



Library Advisory Board Meeting

Thursday, February 17

ZOOM: 983 3133 2641 | Passcode: 821018

12:00 pm

Allen
Rosenthal
Pearson

Murphy
Tempestini
Knuth

Boam
Conway
Aoh

AGENDA

1. ***Call to Order***
2. ***Approval of Minutes – January 20, 2022***
3. ***Library Reports***
 - a. Report of Director
 - b. Review of Financial Report
 - c. Statistical and Other Reports
 - d. Report of District Consultant
4. ***Board and Committee Reports***
 - a. Report of County Council Liaison
 - b. Report of Friends and ERLF
5. ***Unfinished Business***
 - a. Established committees
6. ***New Business***
 - a. Department Leave Policy-
 - b. Collection Development Policy
7. ***Adjournment***
8. ***Appendix***
 - a. News Articles

1. Call to Order
2. Approval of Minutes – January 20, 2022
3. Library Reports

- a. Report of Director

Advisory Board Director’s Report

- Library job postings currently live: Library director through 2/14 (this was extended), Children’s Librarian (2/18), Administrative Officer II (2/18)
- ARP funds – thank you to Jessica Church who shepherded the ECPL proposal to receive ARP funds. We are applying to receive funding for a variety of projects, including outreach, Idea Lab upgrades, District rotating collection improvements, e-resources content, and increased technology access.
- Idea Lab grant – ECGRA recently notified us of a grant opportunity for the Idea Lab. The grant would fund Idea Lab programming, equipment, and supplies. It is a 3-year matching grant. The Idea Lab team is working on creating a proposal and reaching out to potential matching funders.
- Programs – a variety of programs are offered at all locations, both in person and virtually. Check our event calendar for current offerings
 - The Blasco Film Series has resumed, this time on Saturdays. Films are shown one Saturday a month and each film is shown twice: once with closed captions and once without.
 - Book clubs: there are a variety of book clubs offered at the libraries, including:
 - New Book Club at Lincoln – read newly released titles
 - American Girl Book Club at Iroquois – children will read a book from the Kit series, meet a newspaper reporter, and get a visit from the Bookmobile
 - Adventures in Reading at Iroquois – children will read Hatchet, learn about first aid and building shelters, and receive a visit from an EMT
 - Book Club in a Bag at Millcreek – participants will read a title from our book club in a bag collection and discuss
 - NEA Big Read – this virtual book club is part of the NEA Big Read grant and will focus on Simon Winchester’s nonfiction book *Land*
 - The Idea Lab has ongoing programs including on 3D printing, mending, the Cricut, Podcasting, and becoming certified on the new Glowforge (laser cutter/engraver)
- Youth Services

