

**Florida Library Association
Board of Directors Meeting Minutes
November 19, 2021, 11:02PM – 12:13PM**

BOARD MEMBERS PRESENT

(VM = Voting Member)

Voting Members

Phyllis Gorshe, President (VM)
Shane Roopnarine, Vice President, President Elect (VM)
Laura Spears, Past President (VM)
Marina Morgan, Secretary (VM)
Natalie Houston, Region 3 Director (VM)
Matthew David, Treasurer (VM)
Ray Baker, Region 1 Director (VM)
Sonya Chapa, Region 2 Director (VM)
Alyssa Koclanes, Region 4 Director (VM)
Michael Sullivan, Region 5 Director (VM)
Keila Zayas-Ruiz, Region 6 Director (VM)
Heather Sostrom, ALA Councilor (VM)

Non-Voting Members

Allison Grubbs, Intellectual Freedom Committee
Joshua Stone, Intellectual Freedom Committee
Cheryl Wolfe, DEIA Committee Chair
Amy Johnson, State Library of Florida
Natalie Taylor, USF

BOARD MEMBERS ABSENT

(VM = Voting Member)

Robert Stuart, Jr., GrayRobinson
Eric Head, Advocacy and Legislative Committee Chair

FLA Staff

Karen Layton, Communications and Events Manager

1. Quorum and Agenda Review

- A. Call to Order: President Phyllis Gorshe called the meeting to order at 11:02 AM.
- B. Establishment of quorum: Secretary Marina Morgan confirmed that a quorum was present at that time.
- C. Ex-Officio Reports
 - Amy Johnson, State Librarian and Director of the Division of Library and Information Services (DLIS) provided a few updates:

- House Bill 2729 related to Career Online High School funding for next year has been filed.
 - DLIS Division is preparing for the Public Library Directors' meeting on December 7 and 8, 2021. 135 people registered for the meeting that will be hosted both in-person and online. The FLA Public Library Directors Interest Group will meet during the Public Library Directors' meeting event as well.
 - December 13, 2021, will be the next DLIS online discussion.
 - The January 10 DLIS online discussion topic will be the quarterly division update where information about upcoming events and programs will be shared.
 - Robert Stuart, GrayRobinson was absent at that time, report given by Phyllis Gorshe, President.
 - Library Day is scheduled for January 19, 2022. A reception will be hosted by GrayRobinson on January 18.
 - Eric head, Advocacy and Legislative Committee Chair, Amy Johnson, State Library of Florida, and Phyllis Gorshe, President, met with the Secretary of State, Laurel Lee on November 8, 2021. The meeting included discussions on State aid to libraries, Career Online High School, and construction grants. FLA Legislative Platform was also shared with her and an invitation was extended to the reception hosted by GrayRobinson on January 18, 2022.
 - Karen Layton, Communications and Events Manager was absent, Phyllis Gorshe, President, provided a brief report.
 - Membership renewals are being processed.
 - Conference planning underway
 - Item agenda for February Board meeting to reach out to exhibitors and sponsors
 - Member registration open in November
 - Florida Libraries Journal fall edition will be published in early December.
- D. Statement on Freedom to Read
- Natalie Houston, Region 3 Director, shared the FAME statement
 - Shane Roopnarine, Vice President, President-Elect, provided a brief background on the current events in the State surrounding removal of reading material without professional input.
 - Phyllis Gorshe, President, received a call from a Tampa Bay Times reporter asking about an official statement from FLA.
 - Shane Roopnarine, Vice President, President-Elect, made a motion to endorse FAME statements regarding the freedom to read. Natalie Houston, Region 3, seconded. All in favor. No further discussion. Motion passed unanimously.

2. Consent Agenda

A. Minutes of October 17, 2021

- Ray Baker, Region 1 Director moved to approve the minutes. Sonya Chapa, Region 2 Director, seconded. No further discussion. Motion passed unanimously.

3. Financials (Matthew David, Treasurer)

A. Budget as of October 31 was presented:

- Total Income \$293,943
 - Total of membership amount is \$165,452.
 - Annual conference total amount is \$70,906

- Advertising total amount \$2,220
 - Total Expenses \$310,537
 - Operations expenses \$19,861
 - Administrative \$10,148
 - Professional fees \$42,407. We are in the process of confirming what the fees for next year are going to be.
 - Salaries & Wages-Contract Labor \$26,075
 - Bottom line \$16,594 in the red
 - Year-to-end bottom line projection \$55,878 in the red
 - Since in the operating accounts we have \$105,629 which is above the \$10,000 threshold in the checking account, we do not anticipate transferring any funds from the reserves this current year.
- B. Balance Sheet as of October 31 was presented:
- C. Carroll and Company Accountant's Compilation Report presented.
- Operating account has \$105,629.70
 - Hancock Money Market Account has \$231,183.25
 - No transfer from the reserves this year
- D. Michael Sullivan, Region 5 Director, moved to approve the financials pending file name corrections. Laura Spears, Past President, seconded. All in favor. No further discussion. Motion passed unanimously.

