



Regular Board of Trustees Meeting

June 11, 2026 at 4:00 pm - East Library

Board of Trustees

Carole Weimer, President
Mariel Sallee, Vice President
Denise Bayer, Secretary
Alexa Blackann
Timothy Bresnahan
Heather Chunn
Delores Crawford
Angela Dusky
Thomas Frost
Jenita Gillespie
James Meehan
Matt Morrone
JoAnn Stock
Ron Strollo
James Viano

I. Minutes

C Weimer

Motion to approve the minutes of the February 12, 2026 meeting as written and distributed

Board of Trustees Meeting 2.12.26.docx - 3

II. Chief Financial Officer's Report

M

Motion to approve

Mrofchak

CFO Report April 2026.pdf - 24

Budget Board Meeting 6.11.26.pdf - 33

III. Director & Chief Executive Officer's Report

A Ffarek

Second Quarter 2026 Director_CEO Report.pdf - 39

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IV. Committee Reports

A. President's Update

C Weimer

B. Finance, Audit & Investment Committee

M

Mrofchak

C. Service & Personnel Committee

T Frost

D. Bylaws Committee

D Bayer

Bylaw 215 APPROVED by Committee for FULL BOARD VOTE.docx - 53

Bylaw 304 Approved by Committee for Full Board Vote.docx - 56

Bylaw 306 Committee Approved for full Board
Vote.docx - 59
Bylaw 401 APPROVED by Committee For Full
Board Vote.docx - 60
Bylaw 605 APPROVED by Committee for Full
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E. Building & Sites Committee

R Strollo

F. Development Committee

M Shina

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G. Nominating Committee

M Sallee

H. Executive Committee

C Weimer

V. Items Too Late for the Agenda

C Weimer

VI. Appointments, Transfers, Resignations, etc.

C Weimer

Motion to Approve

June 11 2026 Transfers.pdf - 66

VII. Public Comments

C Weimer

June Baker

Jon Sarraïno

Maria Pappas

VIII. Adjournment

C Weimer

Motion to Adjourn

Board of Trustees Annual Meeting

February 12, 2026

4:00 p.m.

Michael Kusalaba Library

Board of Trustees

Carole Weimer, President

Alexa Blackann

Timothy Bresnahan

Delores Crawford

Angela Duskey

Mariel Sallee, Vice President

Thomas Frost

Jenita Gillespie

James Meehan

Matt Morrone

Denise Bayer, Secretary

JoAnn Stock

Ron Strollo

James Viano

Call to Order – Annual Meeting

The annual meeting of the Board of Trustees of the Reuben McMillan Free Library Association was held on February 12, 2026, at 4:00 p.m. at the Michael Kusalaba Library and via Zoom.

Presiding over the meeting was Board President Carole Weimer with the following members present: D. Bayer, A. Blackann (virtual), T. Frost, J. Meehan, M. Morrone (virtual), M. Sallee, J. Stock (virtual), R. Strollo and J. Viano (virtual). Also in attendance were Director and Chief Executive Officer Aimee Fifarek, Chief Financial Officer Mark Mrofchak, Atty. Martin Boetcher, and several staff members.

Absent: T. Bresnahan, D. Crawford, A. Duskey, J. Gillespie, R. Meacham, Mayor Derrick McDowell.

Election of Trustees

M. Sallee, Chair of the Nominating Committee, presented the members whose terms expire in 2026. T. Frost made a motion to nominate the following trustees to three-year terms: D. Crawford, J. Meehan, T. Bresnahan, R. Strollo and J. Gillespie. D. Bayer seconded the motion with all members voting aye.

Nomination of Officers

T. Frost made a motion to elect the following officers for terms expiring 2026:

1. President – Carole Weimer
2. Vice-President – Mariel Sallee
3. New position of Board Secretary – Denise Bayer

R. Strollo seconded the motion and the motion passed unanimously.

Recognition of Tina McBane's service as Board Secretary

Tina is continuing her service as an employee of the library but is being removed from her role as the secretary to the board. We now have a board member serving as the secretary. In recognition of the work that Tina has done over twenty plus years, we have a resolution to recognize Tina's contributions.

RESOLUTION

Whereas... Tina McBane began her PLYMC career in February 2002 as a member of the Fiscal Department and began service as Board of Trustees Secretary.

Whereas... Tina was instrumental in modernizing the record keeping mechanisms needed for the PLYMC Board of Trustees.

Whereas... In 2020, Tina adapted meeting logistics and scheduling protocols to accommodate the COVID Pandemic, most of which are still in place as of 2026

Whereas... Tina led the effort to implement the Board Effect software, ensuring that all scheduling and Board of Trustees records were stored digitally as well as in secure locations.

Whereas... Tina McBane served as Board Secretary with distinction for 24 years, serving from February 2002 until February 2026.

Now, Therefore, Be It Resolved, Tina McBane has been an instrumental part of the PLYMC Board of Trustees since her addition to the Board in 2002, and her contributions to the logistics and management of the Board of Trustees' needs are innumerable.

Be It Further Resolved, by the Board of Trustees of the Association, that the following resolution be spread upon the minutes of the Association, shared with Tina McBane and her colleagues.

ADOPTED: February 12, 2026

PRESIDENT, LIBRARY BOARD OF TRUSTEES



C. Weimer moved to adopt this resolution. J. Meehan seconded the motion. All members present voted aye. Resolution adopted.

Adjournment of Annual Meeting

C. Weimer adjourned the annual meeting at 4:05 p.m.

Board of Trustees Regular Meeting
February 12, 2026

4:00 p.m.
Michael Kusalaba Library

Board of Trustees

Carole Weimer, President	Mariel Sallee, Vice President	Denise Bayer, Secretary
Alexa Blackann	Thomas Frost	JoAnn Stock
Timothy Bresnahan	Jenita Gillespie	Ron Strollo
Delores Crawford	James Meehan	James Viano
Angela Duskey	Matt Morrone	

Call to Order – Regular Meeting

The regular meeting of the Board of Trustees of the Reuben McMillan Free Library Association was held immediately following the annual meeting.

Presiding over the meeting was Board President Carole Weimer with the following members present: D. Bayer, A. Blackann, T. Frost, J. Meehan, M. Morrone, M. Sallee, J. Stock, R. Strollo and J. Viano. Also in attendance were Director and Chief Executive Officer Aimee Fifarek, Chief Financial Officer Mark Mrofchak, Atty. Martin Boetcher, and several staff members.

Absent: T. Bresnahan, D. Crawford, A. Duskey, J. Gillespie, R. Meacham, Mayor Derrick McDowell.

Minutes

C. Weimer presented the minutes of the December 11, 2025, meeting for approval as written and distributed. M. Sallee motioned to approve. T. Frost seconded the motion. All members present approved. Motion was carried.

Chief Financial Officer's Report – M. Mrofchak

General Fund (F-1 and F-2) - receipts in the General Fund for the year ended 2025 were \$21,905,241.43 which is an increase over 2024 year-end General Fund revenues of 1%. This can be attributed to the fluctuation in the PLF distribution which resulted in an increase of 1.9% from the 2024 distribution. From January to June, the PLF was a percentage of the state's general revenue fund which provided some fluctuations in monthly distributions. Starting July 1, 2025, the PLF became a fixed distribution as a result of the State of Ohio's bi-annual budget.

Adding receipts to the balance forward brought the total available for expenditure to \$34,698,078.95. Expenditures for the year were \$21,759,854.01, which was an increase of 8%. This can be attributed to increases in all the library's major cost categories in 2025.

Adding transfers out of \$1,000,000, total expenses for the year were \$22,759,854.01. Outstanding 2025 encumbrances totaled \$2,599,678.77 leaving an unencumbered balance forward to 2026 of \$9,338,546.17.

The Ohio Department of Taxation (ODT) posted the December update to the Calendar Year 2026 Public Library Fund certification. The library's estimate is \$10,132,524.45 (\$10,550,317 * .9754712092) which is a decrease of 3.2% or \$345,245.04 from the 2025 distribution.

Building and Repair Fund (F-3) - the Building and Repair fund posted receipts of \$1,672,511.56 for 2025 from investment income and a transfer from the General Fund. Expenses in the fund were for investment fees and costs associated with building improvements in the amount of \$1,044,797.39. Encumbrances totaled \$878,269.75 leaving an unencumbered balance forward to 2026 of \$23,298,279.54.

Technology Development Fund (F-4) - the Technology Development Fund had receipts totaling \$28,250.62 for 2025 from E-rate reimbursements and interest. Expenditures for 2025 were for equipment and investment fees which totaled \$289,186.30. Outstanding encumbrances totaled \$5,890.04 for this fund leaving an unencumbered balance forward to 2026 of \$3,870,766.36.

First National Bank (F-5) - the amount on deposit at First National Bank was \$19,980,001.16 where the sweep account was paying interest at an annual percentage yield of 1.61% and the money market account was paying 3.07%. Last year the sweep account was paying interest at an annual percentage yield of 1.91% and the money market account was paying 4.20%.

Farmers National Bank (F-5) - the amount held at Farmers National Bank in a checking account at December 31st was \$25,000. In addition, the library has a sweep account (**F-6**) in the amount of \$1,043,861.03 with an annual percentage yield of 4.05% and investments in CDARS (**F-7**) in the amount of \$5,977,792.01 with interest rates ranging from 2.96 to 3.68%.

Farmers Trust Company (F-8 to F-13) - The amount held at Farmers Trust for investment at December 31st was \$12,959,826.43 and was earning income at an overall average market yield of 2.73%.

Library Foundation (F-14) – as of December 31st, the Library Foundation account received \$401,894.11 from trust distributions, donations, and interest income. Expenditures totaled \$397,067.18 leaving a balance forward of \$2,102,560.37. Of that amount, \$1,529,797.77 is restricted to honor the requests of donors.

Included in the BoardEffect library are the following:

1. Annual Foundation Report Summary for the year ended December 31, 2025.
2. Annual listing of donors/donations for the year ended December 31, 2025.

J. Meehan made a motion to approve the CFO's report. M. Sallee seconded the motion with all members voting unanimously to approve.

Director & Chief Executive Officer's Report – A. Ffarek

2026 Q1 Director & CEO's Report - A. Ffarek noted that we just completed the second year of our three-year strategic plan. The Board was then presented with a copy of the 2025 Highlights. This report will be available online at the end of the meeting today. The report presents a cross-section of the work we have been doing to provide quality experience, accessibility, early literacy, critical thinking and being a good steward of public funds focusing on organizational sustainability.

