

NASHVILLE PUBLIC LIBRARY

Board of Trustees Meeting

March 18, 2025



Nashville Public Library Board of Trustees
Agenda
March 18, 2025
Main Library Board Room
615 Church Street
Nashville, TN 37219
12:00 PM

- I. Call to Order / Roll Call
- II. Metro Ordinance required to be announced at all Board Meetings – *Chair, Joyce Searcy*
 - a. “Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Nashville Public Library Board may be appealed to the Chancery Court of Davidson County for review under a common law writ of certiorari. Any appeal must be filed within sixty days after entry of a final decision by the Board. Any person or other entity considering an appeal should consult with an attorney to ensure that time and procedural requirements are met.”
- III. Public Comments
 - a. “Pursuant to T. C. A. § 8-44-12, time is reserved at the beginning of Library Board meetings for which there is an actionable item on the agenda for public comment germane to items on the agenda. Up to five people will be allowed up to three minutes each to speak. Speakers must register within one half hour prior to the beginning of the meeting by signing their name on a physical sign-up sheet available at the entrance and identifying any agenda item on which they intend to comment.
- IV. Board Chair Comments, *Joyce Searcy*
- V. Approval of Minutes: February 18, 2025
- VI. Library Director Report, *Terri Luke*
- VII. Foundation Report, *Shawn Bakker*
- VIII. New Business
 - a. Vote on MOU with Lipscomb, *Anna Harutyunyan*
- IX. Staff Reports
 - a. Begin Bright Program Update, *Linda Harrison and Liz Atack*
 - b. Updates on Capital Spending Plan Projects, *Susan Drye*
- X. Adjournment

Next Scheduled Board of Trustees Meeting

April 15, 2025

Main Library

615 Church Street

Nashville, TN 37219

12:00 PM

Meeting Minutes – March 18, 2025

Nashville Public Library Board of Trustees

Minutes

February 18, 2025

Bordeaux Branch Library

4000 Clarksville Pike

Nashville, TN 37218

12:00 PM

Members Present: Joyce Searcy, Keith Simmons, Charvis Rand, Katy Varney, Kate Ezell, Dr. Nadine de la Rosa, and Rosalyn Carpenter

Library Staff: Terri Luke, Sherry Adams, Susan Drye, Andrea Fanta, Kyle Barber, Jena Schmid, Shawn Bakker, Linda Harrison, Forrest Eagle, Emily Kriebel, Marva Bryant, Kyle Cook, Bret Wilson, and Maria West

Others: Macy Amos and Tessa Ortiz-March, Metropolitan Attorneys at Metropolitan Government of Nashville and Davidson County, Alexandria Danner, SEIU Representative, and George Luke

XI. Call to Order / Roll Call

- a. Ms. Searcy called the meeting to order at 12:02 PM.

XII. Metro Ordinance required to be announced at all Board Meetings – *Chair, Joyce Searcy*

- a. “Pursuant to the provisions of § 2.68.030 of the Metropolitan Code of Laws, please take notice that decisions of the Nashville Public Library Board may be appealed to the Chancery Court of Davidson County for review under a common law writ of certiorari. Any appeal must be filed within sixty days after entry of a final decision by the Board. Any person or other entity considering an appeal should consult with an attorney to ensure that time and procedural requirements are met.”

XIII. Public Comments

- a. “Pursuant to T. C. A. § 8-44-12, time is reserved at the beginning of Library Board meetings for which there is an actionable item on the agenda for public comment germane to items on the agenda. Up to five people will be allowed up to three minutes each to speak. Speakers must register within one half hour prior to the beginning of the meeting by signing their name on a physical sign-up sheet available at the entrance and identifying any agenda item on which they intend to comment.
- b. Two people requested to speak: Alexandria Danner and Sherry Adams.
 - i. *Ms. Danner stated, “My name is Alexandria Danner, and I’m the organizer and union rep of over 180 NPL employees who have chosen to organize under the*

banner of SEIU. I'm here today to speak about your upcoming vote on the Interim Director's status. I am not here to rehash the events of last year's director search, but I am here to ask you today to not vote on this until a fair, equitable, and transparent process has been developed to decide who NPL's permanent director should be. Let me be clear: I am in no way questioning Terri's ability to lead this department. This is about the process. The decision you make today will impact hundreds of employees, their families, the tens of thousands of community members we serve, and the stewardship of millions of taxpayer dollars. It should also be mentioned that every other library system in this state is looking to NPL for leadership right now. We owe it to them, and to ourselves, to get this right. And to do that, Terri should be treated like any other applicant for this role. Again, this is in no way to disparage Terri or her ability to lead. She hasn't been given the opportunity to present to her staff or the community what her vision for NPL is, or her qualifications or why she wants to lead this department in the long run. She deserves that chance. And the staff deserve the chance to hear from her, too. It would also be a disservice to our members of color to not mention the pain and frustration that they have experienced throughout this process. It is not lost on them, nor the other union staff, that two qualified people of color had to go through a very rigorous application and public interview process, only to be passed over for a white woman who was nominated without applying, without the same level of scrutiny, without polling the staff, and without a transparent or democratic selection process. This has left many staff members feeling undervalued, unheard, and deeply hurt. Lastly, your librarians are living in fear right now. Fear for the erosion of their professional freedoms, for the safety of their families in a world that feels increasingly unstable, and for the future of the communities they serve. They are also deeply concerned about the future of libraries as institutions of knowledge and refuge. They are watching this process closely and looking to you for leadership. This is not just about a vote. It's about demonstrating that you understand the weight of this moment and the trust that has been placed in you to lead with integrity and foresight. It's about doing what's right, even when it's hard. Everyone can agree that we are all eager to see a permanent director in place. We're asking you to vote down this motion, and to let Terri remain as interim until you can develop a process that is holistic, democratic, and transparent. Let's take the time to do this right. Because the people who depend on NPL deserve nothing less. Thank you for your time."

- ii. *Ms. Adams stated, "I am Sherry Adams, HR Manager at the Nashville Public Library. One of my roles as HR Manager is to ensure that all staff are heard. All those staff were encouraged to voice their concerns during public comments today. They feared retaliation, so I was asked to read their statement. The statement reflects said staffs' opinion. The statement reads: 'After reading The*

Banner article in January, the Nashville Library Board opposed to leadership uncertainty, we were very shocked about the potential of the name of a director that has not completed the interview process. The board has made promises and comments about the Director search that have not materialized. How can we put our trust in this process? During the September 2023 board meeting, Joyce Searcy stated 'We have been totally transparent with staff.' We do not feel the Board has been transparent throughout this process dating back to the selection of the Interim. The Board publicly announced that it was not their desire to appoint an Interim that was interested in the position. Although Legal said that anyone could apply for the position, the Board moved forward with appointing someone that previously stated she was not interested in the position: Terri Luke. Fast forward to the four finalists, Mr. Simmons strongly expressed his desire to make Terri Luke the director without supposedly ever seeing the four finalists. To us, it seemed apparent that he and some of the other board members have been made aware of the finalists prior to the meeting. This would not have been the first time the NPL Board broke the Sunshine Law. The entire selection process for Kent Oliver broke the Sunshine Law. We do not recall any of that process being public. Naming a permanent Director that has not completed the process that the Library Board and Razel Jones created to be equitable, transparent, and inclusive of staff and the community is totally opposite of what Joyce Searcy stated at a Board meeting. She [Joyce Searcy] stated, 'if the Board rejected all candidates after the interview process, we would go back through the process.' Are we going back through the process? Can we trust the Board to do this? Was there a private meeting between the Board and Terri Luke to learn her vision for NPL and to answer questions posed to the finalists? Is it only fair that staff and the community hears Terri's vision and answers those questions since they were used to eliminate all four finalists? Ms. Searcy stated that the survey used for the four finalists was a way to keep our promise to staff that they would be involved in the search. If an appointment is made today, can you in good faith say you and the Board kept your promises about naming the Director today that has not completed an interview process? This will set a precedent that could be detrimental to NPL leadership's future.'"

XIV. Board Chair Comments, *Joyce Searcy*

- a. Ms. Searcy welcomed Dr. Nadine De La Rosa back.
- b. Ms. Searcy congratulated Bret Wilson, manager of Wishing Chair Productions for their "War Time Love Letters" production.
- c. Ms. Searcy congratulated Katy Varney on being reappointed to the Library Board. In Terri's absence, Ms. Searcy attended the committee and council meeting with Ms. Varney.

XV. Approval of Minutes: December 10, 2024

- a. Ms. Ezell highlighted a few corrections to be made. Those corrections included changing “Katie” to “Katy” on page 6 and changing “Ms.” to “Mr.” on page 7.
- b. Ms. Ezell motioned to approve the minutes with the changes. Mr. Rand seconded. The motion passed unanimously.

XVI. Interim Library Director Report, *Terri Luke*

- a. Ms. Luke stated, “I want to congratulate Katy on her reappointment but also to take an opportunity to thank her for all the years that she served on the Library Board. For those of you that don't realize, [Ms. Varney] is chairing the fundraising arm of the Begin Bright initiative. I just want to say thank you for everything that you do for Nashville Public Library.”
- b. Ms. Luke stated, “Next, I want to talk about our FY2026 budget requests. We submitted our request on February 7th. We asked for the following items:
 - i. Our priority for next year is the Bookmobile. We asked to move two NPLF funded positions to Metro. One is the Program Manager and the other is a Program Specialist.
 - ii. Our second priority was Branch Staffing. It is the same request that we asked for last year. Our priority next year is seven positions at our neighborhood libraries.
 - iii. Our third priority is the NECAT lease. We've been able to have our lease at Nashville State for \$1.00 a year. While we plan to renovate the old Donelson Branch to accommodate NECAT, we need an 18 month to 2-year time frame where we can stay at Nashville State and still operate out of that location. We're working with Metro Attorneys and the attorneys from Nashville State to put a new lease in place.
 - iv. NAZA/Anna Harutyunyan’s request includes a part-time youth coordinator position, summer program slots, justice-involved youth program slots, and developing a community leaders’ program.
 - v. We're asking for \$400,000 to be added to our budget for contract security guards. Last year, we spent over \$400,000 out of temporary budget for contract security guards.
 - vi. For Begin Bright, Mayor O’Connell has pledged \$1 million to the campaign but we need to include it as part of our budget request.”
- c. Mr. Rand asked, “Is it possible to hear in the upcoming future about how NECAT is going to integrate more into the overall library system?”
- d. Ms. Luke answered, “We've been fortunate that Larry Jirik is overseeing NECAT while Cameron McCasland is the Manager of NECAT. Larry has been overseeing NECAT since August and there has been a definite change since his oversight. They recently went out to one of the high schools to do a special program, they were at the Chinese New Year event as well as Celebrate Nashville. Yes, we can have Larry and Cameron come and do a presentation.”

- e. Ms. Luke stated, "I wanted to thank Paige Clancy and the NPLF Advocacy Task Force for making public comments at the February 4th Metro Council Meeting. Two NPLF Ambassadors spoke about making it a priority to fund not only our operating request but the collection 4% funding in FY26."
- f. Ms. Luke stated, "The next step in the Budget process is that Susan and I will present our request to the Mayor's Office and to the Finance Department on March 19th."
- g. Ms. Luke stated, "The next thing I want to talk about is the artist selection process for the Robinson Courtyard. More than 70 artists submitted their proposals. The architecture firm narrowed it down to 8, and now we will narrow it down to 3."
- h. Ms. Luke stated, "Update on the Continuous Improvement Plan. The admin team will meet on February 24th to continue discussing the feedback from managers and staff. We had two excellent feedback sessions with the library managers. We'll go ahead and identify action items and a timeline for the two focus areas which are Staffing and Internal Communications."
- i. Ms. Luke stated, "We're moving forward with our Capital Spending Plan. Green Hills is the first renovation. We will have news about who was selected for that renovation at our next meeting. For NECAT, Susan is working with General Services to go through the design and development process for the old Donelson Branch."
- j. Ms. Luke stated, "We have a couple of upcoming author events. The first one is on March 5th at 5:30 PM at the Main Library. There's an evening with industry insiders for a woman made music panel. The second one is Joyce is moderating a conversation with Elaine Weiss for her new book called *Spell Freedom* on March 6th at 6:30 PM. Finally, Votes for Women will kick off their Speaker Series that is made possible by the Sandra Schatten Foundation with Lewis Raven Wallace who will discuss their book, *The View from Somewhere: Undoing The Myth Of Journalistic Objectivity*. That will be March 25th at the Main Library
- k. Ms. Luke stated, "Two important dates to add to your calendar are March 21st at 9:00 AM. The Bookmobile will be celebrating its kickoff at The Rocketship United Academy. The second will be the premiere of the Sustainability Documentary, "*It's All Connected: The Art of Sustainability*," which is directed by Cameron McCasland and the NECAT team. This event is free and will be at the Main Library on Saturday March 22nd at 5:00 PM."
- l. Mr. Rand asked, "Will you have the design for the old Donelson Branch by the March Board Meeting?"
- m. Ms. Drye answered, "The architectural firm, Gresham Smith Partners, is working on feasibility, so the design will not be ready."
- n. Mr. Rand asked, "Within that design do you plan on adding where the public could come in and help with programming for NECAT?"
- o. Ms. Drye answered, "There is a program for the space already in place that Lee Boulie had worked on, but NECAT already has the space where they can come in and use the editing suite."