- b. Review of Financial Report

- c. Statistical and Other Reports

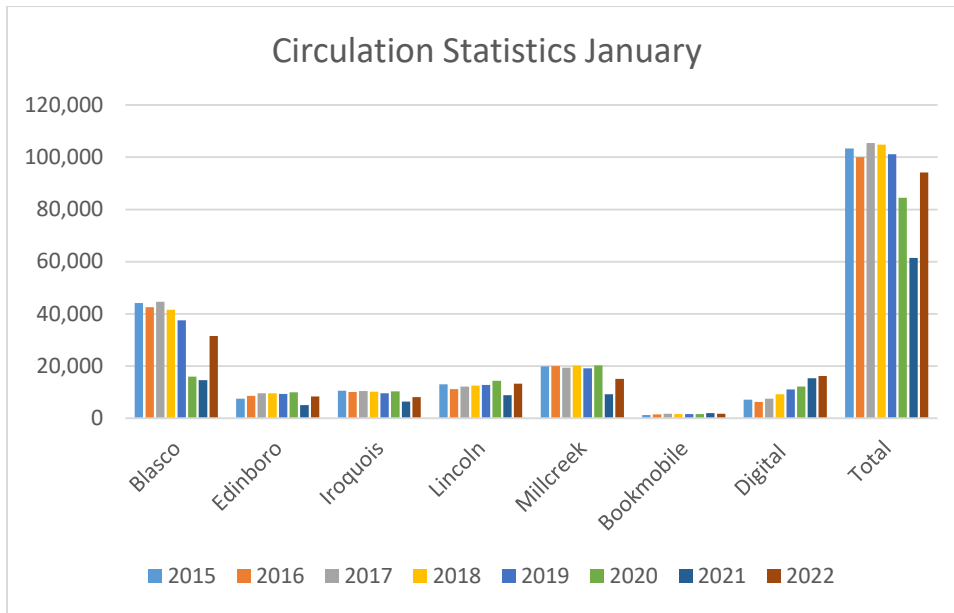


January 2022 Statistics
2021 Numbers Snapshot

- **74** STEM specific programs (not kits) offered in 2021
- **169** passive (kits/take and make) programs offered, **7,097** participants
- **3,755** WiFi logins in December, **32,899** logins in 2021
- **519** live programs offered, **9,446** attendees

- 41 recorded/asynchronous programs offered, 7,229 viewers
- 29,332 reference questions answered (not counting directional)

Circulation



	2015	2016	2017	2018	2019	2020	2021	2022
Blasco	44,131	42,512	44,687	41,536	37,585	15,909	14,593	31,483
Edinboro	7,466	8,661	9,593	9,600	9,311	9,905	5,030	8,364
Iroquois	10,539	10,025	10,492	10,208	9,597	10,340	6,445	8,083
Lincoln	13,002	11,151	12,164	12,525	12,766	14,411	8,865	13,261
Millcreek	19,826	19,999	19,345	20,130	19,132	20,200	9,179	15,106
Bookmobile	1,264	1,445	1,683	1,627	1,595	1,571	2,017	1,716
Digital	7,101	6,278	7,482	9,209	11,113	12,207	15,312	16,179
Total	103,329	100,071	105,446	104,835	101,099	84,543	61,441	94,192

d. Report of District Consultant

4. Board and Committee Reports

- a. Report of County Council Liaison
- b. Report of Friends and ERLF

5. Unfinished Business

- a. Established committees
DEI (Correy is contact) and DIRT (Anitra is contact)

6. New Business

a. Department Leave Policy-

Policy puts in writing the department-specific method of granting leave to staff, in accordance with applicable bargaining agreements. Policy mirrors how department has scheduled historically but formalizes it in writing.

Erie County Public Library Policy Manual

SECTION:	APPROVAL OF REQUESTED LEAVE TIME
NUMBER:	###
REVIEWED:	
EFFECTIVE DATE:	
PAGE:	1 of 2

All leave time is approved by managers in accordance with the current applicable bargaining agreements, including library-specific appendices. Within the parameters of the bargaining agreements, the following are library-specific rules.

Forecasted Leave – In October of each year all bargaining staff are provided with a form to complete to forecast their leave uses for the following year. Forms are returned to managers by a provided due date and managers review each request. Leave is approved by seniority and each employee will receive their form back from their manager before the Thanksgiving holiday with confirmed dates approved and any unapproved dates noted.

Each manager will maintain a list of unapproved dates and the order in which staff members requested. These will be used to grant leave requests in the event a more senior staff member cancels his or her leave time on a requested day. Leave requests will then be approved on a first request, first approved basis.

Requested Leave – Staff members may request leave throughout the year outside of their forecasted dates. Leave will be granted on a rolling basis. If two staff members request the same day off at the same time, the more senior staff member will receive the leave approval.

Leave Rules – In order to ensure the continued success of library operations, the following restrictions are in place regarding the number of staff who may be approved for leave time at a given time. In addition to the rules below, additional staff may be granted day-of leave based on operational needs and at the department manager's discretion.

Use of Vacation/Personal In Combination with Holiday for Part-Time Staff:

Part-time staff are awarded 4 hours of holiday pay on the observance of a county holiday (Union Contract Section 15-A.8). They may elect to: work the additional shift hour(s) on another day in the same pay period (with manager approval) or use personal/vacation time to complete the total hours for the missed shift. If using PTO, those hours are not subject to the vacation awarding standards described in this policy.

Blasco Clerical – For the purposes of this policy, Blasco clerical staff include staff assigned to the Bookmobile. Up to three (3) Blasco clerical staff members may be approved for leave time Monday through Thursday. Up to two (2) Blasco clerical staff members may be approved for leave time on Fridays and Saturdays.