One of the things you will notice as you go through the document is that there are four goals. You will see our assessment of where we are in terms of our progress after two years and the

likelihood of achieving our goals by the end of 2026, which is the end of this strategic plan. We believe that half of the outcomes achieved sustainable levels. Specific use of that terminology in this report is because we are moving into an environment where resources are increasingly restricted and uncertain. We still have plenty of work to do, and the great team at PLYMC is continuing to do that work. On top of everything we said we would do in the three-year plan, we also need to start thinking about 2027. This will be a strategic planning year, and I am happy to say that the Service and Personnel Committee will be working with staff to launch that planning process in the next month or two.

Although we are still checking and collecting all end-of-the-year data, for the early data that I have, we had a fabulous programming year. We offered 3,749 in-building programs across our libraries with 33,738 attendees. This represents all ages of programming. In addition, between Community Engagement and other off-site partner programs, we offered 704 off-site programs with 16,713 attendees. We also continue to see great stats in terms of our circulation usage.

Facilities: We have re-laid brick pavers to improve accessibility and long-term sustainability at Poland. Our meeting room usage continues to be very strong across the system. Main Library's Event Space hosted over 250 guests during the week of December 8th, with an additional 112 attendees for programming and a full week of online school proctored state testing. At MK, we had 32 different people or organizations booking meeting rooms within the facility. This is one of the big ways the community utilizes our library facilities.

Our budget reductions and realignments are nearing completion after receiving a significant decrease in our public library fund income that started July 1, 2025. An early retirement incentive plan was offered. I am happy to say that 5 staff members, 3 full-time and 2 part-time, decided to take that incentive. This fits within our goal for that program. We are holding one part-time position, one full-time position is being reduced to part-time, and the other three will be filled with new staff or external hires. As that process is ongoing, we will not have a full account of savings under the first year until we complete those hires. Of the 5 employees who have chosen to call their career at PLYMC to an end, they have over 165 years of total experience. We are grateful to all of them for all their great work.

A. Fifarek concluded her report and thanked the Board.

Director and CEO's Report

February 2026

Happy New Library Year, Trustees!

As we recover from the holiday season and (some of us) shovel out from the recent snows, the year has started with a burst of energy here at PLYMC. We debuted our long-awaited Facilities Master Plan, celebrated an already successful Family Place Library, and have a great report on our Strategic Plan progress in 2025.

Raising Our Voice

Family Place Launch and Celebration

We have seen an enormous amount of interest in the Family Place Library project – from the media, donors, elected officials, and now our patrons. After a reconfiguration of existing shelving to support a new family-friendly layout, including removal of the former children's play area, assembly of new children's activity features, and associated furniture adjustments, the Family Place Learning series debuted in January to rave reviews. The first sessions were full, and great partners have come on board including Akron Children's Hospital, Easter Seals, and Ballet Western Reserve.



The Family Place-focused Annual Campaign earned Raised \$40,268

through Annual Campaign - \$25,338 in support of Family Place and \$14,930 in support of other categories. With this amount, the Foundation raised over 60% of the total estimated project cost of just over \$41,000. Some of the money raised has already been spent on toys and equipment already in use at Michael Kusalaba Library, with the remainder being held for toy replacement and other future program costs.



The Family Place Open House brought in 35 attendees including [elected officials](#) Ohio Rep. Lauren McNally, Youngstown 4th Ward Councilman Mike Ray, and Mahoning County

Auditor and ex officio Trustee Ralph Meacham, along with dignitaries YSU President Bill Johnson, PLYMC Board President Carole Weimer, Trustee and Mahoning County Board of Elections member Denise Glynatsis Bayer, and Friends of the Library Secretary/Treasurer Nicole Fond (pictured above).

Strategic Plan – Year 2

While much of our attention in 2025 was taken up with a budget and intellectual freedom advocacy battle, we didn't stop making progress on our Strategic Plan goals. At the 2026 kick off meeting, the Action Team Leads collaborated on how we can start documenting progress toward our Desired Outcomes as we complete Year Two and move into our Third and final plan year.

Team Leads were grouped by strategic plan goal and asked to categorize our **likelihood of achieving our outcomes** by the end of 2026. The options were At Risk, Progressing, or Achieved at Sustainable Levels. No outcomes were listed as At Risk, meaning some progress has been made toward all objectives. Half of our objectives (8 of 16) were characterized as Achieved at Sustainable Levels, meaning we can follow the current path for the long term without sacrificing other efforts or overloading ourselves. The remaining items still have more work to be done in 2026 to get us to where we want to be as a system.

Facilities Master Plan: 2026-2035

The Building and Sites Committee hosted representatives from Bialosky to present the new Facilities Master Plan. The plan is available here: <https://www.libraryvisit.org/plymc-master-plan/>. (Printed copies of the 174-page document will be available for Trustees at the February Board meeting if you prefer print to digital.)

2025 Advocacy Round-Up

In 2025, the Public Library of Youngstown and Mahoning County spent much of the year responding to real-time challenges while continuing to deliver core services our communities rely on every day. We kept libraries open as warming and cooling spaces, supported families during moments of crisis, and continued to offer strong literacy, cultural, senior, and family programming across the system.

At the same time, the Library was drawn into an unusually active public conversation around funding, governance, and the future of public libraries in Ohio. I [testified before the Ohio Senate Education Committee](#) and participated in ongoing media coverage to explain how proposed changes to state funding, materials provisions, and local tax policy would affect library services on the ground. Throughout the year, we focused on being transparent, factual, and accessible, making sure residents and decision-makers

understood both the financial realities libraries face and the essential role they play in daily community life.

Upcoming Advocacy Opportunities

I am pleased to say that I have been selected to be part of the **American Library Association's National Library Legislative Day on February 27th in Washington D.C.** ALA is working to secure meetings with our Legislators on Capitol Hill so that we can advocate for Library issues including strong IMLS (Institute of Museum and Library Services) funding, which in part supports the State Library's competitive grant program.

This past summer, the State Library awarded us a \$1,426 grant from IMLS funds for our **Building Readers one Block at a Time** summer series. Librarian and Project Lead Alexandra Harper led a team of PLYMC staff in delivering summer learning activities directly into two of Youngstown's public housing communities, Victory Estates and Brier Hill Annex, allowing us to provide supplemental learning activities and library services for 281 young people, keeping them engaged with reading and learning throughout the summer. See more about this program in [Alex's video report](#).



I also attended my first **Ohio Library Council Government Relations Committee** meeting on January 29th. The GRC is responsible for serving the public library community in Ohio on legal and legislative matters. I was invited to become a member after long-time Trumbull County Library Director Jim Wilkins retired in November.

One of the biggest advocacy opportunities of the year is the **Ohio's Public Library Legislative Day** which is coming up on March 18th at the Renaissance Hotel in Columbus. This year the focus will be on advocacy tips, and we are looking to get Trustees involved. We would love to have you join us in March to [advocate for strong public library funding](#) and protections. You will be able to hear from seasoned advocates, including Library Trustees, on their experiences and best practices. If you think you can be part of this year's event, please let Aimee and Michael know you are interested.

Our Patrons' Experience

Highlighting Good News

Staff at **Main Library** reported that a couple with two children who are currently unhoused asked to use the cell phone to make a call. When they returned the phone, the father shared that because of that free service, the family was able to find a warm place to stay for the night. The mother said that having the phone available for the public to use was a blessing for them.

Staff at **Canfield, Springfield, and Specialty Services** all received unexpected year-end donations from regular patrons as a thank you for all the hard work that libraries do. All monies were forwarded to Mandy to be deposited into the appropriate Foundation accounts.

Early Usage Data for 2025

Annual Program Totals

2025 was another strong year for our programming team at all library locations and out in the community.

- 3,749 in-building programs with 33,738 attendees
- 704 off-site programs with 16,713 Attendees

Counts are still being finalized so these figures are subject to revision. Final numbers will appear in the 2025 annual report.

Website and Catalog Highlights

- 4.7 million pageviews
- 574,671 catalog searches
- October had the most users visit with 147,865 total
- Top viewed item: Mobile Hotspot
- Top viewed books: Beautiful Ugly by Alice Feeney and Don't Let Him In by Lisa Jewell
- Top viewed lists: Cuddle Up With a 90's Rom-Com and If You Like Rebecca Yarros, Try These Authors

Patron Feedback in December

Positive Program Comments

- **Newport** patrons shared that the library is a source of calm for them

- o One of our former regular patrons returned. She was studying for her finals and told us that our library was a calm in the storm for her because she was able to sit down and focus. She ended up coming back at the end of the month to let us know she passed her finals!
- o A patron who attended our (now annual) Wrap and Yap program told us that it was so much less stressful than having to lock herself in her bedroom and wrap gifts on her bed so her kids didn't see what she got. She found the music and the atmosphere calming and motivating.
- **Austintown** patrons love their programs, with positive comments coming out of Sean's Early Rock & Roll/Rockabilly History in Ohio program, the various the programs in the Homesteading 101 series and Diana's finger knitting classes, with several patrons coming in to show off their projects. Multiple patrons stated how nice Ashleigh's Jolabokaflokkur program was and most families who attended checked out at least five books.
- **Aaron at Tri-Lakes** has gotten a reputation for always being able to help patrons with their technology challenges. At least two patrons this month called here looking for him specifically to help with their phone or tablet.
- **Rachel's programs in Community Engagement** are much in demand, with several patrons attending the Yuletide Candle program when they could sign up for her spring programs.



Social Media Shoutout

A patron shared the cookies she made for **Off the Shelves Book Club at Canfield** on social media. The cookies included books and PLYMC designs as well as some of the actual titles the group read.

Facilities improvements

Across all locations, snow removal and roof system preventative maintenance continued, ensuring safe access and weather resilience.

At **East**, exterior [envelope renovations progressed](#) as part of the ongoing multi-phase project that began in May 2025. Interior work included installation of base cabinets and new solid surface countertops at the circulation desk, continued drywall repairs and painting throughout the facility, and relocation of



shelving units from the newly constructed meeting room to Canfield. Interior LED lighting conversion also continued.

The **Main Library** focused on interior safety improvements, including reworking floor transitions between the Atrium and the historic building to improve accessibility and reduce trip hazards. Housekeeping upgrades included replacement of walk-off mats at all major entrances and exits. At Newport, interior improvements were completed with carpet replacement in both large and small public meeting rooms.

