: Erin Baker, Chief Public Services Officer; Ann Beegle, Chief External Affairs Officer; Jen Evans, Executive Assistant; Rachel Jackson, Chief Steward; Kevin Jayce, Assistant Library Manger; Michelle Romney, Director of Human Resources; and Helen Rowe, Director of Fiscal Services.

COMMUNICATION

Minutes

The Board approved the minutes of April 21, 2026 (**Ganguly/Walsh David**).

Correspondence

The Board received the Union Report via email.

Changes to the Agenda

None.

Comments from the Public

None.

REPORTS

The Board received branch and department reports prior to the meeting.

Public Services

Ms. Baker and Ms. Beegle attended the Maryland Library Association Conference. Ms. Baker shared that North Point Circulation Manager Ms. Jacob was awarded the Outstanding Support Staff Award, and Ms. Strittmatter, Youth and Family Engagement Manager, is the MLA President Elect. Ms. Baker shared the progress of the Woodlawn renovation and efforts of many levels of management to work with Cockeysville to address teen behavior. Ms. Baker touched on the incident with a customer at Hereford, and steps taken to assess staff safety and to provide trauma support.

Ms. Cheikh was pleased to hear about the support offered to Hereford staff by the Administration. Ms. Cheikh also stressed the importance of educating the public about the mix-up with mail in ballots for the upcoming primary.

Ms. Cruz arrived.

Owings Mills Report

Mr. Jayce, Assistant Library Manager, discussed the diverse community served by the Owings Mills branch. The Branch is not as embedded in a neighborhood as other locations and sees a very wide range of customers as a regional hub. The branch registers a very high number of new library cards and partners with CCBC to provide English language support for the community.

External Affairs

Ms. Beegle thanked Owings Mills for hosting *Books That Shaped Us*. Owings Mills has the largest meeting space in the system and frequently is the host of high interest events. Ms. Beegle shared information about the kickoff for Summer Reading, which will be held at Arbutus on June 6 and summer meals for youth, which begin on June 24.

The Foundation has finalized the authors for *Booked for Baltimore County* and is working on the details of BCPL's participation in America 250. In April, for Library Giving Week and Day, the Foundation secured gifts totaling over \$49,000.

Ms. Walsh David asked if the Foundation tracked attendees at *Booked for Baltimore County* events. Ms. Beegle reported that only the name of the customer securing the tickets, not who attended with them. Dr. Lin-Chen inquired about having more options to secure group tickets and return those that will not be used.

Capital Projects

Ms. Baker shared the Capital Projects Dashboard. The digital monument sign project at Rosedale and White Marsh should begin soon. The Office of Information Technology is finalizing the procurement of equipment for both branches. Group study rooms have been installed at Parkville, and acoustic dampeners will be installed to help manage privacy and noise. New children's furniture will be installed at Arbutus in time for the SRC Kickoff event. Phase 1 of the HVAC project at North Point is complete. Due to ongoing issues in the workroom, a chiller was delivered to be utilized until the June closure. The installation of temporary stairs at Loch Raven should be completed in time to accommodate summer meals. Outdoor furniture has been installed at Essex, Cockeysville, and Reisterstown. In Hereford, BCPL is working with Property Management to identify a remedy for persistent water issues.

Statistical Dashboard

The Statistical Dashboard was shared with the Board in advance of the meeting. The Board had no questions for Ms. Baker.

Fiscal Services

Ms. Rowe reported that the gap between revenues and expenditures has shrunk, and BCPL has not needed to use fund balance. There is no notable change in any category. At the request of Baltimore County Budget and Finance, BCPL will be pre-paying for some goods and services for FY 2027 before the end of FY 2026. Fiscal Services is working with CliftonLarsonAllen on preliminary documents for the upcoming audit.

Ms. Cheikh expressed support for an upgrade to the software used by Fiscal Services and Human Resources. Ms. Walsh David asked what was used by Baltimore County, which is Workday. Ms. Rowe

shared that Office of Information Technology, and the Office of Budget and Finance did not feel that Workday was the appropriate software for BCPL in either cost of functionality.

Human Resources

Ms. Romney shared highlights from the Human Resources Report. BCPL has 508 active employees. Human Resources will continue with recruitment, as necessary. Human Resources will continue to work with Fiscal Services and other partners on selecting a vendor to provide a new Human Resources information system. Staff are now able to express interest in testing for eligibility for multi-lingual pay. HR staff continue to work to develop a new longevity pay plan. The project to revise employee handbook policies continues, and the Board will see many policies on future agendas.

Ms. Cheikh requested that policies be sent to the Board as soon as they are ready.

Union Report

Ms. Jackson reviewed the Union Report for the Board. She shared that Micha Yankovich will be stepping in as interim chief steward while Ms. Jackson is on leave.

The Union continues to support a new Human Resources information system. Concern has been expressed about teen behavior in the library. Staff struggle to find a solution that welcomes them into BCPL's spaces and addressed rowdy behavior. Other issues this month included a gas leak at Catonsville which has been addressed; a vehicle that struck the Cockeysville building, damage was repaired by Property Management; and the assault on two staff by a Hereford customer.

The Labor Management Committee will be discussing in-charge premium pay, multi-lingual pay, the Hereford incident, and best practices to support staff as they deal with teens.

Board President's Report

Ms. Cheikh thanked the Owings Mills staff for hosting the Board meeting and congratulated them on their recent event successes. Ms. Cheikh stressed that diversity, equity, and inclusion and security of the staff and public were top concerns of the Board.

Ms. Cheikh thanked Ms. Baker, Ms. Beegle, and others for their follow up to the recent incident at the Hereford Library and for their efforts to stabilize operations as the search for an Executive Director begins.

Ms. Cheikh thanked the Search Committee (Ms. Walsh David, Ms. Ganguly, and Dr. Lin-Chen) for their work selecting the search firm.

Closed Session

During the April closed session, the Board discussed the appointment of an employee and their salary scale.

Board Executive Committee

The Executive Committee met this month, discussed the Chief Operations Officer position, and heard concerns and updates from the leadership team.

Search Committee

Ms. Walsh David shared that the Search Committee has selected Bradbury Miller Associates to conduct the search for an Executive Director. A survey will be sent to members of the staff and union. Additional virtual or in-person input sessions will be held, as necessary.

Ms. Walsh David thanked Mr. Otto, Purchasing and Grant Specialist, for his assistance in the selection process.

OLD BUSINESS

None.

NEW BUSINESS

Appointment of Nominating Committee

Ms. Cheikh appointed Ms. West, Mr. Netzer, and Ms. Cruz to a Nominating Committee. A slate of officers for FY 2027 will be presented for consideration at the June meeting.

Revised Board Bylaws

The Board voted to approve revised bylaws. The most notable change was updating instances of the title of CEO to Executive Director **(Walsh David/Ganguly)**.

CLOSED SESSION AND ADJOURNMENT

Ms. Cheikh called for a motion to close the public portion of the meeting at 8:59 am under General Provisions Article § 3-305 (b) (1) to consider personnel matters related to a specific employee or employees and to adjourn from closed session **(Walsh David/Lin-Chen)**. Aye: Cheikh, Cruz, Ganguly, Lin-Chen, and Walsh David. Absent: Mr. Netzer and Ms. West. Ms. Beegle and Ms. Baker were present for the closed session.

A statement about the closed session will be provided at the next regular meeting of the Board.

Submitted by

Claudia Cruz

Secretary to the Board of Library Trustees