4. Old Business

- A. Interim Executive Director Recommended Candidate
- Shane Roopnarine, Vice President, President Elect, gave a brief update from the Human Resources Committee. Four candidates interviewed in the first round. Two top candidates interviewed, one in Tallahassee, one via GoToMeeting.
 - HR Committee's recommendation is Jennifer Pratt. Start date will be December 1st and the contract will be for 30 hours a week. \$5,000/month.
 - Shane Roopnarine, Vice President, President Elect made a motion to accept Jennifer Pratt as the FLA Interim Director Candidate and accept the contract as drafted and a reviewed. Ray Baker, Region 1 Director seconded. All in favor. No further discussion. Motion passed unanimously.
- B. Privatization Statement Discussion
- Shane Roopnarine, Vice President, President Elect, and Ray Baker, Region 1 Director, presented. Both drafted two possible updates to FLA's Statement on Privatization of Publicly Supported Libraries.
 - A discussion ensued about publicly supported libraries being privatized, support for FLA members, labor unions, sponsorship, FLA exhibitor requests rules, and not accepting sponsorship and advertising, but accepting their membership from companies that attempt to privatize public libraries.
 - 4B_Draft Revisions of FLAs Statement on Privatization can be reviewed [here](#).
 - Shane Roopnarine, Vice President, President Elect, and Ray Baker, Region 1 Director, will continue to work on the statement.
- C. Bylaws Task Force Update
- A new Committee Meeting tentatively scheduled for December

5. New Business

- A. Nominating Committee
- Laura Spears, Past President, will chair the Nominating Committee

- Michael Sullivan, Region 5 Director, volunteered to serve on the committee. Laura will reach out to Eric Head, Past President, to ask whether he is interested in joining the committee. New meeting in December.
- B. 2022 Draft Budget
- Estimates are made and added in column P, REV. DRAFT BUDGET 2022: FOR A BALANCED BUDGET
 - FLA must win back lapsed members and recruit new members
 - Estimates are conservative but increased over 2021 budget
 - Annual conference income estimated at \$146,133
 - Annual conference expenses estimated at \$127,000
 - FLA 2022 will offer virtual components which increases the expenses.
 - Professional fees for booking and accounting company are higher (\$22,900) based on elevated rate for 2022. They have been invited to the December Finance Committee meeting.
 - Payroll
 - Interim Executive Director salary \$30,000 for 6 months in 2022.
 - Administrative Assistant position on hold until the permanent executive director will make that call on who to hire.
 - Social Media contract was renewed through August of 2022. A discussion ensued about the possibility of the administrative assistant position to take on social media tasks or perhaps an FLA committee, such as Communications or Marketing Committee. Natalie Houston, Region 3 Director, will take this issue to the Communications Committee.
 - Matthew David, Treasurer, concluded with a lower deficit projection of \$40,000 or maybe less.
- C. Statement on Freedom to Read
- Covered under 1D

6. Announcements/Other Reports/Member Comments

- A. ALA Councilor Report
- Heather Sostrom, ALA Councilor presented the ALA Councilor Report
 - Megan Cusick, Assistant Director, State Advocacy (ALA Public Policy and Advocacy Office) invited Heather Sostrom, ALA Councilor, and Phyllis Gorshe, President to the 2021 NCSL Legislative Summit in Tampa:
- B. Director Committee Liaison Updates
- Awards and Honors – Matthew David, Treasurer, went over the recommendations from the awards committee.
 - Proposal 1 – change name to Leader of the Year.
 - Proposal 2 – to create survey to send out on institutional membership.
 - Keila and Phyllis thought Proposal #1 was already approved by the board and Laura Spears, past president confirmed. Proposal #2 will need to be discussed further as we send out survey to the FLA membership.
 - DEIA Committee – Cheryl Wolfe, DEIA Committee Chair, shared update on most recent diversity discussion. GoToMeeting does not have captioning capability. An intermittent solution could be to go back to recording and send log of recording. We will need to think about future solutions – interpreters at live events and online platform with captioning ability.
 - The committee is working on their January diversity discussion.

- The committee has put together a draft image guidelines statement and is still getting input from the committee. Once complete, they will submit to board for approval.

7. Adjourn

- A. President Phyllis Gorshe ended the meeting at 12:41PM. Matthew David, Treasurer, made motion to adjourn. Keila Zayas-Ruiz, Region 6 Director, seconded. All in favor. No further discussion. Motion passed unanimously.
- B. Next scheduled Board of Directors Meeting: December 17, 2021, at 11:00AM.