Austintown addressed exterior safety through replacement of damaged pavers, leveling of brick transitions at entrances, handicap ramps, and curbs, and advanced envelope improvements by replacing seven sets of deteriorated wooden double doors with aluminum storefront-style doors to resolve rot and operational issues.



At **Poland**, exterior brick transitions were leveled at all entrances and safety exits, with miscolored brick at the lower entrance removed and blended using matching brick from the creek side entrance pad.

Interior work included professional cleaning of the café exhaust hood and exhaust system.

Facilities and Maintenance Stats Round-Up

Facilities staff handled snow removal, roof preventative maintenance, and daily operations at 15 sites. They processed 2,940 maintenance requests with a 99.58% completion rate, excluding Facilities-initiated work. The department oversaw \$1,339,179 in contracts, vendor services, and repairs (excluding utilities and the East Branch renovation). Though some invoices were pending in January, the data shows consistent productivity and responsible asset management throughout the year.

Meeting Room Usage

Room use remained strong in December despite the holiday season. At Boardman, the Sensory Room supported 41 unique users across 45 bookings, and more than 20 hours of online student testing took place at the branch. The Main Library's **Event Space** hosted over 250 guests during the week of December 8, with an additional 112 attendees for programming, along with a full week of online school-proctored state testing. **Michael Kusalaba** recorded 32 unique users across 40 study room bookings, underscoring continued demand for quiet study and flexible learning spaces throughout the system.

Supporting the Work

Results of Early Retirement Incentive Plan (ERIP)

Five CMT employees elected to take the ERIP and will be retiring by the end of March 2026. The total cost of ERIP payouts amounts to \$166,121.44. However, had those employees continued to work the full year, PLYMC would have paid \$404,851.26 in combined salaries and benefits. The actual cost savings of the ERIP will not be known until after hiring is completed. One part time position is being held, one full time position has been downgraded, and three positions (one part time, two full time) are being offered at the same levels. Internal bidding for the four positions is in progress, after which any vacant positions will be opened to external hiring.

Technology and Collection Updates

IT Budget Reductions

Hotspot lending is being reduced to align with our holds ratio and cut expenses, aiming to halve the number from 208 to about 104; currently, there are 162 active hotspots. We've also removed one self-check unit each from Main and Newport to lower support costs, with Campbell and East next. So far, there has been no negative feedback on the changes.

Search Ohio Update

Patrons and staff alike are frustrated with Search Ohio's ongoing issues, as the system is still incomplete and has several shortcomings. While some problems will be addressed, libraries must adjust workflows for new, not necessarily better features. Technology and Content Services teams have spent significant time troubleshooting the developing system replacement. Despite unresolved concerns, SearchOhio (public libraries) relaunched on February 9th, with OhioLINK (academic libraries) following a week later. The relaunch will not be advertised immediately, allowing staff time to adapt and gather early feedback.

Expect the Unexpected

Baker and Taylor, a major library book vendor, closed in 2025. Remaining vendors like Ingram are handling increased demand, causing delays. PLYMC is temporarily managing tasks such as applying stickers and barcodes usually done by the vendor. Ingram expects to resume full cataloging and processing services by March 15.

CTO Tom Casey and IT Manager Will McKinney continue to work on the **new cybersecurity framework** that we need to be compliant with by 7/1/2026. A draft Board policy is under review by the Board Bylaws committee and attorney Marty Boettcher.

Safety and Security in our Libraries

In December, Safety and Security prioritized training, preparedness, and system upgrades. Staff completed **Active Shooter/Threat** trainings at all sites, totaling 189 staff trained by the end of 2025. Introductory Incident Command training was conducted with Leadership, with further development of the system to follow in 2026. Security improvements included a backup camera for the Community Engagement van and new exterior **CCTV cameras** at Newport, leaving only East pending updates in early 2026.

Incident Tracker reported 23 inappropriate behavior cases, 9 “other” incidents, 3 injuries or illnesses, 2 thefts, and 1 unattended minor. Although incident numbers were higher than some previous months, staff presence and training helped maintain safety. Overall, security incidents decreased significantly in 2025.

Library Foundation Changes

The Library Foundation finished the year successfully with major changes and fundraising wins.

- The 2025 annual campaign, launched in November, exceeded previous donation records, raising over \$40,000 for PLYMC and \$25,000 for Family Place.
- Overall, the Foundation brought in \$112,118 in 2025 despite not being able to hold its signature fundraiser this year.
- Chief Strategic Relations Officer Zak Kozberg worked with CFO Mark Mrofchak to transition Foundation bookkeeping to QuickBooks Online to streamline operations. The CFO will continue to maintain records for banking and audit purposes.

Donor Relations Manager Mandy Shina started in December and has been focusing on strengthening coordination between Development, Finance, Public Service, and Marketing. An early result of these efforts is an improved Foundation Brand and Logo which links to the PLYMC brand through its color scheme and iconography while still being visually distinct.

Mandy expresses gratitude for the warm welcome from Trustees and looks forward to collaborating and building relationships to achieve shared goals. Priorities for 2026 include bringing in new donors, implementing a Corporate Gift program, and reaching a broader audience of supporters through new fundraising events. Some traditions remain in place, however. Planning is already underway for the upcoming **Ladies in Little Black Dresses event at the Lake Club on June 4th**. We hope to see you there!

The People of PLYMC

New hires

- Mandy Shina, Donor Relations Manager- 12/1/25

Resignations/Retirements

- none

Promotions

- Jene Pennington from Community Engagement Head Clerk (CMT) to Public Service Scheduling Coordinator (Admin), effective January 2nd.
- Shelby Santullo, Michael Kusalaba Library, is being promoted from Librarian 1 to Family Place Specialist, effective February 2nd.

Vacancies

Employment Opportunities available on our website:

<https://www.libraryvisit.org/employment/>

Internal Communications

Earlier this year, staff feedback led to the formation of an Internal Communications Working Group, co-chaired by Chief Stakeholder Relations Officer Zak Kozberg and Employee Experience Manager Colleen Adkins and composed of staff of various levels from around the system. The group was created to address internal communications issues and propose improvements. In December, they presented their first recommendations to the Leadership Team, and we are working on responses now.

CEO Activities

Local

December

- 5 – [Vindicator interview](#) on Family Place and PLYMC's new Donor Relations Manager with Mandy Shina, Pam Brockway, Molly Bevin, and Shelby Santullo
- 8 – appearance on WFMJ noon news with Mandy Shina
- 10 – in residence with Austintown Library staff
- 11 – Nominating Committee and December Board of Trustees meeting

- 12 – [interview with Business Journal](#) Reporter George Nelson with Stakeholder Relations Team
- 15 – in residence with Main Library staff
- 16 – press conference with [St. Vincent DePaul and PLYMC](#) system-wide food donation

January

- 5, 6, 8, 9, 12, 13, 15, 16 –Master Plan and Budget Follow-up meetings with Supervisors at all locations with Erin Phemester, Jordan Shaver, and Mark Mrofchak (15 meetings total)
- 8 & 16 – 2026 Kickoff meetings with Carole Weimer and Mariel Salee
- 14 – Board Staff Liaisons Kickoff Meeting
- 20 – Building and Sites Committee meeting with Bialosky for [Master Plan presentation](#)
- 21
 - Quarterly All-Staff Meeting with updates on Master Plan and Search Ohio
 - Interview with WMFJ's Lindsay McCoy for the 5pm news on Master Plan
- 28 – Meet with Michael Rulli after his “Share Your Story” interview at Main Library

State

December

- 1 - Lattes and Legislators with Senate Finance Chair Jerry Cirino – America Makes, Youngstown
- 3 – Monthly Metro Directors Meeting - online
- 16 – Director’s meeting on SearchOhio status - online

January

- 7 – Monthly Metro Directors Meeting - online
- 28 – OLC meeting for Directors and Fiscal Officers - online
- 29 – OLC Government Relations Committee Meeting - Columbus
- 30 – Metro Directors Meeting - Columbus

National

- January 29 – Urban Library Council Directors Call with Minneapolis/St. Paul Library Directors about their experiences navigating ICE activity
- February 5 – Public Library Association Winter Board Meeting – Candidate Meet and Greet

Committee Reports

1. President's Update – C. Weimer

a. 2026 Tentative Board of Trustee and Committee Meetings Schedule

A tentative schedule of all Board and Committee meetings for this upcoming year is attached. The meetings are typically on a Thursday from 4 to 6 p.m. Please note if you are a Committee Chair. When reviewing the schedule, if a meeting day or time does not work with your personal schedule, please touch base with Tasha in enough time to reschedule your meeting to better suit your availability.

Also, please note in the meeting schedule that we have a regular Board meeting scheduled on June 11th. We are hoping to hold a Board Retreat on this day. We have not done one in about 5 or 6 years, since before the pandemic. We think it is important to gather everyone together to hear things that don't typically take place at a Board meeting. So please do everything you can to clear your calendar for that June 11th date. The retreat will be scheduled from about 9:00 a.m. to 3:30 p.m. at East Library, and from there we will roll into the Finance Committee meeting and then the full Board meeting.

b. 2026 Board of Trustee Committee Members

On page 75 are the committee assignments for this year. In yellow, where you see a yellow highlight, is where we have an opening for a prospective, new trustee whom we will vote on later today. Please observe that some of your committee assignments may have changed. As we strive to balance the committees and give them all the same depth and strength, it's important to note which committees you serve on and attend the correct meetings.

2. Nominating Committee – M. Sallee

a. Update

There is an open seat due to Judy Schmutz resigning from the Board of Trustees. We had the opportunity to speak to the YSU Foundation about their name seat and a potential candidate for trustee. After an extensive conversation they nominated Heather Chunn. The Nominating Committee had the opportunity to speak with Heather Chunn, I spoke with her on the phone and explained what we do on the Board of Trustees and our role in terms of contributions to the library. Heather was very excited about the potential opportunity. As we made sure there was not a conflict of interest as she works for the YSU Foundation, our committee felt it was appropriate to bring her name to the Board of Trustees to vote on for a potential trustee member.

M. Sallee then motioned to accept Heather Chunn as the new trustee member to replace Judy Schmutz. T. Frost seconded the motion. All members present voted aye and the motion carried. M. Sallee said that he would reach out and welcome Heather Chunn to the Board of Trustees after the meeting today and start the onboarding process.