Branch Clerical – All branch clerical staff are considered to be part of a single pool. This includes staff members at the Edinboro Branch Library, Iroquois Avenue Branch Library, Lincoln Community Center Library, and Millcreek Branch Library. Up to three (3) branch staff members may be approved for leave time Monday through Thursday. Up to two (2) branch staff members may be approved for leave time on Fridays and Saturdays.

Adult Services – All Adult Services staff, including professional librarians and library assistants, are considered part of a single pool. Adult Services can accommodate two (2) members being off Monday through Friday and one (1) on Saturday. Requests beyond this are kept in date order and may be granted based on per diem availability.

Business Office – Up to two (2) Business Office staff members may be approved for leave time Monday through Friday.

Technical Services – Up to three (3) Technical Services clerical staff members may be approved for leave time Monday through Friday.

Youth Services – All Youth Services staff are considered part of a single pool. This includes children’s librarians, the Teen Services librarian, and the HACE Library Assistant. Youth Services can accommodate two (2) members being off Monday through Thursday and one (1) off Friday and Saturday. Requests beyond this are kept in date order and may be granted based on per diem availability.

b. [Collection Development Policy](#)

Board must review annually the collection development policy.

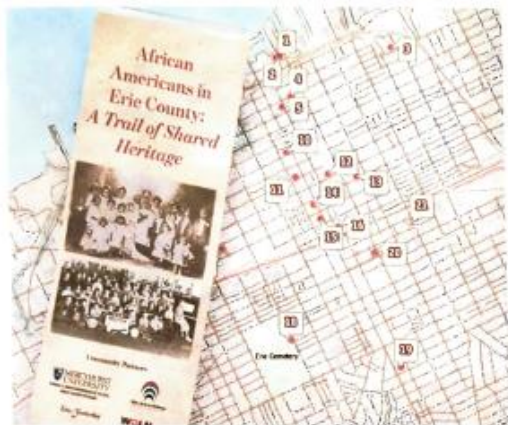
7. [Adjournment](#)

8. [Appendix](#)

a. [News Articles](#)

A Trail of Shared Heritage

Learning more about Erie's Black history firsthand



(left) This brochure documents 29 sites related to African-American history in Erie County. The information can also be found at www.sharedheritage.org. **(bottom right)** Debbi Lyon, library assistant in the Heritage Room at Blasco Library, is one of many people who contributed to the "Shared Heritage" community project. She's holding *Journey from Jerusalem, An Illustrated Introduction to Erie's African American History, 1795-1995*, by Sarah Thompson with Karen James.

By Liz Allen

The effort to recognize the Britton Funeral Home and other Black funeral businesses in Erie comes at a time when "African Americans in Erie County: A Trail of Shared Heritage," a community project, is broadening its reach.

In December, the Pennsylvania Humanities Council awarded a \$16,000 grant to the project to install markers at 10 of 29 historic sites listed on the trail's website, sharedheritage.org. The sites are documented in the project's four-fold brochure.

Chris Magoc, Ph.D., history professor at Mercyhurst University, has been involved from the beginning with "African Americans in Erie County: A Trail of Shared Heritage," a collaborative effort of Mercyhurst, Erie Arts & Culture, Erie-Yesterday and WQLN.

He explained the project's origin in this question-and-answer, lightly edited for clarity.

Liz Allen: How did you originally get interested in the Shared Heritage project?

Chris Magoc: It began in the 2011-12 school year. The Edinboro Area Historical Society received a grant from the Pennsylvania Historical and Museum Commission to put together an exhibit on the civil rights legacy of Leroy and

Beatrice Smith.

The other piece of the grant was to develop a draft of a countywide trail of African-American history. Our public history student, Adriana Houseman, did a wonderful job doing just that — working with retired Erie teacher Johnny Johnson and drawing on *Journey from Jerusalem, An Illustrated Introduction to Erie's African American History, 1795-1995*, by Sarah S. Thompson with Karen James, to develop the brochure that was Adriana's senior project.