XVII. Foundation Report, *Shawn Bakker*

- a. Ms. Bakker stated, “You received an invite to come to a reception prior to the 6:30 PM talk. If you didn't get an email or would like me to send it to you again just let me know. We are having a small reception with Elaine, donors, and Board Members.”
- b. Ms. Bakker stated, “NPLF is working on a strategic planning process. We are wrapping up our last one which was from 2020 to 2025. We wanted to make everybody aware we've had our first kickoff meeting. We'll soon be starting with the focus groups and the conversations so that we get the input of Foundation staff, Library Admin staff, and Board Members. Our hope is that we start the new fiscal year with our new strategic plan.”
- c. Ms. Bakker stated, “April 27th will be Picnic with the Library.”
- d. Ms. Bakker stated, “Our Carnegie Society Book Club is coming up if you're a member of the Carnegie Society. Invites are in the mail. There will be an opportunity where we'll hear from Margaret Renkl on her latest book. Margaret will be in conversation with Ann Patchett at the Main Library.”
- e. Ms. Bakker stated, “Terri mentioned advocacy efforts. Take Action for Libraries Day is coming up in a couple months and we will be sharing a little bit more, but that's a chance where we have our ambassadors help to get the message out about the importance of our libraries and funding the library. Our message right now is funding the library fully and then also on collections because that comes out of the 4% fund.”
- f. Ms. Bakker stated, “Library Giving Day is April 1st.”
- g. Ms. Bakker stated, “For the Literary Award Weekend, we have our author. It will be Amor Towels. The dates are November 14th and 15th.”

XVIII. New Business

- a. Vote on Interim Director Terri Luke’s Status
 - i. Ms. Searcy stated, “I met with Metro HR and Metro Legal and want to report back with three options:
 1. Continue with Terri Luke as Interim Director.
 2. Begin a new director search.
 3. Name Terri Luke as Director of Nashville Public Library.”
 - ii. Dr. De La Rosa stated, “The bonus of option one would be that Terri brings about continuity, knowing the ins and outs of the organization whether through the experiences from the time that you were appointed to the search and afterwards. You are developing a Continuous Improvement Model. You've been getting continuous feedback which is phenomenal. So, you keep things going and those would be some benefits for continuity. I also think in this role some of the cons might be that we need to be very diligent and fair and equitable as we consider her leadership and how long she's been an interim. To be an interim and have a vision for the organization for this long, to some degree, Terri has

been doing the job and that is the biggest question mark that I have. As I consider the cons of continuing this interim title, it is not reflective of what she has been doing for so long.’

- iii. Ms. Carpenter asked, “How long is an interim position?”
- iv. Ms. Amos answered, “Typically, it varies based on the need of the department. 6 to 18 months would be standard. That information was shared with you back in December.”
- v. Ms. Ezell stated, “To begin a new search, there were differences in how the search was conducted in prior searches, but I do not think any of the things that made that hard has changed. If the situation would be hiring a firm, it would be putting us back in the same situation.”
- vi. Ms. Searcy asked, “A Committee of Council appointed to review the process in which they have not given any new procurement process.”
- vii. Ms. Drye answered, “The procurement process would not change if you went out of house and did not use Metro HR. The procurement process for getting a search firm would be the same.”
- viii. Dr. De La Rosa asked, “Is the firm [from the last search] the preferred firm?”
- ix. Ms. Drye answered, “Not necessarily. If we went out for a new search firm, and they bid again, it does not mean they are the preferred firm.”
- x. Ms. Varney asked, “How many months did the process take?”
- xi. Ms. Drye answered, “Eleven months.”
- xii. Mr. Rand stated, “Terri has done a great job leading this organization.”
- xiii. Mr. Simmons stated, “I agree with Mr. Rand. Terri has done a great job and gives us stability. I believe the interim tag gives a lack of stability. Another search would be expensive and time consuming.”
- xiv. Ms. Carpenter stated, “I do not have the benefit of being part of the previous search but what I do have is the experience of right now, and right now, my experience is seeing the thriving of our public library system. Terri has been doing this job every day, and the library is thriving. I’m very pleased with what I have seen. The qualifications are on display.”
- xv. Dr. De La Rosa stated, “I believe the elephant in the room is transparency and communication. If I were to focus on number three, I would want to clarify and be transparent about context. Where we were a year ago is not where we are today. To meet that gap what are the needs of our staff members? Where can we reconcile the current feelings, transparency, and redefine interim and naming the director?”
- xvi. Dr. De La Rosa continued, “It is important to consider assessing what it means to transition an interim role into director. What are the evaluative metrics that they would transition to? And to continue to get feedback from staff. I do not agree with starting a new search.”
- xvii. Ms. Searcy stated, “Keeping Terri as interim sounds like we are unsure. If we go through another search, it will take another year.”

- xviii. Ms. Amos stated, “This does not have to go through procurement. Metro HR does these executive searches, and you can go through Metro HR.”
- xix. Ms. Varney stated, “It hurts me personally to hear that anyone on our staff, that any person of color, feels disenfranchised and I would like to apologize. And that there are staff members that fear retaliation. That if there’s any action that the board has taken that makes them feel in fear, it is not our intent. The stability, the consistency with Terri, lets us know we don’t need to live in fear.”
- xx. Ms. Searcy stated, “The board is looking at this from all vantage points.”
- xxi. Mr. Simmons stated, “Mayor O’Connell took time out of his schedule to come to our meeting to endorse Terri. That means a great deal to me.”
- xxii. Mr. Rand motioned to remove option one. Ms. Varney seconded. The motion passed unanimously.
- xxiii. Mr. Rand motioned to remove option two. Ms. Varney seconded. The motion passed unanimously.
- xxiv. Dr. De La Rosa asked, “What is HR’s process for interim to director as opposed to a national search? Is there any difference?”
- xxv. Ms. Adams stated, “Metro Central HR would post the position three weeks to a month, come up with a screening process that would not be required to be public. Metro HR would then present to the NPL Board the finalists. Only one member of the NPL Board could be a part of the process.”
- xxvi. Ms. Varney asked, “Ms. Adams, as with any other Metro hiring process, the Board would not have any visibility as to who applies and how long it takes until the end of the process?” Ms. Adams confirmed this was the case.
- xxvii. Ms. Searcy stated, “We will now discuss option three.”
- xxviii. Dr. De La Rosa stated, “I would still want to know what the HR process would look like from interim to director and know how Terri would navigate decision making and cultural alignment, which I believe we could all identify and review. Continuous transparency and feedback from staff members to see how their experiencing the workplace.”
- xxix. Ms. Luke stated, “We started with the Continuous Improvement Plan. We received feedback and determined that internal communication is one of the major things we need to look at as well as staffing. We would then move on to feedback from staff and see about the environment they are working in. Additionally, there will be an external customer service survey.”
- xxx. Ms. Varney asked, “Nadine, are you asking that we go through the process before we vote on number three? And is it something we need to defer a decision on today? Or is it based on Terri’s annual evaluation?”
- xxxi. Dr. De La Rosa answered, “That those are all things that are considered in the transition into that role so that transparency exists and that there is a plan of action.”

- xxxii. Ms. Carpenter stated, “I would like to hear from Terri. I have heard early in the interim phase that Terri was not interested in having the job permanently. So, I would like to hear that she would like the job and her vision.”
- xxxiii. Ms. Luke stated, “Yes, I would do this job for a couple of more years, and I have already done it for two and a half years. I did not apply for the director position because I felt that I wanted you would find someone who could lead you into the future for the next five, ten, or fifteen years.”
- xxxiv. Ms. Searcy stated, “What Terri has been doing has been preparing us for the future with this continuous improvement.”
- xxxv. Ms. Searcy moved to appoint Terri Luke as the Director of Nashville Public Library. Mr. Rand seconded. The motion passed unanimously.
- xxxvi. Ms. Luke stated, “I want to say thank you to the Library Board in having the confidence in me. It is an honor of a lifetime to oversee Nashville Public Library. I look forward to working with the Library Board, the staff, Nashville Public Library Foundation, the community, the Mayor’s Office, and Metro Council Members.”

XIX. Staff Reports

- a. Acknowledgement/ historical marker for Tom Tichenor, *Linda Harrison and Bret Wilson*
 - i. Ms. Harrison stated, “Good afternoon. The month of February holds a special meaning for the members of Wishing Chair Productions. As some of you may know by the publications issued at the beginning of the month, February 10th marks the birthday of our very own, Thomas Tichenor. Tom Tichenor faithfully served Nashville Public Library and the Nashville community for fifty years before his retirement in 1988. Wishing Chair Productions has chosen to honor the founder of the library’s puppetry program this month. In early 2024, work began on a production originally adapted by Tichenor in 1978 and revised by Bryan Hull in mid-2000,” *The Little Rabbit Who Wanted Red Wings*. Three months ago, the show was re-recorded, and the production is currently being performed at the children's theater. I'm happy to report that after only eight of the twelve public performances this show has enchanted over 1000 patrons, and it doesn't stop there. Through social media outlets, our patrons currently can hear from the talented group of performers responsible for recreating Tom Tichenor’s, *The Little Rabbit Who Wanted Red Wings*. Currently, the five-episode segment that aired completely on the Wishing Chair Productions Puppetry Troupe Facebook page, has over 870 playable views. Tom Tichenor gave so much to NPL that this generation of puppeteers saw fit to honor the puppet master by creating the first of two commemorative Tom Tichenor marionettes and miniature wishing chairs. Construction began on the project in early 2024 and was unveiled on Tuesday, February the 11th during story time at the children's theater at Main. This marionette and wishing chair will be placed

on a permanent display outside the children's theater. I mention all of this because a tremendous amount of planning and care went into this month-long celebration. In late 2023, a vision was shared with me. If this vision were to ever become a reality, its effects would forever mark the Nashville Public Library's puppetry legacy, not just for the library system or for the city of Nashville, but for the state and the world. To further explain the vision, I turn to Bret Wilson, who is our manager of Wishing Chair Productions.”

- ii. Mr. Wilson stated, “As you just heard, there's so many exciting things going on for us in the month of February. There is one more that marks the culmination of all this. I started working on this proposal in 2024. In 1967, the newly formed Metropolitan Historical Commission of Nashville and Davidson County initiated the historical marker program to commemorate significant people, places, and events in the city's past. Late last year, discussion started with members of the Historical Commission in the creation of a proposal to suggest or recommend Tom Tichenor be added as an official historical marker on behalf of the Nashville Public Library. This process has four key points that would allow it to officially be submitted to that commission for consideration. The first being a letter of significance. The letter of significance would cover all the different aspects of Tom Tichenor's life and his interaction with the library. The proposal that was created with the letter of significance highlights Tom Tichenor's time as a student within the Metropolitan School System. At the age of 15, Tom coming to the library and volunteering his services in the creation of the productions and enchanting children as a volunteer part-time and full-time student. That letter of significance also covers his time working with WNBC TV, and his greater broadcasting, Worldwide Forest Productions on Broadway. Then of course his eventual retirement from the Nashville Public Library in 1988. The second component covers ideas as far as what the historical marker would be. The historical marker would be the summarized version of the letter of significance. The opposite side would hold the likeness of Tom Tichenor but also feature a quote from the puppet master himself. ***'I didn't have the looks to be a leading man or the talent to be a great character actor. You know I couldn't make any sense of Shakespearean speech. I just don't have that kind of mind. But through the marionettes and puppets, I can be almost anything I want. You can be whatever your imagination will allow.'*** The third is a location. The idea for the location of the historical marker, after conversations with library administration, it was determined that the potential best location for a marker of this type would be on corner of 7th and Church Street. That puts it very close to where Tom Tichenor last enchanted audiences. The fourth component is a letter recognizing the access to the funds which we do have all thanks to the Nashville Public Library Foundation. All four points of the proposal we do have minus one key point and that is permission. That is why I have examples of that and copies for this entire body. I ask this body to

consider creating a resolution that approves this effort going forward in the recognition of Thomas Tichenor, and what he has done in the service of the Nashville Public Library. And what his work continues to do for this generation and hopefully for generations to come.”

- iii. The Board agreed no resolution would be necessary and they could vote on granting permission.
- iv. Mr. Simmons motioned to accept the recommendations made by Mr. Wilson. Ms. Ezell seconded. The motion passed unanimously.

b. SEIU Update, *Kyle Cook*

- i. Mr. Cook stated, “I am Kyle Cook. I am the lead SEIU Steward of the Nashville Public Library. I just wanted to get back to you on the questions posed in October at the Library Board Meeting that Mr. Simmons and Ms. Searcy asked about if we were seeing divisiveness and hate from the patrons. Yes, staff regularly receives hostile remarks about their gender identity, race, and sexual orientation both in person and online. They share these with me regularly. Last month, a library patron painted a swastika on the door of the Green Hills Library. This is a symbol of hate, and that patron has previously been suspended at Madison after harassing them. I've heard firsthand accounts of staff being bullied by patrons and other staff, particularly towards Arab Americans and Jewish Americans regarding the war in Israel. Mr. Rand did ask about communication between the Union and HR as it pertains to policy and workflow. Our Union Leaders do meet with the library administration four times a year and we arrange this through our union organizer Alex Danner and Sherry Adams. We'd like to have these scheduled out in advance so that we could have more administrators attend those, because they generally are last minute. As it pertains to policy, we do not ask staff to consider new or revised library policy. I would characterize the communication as frayed whereas our communication with the mayor's office and Metro HR is more productive. Regarding parking at the Main Library, we're really pleased that the administration is pursuing a tiered system for charging different amounts for staff parking, and we feel this is the most equitable approach. Ms. Searcy asked if employee insurance covered mental health care. Our health insurance covers some types of therapy with select therapists. We do have an EAP provider where an employee can reach out to a mental healthcare provider on demand. The ideal mental health care coverage would be trauma prevention, and we worry that our management underestimates the constant stress that's put on them, especially marginalized groups at work. We'd like to see all our staff educated about unconscious bias and discrimination. Ms. De La Rosa asked how we comprehensively capture the concerns of the staff. Our union has an online messaging system that we use constantly, and I meet with our six other stewards who are library employees

every month. Then we have a larger organizing committee of about 30 of us that meets quarterly.”