3. Finance, Audit and Investment Committee – J. Meehan

a. Approval of 2025 Revised Appropriations

- General Fund – J. Meehan motioned to approve the 2025 revised appropriations for the General Fund. J. Viano seconded the motion. Members unanimously approved. Motion carried.
- Building & Repair Fund – J. Meehan motioned to approve the 2025 revised appropriations for the Building & Repair Fund. J. Viano seconded the motion. Members unanimously approved. Motion carried.
- Technology Development Fund – J. Meehan motioned to approve the 2025 revised appropriations for the Technology Development Fund. R. Strollo seconded the motion. Members unanimously approved. Motion carried.

b. Approval of the 2026 Permanent Appropriations

- General Fund – J. Meehan motioned to approve the 2026 permanent appropriations for the General Fund. T. Frost seconded the motion. Members unanimously approved. Motion carried.
- Building & Repair Fund - J. Meehan motioned to approve the 2026 permanent appropriations for the Building & Repair Fund. M. Sallee seconded the motion. Members unanimously approved. Motion carried.
- Technology Development Fund – J. Meehan motioned to approve the 2026 permanent appropriations for the Technology Development Fund. T. Frost seconded the motion. Members unanimously approved. Motion carried.

c. Motion to adopt the proposed resolution to request advances from the 2026 collections of real estate property taxes

- Resolution for Advances of Real Estate Property Taxes – J. Meehan made a motion to adopt the proposed resolution to request advances from the 2026 collection of real estate property taxes. D. Bayer seconded the motion. Members unanimously approved. Motion carried.

d. Transfer of Monies Between Library Funds

- Board Policy 732 – Fund Transfers - J. Meehan made a motion to approve the transfer of money between library funds as outlined on Board Policy 732. M. Sallee seconded the motion. Members unanimously approved. Motion carried.
- Resolution – Fund Transfers – M. Boetcher noted that the Resolution that corresponds with Board Policy 732 should read as amended in Board Policy 732. J. Meehan motioned to approve. R. Strollo seconded. Members unanimously approved. Motion carried.

J. Meehan stated the conclusion of his report.

4. Bylaws Committee – D. Bayer

a. Cybersecurity Bylaw & Resolution

- Cybersecurity Bylaw 403
- Cybersecurity Board Resolution

D. Bayer made a motion to adopt Resolution 2026-2 of the Cybersecurity Program and include Bylaw 403. M. Sallee seconded the motion.

J. Meehan questioned whether this is something we can do in-house, or if it requires outside services. A. Fifarek responded that our IT team has been developing an in-house framework that meets requirements. She continued to state that PLYMC is one of two libraries in the state of Ohio approved for a three-year pilot program to receive federal funding for necessary training programs. We have the resources of CyberOhio as well as funding from the federal government through E-rate to do staff training on cybersecurity so that we can better protect data and our infrastructure.

C. Weimer then asked Board members in favor of adopting both the Cybersecurity Board Resolution and Bylaw Policy to signify their approval. Members approved. Motion carried.

b. Code of Regulations

201 Code of Regulations – D. Bayer stated minor amendments and updates to the Code of Regulations Bylaw 201 to make it more cohesive. D. Bayer then made a motion to adopt the changes to 201 as presented. J. Meehan seconded the motion. Members approved. Motion carried.

5. Building and Sites Committee – R. Strollo

- a. MP – Struthers
- b. Struthers Land Use Assessment
- c. ABC BDP Struthers
- d. ST – New Construction Project Timeline
- e. 2026 Struthers Project Approval Request

I would like to give the Board an update on a couple of the branches and some of the progress we are making. As you know, we have had an ongoing project at East. The interior improvements and roof work are complete. Gutters, downspouts and snow guards are being installed this week and next week. The building is fully operational. It was previously down for two to three weeks during this project. There are still some weather-dependent items, like recreating the exterior part of the building, grass seeding, reinstallation of the courtyard fence, exterior painting and some concrete work.

We are having some significant roof and leak issues in Austintown. The roof leaks and sprinkler systems had failures, and they've become more significant this winter. The issues are related to the extreme weather that we've had combined with some material selections and design approaches that have not been able to demonstrate long-term durability. This will be a new project for us.

The Building and Sites Committee received a brief overview of the Master Plan at its last meeting on January 20th. There are some important reminders that this Master Plan is a set of recommendations for this Board. The Operations and Finance staff are using it to prioritize maintenance and any future capital planning. Any future projects will continue to be vetted by our committee and staff and brought to the full Board for any approval.

I'd like to talk briefly about the discussion of a potential Struthers Library project. Staff briefly discussed the possibility of proceeding with a new facility at Struthers at the most recent Building and Sites Committee Meeting. At this point, R. Strollo turned the discussion over to A. Fifarek. She directed the Board to the section of the packet about the Struthers Library from the Master Plan. An evaluation of the current building, as well as a recommendation to construct a new building in a new location with how much space could be devoted to each service within the facility was given. As R. Strollo stated, this is a recommendation. Should that project go forward, we would select a different, new architect to design the project specifically.

Putting a new library in a more visible location will not only contribute to Struthers downtown and the great work the City of Struthers team has been doing to invest in the community, but it will also provide the library with a very useful secondary use for the original Struthers Library that is in operation now. This building would become the future home for our Community Engagement team. We feel that with minimal investment in that facility, we could build a garage next to it that would be able to house our pop-up libraries and other related mobile vehicles. This would make it possible to bring the entire team that serves not only our outreach capacity but our special delivery program in a library-owned facility so we can eliminate our current leasing costs.

We are working on an estimated timeline that will allow us to tier projects. We know we are going to be talking about a Poland project at some point in the not-too-distant future, and there is always the possibility for other major projects. So, it is important for us as an organization to be able to continue with projects while we are still doing either large-scale maintenance work or planning the next major project. An estimated timeline for starting the new Struthers Library would be in June of 2026. Construction would probably begin in mid-2027 if our current estimates are accurate. At a very conservative level, knowing that we would have more than one project going at a time, we anticipate a final completion date of January 2029.

A.Fifarek then requested approval to proceed with a new Struthers Library project. She continued to state that a vote today would allow preliminary discussions shown under Phase 1, formally talk with the City of Struthers about beginning the project, and discuss the donor's potential land donation. However, before any land could be accepted, it would have to come to this Board for a full Board vote. We would not be able to proceed beyond that until a vote happened. This is where we would then issue an RFP for architectural services and expect the architect and firm to help us with community engagement. We know that we would need to conduct robust community engagement around this new facility. However, if at any point the Board decided that the project should not go any further, there will be ample opportunities for the Board to make that decision. With that in mind, I believe this is a very important project for the library today and the future. I would

like to request that the Board vote to allow staff to proceed with the Struthers Library project.

R. Strollo, on behalf of the Building and Sites Committee, made a motion to support the beginning of this process. M. Sallee seconded the motion. Members approved. Motion carried.

6. Development Committee – A. Blackann

a. Update

I would like to take a minute to recognize Mandy Shina, our new Donor Relations Manager. She is our staff liaison for the Development Committee and is doing a fantastic job.

Our annual campaign stats, we are up to \$40,268 with \$25,338 of that going directly to the Family Place. Please take a moment to look at this area while you are here at Michael Kusalaba. Twentynine percent of those donations were from new donors, so that is fantastic! Please save the date of June 4th for Ladies in Little Black Dresses at the Lake Club. Proceeds from this year's event will go to the Summer Discovery Program.

The Family Place Open House was held on January 22nd. We had about 37 attendees from local foundations, YSU President Bill Johnson, staff, elected official and media outlets. Thank you to the Board members who were able to attend.

The team is working on new social media pages, Facebook, Instagram, and soon LinkedIn, just for the Foundation. There is a new trifold brochure available to everybody today. They are looking at revising the development page on the website, creating sponsorships for programming, forming new partnerships, and creating new fundraisers. There is a lot of new energy in this group and we are very excited.

Another note, the grants that they are looking at do have an obligation for the Board to have 100% contribution. So, any amount that is meaningful to you helps the library secure grant funding. Please consider if you have not done one. The annual campaign is a great place to help. Thank you for the opportunity to share and that is the end of my report.

7. Executive Committee – C. Weimer

Nothing to report

Report from Legal Counsel – M. Boetcher

Nothing to report

Items Too Late for the Agenda – C. Weimer

None

Appointments, Transfers, Resignations, etc. – C. Weimer

C.Weimer requested a motion to approve. D. Bayer motioned to approve. T. Frost second the motion. Members approved. Motion carried.

Public Comments

1. Larry Bartos
2. Mayor Tim Sicafuse

Adjournment – C. Weimer

Meeting adjourned at 5:08 p.m.

Carole Weimer, President

Attested by:

Denise Bayer, Secretary

Youngstown Mahoning PL

Statement of Cash Position with MTD Totals

From: 1/1/2026 to 4/30/2026

Include Inactive Accounts: No

Funds: 101 to 999

Page Break on Fund: No

Fund	Description	Beginning Balance	Net Revenue MTD	Net Revenue YTD	Net Expenses MTD	Net Expenses YTD	Unexpended Balance	Encumbrance YTD	Ending Balance
101	GENERAL FUND	\$11,938,224.94	\$1,485,376.01	\$9,458,251.18	\$1,855,299.09	\$6,971,237.94	\$14,425,238.18	\$5,052,901.67	\$9,372,336.51
401	BUILDING & REPAIR FUND	\$24,176,549.29	\$26,236.58	\$159,501.11	\$884.15	\$564,937.39	\$23,771,113.01	\$394,499.77	\$23,376,613.24
402	TECHNOLOGY DEVELOPEMENT FUND	\$3,876,656.40	\$0.00	\$0.00	\$20,164.54	\$168,961.88	\$3,707,694.52	\$52,909.63	\$3,654,784.89
999	Payroll Clearing Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Grand Total:		\$39,991,430.63	\$1,511,612.59	\$9,617,752.29	\$1,876,347.78	\$7,705,137.21	\$41,904,045.71	\$5,500,311.07	\$36,403,734.64

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
RECONCILIATION TO DEPOSITORY

F-2

April 30, 2026

Petty Cash - General Fund	\$	456.00	
Change/Branches/Petty Cash - General Fund		4,494.00	
All other investments & bank accounts - General Fund		<u>14,420,288.18</u>	
Balance, General Fund	\$		14,425,238.18
Balance, Building & Repair Fund			23,771,113.01
Balance, Technology Development Fund			<u>3,707,694.52</u>
			<u>41,904,045.71</u>