There it sat for five years, until the Erie Times-News needed a Black History Month story in February 2017. Our PR officer, Debbie Morton, reached out to me. Well, I've got this tour, I said. Next thing we know, we have the front-page story and I had a chance to meet Johnny, through Melinda Meyer. (Melinda is president of Preservation Erie and chair of the city of Erie's Historic Review Commission.)

From that point, we — Johnny, Melinda, Sarah Thompson initially, and me — started meeting to lay out the project. A \$3,000 grant from Erie Arts & Culture in fall 2017 got us moving.

It took nearly three full years to get the project completed, including working with Johnny at WQLN to record the five oral histories in 2018, some of

the most remarkable oral histories I have ever had the honor to be part of.

Then I was able to engage another of our students to help develop the website. Content came from Johnny's Lawrence family archives, from *Journey from Jerusalem*, and from Erie County Library Assistant Debbi Lyon's wonderful collection at the Heritage Room at Blasco Library, truly a collaborative effort.

LA: What keeps you engaged?

CM: The history itself is so richly fascinating and magnetic for anyone with an interest in American history — stories of courage and heroism and expanding American freedom, stories of entrepreneurial innovation, of interracial progress. My wife Mary Ellen grew up on the land once owned by a former enslaved person, Boe Bladen. That just blew my little mind. We never know what history is under our very feet. Ada and Earl Lawrence and the Pope Hotel and Pontiacs perhaps and on to Celestine Davis fighting to

celebrate the King holiday in the Erie School District years before it was a federal holiday.

The Gospel Hill Cemetery is so moving. So many of the sites and stories are just endlessly interesting, enriching of — and inextricably entwined with — the overall history of the Erie region.

And then there is this: This project has unfolded over a decade of increased racial division, hate crimes, the licensing by an American president of white grievance and open expressions of racial resentment, the ugly resurgence of white supremacy, and an assault on voting rights the likes of which we have not seen since the end of Reconstruction.

The value of this project has been heightened immensely over the past few years. It was perhaps fortuitous that the completion of the brochure/website was delayed until the summer of 2020 in the wake of the murder of George Floyd and the attempt at a national reckoning with historic systemic racism in America.

It is our prayerful hope that the history that so many — Ada Lawrence, Celestine Davis, Johnny Johnson, Karen James and Sarah Thompson, Melinda Meyer, Debbi Lyon — have worked to research and document, and that we now have written up in brochure and website form, will help inform ongoing conversations about how address



LA/ALLEN

contemporary issues of poverty, education, criminal justice, and other insidious issues of structural racism that persist in the city and throughout the region.

LA: Any advice for people who want to share their own stories, either with the public or within their families?

CM: Record your family members' oral histories. Today. Before it is too late. We are hopeful that other oral histories can be recorded and added to the Shared Heritage site over time.

Coming up

At its 9 a.m. meeting on Feb. 9, Erie City Council will vote on a resolution for an honorary street renaming in the 100 block of West 20th Street for the late Thelma "Celestine" Bell-Davis, who died at age 91 in 2020.

Bell-Davis earned her bachelor's degree in English at age 45 and then her master's degree in education with a concentration in reading. She retired as an Erie School District teacher after 45 years of service.

She advocated for equity in education and was a strong supporter of establishing a Black history curriculum in Erie schools, according to her daughter, Selestine Davis.

Did you know?

The Heritage Room at Blasco Library now offers access to 19 volumes of "Erie, Pa. African American Resources," including newspaper clippings and other documents dating to 1792. Library Assistant Debbi Lyon has been assembling the project, with encouragement and advice from retired Erie teacher Johnny Johnson.

Lyon said her own interest in documenting Black history in Erie was sparked when she began working on the first of two books she has written about the history of Wesleyville. "Be sure to include the Black people who lived there," Karen James, who worked on *Journey from Jerusalem, An Illustrated Introduction to Erie's African American History, 1795-1995*, told Lyon.

Lyon dug deeper into Wesleyville's history and discovered a Black neighborhood on Otto Street; the street doesn't exist anymore.

Journey from Jerusalem and Lyon's books, *Greetings from Wesleyville*, volumes I and II, are available for research in the Heritage Room and also for checkout at the library.