- ii. Ms. Searcy asked, “Would temporary security guards help alleviate any of the issues?”
- iii. Ms. Drye answered, “The instance involving the swastika being painted on the door happened before the library was open. That patron was caught and arrested. It is a lot more expensive to hire security guards than what we have budget for, but it is being requested for this year.”
- iv. Ms. Luke stated, “Since that meeting in October, an email went out to all staff along with a monthly email as well. We highlighted the anti-bullying policy that the board approved, and we acknowledged the impact of the November elections. We also wanted to reemphasize that we have procedures in place with the code of conduct.”
- v. Ms. Searcy stated, “We need to have the managers meet with the SEIU.”
- vi. Ms. Luke stated, “I will talk to Sherry Adams and Libby Cain to coordinate dates.”

XX. Adjournment

- a. The meeting adjourned at 1:52 PM.

Next Scheduled Board of Trustees Meeting

March 18, 2025

Main Library

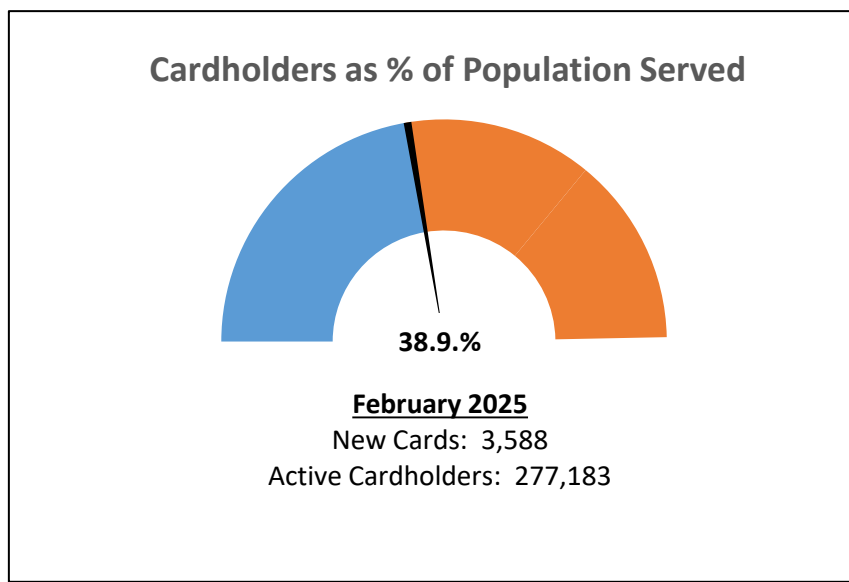
615 Church Street

Nashville, TN 37219

12:00 PM

Respectfully submitted by Maria West.

Statistical Summary – March 18, 2025
Nashville Public Library



Cardholders	Feb-25	Feb-25 Year-to-Date	Active Patron Cards	Average Cards in Last 12 Months
New Registrations	3,588	3,588	277,183	289,118

Volunteer Services	Feb-25	Feb-24	Year-to-Date	% Change 2024-2025
Number of Volunteers	91	171	817	-46.78%
Volunteer Hours	600	1,098	5,466	-45.38%

Attendance for Room Use	Feb-25	Feb-24	% Change 2024-2025
Community Use	3,915	4,801	-18.45%
Library Use	21,747	10,819	101.01%

Reference	Feb-25	Feb-24	% Change 2024-2025
Answered	17,952	18,615	-3.56%

Statistical Summary – March 18, 2025

Nashville Public Library

Wireless Data

Wireless	Month				
	Feb-25 Sessions	Feb-25 % of Total	Wireless %	Feb-24 Sessions	% Change 2024-2025
Bellevue	2,420	7.60%	69.2%	710	240.85%
Bordeaux	1,687	5.30%	51.6%	4,383	-61.51%
Donelson	1,771	5.56%	46.8%	1,022	73.29%
East	607	1.91%	52.8%	1,504	-59.64%
Edgehill	339	1.06%	49.3%	-	N/A
Edmondson Pike	1,376	4.32%	54.4%	4,262	-67.71%
Goodlettsville	583	1.83%	50.7%	2,994	-80.53%
Green Hills	1,245	3.91%	61.2%	4,934	-74.77%
Hadley Park	466	1.46%	47.5%	1,509	-69.12%
Hermitage	1,750	5.49%	52.8%	15,484	-88.70%
Inglewood	584	1.83%	40.7%	1,073	-45.57%
Looby	803	2.52%	28.0%	839	-4.29%
Madison	873	2.74%	37.6%	15,718	-94.45%
Main	11,562	36.30%	65.8%	28,837	-59.91%
North	164	0.51%	29.1%	333	-50.75%
Old Hickory	182	0.57%	64.2%	652	-72.09%
Pruitt	821	2.58%	46.1%	2,143	-61.69%
Richland Park	844	2.65%	45.0%	1,219	-30.76%
Southeast	3,059	9.60%	69.1%	9,226	-66.84%
Thompson Lane	351	1.10%	24.3%	926	-62.10%
Watkins Park	362	1.14%	57.0%	550	-34.18%
NPL Total	31,849		58.1%	98,318	-67.61%

Database and Website Data

Public Computer Use	Feb-25		Feb-24		% Change
	Sessions	% of Total	Sessions	% of Total	2024-2025
Total Computer Use	21,417		19,380		10.51%
Total Wireless Use	31,896		29,194		9.26%

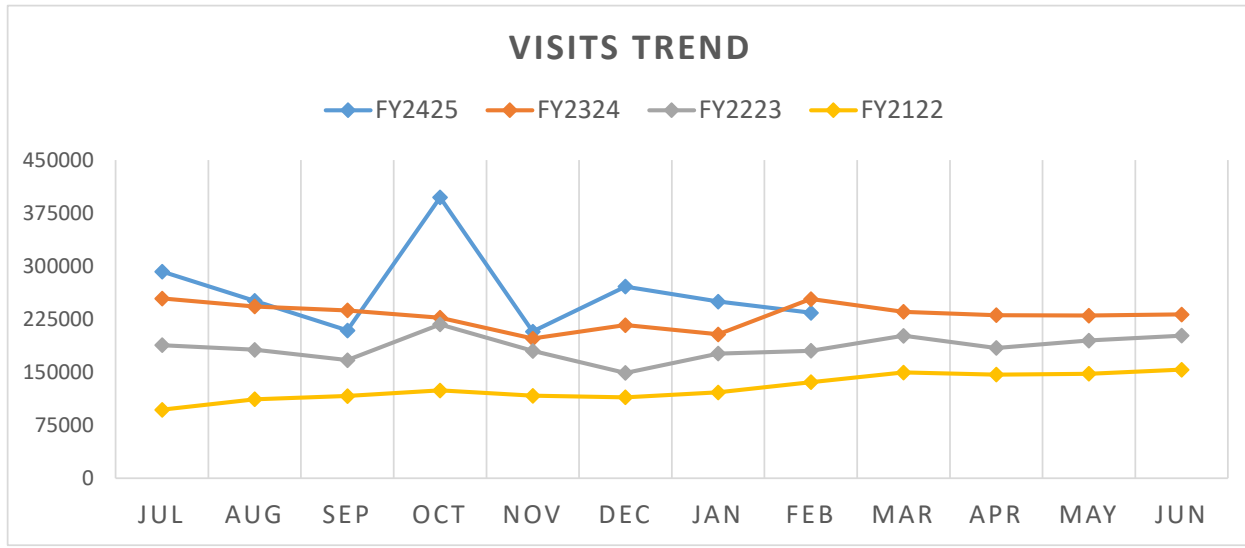
Website Visits	Feb-25		Feb-24		% Change
	Sessions	% of Total	Sessions	% of Total	2024-2025
Webserver	384,836		398,290		-3.38%

Database Usage	Feb-25		Feb-24		% Change
	Sessions	% of Total	Sessions	% of Total	2024-2025
Sessions	30,355		12,286		147.07%

Statistical Summary – March 18, 2025

Nashville Public Library

Visits

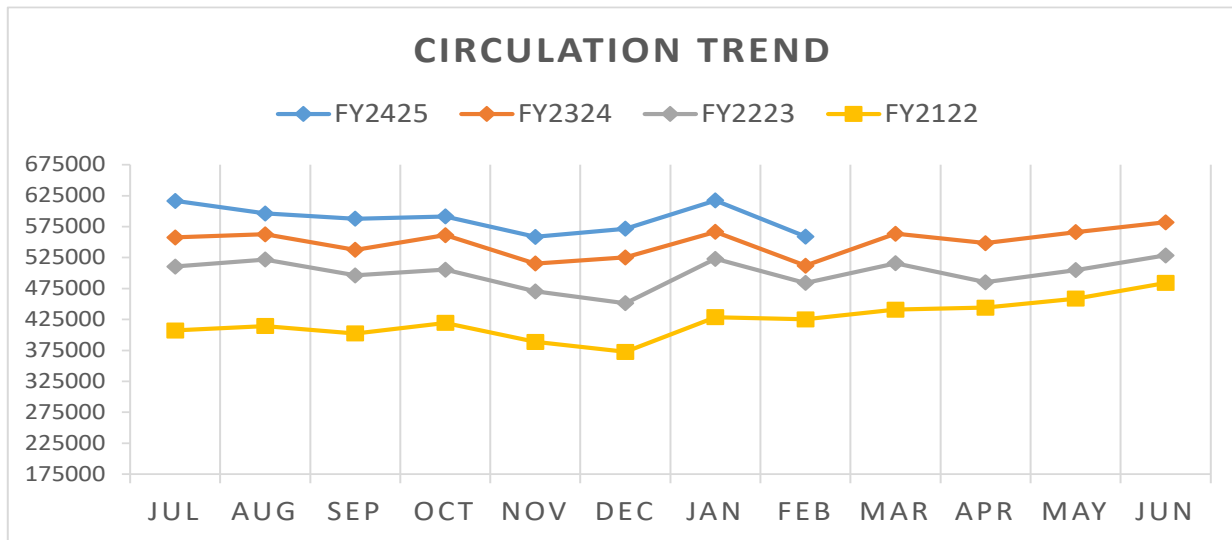


Visits	Feb-25 Visits	Feb-24 Visits	% Change 2024-2025	Feb-25 Circ / Visit	Feb-24 Circ / Visit	% Change 2024-2025
Bellevue	9,642	-	N/A	1.58	N/A	N/A
Bordeaux	5,165	6,115	-15.54%	0.53	0.41	31.40%
Donelson	7,412	6,703	10.58%	0.93	0.55	68.51%
East	11,664	10,769	8.31%	0.25	0.34	-24.89%
Edgehill	2,765	-	N/A	0.37	N/A	N/A
Edmondson Pike	20,428	23,523	-13.16%	0.80	0.76	6.34%
Goodlettsville	5,484	6,750	-18.76%	1.31	1.12	17.09%
Green Hills	23,062	37,561	-38.60%	0.85	0.80	5.93%
Hadley Park	2,097	1,883	11.36%	0.17	0.27	-37.11%
Hermitage	10,511	15,125	-30.51%	1.23	0.96	27.78%
Inglewood	10,912	15,719	-30.58%	0.47	0.36	32.18%
Looby	3,528	3,795	-7.04%	0.29	0.22	32.00%
Madison	17,627	23,061	-23.56%	0.25	0.23	11.34%
Main	42,090	49,749	-15.40%	0.47	2.71	-82.59%
North	6,343	4,977	27.45%	0.09	0.12	-23.58%
Old Hickory	4,706	3,620	30.00%	0.40	0.54	-26.92%
Pruitt	6,220	5,260	18.25%	0.03	0.03	-9.12%
Richland Park	8,404	9,403	-10.62%	0.92	1.11	-17.34%
Southeast	18,239	12,485	46.09%	0.26	0.50	-46.99%
Thompson Lane	11,098	11,987	-7.42%	0.21	0.23	-6.39%
Watkins Park	6,625	4,871	36.01%	0.04	0.05	-18.82%
NPL Total	234,022	253,356	-7.63%	0.60	1.01	-40.51%

Statistical Summary – March 18, 2025
Nashville Public Library

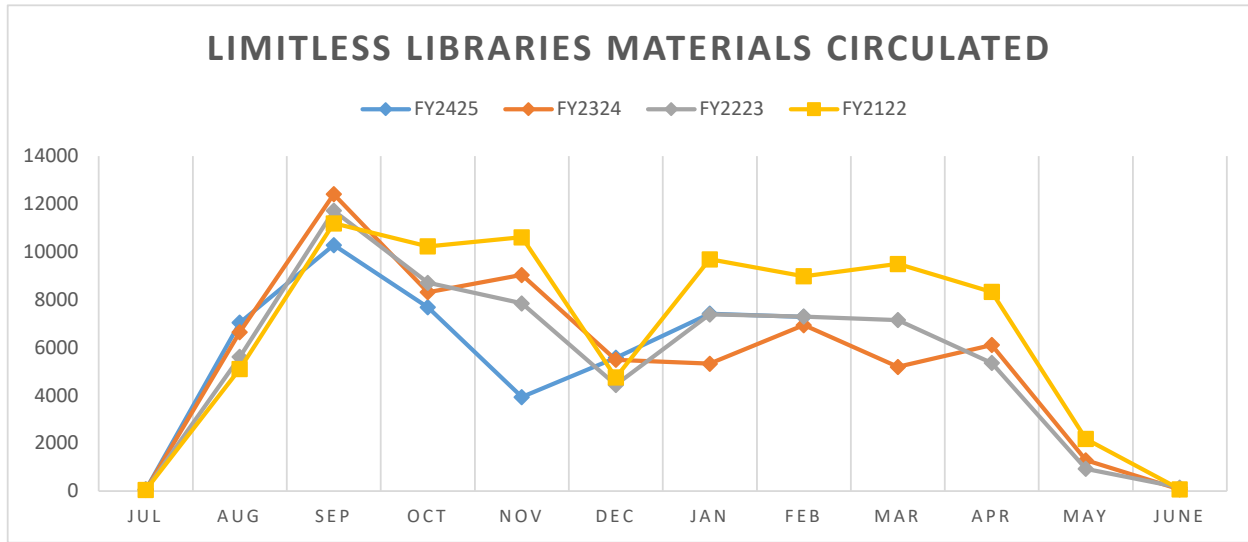
Circulation Data

eMedia	Feb-25	Feb-24	YTD	% Change 2024-2025
eAudiobooks	130,627	94,660	1,090,178	38.00%
eVideo	12,777	7,092	92,439	80.16%
eBooks	121,174	102,374	1,019,276	18.36%
eMusic	14,738	1,606	99,837	817.68%
eMagazines	32,830	7,117	229,148	361.29%
Total	312,146	212,849	2,530,878	46.65%