Bank Error			0.00
PayPal fees			0.00
Bank debits/credits			(924.56)
NSF checks			0.00
Merchant E-Solutions/Section 125 funding/Square/Stripe			(33.40)
Investment earnings			<u>0.00</u>
Total Cash and Investment all Funds per Library	\$		<u><u>41,903,087.75</u></u>

Bank Balance - Checking Farmers National Bank	<u>25,000.00</u>	
Balance on Deposit Farmers National Bank		\$ 25,000.00

Bank Balance - Checking First National Bank	450,000.00	
Bank Balance - Sweep Account - First National Bank	9,433,601.19	
Bank Balance - Money Market - First National Bank	11,855,733.28	
Bank Balance - Employee Section 125 Funding Account First National	10.00	
Deposits in Transit From Merchant E-Solutions/Sierra to First National Bank	148.55	
Deposit in Transit/Bank Debit	0.00	
Outstanding Checks - First National Bank - Operating Funds	<u>(11,302.71)</u>	
Balance on Deposit First National Bank		21,728,190.31

Investment Descriptions		
Farmers National Bank - Sweep	\$	1,056,849.30
Farmers National Bank - CDARS Program (see attached list)		6,027,855.04
Farmers Trust Company managed investments (see attached list)		<u>13,060,243.10</u>

Total investments		20,144,947.44
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Petty Cash		456.00
Change/Branches/Petty Cash - Supplies		<u>4,494.00</u>
Total Cash and Investments per Depositories	\$	<u><u>41,903,087.75</u></u>

006815

FARMERS NATIONAL BANK

20 S. Broad St. | Canfield, Ohio 44406
888.988.3276

F-3

Address Service Requested

Page: 1 of 2
Statement Date: 04/30/2026
Primary Account: XXXXXXXX6548



006815 0.6200 AV 0.593 TR00027

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
305 WICK AVE
YOUNGSTOWN, OH 44503-1003



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PUBLIC FUNDS SWEEP ACCOUNT

Account: XXXXXXXX6548

Last Statement	Previous Balance	Total Credits	Total Debits	This Statement	Current Balance
03/31/26	\$1,053,601.90	\$3,247.40 (1)	\$0.00	04/30/26	\$1,056,849.30

Minimum Balance \$1,053,601.90
Average Balance \$1,053,601.90
Total Days In Statement Period 04/01/26 Through 04/30/26: 30

+ Other Credits

Date	Description	Amount
04/30	Interest	\$3,247.40
Total of 1 Other Credits		\$3,247.40

% Interest

Average Ledger Balance:	1,053,601.90	Interest Earned:	3,247.40
Interest Paid This Period:	3,247.40	Days In Period: 04/01/26-04/30/26:	30
Interest Paid 2026:	12,988.27	Annual Percentage Yield Earned:	3.82%

☒ Itemization Of Overdraft And Returned Item Fees

	Total For This Period	Total Year-to-Date
Total Overdraft Fees	\$0.00	\$0.00
Total Returned Item Fees	\$0.00	\$0.00

Continued on Next Page



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Farmers National Bank of Canfield
20 South Broad St.
Canfield, OH 44406

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RETURN SERVICE REQUESTED

REUBEN MCMILLAN FREE LIBRARY
305 WICK AVE
YOUNGSTOWN, OH 44503

Contact Us

1-888-988-3276

treasurymanagement@farmersbankgroup.com



Account

REUBEN MCMILLAN FREE LIBRARY

Date

04/30/2026

Page

1 of 8

CDARS® Customer Statement

The following information is a summary of activity in your CDARS accounts and the list of FDIC-insured institutions that hold your deposits as of the date indicated. These deposits have been placed by us, as your agent and custodian, in deposit accounts through CDARS. Certain conditions must be satisfied for "pass-through" FDIC deposit insurance coverage to apply. To meet the conditions for pass-through FDIC deposit insurance, deposit accounts at FDIC-insured banks in IntraFi's network that hold deposits placed using an IntraFi service are titled, and deposit account records are maintained, in accordance with FDIC regulations for pass-through coverage.

Summary of Accounts

Account ID	Effective Date	Maturity Date	Interest Rate	Opening Balance	Ending Balance
	11/07/2024	11/05/2026	3.40%	\$1,048,651.22	\$1,048,651.22
	07/10/2025	07/08/2027	3.68%	882,021.58	882,021.58
	09/25/2025	09/23/2027	2.95601%	616,242.89	616,242.89
	10/23/2025	10/21/2027	3.44029%	1,015,194.36	1,015,194.36
	10/30/2025	10/28/2027	3.44%	1,014,523.54	1,014,523.54
	11/06/2025	11/04/2027	3.34%	928,359.03	928,359.03
	11/07/2024	11/04/2027	3.20%	522,862.42	522,862.42
TOTAL				\$6,027,855.04	\$6,027,855.04

Farmers Trust Company Youngstown Office
42 McClurg Road
Youngstown, OH 44512

F-5

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY
OF YOUNGSTOWN AND MAHONING COUNTY

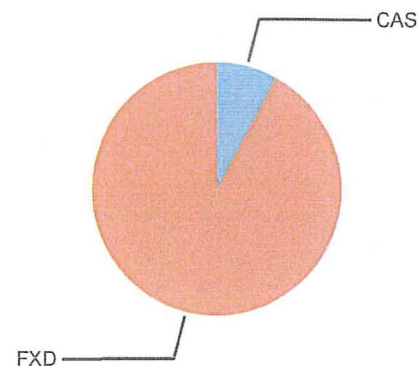


Public Library Yng Mah County
Mark J. Mrofchak, CFO
305 Wick Ave.
Youngstown, OH 44503

Account:
Report Period: From 4/1/2026 To 4/30/2026
Administrator: Steve Wall
Phone: 330-740-1223
Portfolio Manager: Dale Standley
Phone: 330-740-1207

Portfolio Summary

	Market Value	% Portfolio	Est. Income
Cash & Equivalents (CAS)	\$1,046,271.52	7.98%	\$36,485.62
Fixed Income (FXD)	\$12,059,525.05	92.02%	\$325,762.50
Total Assets	\$13,105,796.57	100.00%	\$362,248.12
Total Account Balance	\$13,105,796.57		



Activity Summary

	Current Period	Year To Date
Beginning Market Value	\$13,088,659.75	\$13,073,252.19
Receipts		
Dividend	\$2,357.74	\$9,343.57
Interest Income	\$18,259.48	\$71,986.11
Total Receipts	\$20,617.22	\$81,329.68
Disbursements		
Institution Fees	(\$1,000.00)	(\$4,000.00)
Total Disbursements	(\$1,000.00)	(\$4,000.00)
Change in Market Value	(\$2,480.40)	(\$44,785.30)
Ending Market Value	\$13,105,796.57	\$13,105,796.57

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY
OF YOUNGSTOWN AND MAHONING COUNTY



Gains and Losses Summary

	Current Period	Year To Date
Realized Gain/(Loss) - Long Term	\$0.00	\$0.00
Realized Gain/(Loss) - Short Term	\$0.00	\$0.00
Total Realized Gain/(Loss)	\$0.00	\$0.00

Asset Statement

Units	Description	Cost Basis	Unit Price	Market Value	% of Acct	Unrealized Gain/Loss	Accrued Income	Yld At Mkt
Cash & Equivalents								
Cash								
	Principal Cash	\$0.00		\$0.00				
	Income Cash	\$17,500.00		\$17,500.00				
	Total Cash	\$17,500.00		\$17,500.00	0.13			
Money Market Funds								
250,000.00	FTC CONSERVATIVE FUND	\$250,000.00	\$1.00	\$250,000.00	1.91	\$0.00		3.46
	TOTAL Money Market Funds	\$250,000.00		\$250,000.00	1.91	\$0.00		3.46
Money Market Mutual Funds								
778,771.52	MONEY MKT OBLIGS TR FH GOV OBL FD	\$778,771.52	\$1.00	\$778,771.52	5.94	\$0.00		3.57
	TOTAL Money Market Mutual Funds	\$778,771.52		\$778,771.52	5.94	\$0.00		3.57
	TOTAL Cash & Equivalents	\$1,046,271.52		\$1,046,271.52	7.98	\$0.00		3.43
Fixed Income								
U.S. Government Agency Obligations								
1,000,000	FEDERAL HOME LOAN BANKS CONS BD 3.77%26	\$1,000,000.00	\$99.97	\$999,696.24	7.63	(\$303.76)		3.77
	TOTAL U.S. Government Agency Obligations	\$1,000,000.00		\$999,696.24	7.63	(\$303.76)		3.77
U.S. Treasury Notes								
250,000	UNITED STATES TREAS NTS 4.125%06/15/26	\$250,023.86	\$100.05	\$250,123.70	1.91	\$99.84		4.12
500,000	UNITED STATES TREAS NTS 0.75%08/31/26	\$493,722.53	\$99.02	\$495,109.38	3.78	\$1,386.85		0.76
1,000,000	UNITED STATES TREAS NTS 1.25%12/31/26	\$954,912.42	\$98.39	\$983,859.38	7.51	\$28,946.96		1.27
1,000,000	UNITED STATES TREAS NTS 3.25%06/30/27	\$1,003,387.45	\$99.35	\$993,515.63	7.58	(\$9,871.82)		3.27
750,000	UNITED STATES TREAS NTS 2.25%08/15/27	\$734,289.15	\$97.99	\$734,912.11	5.61	\$622.96		2.30
1,000,000	UNITED STATES TREAS NTS 2.25%11/15/27	\$958,007.69	\$97.57	\$975,742.19	7.45	\$17,734.50		2.31
300,000	UNITED STATES TREAS NTS 0.625%11/30/27	\$278,678.78	\$95.04	\$285,117.19	2.18	\$6,438.41		0.66
200,000	UNITED STATES TREAS NTS 3.875%11/30/27	\$201,222.78	\$99.98	\$199,968.75	1.53	(\$1,254.03)		3.88

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY
OF YOUNGSTOWN AND MAHONING COUNTY