Circulation	Month				Fiscal Year-to-Date		
	Feb-25 Circulation	Feb-25 % of Total	Feb-24 Circulation	% Change 2024-2025	Feb-25 Year-to-Date	Feb-24 Year-to-Date	% Change 2024-2025
Bellevue	25,396	4.54%	3,098	719.75%	231,989	248,921	-6.80%
Bordeaux	5,884	1.05%	5,291	11.21%	60,564	53,231	13.78%
Donelson	14,979	2.68%	7,106	110.79%	135,463	73,256	84.92%
East	5,132	0.92%	6,509	-21.16%	50,814	62,824	-19.12%
Edgehill	3,542	0.63%	1,385	155.74%	30,435	29,955	1.60%
Edmondson Pike	26,453	4.73%	26,991	-1.99%	230,205	265,108	-13.17%
Goodlettsville	11,284	2.02%	12,089	-6.66%	126,883	124,922	1.57%
Green Hills	30,966	5.54%	40,912	-24.31%	262,482	356,088	-26.29%
Hadley Park	1,755	0.31%	2,087	-15.91%	15,804	18,903	-16.40%
Equal Access	183	0.03%	314	-41.72%	1,488	2,617	-43.15%
Hermitage	22,118	3.96%	24,189	-8.56%	195,506	224,829	-13.04%
Inglewood	9,369	1.68%	9,567	-2.07%	80,597	94,988	-15.15%
Looby	2,702	0.48%	2,734	-1.17%	23,198	24,961	-7.06%
Madison	10,438	1.87%	11,356	-8.08%	91,551	109,547	-16.43%
Main	37,004	6.62%	40,042	-7.59%	275,579	373,942	-26.30%
North	2,711	0.48%	2,413	12.35%	21,167	23,620	-10.39%
Old Hickory	4,478	0.80%	4,651	-3.72%	40,606	45,629	-11.01%
Pruitt	1,382	0.25%	1,398	-1.14%	6,836	15,115	-54.77%
Richland Park	12,627	2.26%	15,184	-16.84%	111,949	125,363	-10.70%
Southeast	11,903	2.13%	13,154	-9.51%	113,778	131,594	-13.54%
Thompson Lane	5,388	0.96%	6,053	-10.99%	51,609	59,713	-13.57%
Watkins Park	1,140	0.20%	1,111	2.61%	9,288	10,545	-11.92%
eMedia	312,146	55.84%	274,254	13.82%	2,530,878	2,384,927	6.12%
Talking Library	-	0.00%	-	N/A	3	53	-94.98%
NPL Total	558,980		511,888	9.20%	4,698,673	4,860,651	-3.33%

Statistical Summary – March 18, 2025
Nashville Public Library



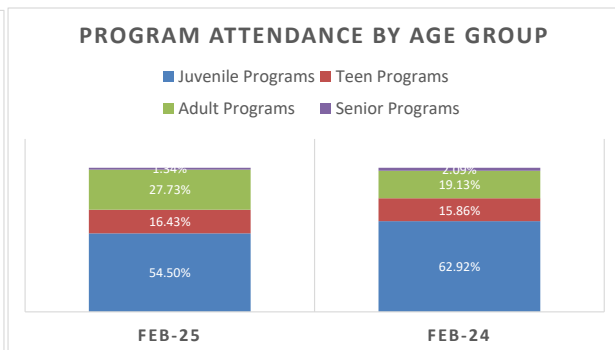
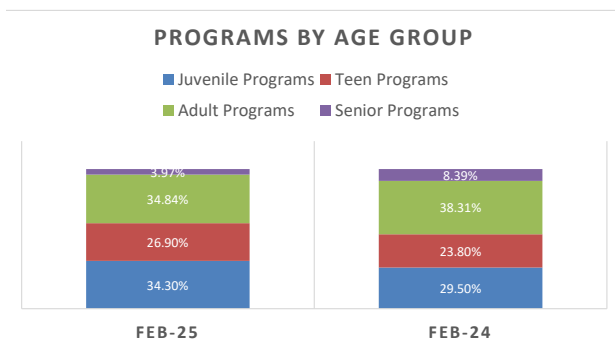
February Programming Data

Programming	2024-2025		% Change
	Feb-25	Feb-24	
Juvenile Programs	510	429	18.88%
Teen Programs	400	346	15.61%
Adult Programs	518	557	-7.00%
Senior Programs	59	122	-51.64%
Total Programs	1,487	1,454	2.27%

Programming	2023-2024		Change
	Feb-25	Feb-24	
Juvenile Programs	20,217	18,935	6.77%
Teen Programs	6,094	4,772	27.70%
Adult Programs	10,286	5,757	78.67%
Senior Programs	498	628	-20.70%
Total Attendance	37,095	30,092	23.27%

Programming	2024-2025		% Change
	Feb-25	Feb-24	
In Person	1,195	1,175	1.70%
Outreach	219	255	-14.12%
Virtual	73	24	204.17%
Total Programs	1,487	1,454	2.27%

Programming	2023-2024		% Change
	Feb-25	Feb-24	
In Person	27,740	21,323	30.09%
Outreach	7,758	8,487	-8.59%
Virtual	1,597	282	466.31%
Total Attendance	37,095	30,092	23.27%



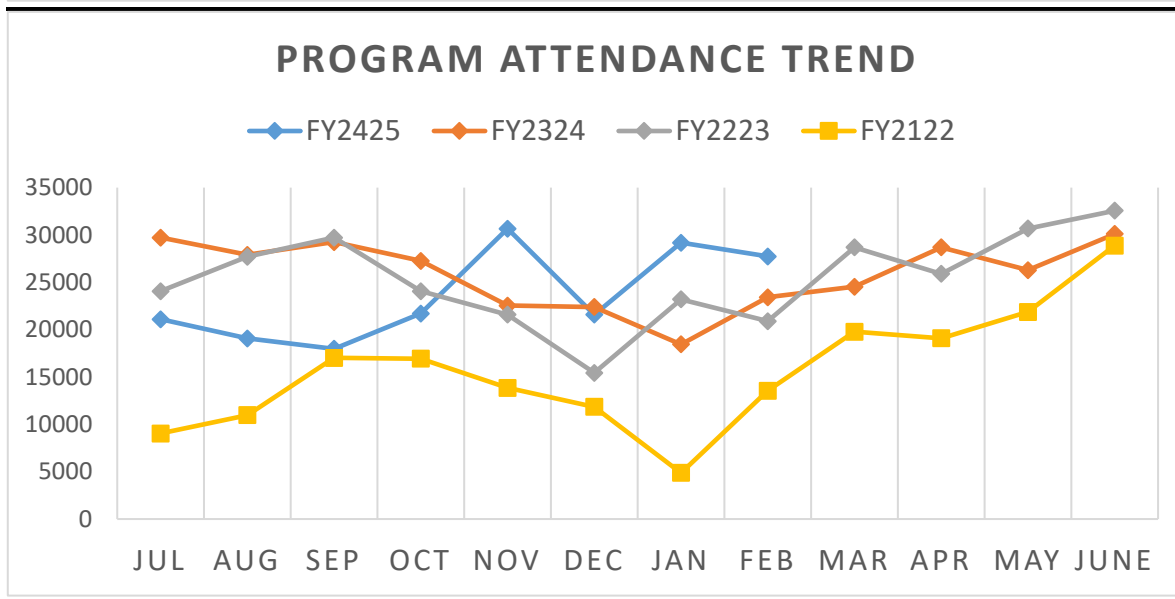
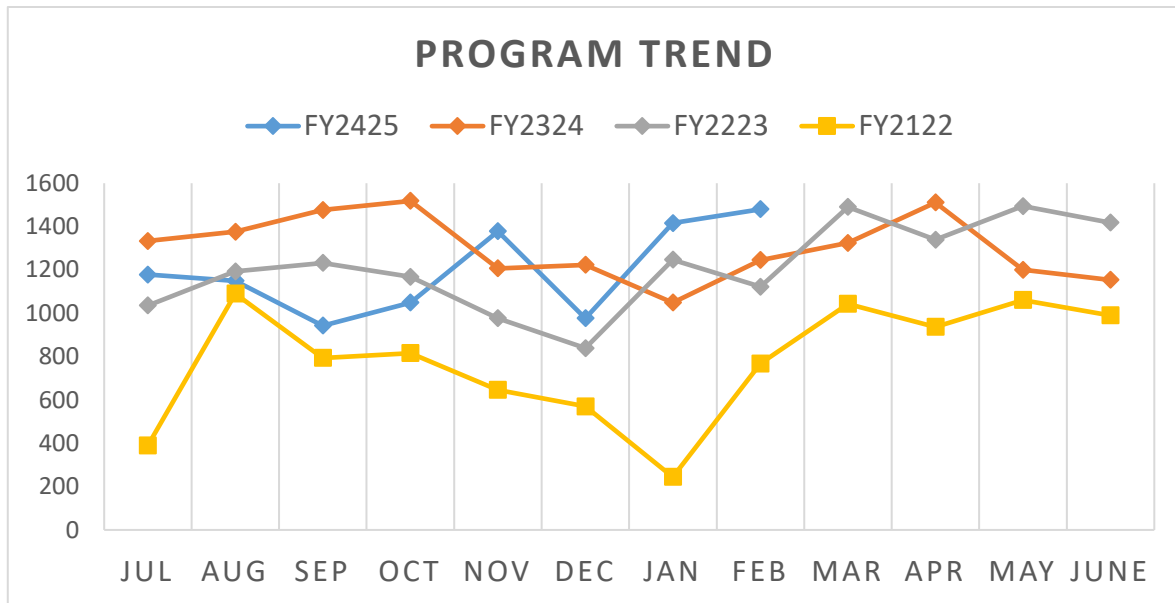
Statistical Summary – March 18, 2025
Nashville Public Library

MONTH - February 2025

Library Programming	Location Totals								Programs by Age Group							
	Library		Outreach		Virtual		Totals		Juv		Teen		Adult		Senior	
	NO.	AUD.	NO.	AUD.	NO.	AUD.	No.	Aud.	NO.	AUD.	NO.	AUD.	NO.	AUD.		
ARCHIVES	3	65	1	5	8	12	12	82	0	0	0	0	1	5	11	77
BELLEVUE	90	1,576	1	50	0	0	91	1,626	26	845	42	585	22	191	1	5
BORDEAUX	55	674	4	124	0	0	59	798	20	217	26	467	9	90	4	24
BBTL (Bringing Bks to	1	2	49	1,123	44	108	94	1,233	45	1,070	0	0	49	163	0	0
BBTL (Adult Literacy)	1	78	0	0	0	0	1	78	0	0	0	0	1	78	0	0
DONELSON	46	985	7	125	0	0	53	1,110	24	732	9	115	20	263	0	0
EAST	43	1,097	6	396	0	0	49	1,493	14	582	34	889	1	22	0	0
EDGEHILL	22	317	5	328	0	0	27	645	17	451	5	70	5	124	0	0
EDMONDSON PIKE	68	1,102	1	28	0	0	69	1,130	25	868	21	84	23	178	0	0
GOODLETTSVILLE	48	988	3	43	1	8	52	1,039	21	588	9	125	19	300	3	26
GREEN HILLS	56	1,591	1	16	0	0	57	1,607	16	413	23	999	12	159	6	36
HADLEY PARK	21	83	15	279	0	0	36	362	22	230	0	0	8	89	6	43
HERMITAGE	58	996	2	61	0	0	60	1,057	23	744	5	81	32	232	0	0
INGLEWOOD	23	382	3	239	4	5	30	626	18	380	0	0	12	246	0	0
LOOBY	32	356	7	392	0	0	39	748	20	518	0	0	16	178	3	52
MADISON	56	609	5	160	0	0	61	769	20	422	19	210	21	136	1	1
MAIN - Adult Svcs	152	1,259	1	11	1	7	154	1,277	0	0	0	0	154	1,277	0	0
MAIN - Children Svcs	25	2,524	3	158	0	0	28	2,682	27	2,634	0	0	1	48	0	0
MAIN - Digital Inclusion	0	0	15	132	0	0	15	132	0	0	0	0	0	0	15	132
MAIN - LSDHH/Equal	3	68	1	4	2	33	6	105	0	0	0	0	6	105	0	0
MAIN - Puppet Truck	5	181	35	3,067	0	0	40	3,248	34	2,649	4	322	2	277	0	0
MAIN - Special Coll.	24	524	2	41	0	0	26	565	9	378	4	186	13	1	0	0
MAIN - Studio NPL	102	381	13	210	0	0	115	591	0	0	115	591	0	0	0	0
MAIN - Teen Svcs	52	812	5	66	0	0	57	878	0	0	57	878	0	0	0	0
MAIN - Wishing Chair	25	2979	0	0	5	1111	30	4090	25	2979	0	0	5	1111	0	0
NORTH	12	75	12	221	0	0	24	296	19	265	0	0	5	31	0	0
OLD HICKORY	27	265	5	85	0	0	32	350	14	278	11	38	5	22	2	12
PRUITT	35	5250	4	39	5	273	44	5562	18	1600	3	42	19	3881	4	39
RICHLAND PARK	25	776	3	50	0	0	28	826	15	718	0	0	11	88	2	20
SOUTHEAST	52	1447	6	178	2	0	60	1625	25	450	7	336	28	839	0	0
THOMPSON LANE	25	195	3	74	1	40	29	309	9	132	3	55	17	122	0	0
WATKINS PARK	8	103	1	53	0	0	9	156	4	74	3	21	1	30	1	31
TOTALS	1,195	27,740	219	7,758	73	1,597	1,487	37,095	510	20,217	400	6,094	518	10,286	59	498

Library Programming	Location Totals								Programs by Age Group							
	Library		Outreach		Virtual		Totals		Juv		Teen		Adult		Senior	
	NO.	AUD.	NO.	AUD.	NO.	AUD.	No.	Aud.	NO.	AUD.	NO.	AUD.	NO.	AUD.		
ARCHIVES	3	65	1	5	8	12	12	82	0	0	0	0	1	5	11	77
MAIN - Adult Svcs	152	1,259	1	11	1	7	154	1,277	0	0	0	0	154	1,277	0	0
MAIN - Children Svcs	25	2,524	3	158	0	0	28	2,682	27	2,634	0	0	1	48	0	0
MAIN - LSDHH/Equal	3	68	1	4	2	33	6	105	0	0	0	0	6	105	0	0
MAIN - Special Coll.	24	524	2	41	0	0	26	565	9	378	4	186	13	1	0	0
MAIN - Studio NPL	102	381	13	210	0	0	115	591	0	0	115	591	0	0	0	0
MAIN - Teen Svcs	52	812	5	66	0	0	57	878	0	0	57	878	0	0	0	0
MAIN - Wishing Chair	25	2979	0	0	5	1111	30	4090	25	2979	0	0	5	1111	0	0
TOTALS	386	8,612	26	495	16	1,163	428	10,270	61	5,991	176	1,655	180	2,547	11	77

*MN includes Studio and Wishing Chair, which hosts outreach events at other locations.



Financial – March 18, 2025

Nashville Public Library

Feb 2025 Spending (3/5/25)	Appropriations	Spent in Feb 2025	Current Open Orders	Invoices Paid, FY25 to date	Invoices & Open Orders, FY25 to date	Current Free Balance	% Committed
Metro-4% Funds	\$ 4,497,555.67	\$ 354,907.87	\$ 126,964.47	\$ 2,360,157.37	\$ 2,487,121.84	\$ 2,010,433.83	55.30%
Foundation	\$ 710,234.25	\$ 11.16	\$ -	\$ 380.16	\$ 380.16	\$ 709,854.09	0.05%
Subscriptions	\$ 197,800.00	\$ 99.99	\$ -	\$ 197,360.50	\$ 197,360.50	\$ 439.50	99.78%
Grants	\$ 430,500.00	\$ 24,812.80	\$ 6,213.12	\$ 411,415.03	\$ 417,628.15	\$ 12,871.85	97.01%
Particip Budget-Central Asia**	\$ 15,000.00	\$ -	\$ -	\$ 15,121.47	\$ 15,121.47	\$ (121.47)	100.81%
Particip Budget-Musical Inst.**	\$ 144,900.00	\$ -	\$ -	\$ 68,327.67	\$ 68,327.37	\$ 76,582.63	47.15%
	\$ 5,995,989.92	\$ 379,831.82	\$ 133,177.59	\$ 3,052,762.20	\$ 3,185,939.49	\$ 2,810,060.43	53.13%

**Participatory Budget funds are multi-year; the cumulative 'Spent' column includes FY24 spending

Personnel Summary/HR – March 18, 2025

2025 New Hires

<u>Name</u>	<u>Classification</u>	<u>Hire Date</u>	<u>Location</u>
Amy Guerrero	Library Associate	2/17/2025	Lim Lib

2025 Promotions

<u>Name</u>	<u>Classification</u>	<u>Promotion Date</u>	<u>Location</u>
Jahan Mahdi	Library Mgr 1	2/17/2025	Edgehill

2025 Resignations

<u>Name</u>	<u>Classification</u>	<u>Resignation Date</u>	<u>Location</u>
Jamie Auerweck	Office Support Rep	2/21/2025	Tech Services (retiring)

Personnel Summary/Vacancy – March 18, 2025

Nashville Public Library

NPL Vacancies as of 02/28/2025								
	Division / Branch	Title	Grad	Name	FP	FTE	Date Vacant	Notes
1	DIRECTOR	ADMINISTRATIVE SPECIALIST	ST11	VACANT (ROSE, M)	F	1.00	8/30/24	
2	ARCHIVES	ARCHIVIST	OR05	VACANT (FIETH, C)	F	1.00	11/27/24	Job Posted
3	OP & MAIN-BR	BLDG MAINT MECH	TG13	VACANT - NEW	F	1.00	7/1/22	Candidate chosen, start in April
4	BORDX	CIRCULATION ASST	ST05	VACANT (PITTS, J)	F	1.00	11/12/24	
5	DONELS	CIRCULATION ASST	ST05	VACANT (AUSTIN, J)	F	1.00	1/20/25	
6	DONELS	CIRCULATION ASST	ST05	VACANT (BALL, J)	F	1.00	6/16/24	
7	DONELS	CIRCULATION ASST	ST05	VACANT (POTEET, K)	F	1.00	1/11/25	
8	ED PIKE	CIRCULATION ASST	ST05	VACANT (IBRAHIM, S)	F	1.00	11/23/24	
9	ED PIKE	CIRCULATION ASST	ST05	VACANT (IBRAHIM, S)	P	0.49	4/29/24	On hold for salary savings
10	EDGH	CIRCULATION ASST	ST05	VACANT (MILLER, K)	F	1.00	9/16/23	
11	GRN HILLS	CIRCULATION ASST	ST05	VACANT (MCALISTER, M)	F	1.00	1/20/25	
12	LOOBY	CIRCULATION ASST	ST05	VACANT (ROLLINS, M)	F	1.00	1/7/25	
13	THOMP	CIRCULATION ASST	ST05	VACANT (E MARTIN)	F	1.00	8/1/24	On hold for salary savings
14	TALKING	INFO SYSTEMS MEDIA TECH 1	OR02	VACANT - NEW	P	0.49	7/1/22	
15	GRN HILLS	LIBRARIAN 1	OR03	VACANT (CRAIN, G)	F	1.00	12/6/24	
16	GRN HILLS	LIBRARIAN 1	OR03	VACANT (HAMPTON, L)	F	1.00	11/25/24	
17	SE	LIBRARIAN 2	OR04	VACANT (MCFARLAND J)	F	1.00	7/8/24	
18	ADMIN SVCS	LIBRARY ASSOC	OR01	VACANT (GHOSH KUNDU, S)	F	1.00	9/6/24	
19	EAST	LIBRARY ASSOC	OR01	VACANT (MITCHELL, W)	F	1.00	6/10/24	
20	ED PIKE	LIBRARY ASSOC	OR01	VACANT (BOURQUE, L)	F	1.00	7/5/24	On hold for salary savings
21	HERM	LIBRARY ASSOC	OR01	VACANT (REYNOLDS, S)	F	1.00	7/5/24	On hold for salary savings
22	REF	LIBRARY ASSOC	OR01	VACANT (NESMITH, N)	F	1.00	8/5/24	On hold for salary savings
23	RICH PK	LIBRARY ASSOC	OR01	VACANT (ROBERTS, Z)	F	1.00	12/23/24	
24	SE	LIBRARY ASSOC	OR01	VACANT (MOUSSA, A)	F	1.00	12/2/24	On hold for salary savings
25	TALKING	LIBRARY ASSOC	OR01	VACANT (WAGNER, M)	F	1.00	8/9/24	
26	EDGH	LIBRARY MGR 1	OR05	VACANT (WALKER, A)	F	1.00	11/11/24	
27	CHILD	LIBRARY PAGE	LP01	VACANT (WELSH, I)	P	0.49	8/8/24	On hold for salary savings
28	DONELS	LIBRARY PAGE	LP01	VACANT (AUSTIN, J)	P	0.49	11/25/24	On hold for salary savings
29	DONELS	LIBRARY PAGE	LP01	VACANT (BAILEY, C)	P	0.49	8/1/24	On hold for salary savings
30	GOOD	LIBRARY PAGE	LP01	VACANT (OLEAS, F)	P	0.49	8/12/23	
31	BRNCH ADMIN	LIBRARY SVCS ASSIST DIRECTOR	OR11	VACANT (LUKE, T-interim director CS leave)	F	1.00	7/22/22	
32	TECH SVCS	LIBRARY SVCS ASSIST DIRECTOR	OR11	VACANT (BOULIE, P)	F	1.00	8/7/24	
33	TECH SVCS	OFFICE SUPPORT REP	ST05	VACANT (AUERWECK, J)	F	1.00	2/21/25	
34	BORDX	PROGRAM COORDINATOR	ST09	VACANT (MIGUEL, A)	F	1.00	1/10/25	
35	HR IMP	PROGRAM MGR 2	OR05	VACANT (GREATHOUSE, T)	F	1.00	12/27/24	On hold for salary savings
36	HR IMP	PROGRAM MGR 2	OR06	VACANT (MOYNIHAN, C)	F	1.00	9/2/24	
37	NAZA	PROGRAM MGR 2	OR05	VACANT (PENDRAGON, R)	F	1.00	1/31/25	
38	MARCOMM	PUBLIC INFORMATION REP	ST10	VACANT (BROWN, E)	F	1.00	9/13/24	Interviewing
39	SECURITY	SECURITY GUARD	ST06	VACANT (HAWKINS, J)	F	1.00	8/29/24	Interviewing
40	SECURITY	SECURITY GUARD	ST06	VACANT (HOLT, D)	F	1.00	8/5/25	Interviewing
41	SECURITY	SECURITY GUARD	ST06	VACANT (MOLOKWU, C)	F	1.00	8/9/24	Interviewing
42	ED & LIT - Adult Lit	LIBRARY ASSOC	OR01	VACANT (TAYLOR, C) (Adult Lit)	F	1.00	11/28/24	Grant funded
43	ED & LIT - BBTL	PROGRAM SPEC 2	OR01	VACANT (ALBEE, S) (BBTL Curriculum Coord)	F	1.00	11/1/24	Grant funded
44	ED & LIT - LL	LIBRARY ASSOC	OR01	VACANT NEW - (Limitless Libraries)	P	0.49	7/1/24	Grant funded
45	WISH CHAIR	LIB PERFORMING ARTIST	ST08	VACANT (WALTMAN, B)	P	0.25	12/9/24	Grant funded

Brief Area Updates – March 18, 2025

Nashville Public Library

ADMINISTRATIVE SERVICES

Safety & Security: March 2025

- Security coverage was provided for special events during the month of February.
- Two after hour events were held at Main and security coverage was provided.
- Amor core installation continued during the month of February at Branch location.
- Safety Coordinator, Brandon Castro, conducted several sessions of the annual safety and security training for all divisions at Main. He borrowed a fire extinguisher simulator from the Parks Dept.’s safety team. There was a lot of positive feedback from staff that attended the training sessions. A couple of make-up session will be offered, and this should conclude all annual safety and security classes for this year.
- Mr. Castro and Mark Crowder are working with Library HR to extend our time slot during New Employee Orientation so training can occur sooner and not wait until new employees are at their work location.
- Safety window film is scheduled to start installation at Main the first week of March.
- Access control panels were added to the Lakewood Maintenance facility and Equal access area interior office door at Main. Parts should be in by mid-March to complete Old Hickory branch access control project. Once done, ALL NPL Facilities will have access control at staff entrances for better safety and security.
- More serious incidents have occurred at the Main Library than in the past few months. Most were fights and arrests for irate and unruly patrons.

Total number of incident reports for the month of **February (68)** and related categories per incident report down from 70 incident reports in January:

Below is the number of incident Reports per Branch and then breakdown of each Branch:

NOTE: Each report could have one or more conduct violations, a safety or security concern, and an injury or accident associated with the report which could or could not result in a suspension.

Number of Incident Reports per Branch			
Bellevue Branch	2	Hermitage Branch	1
Bordeaux Branch	1	Inglewood Branch	1
Donelson Branch	5	Madison Branch	5
East Branch	3	Main Library	38
Edgehill Branch	1	Richland Park Branch	2

Green Hills Branch	6	Southeast Branch	1
Hadley Park Branch	2	Total	66

Bellevue Branch	2	Hadley Park Branch	2
Conduct or Rule Violation	1	Conduct or Rule Violation	2
Injury or Accident	2	Suspensions	2
Suspensions	1	Hermitage Branch	1
Bordeaux Branch	1	Conduct or Rule Violation	3
Conduct or Rule Violation	2	Safety or Security Incident	1
Suspensions	1	Suspensions	1
Donelson Branch	5	Inglewood Branch	1
Conduct or Rule Violation	3	Conduct or Rule Violation	1
Injury or Accident	4	Suspensions	1
Suspensions	3	Madison Branch	5
East Branch	3	Conduct or Rule Violation	9
Conduct or Rule Violation	7	Safety or Security Incident	1
Injury or Accident	2	Suspensions	5
Safety or Security Incident	2	Main Library	38
Suspensions	2	Conduct or Rule Violation	58
Edgehill Branch	1	Injury or Accident	30
Conduct or Rule Violation	1	Safety or Security Incident	6
Injury or Accident	1	Suspensions	30
Suspensions	1	Richland Park Branch	2
Green Hills Branch	6	Conduct or Rule Violation	4
Conduct or Rule Violation	10	Safety or Security Incident	1

Injury or Accident	2	Suspensions	2
Safety or Security Incident	2	Southeast Branch	1
Suspensions	5	Conduct or Rule Violation	3
		Suspensions	1

Number of Injury or Accident and Safety or Security Incidents			
911 for assistance	12	Arrest	1
Ambulance	10	Non-Emergency	1
Illness / Accident	3	Police called	7
Injury	5	Police Report Filed	4
Medical	10	Property Damage / Vandalism	1
Mental Issues	1		

Number of Conduct or Rule Violations					
#1		#9		#17	20
#2		#10	4	#18	2
#3	2	#11		#19	14
#4	4	#12	3	#20	2
#5	13	#13	1	#21	2
#6	4	#14	9	#22	3
#7		#15	5	#23	1
#8	11	#16	4		

Suspensions	55
Reminder of the Day	1
1 day	1
5 days	1
7 days	1
14 days	1
30 days	20
90 days	5
120 days	1
180 days	4
365 days	20

Delivery: February 2025

Main:

- We received 335 incoming UPS packages and sent 21 packages UPS GROUND.
- There were 110 overnight packages received from FedEx, DHL, etc.
- We received 61 inserts of mail from the United States Post Office, and we sent 57 inserts of mail to Metro Mail for postage.
- There were 50 special deliveries from [Ricoh](#), [Supply Room](#), [Firefly](#), [Amazon](#), etc.