Asset Statement

Units	Description	Cost Basis	Unit Price	Market Value	% of Acct	Unrealized Gain/Loss	Accrued Income	Yld At Mkt
500,000	UNITED STATES TREAS NTS 0.625% 12/31/27	\$470,202.38	\$94.78	\$473,906.25	3.62	\$3,703.87		0.66
500,000	UNITED STATES TREAS NTS 1.25%06/30/28	\$470,972.43	\$94.55	\$472,773.44	3.61	\$1,801.01		1.32
1,250,000	UNITED STATES TREAS NTS 2.875%08/15/28	\$1,224,185.72	\$97.78	\$1,222,265.63	9.33	(\$1,920.09)		2.94
250,000	UNITED STATES TREAS NTS 3.75%12/31/28	\$250,619.30	\$99.60	\$248,994.14	1.90	(\$1,625.16)		3.77
500,000	UNITED STATES TREAS NTS 1.75%01/31/29	\$470,341.97	\$94.40	\$472,011.72	3.60	\$1,669.75		1.85
1,000,000	UNITED STATES TREAS NTS 3.25%06/30/29	\$976,949.80	\$98.01	\$980,117.19	7.48	\$3,167.39		3.32
250,000	UNITED STATES TREAS NTS 3.875%12/31/29	\$251,427.92	\$99.70	\$249,257.81	1.90	(\$2,170.11)		3.89
1,000,000	UNITED STATES TREAS NTS 3.5% 04/30/30	\$979,188.81	\$98.23	\$982,343.75	7.50	\$3,154.94		3.56
750,000	UNITED STATES TREAS NTS 3.75%06/30/30	\$745,502.68	\$99.10	\$743,232.42	5.67	(\$2,270.26)		3.78
300,000	UNITED STATES TREAS NTS 3.75%12/31/30	\$300,335.91	\$98.86	\$296,578.13	2.26	(\$3,757.78)		3.79
TOTAL U.S. Treasury Notes		\$11,013,971.58		\$11,059,828.81	84.39	\$45,857.23		2.60
TOTAL Fixed Income		\$12,013,971.58		\$12,059,525.05	92.02	\$45,553.47		2.70
GRAND TOTAL ASSETS		\$13,060,243.10		\$13,105,796.57	100	\$45,553.47		2.76

Transaction Statement

Date	Description	Units / Price	Cash Change	Cost Basis
Beginning Balances			\$0.00	\$13,038,253.92
<u>Receipts</u>				
Interest Income				
INTEREST TAXABLE				
4/1/2026	FTC CONSERVATIVE FUND		\$759.48 ✓	\$0.00
INTEREST U.S. GOVT				
4/30/2026	UNITED STATES TREAS NTS 3.5% 04/30/30 3.5% paid on 1000000.000 Par Value.		\$17,500.00 ✓	\$0.00
Total Interest Income			\$18,259.48	\$0.00
Dividend				
DIVIDEND				

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY
OF YOUNGSTOWN AND MAHONING COUNTY



Transaction Statement

Date	Description	Units / Price	Cash Change	Cost Basis
4/1/2026	MONEY MKT OBLIGS TR FH GOV OBL FD		\$2,357.74	\$0.00
	Total Dividend		\$2,357.74	\$0.00
<u>Disbursements</u>				
Institution Fees				
FEE PAYMENT				
4/13/2026	Automatic fee collection for account 650367014 for Period Ending 3/31/2026.		(\$1,000.00)	\$0.00
	Total Institution Fees Collected from Account		(\$1,000.00)	\$0.00
<u>Transfer</u>				
Amortization/Accretion				
ACCRETION OF ASSET - TAXABLE				
4/30/2026	UNITED STATES TREAS NTS 3.5% 04/30/30		\$0.00	\$2,371.96
	Total Amortization/Accretion		\$0.00	\$2,371.96
<u>Investment Activity</u>				
	Sweep Sales (2) 4/1/2026 to 4/30/2026	(1,000.00)	\$1,000.00	(\$1,000.00)
	Sweep Purchases (1) 4/1/2026 to 4/30/2026	3,117.22	(\$3,117.22)	\$3,117.22
	Total Investment Activity	2,117.22	(\$2,117.22)	\$2,117.22
	Ending Balances		\$17,500.00	\$13,042,743.10

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
LIBRARY FOUNDATION ACCOUNT

F-9

April 30, 2026

Balance, January 1, 2026

Checking	\$	294,960.57	
Investment Accounts		<u>1,807,599.80</u>	\$ 2,102,560.37

RECEIPTS

Distributions from Trust Accounts:

Restricted funds:

Account #03-9 Growth Fund

Alice Clarke Fund	\$	660.35	
Justice Clarke Fund		7,128.48	
Myron Roh Fund		491.66	
Paul E. & Dorothy F. Rees Fund		223.77	
Philippine Kerwer Fund		136.01	
Dr. James Houck Fund		116.27	
Robert H. Donahugh Fund		246.81	
Henry Stambaugh Fund		748.10	
James McEwen Fund		<u>1,225.26</u>	\$ 10,976.71

Account #05-4 Income Fund

Nancy Breaden Fund		3,180.48	
Ruth Bowers Fund		617.22	
Elizabeth Lowmiller Barnhill Fund		1,009.88	
W. Sturgeon VanGorder - Elizabeth Slotta		2,399.11	
Kenneth M. Lloyd		256.92	
George Boughton		584.39	
Edward W. Powers Charitable Fund		279.88	
Martha Muransky		473.32	
Carol A. Bacon-Endowed Fund for Authors		734.23	
Rebecca Showman Host An Author Fund		52.68	
Louise M. Ward Early Childhood Literacy Fund		321.93	9,910.04

Account #02-1 R.D. Fowler Fund

3.07

Account #6453 Jane Jackson

1,429.37

Account #01-3 Wick Dennison

13,579.27

Unrestricted Income funds:

Account #04-7

David & Caroline Theobald Fund		47.72	
Louisa Andrews Fund		199.98	
Ida Clarke Fund		523.43	
Caroline Wick Fund		96.20	
James C. Foutts Fund		155.29	
Olive Arms Fund		205.28	
Luela Walker fund		53.78	
William Merrick Fund		213.62	
Ida Osborne Fund		213.62	
M. Bernard Hirshberg Fund		59.08	
Louisa Edwards Fund		71.21	
Norma Jones Fund		709.78	
Reserve Account Fund		2,751.25	
Amelia Gail Sarbu		<u>2,274.78</u>	\$ 7,575.02

Donations 43,473.48

Interest Income 48,341.12

Miscellaneous 13,404.72

150.00

TOTAL RECEIPTS 105,369.32

TOTAL RECEIPTS & BALANCE FORWARD \$ 2,207,929.69

DISBURSEMENTS

Restricted & Unrestricted Purchases/Expenditures 51,228.41

TOTAL EXPENDITURES \$ 51,228.41

BALANCES FORWARD

Checking First National Bank 307,231.92

Money Market Account First National Bank 1,849,469.36 2,156,701.28

TOTAL DISBURSEMENTS AND BALANCES FORWARD ** \$ 2,207,929.69

** Use restricted by terms of trusts in the amount of \$1,580,772.74

Reuben McMillan Free Library Association
General Fund Budget
Board Meeting of June 11, 2026

B-1

	2026 Adopted Budget 2/12/2026	2026 Revised Budget 6/11/2026	2027 Preliminary Budget 6/11/2026
Balance Forward	\$ 9,338,546.17	\$ 9,338,546.17	\$ 4,895,086.34
RECEIPTS			
1210 General Property Tax - RE Gross	9,389,937.01	9,389,937.01	9,389,937.01
1250 Tangible Personal Property Tax	-	-	-
2130 Federal Government/Grants	900.00	900.00	900.00
2131 Federal Government/E-Rate	70,000.00	70,000.00	70,000.00
2170 Federal Grants Restricted	50,000.00	50,000.00	50,000.00
2200 State of Ohio/PLF	10,132,524.45	10,132,524.45	10,132,524.45
2210 State of Ohio/TLR/Rollback & Homestead	975,235.85	975,235.85	975,235.85
3110 Patron Fines & Lost Books	20,000.00	20,000.00	20,000.00
3140 Copy Machines	500.00	500.00	500.00
3141 Debit Cards	70,000.00	70,000.00	70,000.00
3199 Other Patron Fees	15,000.00	15,000.00	15,000.00
4120 Interest	640,000.00	640,000.00	640,000.00
6120 Restricted Contributions/Grants	5,000.00	5,000.00	5,000.00
8000 Rental Income	23,800.00	23,800.00	23,800.00
8710 Refunds for Overpayment	1,000.00	1,000.00	1,000.00
8720 Insurance Reimbursements	25,000.00	25,000.00	25,000.00
8798 Reimbursement From Grants	1,000.00	1,000.00	1,000.00
8799 Other Refunds	25,000.00	25,000.00	25,000.00
8999 Miscellaneous	10,000.00	10,000.00	10,000.00
Subtotal Receipts	21,454,897.31	21,454,897.31	21,454,897.31
TOTAL RECEIPTS AND BALANCE FORWARD	\$ 30,793,443.48	\$ 30,793,443.48	\$ 26,349,983.65
EXPENDITURES			
1100 Salaries	\$ 12,240,000.00	\$ 11,920,000.00	\$ 12,675,000.00
1400 Retirement Benefits	1,706,401.54	1,661,601.54	1,767,301.54
1600 Insurance Benefits	2,736,283.53	2,730,772.49	2,685,327.26
1900 Other Employee Benefits	472,150.00	472,150.00	172,150.00
TOTAL SALARIES & BENEFITS	17,154,835.07	16,784,524.03	17,299,778.80
2100 General Office & Programming Supplies	514,302.00	452,500.00	462,500.00
2200 Property Maintenance Repairs	77,500.00	77,500.00	77,500.00
2300 Motor Vehicle/ Fuel Supplies & Parts	25,000.00	25,000.00	25,000.00
TOTAL SUPPLIES	616,802.00	555,000.00	565,000.00
3100 Travel & Meeting Expenses	175,230.00	157,000.00	157,000.00
3200 Communications, Printing & Publicity	533,040.00	533,040.00	533,040.00
3300 Property Maintenance	2,005,470.00	2,005,470.00	2,005,470.00
3400 Insurance	143,000.00	143,000.00	143,000.00
3500 Rent/Leases	106,745.00	106,745.00	106,745.00
3600 Utilities	476,000.00	477,000.00	477,000.00

Levy proceeds as shown in accounts 1210 and 2210 represent 48% of total budgeted revenue.

Based on estimate received for distributions in 2026 from the Ohio Department of Taxation released in December 2025. This represents 47% of total budgeted revenue.