Branches:

- We moved: 4,382 hold bins (140,724 items)
3,657 non-hold bins (117,024 items)
1,348 Circulation/Main bins (43,136 items).

Total of 9,387 bins moved.

Total item count of 300,384.

An average of 494 bins and **15,810** items moved per day.

0 skids were sent to Pratt Industries for book recycling.

6 skids were sent to BWB.

Daily Complete Percentage:

Holds 21 of 21 days for 100% in February.

Facilities Maintenance: February 2025

Tamis work order report shows 404 work requests, 366 completed, 38 still active with an 91% completion rate for the month of January.

February 1st - February 28, 2025					
Craft	Month	Total # Work Orders	# Completed	# Active	Completion %
Administration	February 2025	7	0	7	0%
Branch Custodial Services	February 2025	64	64	0	100%
Canceled	February 2025	1	1	0	100%
Contractor	February 2025	1	0	1	0%
Grounds	February 2025	32	16	16	50%
Main Custodial Services	February 2025	2	2	0	100%
Maintenance	February 2025	297	283	14	96%
		Quantity 404	Completed 366	Active 38	Completion % 91%

February Maintenance monthly report 2025:
277 work orders got completed with 4 employees.

Mike Binkley 98 work orders

Mathew Chandler 83 work orders

Joe Klima 43 work orders

Nathan Chandler 53 work orders

Edmondson Pike installed new LED can lights.

Snow removal at HM, EP, GH, BX, MA, RP, GO, IN, OH. On 2-19-2025

Main continue helping with the vav upgrades.

Grounds Projects: **February 2025**

1. Snow removal at various branches
2. Spread insecticide at Edmondson Pike

Interior Design / Special Projects: February 2025

Jennifer Fournier - Interior Designer / Special Projects Coordinator

Main:

Conference Center flooring still in progress.

Study tables throughout replaced.

New offices for Custodial planned and POs issued. Work to start March 17th.

Archives – cleaned out storage room, installed shelving

Moved Bookmobile book collection to Old Donelson

Southeast – shifted shelves and tables

ArmorCore installed: Hadley Park, Looby, Madison, Richland Park, Thompson Lane

BRANCH SERVICES

- **Second Harvest Food Drive:** Systemwide participation resulted in over 1,000 pounds of food donated. Special thanks to branch staff Paige Wilson, Bailey Battilla, and Sade Johnson for organizing the food drive.
- **Bellevue Branch:** Celebrated its 10-year anniversary with a day of events, including a Family Birthday Story Time, Birthday Book Bingo, and a proclamation from the Mayor's Office. Bellevue is launching a special fundraising campaign to support branch programming, featuring the sale of shirts and tote bags.
- **Edgehill Branch:** Hosted a Free Legal Aid Clinic with the Legal Aid Society and partnered with The Frist for art workshops on manga and block printing.
- **Looby Branch:** Looby finished their annual Once Upon a Time Writing Workshop in collaboration with the Looby Community Center, guiding 29 young writers through a creative session on setting and storytelling.
- **Madison Branch:** Introduced a weekly Line Dancing program, a Weight Management Class with a registered dietician, and a popular Build a Skateboard event with Little Free Skate Shop. After holding a special fundraising campaign, Madison will commemorate their new children's mural on Saturday, March 15 at 2:30
- **New Story Time Initiative:** Madison and Inglewood staff are hosting a new monthly story time at Gallatin Pike Coin Laundry.
- **SE Branch:** VITA tax assistance launched on Jan. 31 and will continue through April 15. Passport services remain in high demand.
- **Facilities Updates**
 - East Branch closed from Jan. 6-20 for window and plumbing repairs. Repair work will proceed on the plaster that was affected by water intrusion.
 - Elevators at both East and Pruitt are still not working as we wait for inspections.
 - The Donelson staff addressed plumbing issues that led to the temporary closure of the branch due to sewage pipe backups in a timely manner. Repairs have been completed to prevent a recurrence of the problem.
 - Bordeaux Branch will temporarily close for a couple of weeks in late March to repave the parking lot and reorganize bookshelves to enhance visibility and create additional study spaces.
 - Watkins Park Branch will be closed for a few days (to be determined) to accommodate the addition of office space.
 - The Goodlettsville Branch will close after Tax Day for a couple of months to repair the floors due to water leaks. Additionally, a new study room will be constructed during this time.

COLLECTIONS & TECHNOLOGY

Material Management

- The Material Management Committee researched the issue of AI content in library collections.
- Noel was interviewed by WXNP + WPLN regarding our popular new vinyl record collection.
- Noel wrote and submitted the minimum requirements for our Materials Management software RFP
- Noel researched and compiled a list of out-of-county library card fee policies from our peer library partners across the country.
- Noel removed thousands of newly discovered AI audiobooks from our Hoopla collection. The vendor shortly afterwards, removed even more ebook records from their subscription database.
- Amanda posted the following blogposts: *Red Romance Reads for Valentine's Day*; *Special event post for upcoming event, Women in Music*; *Music in Nonfiction*. She also Cohosted the Tn Resource Sharing committee's monthly Fix It Forum webinar.
- Ben wrote one blogpost: *One for Your Watchlist: That Man From Rio* and posted 2 collection spotlights: *New Nonfiction By Black Authors*, *American Heart Month*.
- Beth completed her quarterly Overdrive project which identifies out-of-print editions with holds and purchases new editions for the collection. She also posted 2 spotlights: *Celebrate Black Authors: New Fiction*; *Read More Short Stories*.
- Joanna posted 4 spotlights: *Fast Reads: YA Short Stories*; *Inspiring Black Women*; *Awkward Love: YA Romance*; and *Armchair Travel*.
- Collection Development Librarians responded to a total of **601 material requests** in PIKA and LibAnswers from staff and library customers.
- Susan recorded 4 episodes of the Family Folktales podcast: *The White Slipper*; *The Sparrow with the Slit Tongue*; *A Lost Paradise*; and *The Dragon and his Grandmother*.

Meetings/Webinars Attended:

- Internal: Main Leadership meeting, Materials Management meeting; Safety & security training; Teen Services meeting; Procurement meeting, Morningstar Sole Source meeting; Receiving temp interviews
- External: HarperCollins Children's Books Spring Librarian Preview, ALMA Book Buzz, Books That Are Buzzing For Spring, MacKids School & Library Spring 2025 Preview Event, Graphic Novels For Adults and Young Adults; TN Resource Sharing Committee: Meeting to discuss improving the website, Normal monthly meeting to plan webinars, OCLC Community Meeting.

Materials Management Statistical Report February, 2025

February New Circulation		
User category	# of Unique Users	Items checked out
Digital	52,819	312,146

Physical	21,130	126,160*
Totals =	73,949	438,306
February New Acquisitions		
Format	Copies added	
Digital	5,312	
Physical	5,689	
Totals =	11,001	

*Physical checkout statistics do not include renewals as this report is used by Material Services to determine the demand for content, not how long customers want to borrow the content.

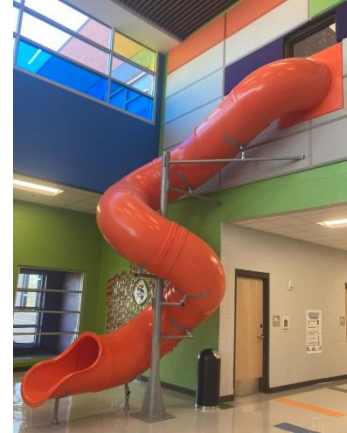
Fund Source:	FY25 Funds	Free Balance	Total Amt Spent	% Spent	Spent in Feb
Metro-4% Funds*	\$4,497,555.67	\$2,010,433.83	\$2,360,157.37	55.3%	\$354,907.87
Foundation	\$710,234.25	\$709,854.09	\$380.16	0.05%	\$11.16
Subscriptions	\$197,800.00	\$438.50	\$197,360.50	99.78%	\$99.99
State & Federal Grants	\$430,500.00	\$12,871.85	\$411,415.03	97.01%	\$24,812.80
Part. Budget Central Asia	\$15,000.00	(\$121.47)	\$15,121.47	100.81%	\$0
Part. Budget Musical Instrum.*	\$144,900.00	\$76,582.63	\$68,327.67	47.15%	\$0
Totals	\$5,995,989.92	\$2,810,060.43	\$3,052,762.20	53.13%	\$379,831.82

*Funds for lessons and programming tracked elsewhere.

Shared Systems

- Aspen server crashed during an update on 2/18 causing a two day outage and some loss of data as the earliest backup that would load was from 12/1/24. Staub, Jones and Lane worked with Larry Jirik and Metro ITS to restore the system. System must be rebuilt on a new server, which is a project. Meanwhile, we have implemented new workflows (change control and “snapshots”) that should prevent this from happening in the future.
- In relation to above, the glueware connecting library systems with SnapPay, the new Metro market services vendor, must be installed once the new Aspen server is built. Deadline for this is 3/16. If this does not happen, NPL will lose the ability to take online credit card payments until we get the server and system set up and running. Staub is spending his time and energy on this.
- Jones has been working to restore settings, data and permissions in Aspen post-crash.
- SnapPay did go live on 2/10 for the departments using devices: Archives, Special Collections, the Conference Center and NECAT.
- Jones is working on AspenCon 2025 planning. It will take place in Nashville on Oct. 8-10 2025.
- Cook completed the LinkedIn Learning course “Learning Linux Command Line”
- Lane working on RFP for support for Aspen. There are more competitors in the support arena now and we are interested in the ones with the most expertise.

- Jones and Ellis are working to recreate the TLEC (Tennessee Library Ecosystem Coalition) using Hugo and Github Pages in order to deliver a professional site that is sustainable and easy for the TLEC folk to update.
- Lane working with Rutherford and Barber on potentially redefining the NPL service area and increasing the out-of-county account fee.
- Wingate visited several more schools and helped out with inventory. She volunteered to help with the high school Battle of the Books (BOB). She also attended the Elementary Pineapple PD. Did you know Goodlettsville Elementary has an inside slide?
- Wingate is featured in, worked on and will be part of the premiere and discussion panel for the feature length documentary film *It's All Connected: The Art of Sustainability* in March at the Main Library auditorium.
- Wingate, Jones and Lane working on a method to keep K-8 school collections from impacting elementary school catalogs. Plan is to exclude K-8 schools collections entirely from elementary school catalogs.
- Cook and Ellis created NECAT Shows DB and tied it to the Producers DB. These are both completed. They are QA on the Inventory Management DB for NECAT.
- Cook and Ellis have been working with Ben and Travis to set up Talking Library podcasting. This is set to launch soon – probably March.
- Staub continues to refine reporting for Jennifer Lee and the MNPS data warehouse team.
- Wilson, Lane, Wingate and Jones held class for the Limitless Bookmobile and Outreach staff on using CarlX, Aspen and Carl Connect.
- Ellis worked with Jirik, ITS and NPL staff to troubleshoot OAuth with Springshare. This is what connects LibCal to Outlook.
- Jones adding charter schools to Aspen so that the Limitless Bookmobile can print student barcodes before they visit for easier checkout.
- Cook and Lane attempting to restore access to Events server for our Bedework vendor. Many ITS hoops.
- Lane met with the Perma-Bound folk about their work providing marc records with orders for MNPS.
- Many team members attended safety training at MN.
- As always, the team has been working to promote daily library operations by:
 - Working with front line staff to ensure access to systems.
 - Running a help desk for MNPS librarians
 - Providing NPL staff with reports and statistics.



- Regular retrieval, edits and sideloads of new digital marc records into catalog to provide access to new acquisitions and remove metered-access items whose licenses have expired.
- Keeping the events calendar up to date with the latest online happenings.
- Improving system(s) usability with development, testing and planning features.
- Patron and item data cleanup and quality assurance.

Technology

IT Infrastructure Technology

- **Industry Weapon (Firesign) Replacement – BrightSign/Carousel**
 - Bellevue History Wall – Content Replacement – Testing
 - Replace Digital Display and Install player at branches – Complete
- **BookMobile**
 - Bookmobile Security Cameras – Ordered
 - Bookmobile Computer Equipment – Ready for install
- **Computer Moves**
 - Bellevue
 - Build temporary workroom in meeting room
 - Move computers back to workroom after flooring replacement
- **Printer Replacements**
 - Review with RJ Young – Public & Staff Printer Replacements - Complete
 - RJ Young Printer Replacement Order – TBD
 - Printer Replacement Installation Schedule - TBD
- **Southeast Library – Fiber Cut**
 - AT&T New Fiber Install – Completed.
 - Network/Firewall Changes Reversed
- **INK**

Completed

- Designed new Reports test/template site
- Quarterly cleaning and updating of staff permissions on INK
- Restructured Vendor links to make accessible to general users

Current

- Research replacement Office Supply ordering software
- Building out of HR test/template site
- Training on ShareGate Updates
- Continuing deep dive cleaning, reorganization and new INK site creation with admin assistants

Production Services

➤ Live events

Production Services provided AV support for 63 production requests around the Nashville Public Library system.

- 22 Main Branch events with AV support
- 14 Satellite & Branch events
- 3 Maintenance visits (SE, GH, HE)
- 13 Filming sessions (NPLMB at Necat, “*I am NPL*” at branches)
- 8 Podcast Studio sessions (2 Just Listen, 1 FFT, 3 Wishing Chair, 2 NPLMB Podcast)
- 3 Hybrid session (NPLF Hybrid meeting, Shakespeare Allowed, Mayors Office)

➤ Podcast Log

- 10 New episodes recorded. *Family Folk Tales* (4), *NPL Means Business* (3), *Just Listen* (2), *All Things Eerie* (1).
- Published 6 episodes. *Family Folktales* (4), *All Things Eerie* (1), *The Spark* (1),
- YouTube/iTunes Stream data (February 1st-28th) - **Total combined streams = 2,348**

Podcast	Stream
Family Folktales	2057
All Things Eerie	45
Just Listen	77
Your Mind Matters	25
Truth B Told	12
Back in the Day	13
Legends of Film	73
The Spark	46

➤ NPLU Filming

- Completed edits for 2 videos
- Published 1 video on NPL Universe
- 3 Livestreams for February
- 13 Filming Sessions
- Channel Wide Stats

Channel Wide Views	10.3K
Hours of Watch Time	3.2K
New Subscribers	44

➤ Captioning Data

- Number of videos completed: 8 (includes 5 podcast episodes)
- Total time captioned: 06:15:05 (6 hours, 15 minutes, 05 seconds)

➤ **Talking Library (Travis)**

February 2025 Talking Library Board Report Numbers:

- "Book Hour" - 44 hours/episodes edited
- 3 books completed, 3 books in progress
- Updated 44 icons/artwork for NTL program podcasts (removed borders, downsized logos)
- Updated Program Database to include sponsor messages/sources as needed
- 6 instances of helping trouble-shoot technical issues with booth volunteers
- Trained with Ben to create our new "Reader's Digest" podcast utilizing GitHub, Command Prompt and VSCode to write the necessary script.
- 3 Talking Library meetings with TL staff
- 1 Microsoft Teams meeting with John Stone regarding training for Kofax Capture and AX Web to properly scan documentation
- Updated March program guide with Ben, and helped to print and mail out the February guide with Ryan
- "Tennessean" Live Reading - 3 times
- Participated in Brandon Castro Equal Access security and safety training meeting

➤ **Stokes Media LLC Hours**

- AV Techs (Live event Sound) = 9 hours (Safety presentation, Lego Awards)
- Videography = 16 hours (Repair Fair, Chinese New Year, Lego Awards)
- Audio Tracking/Mixing = 9.5 hours (Goldilocks Tracking/Mixing)

➤ **Upcoming Production Projects and Highlights**

- Chinese New Year Live Broadcast Successful!
- Hannah's Overdue Adventures – 330 streams To-date!
- Starting February and continuing through March, a large influx of events asking for Hybrid, Remote Cart, Broadcast, or Filming. All production element require extra prep time and/or an additional tech to be on hand.
- Forrest & Hannah jointly working on updating in writing Standards and Practices for all production staff and freelance techs to observe.

NECAT

Membership

New Members	11
People in Production 1	11
People in Production 2	na
People in Specialty Class	3
Equipment Checkouts	2

Studio Usage

	Blocks Booked	Time in Hours
Producer Led Productions	16	64
Podcast Studio Productions	2	8
NECAT Productions/Staff working Days	13	52
Meetings/Tours	7	11
Trainings	4	16
Editing Bay Usage	3	6
Holiday Closures	4	16
Cancelations	2	8

Kiosk Check-Ins

Reason	Number of People
Production	187
Class	14
Meeting	4
Tour	27

Event	0
Editing	4
Other	4
Total	240

Network Content

NPL Programming Run Time	12632.38 Minutes
MTSU Programming Run Time	6372.98 Minutes
New First Run Programs	3
New First Run Episodes	29
New NPL Carousel Bulletins	3
New Carousel Bulletins	1

February Quick View

- 2/1 Production 1 Class (11 people)
- 2/3 Overdue Adventures Shoot
- 2/5 MNPS Field Trip McGavock
- 2/8 Chinese New Year Event
- 2/12 Friends Life Visit
- 2/15 Lego Live Broadcast
- 2/16 Closed Presidents Day
- 2/23 Black Voices in Media Event (21 attending)
- 2/27 NPL Means Business Taping
- 2/27 Forge Ahead Taping (15 attending)

March Upcoming

- 3/1 Production Class
- 3/3 Turn in CATV Budget for Larry to review before sending to Chris Singleton
- 3/3 Entertainment Commission Meeting rescheduled
- 3/8 Dr. Gangrene Live Event
- 3/12 Wishing Chair Meeting
- 3/12 Friends Life Visit
- 3/19 Entertainment Commission Meeting
- 3/19 Cameron on WPLN (Andrea pending)

3/20-21 McGavock 2-day field trip (opening early for MNPS)
3/22 It's All Connected World Premiere
3/24 Branches On Location shoot at Looby
3/26 Metro Arts Forging Ahead
3/27-28 Production 2 Class
3/31 Sam Burns Birthday

EDUCATION & LITERACY

Adult Literacy at NPL – Jamil Sameen

The Adult Literacy team continued planning for the 2025 Adult Education Spring Summit, which will take place in the Main Library on April 11th. The Adult Educator of the Year ceremony is one of the sessions to honor the exceptional person who significantly contributes to the adult education community. For the Adult Educator of the Year ceremony, judges will submit their scores for the nominees by March 7th. The Early Bird registration for the summit is open until March 14th.

Adult Literacy staff participated in the GOAL Collective’s Learner Engagement groups event “Never Stop Learning,” which was organized for adult learners in Davidson County and surrounding area on Saturday, February 22nd at the Madison branch. There were 15 resource tables and total of 78 visitors attended the event.

As the final step of the proposal, Adult Literacy staff were interviewed for Carnegie Corporation Grant. Adult Literacy’s application was one of the 60 selected to proceed out of 1,407 that were submitted from 48 states and Washington, D.C. Staff learned that they have been invited to submit a full proposal for \$450,000.

Adult Literacy staff remains active on the collation of the Better Future for Southeast Nashville and was asked to serve on the Steering Committee.

In February, the mobile labs served 14 learners at the Room at the Inn organization. Nashvillehelps.com had 19 requests, and a total of 21 new library cards were issued.

Adult Literacy remains active in contributions to GOAL Collective working groups of Data Governance and Outcomes/ Referrals Group and Adult Learner Engagement Group

The Adult Literacy team got green light from HR to start the interviewing process to fill the vacant position. Interviews will be conducted in March.

Bringing Books to Life! – Liz Atack

BBTL provided 94 programs with 1,233 in attendance, 45 of which were storytimes, 41 COACH sessions, 2 educator workshops, and 6 family workshops.

BBTL’s monthly educator workshop was “Math Tells a Story.” Twelve educators participated in the virtual workshop, which received rave reviews:

“The library does a great job! I wish we could have one like this in Knoxville!”

“I enjoyed getting the book ideas for math concepts! They were so helpful! I have some new favorites now. I also love the curriculum on the BBTL website that was shared today!”

Work began on *Goldilocks and the Three Bears*, the Fall BBTL featured show. The team is trying to get a head start so when the new Curriculum & Training Coordinator begins, they’ll be able to jump in and put the finishing touches on the curriculum.

Tomas and the Library Lady continues to be popular. Program Associate Heather Jones received the following kind words from the librarian at Napier Elementary:

“I just wanted to take a moment to thank you again for your visit to Napier Elementary. Your time with us was truly an invaluable experience for the students. The exposure to different learning environments, especially through activities like Storytime with you, is such an important step in fostering inclusion and helping the children develop key skills like listening, patience, and adaptability.”

BBTL provided family workshops at two newer locations: a homeschool group at the Old Hickory branch and Hattie Cotton Elementary.

Caroline Cronin received some fantastic feedback from a COACH family. The parent shared how much the sessions are helping her children. Her daughter is getting the highest marks in her class for reading and her toddler younger brother, who loves attending sessions with her, loves telling stories since coming to COACH.

Work on Begin Bright continues. The team completed another filming day on February 17th and have been working with a graphic designer to lay out the curriculum guides for Little Libraries. Liz Attack met with Vanderbilt’s Prenatal to Three about their final study design. The study will launch with the first cohort in early Fall 2025 and will be studying the pilot implementation later this Spring/ Summer.

Liz Attack was invited to present at the School Library Journal Leadership in Youth Services Summit in May in Long Island. She will talk about BBTL and Begin Bright.

Be Well at NPL – Bassam Habib

Be Well conducted 120 Small World Yoga classes across all branches in February. Linda Harrison assisted in finding the necessary \$8,000 to keep programming at the capacity it needed to be for the remainder of the fiscal year, which is 760 classes. All Small World Yoga programming, as well as meditation and sound bath classes, will continue as normally planned for the remainder of the fiscal year.

The Be Well Edmondson Pike Community Garden's Spring and Summer season schedule has been finalized. March 1st will be the first garden workshop focusing on soil science and soil

health. March 6th is the next info session and both will be led by Master Gardeners of Davidson County's Community Garden educators. March 22nd is Soil Preparation Service Day and April 26th will be the planting service day.

Bassam attended Metro's Health Equity Coalition and Health in All Policies Committee meetings this month. These meetings serve as guidance to the Mayor's Health and Wellness Leadership Council.

Two Spanish language breastfeeding education and parent support groups met at Madison this month.

Be Well is partnering with Vanderbilt's Research and Biomedical Library to host a Community Wellness Fair on March 22nd at Bordeaux branch. This will be aimed at the mostly elderly population living in the area and focused on blood pressure reading and literacy.

Be Well received 1,000 COVID/ Flu tests from the Health Department this month that were distributed across branches.

Bassam Habib is working with Dr. Irene Lazarus and the Admin team to launch a health reference portal on Be Well's landing page. This would include a search bar where library customers, using their library card number, could ask health reference questions, which would be answered by Dr. Lazarus and her team.

Metro Schools Early Education Community Outreach Coordinator Marichelle Bonifacio is partnering with Realistically Fed's programming to provide newborn education kits that covers baby care basics and postpartum education.

Digital Inclusion – Marian Christmon

The Digital Inclusion part-time grant funded trainer was onboarded in February and began his first experience working with Digital Inclusion's Senior Tech Academy at the Looby branch. Welcome Daniel Arite!

Digital Inclusion is partnering with the TechTies: Connected Services for Nashville program to offer digital literacy training at several library branches. Participants at these branches will receive group training and one-on-one assistance as needed. The training is free to all participants.



<https://www.nashville.gov/departments/information-technology-services/digital-inclusion/techties-nashville>

Digital Inclusion is preparing for the upcoming annual summer intergenerational program, Cyber-Seniors!

- One of Digital Inclusion’s community partner sites is usually selected for the program; however, this year the program will be held at the Pruitt branch. Pruitt staff are excited and eager to recruit participants and help with the preparations for the program.
- Two of Digital Inclusion’s outstanding teen mentors will be returning this summer, as well as the Studio NPL photography mentor.
- The Cyber-Seniors program will be hosting a visit from the West End Home Foundation (WEHF) this year. The WEHF staff are eager to see the program that they have supported for many years happening in real time.



Cyber-Seniors

New Class Starts June 16th

Limitless Libraries – Syreeta Butler

COLLECTION DEVELOPMENT

Sarah Allen and Emily Farmer finalized fourth-quarter spending, completing shared bulk list orders for the spring semester. They also processed individual school orders and addressed vendor-related issues.

COMMITTEE/ GROUP PARTICIPATION/ PROFESSIONAL DEVELOPMENT

Sarah Allen, Syreeta Butler, Sidra Cutts-Byrne, Emily Farmer, Adam Kumatz, and Traci Webb supported MNPS Library Services as volunteers for the High School Battle of the Books at the Martin Professional Development Center. They assisted in various capacities to ensure a fair and

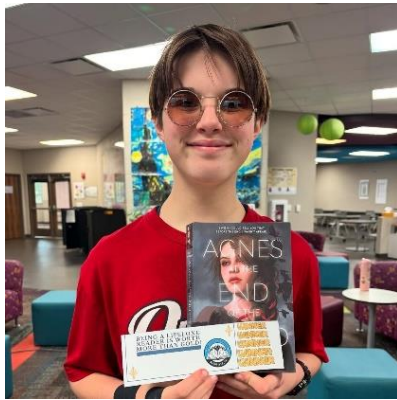
engaging literary competition. Limitless Libraries provided lunch for participating students, coaches, and volunteers.

Sarah Allen participated in the Library Associate Interview Panel, discussing candidates and planning for the next round of interviews scheduled for March.

All Limitless Libraries staff attended the NPL Safety and Security Training led by Brandon Castro.

OUTREACH

In celebration of Limitless Libraries' 15th anniversary, a goal was set to distribute 1,500 books. To support this initiative, the Golden Ticket Giveaway was introduced to promote circulation and enthusiasm for reading. Each participating school received six golden tickets, sparking excitement among students. Winning students returned completed tickets to their school librarians, who forwarded them to Limitless Libraries. Sidra Cutts-Byrne, Emily Farmer, and Sarah Allen curated prize books and placed "WINNER" bookmarks inside before sending them for delivery. Feedback on this initiative has been overwhelmingly positive.



Sidra Cutts-Byrne and Emily Farmer met with the new school librarian at McMurray Middle School to provide information and answer questions about Limitless Libraries.

Syreeta Butler acted as a judge for the "I'm Inspired 2024 Asian & Pacific Islander Book Review Contest" launched by API Tennessee, Greater Nashville Chinese Association, and Nashville Chinese School and provided a kind message at the award ceremony while presenting awards. This contest was created to ensure students learn more about the history, customs, achievements, and cultural contributions of Asian Americans and Pacific Islanders through reading.