Includes current and anticipated staffing positions, negotiated increases, anticipated retirement pay-outs as well as any health insurance renewal increase for the Library as contractually negotiated.

Reuben McMillan Free Library Association
General Fund Budget
Board Meeting of June 11, 2026

B-2

	2026 Adopted Budget 2/12/2026	2026 Revised Budget 6/11/2026	2027 Preliminary Budget 6/11/2026
3700 Professional Services	753,078.11	753,078.11	753,078.11
3800 Library Material Control Services	276,700.00	284,700.00	276,700.00
3900 Other Contracts & Purchased Services	25,000.00	25,000.00	25,000.00
TOTAL PURCHASED & CONTRACTED SERVICES	4,494,263.11	4,485,033.11	4,477,033.11
4100 Books	877,000.00	871,000.00	877,000.00
4200 Periodicals	43,000.00	43,000.00	43,000.00
4300 Audiovisual Materials	232,000.00	238,000.00	232,000.00
4500 Electronic Information Public Use	1,645,000.00	1,645,000.00	1,645,000.00
4600 Interlibrary Loan	55,000.00	55,000.00	55,000.00
4900 Library Material / All Other	15,000.00	15,000.00	15,000.00
TOTAL LIBRARY MATERIALS	2,867,000.00	2,867,000.00	2,867,000.00
5500 Furniture & Equipment	90,000.00	90,000.00	90,000.00
5700 Motor Vehicles	100,000.00	100,000.00	100,000.00
TOTAL CAPITAL OUTLAY	190,000.00	190,000.00	190,000.00
7100 Dues & Memberships	60,000.00	60,000.00	60,000.00
7200 Taxes & Assessments	6,600.00	6,600.00	6,600.00
7500 Refunds & Reimbursements	6,500.00	6,500.00	6,500.00
7900 Other Miscellaneous	1,700.00	1,700.00	1,700.00
TOTAL OTHER OBJECTS	74,800.00	74,800.00	74,800.00
8999 Unallocated Appropriations	200,000.00	192,000.00	100,000.00
TOTAL EXPENSE	25,597,700.18	25,148,357.14	25,573,611.91
9980 Transfers to Building & Repair Fund	750,000.00	750,000.00	-
9999 Transfers to Technology Development Fund	-	-	-
TOTAL TRANSFERS	750,000.00	750,000.00	-
TOTAL EXPENSE & TRANSFERS	26,347,700.18	25,898,357.14	25,573,611.91
Unencumbered Balance Forward	4,445,743.30	4,895,086.34	776,371.74
TOTAL EXPENSES & BALANCE FORWARD	\$ 30,793,443.48	\$ 30,793,443.48	\$ 26,349,983.65

Reuben McMillan Free Library Association
 Building & Repair Fund
 Board Meeting of June 11, 2026

	2026 Adopted Budget 2/12/2026	2026 Revised Budget 6/11/2026	2027 Preliminary Budget 6/11/2026
Balance Forward	23,298,279.54	23,298,279.54	19,615,179.54
RECEIPTS			
4121 Interest	670,000.00	670,000.00	670,000.00
6112 Contributions	500.00	500.00	500.00
8110 Sale of Property	-	-	-
8998 Miscellaneous	-	-	-
9998 Transfer from Library Foundation	-	-	-
9999 Transfer from General Fund	750,000.00	750,000.00	750,000.00
Total Receipts	1,420,500.00	1,420,500.00	1,420,500.00
Total Receipts & Balance Forward	<u>\$ 24,718,779.54</u>	<u>\$ 24,718,779.54</u>	<u>\$ 21,035,679.54</u>
EXPENDITURES			
3781 Investment/Banking Fees	\$ 12,000.00	\$ 12,000.00	\$ 12,000.00
5110 Purchase of Land	-	-	-
5210 Land Improvements	-	-	-
5310 New Buildings	-	-	-
5410 Building Improvements/Capital Leases	3,609,000.00	4,356,000.00	8,520,000.00
5511 Equipment	300,000.00	300,000.00	300,000.00
8998 Unallocated Appropriation	360,900.00	435,600.00	852,000.00
Total Expenses	4,281,900.00	5,103,600.00	9,684,000.00
Unencumbered Balance Forward	20,436,879.54	19,615,179.54	11,351,679.54
Total Expenses & Balance Forward	<u>\$ 24,718,779.54</u>	<u>\$ 24,718,779.54</u>	<u>\$ 21,035,679.54</u>

See Detail Sheet.

Reuben McMillan Free Library Association
 Building & Repair Fund
 Board Meeting of June 11, 2026

B-4

The purpose of this fund is to document anticipated facility improvement projects exceeding \$25,000. The information is presented for two purposes. First, it shows projects that are either currently approved, anticipated or under discussion. The second purpose is to provide a basis for long range financial planning so that the library can be prepared. Actual costs and amounts budgeted for each project can be expected to vary as the individual projects are developed. Projects further in the future have less precision. (Projects costing \$79,567.50 or more in 2026 require public bidding).

	Budget Year	2026	2027
Poland			
HVAC repairs		30,000	350,000
Land acquisition and maintenance/prep work		360,000	
East			
Landscape/Patio upgrades		50,000	
Exit doors and carpet			70,000
Paving work			50,000
Newport			
Parking lot lighting		25,000	
Austintown			
Repair work-atrium and HVAC pits		30,000	
HVAC repairs			150,000
Community Engagement			
Site modification		35,000	
Michael Kusalaba			
Envelope repairs			100,000
Boardman			
Parking lot lighting		25,000	
HVAC controls replacement		50,000	
Masonry repointing and sealant		69,000	
Main			
Masonry repointing		100,000	
Sebring			
Plumbing updates		35,000	
Struthers			
Design services		442,000	
New branch build			6,800,000
Paving work-Boardman, Poland, and East		50,000	
Reseal and strip all parking lots		55,000	
Reserve for unscheduled projects		3,000,000	1,000,000
Subtotal		4,356,000	8,520,000
Investment Fees		12,000	12,000
Furniture/Equipment		300,000	300,000
Contingency factor of 10%		435,600	852,000
Total With Contingency		5,103,600	9,684,000

Reuben McMillan Free Library Association
Technology Development Fund
Board Meeting of June 11, 2026

B-5

	2026 Adopted Budget 2/12/2026	2026 Revised Budget 6/11/2026	2027 Preliminary Budget 6/11/2026	
Balance Forward	3,870,766.36	3,870,766.36	2,647,866.36	
RECEIPTS				
2132 Federal Government/E-Rate	6,000.00	6,000.00	6,000.00	
4122 Interest	23,000.00	23,000.00	23,000.00	
9951 Transfer From Other Funds	-	-	-	
Total Receipts	\$ 29,000.00	\$ 29,000.00	\$ 29,000.00	
Total Receipts & Balance Forward	\$ 3,899,766.36	\$ 3,899,766.36	\$ 2,676,866.36	
EXPENDITURES				
2172 Software-Software licenses	467,500.00	467,500.00	467,500.00	
3782 Investment/Banking Fees	700.00	700.00	700.00	
3800 Library Material Control Processing	226,300.00	226,300.00	226,300.00	
3815 Collection Development Service-Interlibrary loan	69,000.00	69,000.00	69,000.00	
5550 Equipment	488,400.00	488,400.00	500,000.00	
Total Expenses	1,251,900.00	1,251,900.00	1,263,500.00	See Detail Sheet.
Unencumbered Balance Forward	2,647,866.36	2,647,866.36	1,413,366.36	
Total Expenses & Balance Forward	\$ 3,899,766.36	\$ 3,899,766.36	\$ 2,676,866.36	

Reuben McMillan Free Library Association
Technology Development Fund
Board Meeting of June 11, 2026

B-6

The purpose of the Technology Development Fund is to provide resources necessary for implementation of the Technology Plan. This plan provides for ongoing support of existing computing needs, establishing a network to enable increased sharing of resources and positions the library to take advantage of products and services developed for the library marketplace that meet local needs. Major activities sustain the current technology infrastructure and develop new applications.

	2026
Upgrades to existing equipment and data-network:	
Annual system wide targeted replacement computers -15%	\$ 195,000.00
Public Use Tech Items (such as Xbox, iPad, tablets, laptops)	15,000.00
Replacement self check units	19,000.00
MN maker space or programing area - placemaker	7,000.00
Replacement switches - actual cost prior to e-rate reimbursement	32,000.00
Replace AWE stations with NABI tablets, mounted iPads, and ABC Mouse Stations (as AWE break)	2,800.00
Replace old UPS battery units	6,000.00
New VMWare Servers	4,500.00
Replacement/new laptops/surfaces, as needed (for branch kits and staff use)	76,000.00
Replace MK maker items when needed	2,500.00
Replacement tablets, iPads	4,900.00
Access points (e-rate) - actual cost prior to e-rate reimbursement	2,400.00
Replace one meeting room projector, if needed	6,500.00
Assorted maker space supplies	1,700.00
Network cabling - additional and repairs	12,000.00
Color copiers	3,100.00
Digitization equipment	10,000.00
Mac refresh (laptops/i-pads) for Marketing department	2,200.00
RFID tags	12,000.00
New door counters	2,400.00
Mail machine	2,000.00
Color printers	10,000.00
Replacement-MN Genealogy Scanpro	7,500.00
Inventory wand	7,500.00
Contingency (10%)	44,400.00
	<u>\$ 488,400.00</u>

Director and CEO's Report

Second Quarter 2026

Happy summer, Trustees!

As spring turned to summer, PLYMC's second quarter was defined not only by substantial internal work and operational progress, but also by clear, repeated evidence of public value across the system. Frontline experience reports from February through May showed strong community response to early literacy and school partnerships, senior wellness and social connection, makerspace and technology learning, local history and cultural programming, and outreach that brought library services directly into neighborhoods, schools, care settings, and community events. At the same time, those reports underscored recurring pressures familiar to the organization: aging facilities, staffing strain, high-demand programs that fill quickly, and the ongoing challenge of maintaining welcoming public spaces under heavy use.

Raising Our Voice

A major focus of the quarter was launching the process for PLYMC's next five-year strategic plan. Leadership finalized and released the Request for Qualifications for a consultant to guide development of the 2027–2031 strategic plan, with the expectation that the work will incorporate community input, align with the existing mission and facilities master plan, and help prepare the organization for PLYMC's 150th anniversary in 2030. Internal messaging and planning materials were also developed to clarify the purpose of the work and the role of the Steering Committee.