Sidra Cutts-Byrne engaged in the following outreach efforts:

- Visiting eight schools and meeting with school librarians to discuss their use of Limitless Libraries services and identify support opportunities.
- Providing instruction to students on placing holds, receiving materials, and returning items, along with guidance on database usage.
- Participating in three school events, including "Fall in Love with Reading Silent Read-In" at Apollo Middle School and "Modge Podge Notebooks" at Hunters Lane High School.
- Facilitating connections between Fall-Hamilton and Edgehill staff, Studio NPL and a school librarian regarding sewing machines, and coordinating a collaboration between a puppeteer and a school librarian.
- Engaging with four educators to reinforce LL services and staff expertise, while also assisting an AP teacher at Hunters Lane High School in guiding students through library database research.
- Interacting with approximately 190 students through various activities, book talks, and book donations, including providing 25 books to students at Bingo for Books at Gateway Elementary.

- Assisting two schools with inventory management and library space organization.
- Collaborating with Emily Farmer to select 132 books for Golden Ticket winners and individually selecting 109 additional prizes.
- Creating six social media posts and supporting two school librarians with content creation, including template development. Additionally, she published four Schoology posts to support school librarians with LL and NPL services.

STAFF UPDATES

Amy Guerrero joined Limitless Libraries as the Bookmobile Outreach Associate and second driver for the bookmobile.

ADDITIONAL UPDATES

The Bookmobile collection was relocated to the former Donelson building, which will serve as its operational base.

The Bookmobile Ribbon Cutting Ceremony is scheduled for Friday, March 21st, at Rocketship United (320 Plus Park Boulevard, Nashville, TN 37217) at 9 AM. All are welcome to attend this milestone event.

CIRCULATION

In February, Limitless Libraries facilitated the circulation of 7,258 items, utilizing 1,588 green bags, 301 gray bins, and managing the return of 37 book trucks from MNPS, while sending out 36.

NAZA – Anna Harutyunyan

In February, 1,788 (108% against funded slots) youth were enrolled in NAZA-funded programs.

NAZA offered three training sessions with 56 participants this month.

The Puppet Truck – William Kirkpatrick

In February, the Puppet Truck reached 3,248 people across a total of 40 shows. This is incredible, despite the team being down one truck due to maintenance.

The Puppet Truck performed at several branches for Black History Month, featuring *Lorraine: The Girl Who Sang the Storm Away*. The team has been in discussion about how to get the new show on the road next semester, and plans to modify a few different elements for easier transitions.

The team unfortunately had to cancel two shows due to scheduling conflicts, but plan to have them rescheduled in April.

The Puppet Truck performed at three middle schools in February, which opened up dialogue about how much teens are interested in all aspects of teaching through performance. Sally Bebawy was also a pivotal point in these performance, as the middle schools had a very diverse group of students from different backgrounds.

Puppet Truck 1 went back into the shop after being out for two days. Once it comes back from the shop, the team will be able to add more shows to the schedule.

Wishing Chair Productions – Bret Wilson

Wishing Chair Productions conducted 12 in-person storytime performances in the children’s theater with an audience count of 830 patrons, and 13 in-person mainstage performances in the children’s theater with an audience count of 2,145 patrons, making a total of 25 programs and 2,975 patrons in February.

There were 5 new video presentations submitted to the NPL Universe YouTube and the Wishing Chair Productions Puppet Troupe Facebook page with 1,111 playable views on social media.

The month of February holds a very special meaning for the members of Wishing Chair Productions. February 10th marks the birthdate of the library’s very own Thomas Hager Tichenor, who faithfully served the interest of the Nashville Public Library and the Nashville community for 50 years before his retirement in 1988.



Wishing Chair Productions has chosen to honor the founder of the library’s puppetry program this month in several unique ways:

- Return of *The Little Rabbit Who Wanted Red Wings*
- 5-Part Video Series called *Little Rabbit’s Return*
- Dedication of the Tom Tichenor marionette and miniature Wishing Chair
- Approval of the Historical Marker honoring Thomas Hager Tichenor

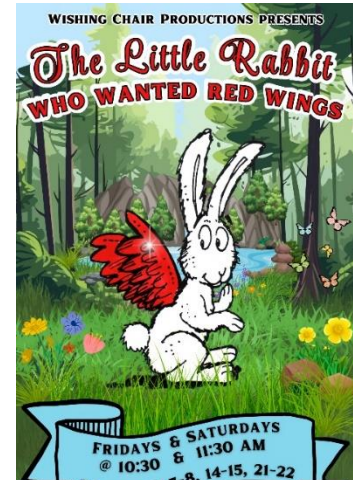
Wishing Chair Productions started its two-month residency at Harding Academy offering a Hand Puppet Workshop. Pete Carden, Noel Williams and Bret Wilson are offering advisory support to the 5th grade visual arts class in their exploration into creating hand puppets, script writing and blocking.

The cast of *Goldilocks* recorded the dialogue and the three solo tracks for the new production. Travis Humbert, with Production Services, is serving as the engineer, working to assemble the audio.

Work continues to address the malfunctioning lighting grid in the children’s theater. Estimates from Inline Lighting and Bradfield Lighting are under review.

Studio NPL – Niq Tognoni

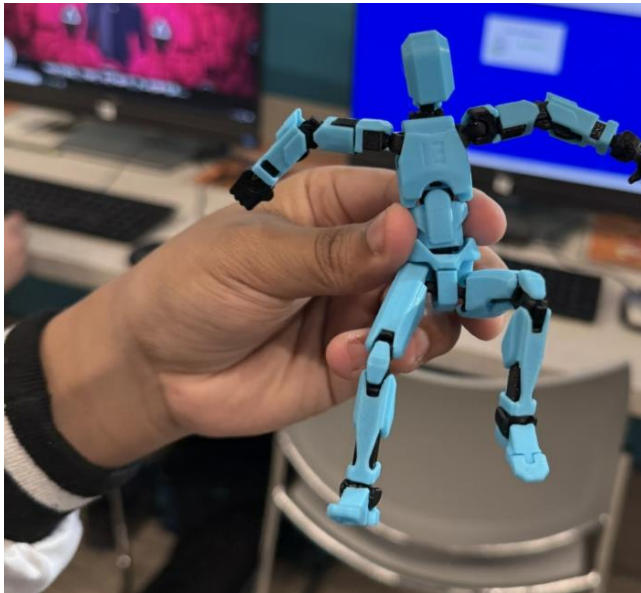
Programming:



In addition to regular programming across Studio NPL branches and community sites, Studio staff added a 3D design and printing workshop with East branch, featuring a design from a social media trend, and launched a new, Valentines Day fabric workshop with Main and Watkins Park branches. While junior mentors have been hard at work designing a summer intensive, one of them was encouraged to conceive and host their own workshop, and they did a great job recruiting new patrons to the Studio NPL space.



Junior mentor hosts a workshop in the Studio NPL space.



Patrons at East build 3D-printed articulated figures-a trendy object on social media sites.

Dating back to Linda Harrison’s tenure as the East branch Manager and continuing with Sara Morse’s support, high school and college poets celebrated Black culture past, present, and future at BlackLift Poetry House at East branch in partnership with Southern Word. A popular event for all ages, Southern Word recruits many new patrons to the Studio NPL program through this inspirational program with performances by the Southern Word writing workshops and other community members. This February’s event brought in several Studio NPL and Southern Word “alumni” to headline the event.

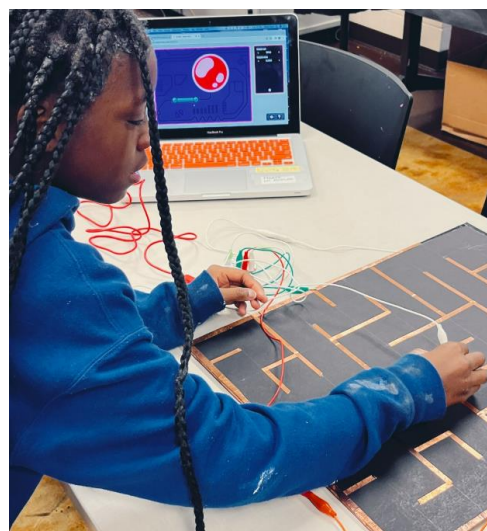


Former Studio NPL and long-time Southern Word participant comes back for a featured poem at East Branch’s “Blacklift Poetry House” poetry showcase.

Outreach:

The outreach team has been busy with in-school and after-school programming, including a couple of pop-up Studio NPL activities at NPL locations. At Edgehill branch, staff took participants through a “Makey Makey” electronics/ programming project, and at Old Hickory branch they worked with teens to promote library programming and hosted a Table at the Saturday Teen Youth Climate Change Summit. Niq Tognoni joined the mobile programming this month with an activity at Hermitage branch as part of the Black History Month celebration.

Martha O’Bryan group at Issac Litton hosted a 2-day Mardi Gras program, exploring the history of the holiday and making artifacts, including masks. In addition to Issac Litton, the mobile team was all over the county, visiting McMurry, Madison Middle, DuPont Hadley, Margaret Allen, and HG Hill, to name a few.



An Edgehill patron works on a “Makey Makey” project with the mobile lab team.

MAIN

Adult Services

Reference Questions	Patron Interactions	Total Programs	Program Attendance	Instagram Follows	Notary Appts.	Study Room Sessions	Exams Proctored
507	3,597	155	1,293	848	11	274	5

- Katie Osborne and Joy Porter co-hosted the first meeting of their new romance novel focused book club, “Slow Burn!” The first meeting of this book club brought in 17 attendees. They read *Love and Other Words* by Christina Lauren.
- Lavelle Miller took the Oath of Office to officially become a Notary.
- Kipp Hadli connected with a new community partner, **Opera on Tap**. Their first performance was on February 22nd for a concert entitled, “Poetry in Motion: A Morning of Art Song.” 66 patrons showed up for the concert, hopefully this is the first of many performances.

Archives

Patron Interactions	Images Scanned	Collection Donations	Items Digitized	Programs	Outreach	Instagram Followers
137	1,350	0	0	0	0	916

- Sarah Arntz and Darnetha Myers attended the Nashville conference on African American History and Culture at Tennessee State University on February 14th.
- Kelley Sirko received a nice thank-you note from a patron who wrote, “I wish other offices were as awesome as you!”
- Sarah Arntz wrote a bog post on the Raymond Whittaker Papers for Black History Month, which led to an interview with News Channel 5 which aired on February 14th.

Children’s

Reference Questions	Patron Interactions	Total Programs	Program Attendance	Total Outreach	Outreach Attendance	Instagram Followers
839	310	25	2,524	2	110	684

- This year marked the 15th Anniversary of the annual LEGO contest. This year, we had 208 participants submit entries. We had 1,121 patrons come through to look at the entries and vote for their favorite. This is truly a multi-generational program. The award ceremony was streamed live on NECAT.
- Cristina Picca led a group of students in level 4 Spanish from Ezell-Harding Christian School, through a tour of the Civil Rights Room in Special Collections. Cristina led the tour completely in Spanish, something she had never done before. The students were

deeply moved, realizing how much of Nashville’s civil rights history they had never heard before.

Equal Access

- Equal Access hosted a Power of Attorney workshop on February 27th with former NPL employee Poppy Steele. 40 patrons attended this informative workshop.
- Vanderbilt Audiology Department brought 8 students to Equal Access for a tour of the space and all of the services provided by Equal Access.
- Currently trying to fill vacant positions; Talking Library program supervisor and LSDHH program manager.

Special Collections

Reference Questions	Patron Interactions	Total Programs	Program Attendance	Total Outreach	Outreach Attendance	Instagram Followers
767	3,095	27	957	4	120	443

- The Special Collections Division finished their departmental strategic plan, which focused on the following areas; Shaping our digital future; Elevating programming and outreach; Developing our collections; and internal communication/collaboration/opportunities.
- The team presented Carnegie-related images and documents to NPLF for their “Carnegie Show and Tell.”
- The team completed cataloging the Brooks Collection.

Teens

Reference Questions	Total Programs	Program Attendance	Total Outreach	Outreach Attendance	Instagram Followers	Passive Programs
133	52	812	5	66	847	214

- Andrew Palmer created and led a Bad Love Song contest for teens – which he promoted at schools, community partners and MNPS Librarians. There were 12 entries into the contest which promoted creative writing. The winning song will be revealed on the Main Teens Instagram page in March.
- Lauren Gilpin and Mariano Hayes from Studio NPL co-hosted the Teen Center Youth Advisory Council Meeting. There were 8 teens in attendance of the 10 that applied to serve. The teens got to know each other, brainstormed ideas for future programs and talked about the next steps required to become an official member for the council.

MARKETING & COMMUNICATIONS

Black History Month 2025

Library customers joined NPL to celebrate BHM 2025 —with some strong results for a **content package that included:**

- A Valentine’s Day special: an **illustrated telling** of the **war-time love story** of a Meharry graduate and his wife
- **Books** by Black authors and about Black voices, experiences, and perspectives
- Stories from **NPL’s Civil Rights Room + Collection** — including a specially created video series “Journey Through Black Music History”

RESULTS:

Email marketing

Reach: **212,957 inboxes**

Opens: **73,578**

Clicks: **202**

Web

Dedicated BHM 2025 landing page: **886 total views**

Blog: **821 total views**

YouTube music video hits: **705 total views**

Flickr album views of Whittaker illustrated love story: **250 total views**

Socials

Total reach: **123,580 accounts**

Total interactions: **4,752**

PLUS: Mayor’s community greeting in the Library’s Civil Rights Room

News Media (Earned Media)

NewsChannel 5 feature on Bret Wilson of Wishing Chair Productions

Axios Nashville coverage of NPL’s Journey Through Black Music History series + Civil Rights Room