External Relations and Advocacy

The Stakeholder Relations Division spent much of May reacting and responding to the aftermath of the Poland decision. This included the introduction and committee referral of Senate Bill 426 introduced by Sen. Al Cutrona. The press team was able to respond quickly, resulting in a well-placed story in the Vindicator the weekend after the testimony. The team also provided detailed information about the Poland branch to press outlets, elected officials, Trustees, and members of the public. Press coverage for Summer Discovery continued, as did attention for Ladies in Little Black Dresses. Donor Relations staff continued outreach and gift processing while putting final touches on that event, and the team also began conversations with a local residential facility to donate de-selected materials.

Ladies in Little Black Dresses for Literacy Event

Our annual Ladies in Little Black Dresses event was a tremendous success, bringing together community members, businesses, and supporters in celebration of literacy and lifelong learning at Poland's Lake Club.

This year's event welcomed 330 attendees and featured 9 local vendors, creating an engaging evening of networking, shopping, raffles, and philanthropy. The event generated strong community support through 34 sponsorships totaling \$14,164.68, with nearly 75% of sponsors participating for the first time. This demonstrates the growing reach and impact of the event. In addition, five in-kind sponsors contributed goods and services valued at approximately \$8,400, bringing the overall total to \$22,564.68.

The Louis Vuitton Purse Raffle, generously sponsored by Alexa Sweeney Blackann, is still going on and will be included as part of the overall Ladies in Little Black Dresses for Literacy fundraising efforts. There are a total of 400 tickets available and the drawing will be held on July 31st.

Proceeds from the event directly support the Library's Summer Discovery Program which helps prevent summer learning loss by encouraging reading, exploration, and educational enrichment for participants of all ages. The continued growth of Ladies in Little Black Dresses for Literacy reflects the community's commitment to literacy and the important role the Library plays in providing access to learning opportunities throughout Mahoning County.

Our Patrons' Experience

Our branches and public services continued to show strong, visible public impact. Frontline reports across February through May reflected several consistent themes. Staff described deepening school and early literacy partnerships, including class visits, literacy nights, preschool family events, and regular branch-based engagement that helped children and families build lasting habits around reading and library use. Across multiple locations, senior-focused health, exercise, and social programs remained among the most valued offerings, reinforcing the library's role as a trusted, low-barrier place for connection, routine, and wellbeing. Branches also reported strong response to cultural, local history, and community heritage programming, as well as hands-on learning opportunities in makerspaces, DIY environments, and cooking programs where patrons not only participated but took new skills home with them.

These qualitative reports also showed how consistently patrons rely on PLYMC staff for individualized help that can have outsized impact. Staff across the system described

helping patrons build digital skills, navigate forms and devices, complete printing and scanning tasks, access genealogy and local history materials, and gain confidence using library technology and spaces independently. Repeated patron feedback emphasized feeling welcomed, supported, and surprised by the breadth of what the library offers. Several branches noted that outreach and special events reached many people who do not regularly enter library buildings, while others reported that families, teens, and adult learners are increasingly treating their branch as a familiar, trusted place to return to for both practical help and meaningful connection.

March meeting room usage was also strong, with 1,965 total room uses systemwide, an increase over March 2025. Main Library recorded 559 room uses, Boardman 380, Canfield 350, Austintown 194, Newport 156, and Michael Kusalaba 102. Main Library study room use increased 38 percent compared with the same month last year. Specialized spaces such as the Event Space, Culinary Literacy Center, Sensory Room, and Newport's Health and Wellness space all continued to see notable demand. Additional community partnerships included six paying Event Space rentals with over 225 attendees, two Farmers Markets, five homeschool group programs, a People's Law Program, and use of meeting rooms for online student state testing on more than nine occasions.

The same reports pointed to several recurring challenges, including facility issues, staffing shortages as branches balanced vacations, transfers, and retirements, and the strain of complex patron interactions. Taken together, these reports reinforce both the strength of public demand for library service and the importance of continued investment in people, spaces, and systems that support that service.

Summer Discovery Kickoff

PLYMC's biggest program of year on May 30th with at Boardman Park with the Summer Discovery Kickoff Celebration. Over 300 people attended the two hour event, signing up for the summer reading program, making crafts, checking out items from the pop-up library, and enjoying lawn games checked out from our Library of Things.

The state-wide summer reading theme this year is "Unearth the Story," coinciding with America's 250th birthday celebration – and speaking to every kid's favorite topic, dinosaurs. Registrations as of June 9th total 4,101, a massive increase from the 2,983 registrations as of June 9th 2025. That's a year-to-year increase of 37%!

Supporting the Work

The People of PLYMC

The quarter included important personnel transitions and continued hiring activity. In May, the library hired Kara De Toro as a full-time Public Service Generalist I at Michael Kusalaba and Dyllan Kupec as a full-time Maintenance Technician in MTC/Newport. During the same period, a full-time Public Services Generalist I at Tri-Lakes, resigned due to relocation. There were no promotions reported in April or May.

Hiring efforts remained active throughout the quarter. In early June, multiple Public Service Generalist openings were in process across Springfield, Michael Kusalaba, Tri-Lakes, Boardman, Main, and Newport, with internal bidders under consideration for several positions and external offers in progress for others. The system also continued recruiting for a part-time Public Service Generalist I position at Newport and a part-time Librarian I – Generalist role at Struthers. Earlier in the quarter, Human Resources reported one PLAY vacancy and seven CMT vacancies, reflecting the impact of retirements and ongoing staffing adjustments. However, HR reports that we are expecting four new staff members to be onboarded later this month.

The quarter also reflected significant retirement-related transition. In March, the system recorded the retirements of Carole Anderson, Marian Carrabbia, Patricia Drennen, Genice Fountain, and Christina Rohrbaugh, several of whom participated in the ERIP program. HR and the Recognition Committee supported these transitions with a farewell celebration. Staff development also continued, with three staff members selected to attend ALSC's National Institute in Buffalo, eight PLYMC representatives attending Coleman Health's "Unmute the Uncomfortable" symposium focused on AI and mental health, and several members of Administration attending the Greater Mahoning Valley LGBTQ+ Community Needs Assessment presentation.

Operations Division

Operations Division activity was extensive and highly visible across the system. In May, annual boiler inspections were completed at Poland, Struthers, and Main Library, and maintenance staff coordinated systemwide distribution of Summer Reading Program materials. Storyboards supporting community engagement initiatives were installed at Roosevelt Park, Walnut Grove, and Austintown Township Park. Facilities work continued at multiple branches, including LED conversion and electrical repairs at East, significant lighting upgrades and siding restoration at Michael Kusalaba, replacement of more than

500 lamps at Newport, HVAC and landscaping work at Main, and chiller, control, curb, and interior reconfiguration work at Poland.

Earlier in the quarter, staff also addressed roof leaks, air quality and environmental mitigation, sprinkler corrosion, building envelope improvements, storm-related repairs, furniture assembly, LED upgrades, and extensive general maintenance work across the system. In Austintown, multiple roof leaks were under repair and exterior sealing continued, while a facility study with the Thrasher Group began in May. In Main Library, roof leak repair and interior restoration progressed, and in East, refinishing of patron computer tables and carpet cleaning continued.

Land Acquisition Update: new Struthers and Poland properties.

PLYMC is working through the processes of acquiring the land needed to build both the new Struthers Library and a new Poland Library. We are working closely with Struthers officials to complete the necessary land evaluation and environmental testing that would allow us to accept the land donation. As for the Poland property, the next step would be to submit approval documents to the Poland Township zoning board. Our initial conversations with Township officials have been positive, and we are gathering the necessary documentation for the application now.

We are fully aware of the capacity issues at Struthers' wastewater treatment plant. In addition to our direct conversations with City of Struthers officials, there was also an excellent Vindicator article about the issue in May: <https://www.vindy.com/news/local-news/2026/05/struthers-mahoning-county-clash-over-sewage/> As the article reflects, Struthers, Boardman, and Mahoning County are working to resolve the current issues with funding and support from state and federal legislators.

The current moratorium on new sewer tie-ins will not affect neither the planned new Struthers or new Community Engagement location plans as sewer tie-ins already exist at those properties. With regard to the new property for Poland, the owner made us aware at the outset of our conversations that the property currently used septic. Estimated costs for a wastewater connection were included in documentation presented to the Board, specifically the MS Consultants Engineers Estimate of Probable Cost.

At the point we do begin building on the new property – which is several years away and provided we are able to acquire the property – we will obviously need to establish a new sanitary line. However, given all of the attention currently being given to the capacity issue, we are fully confident that it will be resolved before that day arrives. If for some reason the capacity issue is not resolved, the property is more than sufficiently sized to allow an appropriate alternative waste management system to be constructed.

Technology and Content Division

Technology and Content Division work advanced both patron-facing improvements and back-end modernization. Public-facing technology updates included upgraded PCs at Brownlee Woods and the Main Computer Center, selection of a new battery model for patron phone charging devices, and exploration of replacing the laptop vending unit at Michael Kusalaba with two additional internet computers and a four-computer family PC area. Work also began to make the East meeting room Zoom-ready. Behind the scenes, deployment of the new point-of-sale system began with East in April and expanded to East, Main, and Brownlee by May. Door counters were installed at both patron entryways at Michael Kusalaba to improve accuracy of building traffic counts, and time clock iPads were deployed to all locations.

Technology staff also continued work on OhioLINK and SearchOhio migration, cybersecurity compliance, and network planning. The library later confirmed E-rate funding that makes 90 percent of the library's \$60,000 annual internet access bill — \$54,000 — eligible for reimbursement. A new five-year contract with Clarivate and the elimination of unneeded licenses is expected to save nearly \$40,000 annually. Cybersecurity awareness efforts expanded through phishing simulations, online training, and biweekly security emails as staff worked toward compliance with the new Ohio cybersecurity standards required by July 1, 2026.

Leadership and Governance

Leadership Team meetings throughout the quarter remained focused on both immediate operational needs and broader organizational planning. Discussions included internal communications practices, succession planning for key “one-of-one” administrative positions, use of DiSC assessments for administrative development, and continued refinement of organizational culture and values work. Leadership also reviewed branch resource planning, including how to better align staffing, technology, and service expectations across locations using information from the facilities master plan, usage trends, and demographic context.

Board and committee preparation also required substantial attention during the quarter. In addition to regular Board business, preparation was undertaken for a June Board retreat focused on financial realities, accountability and transparency, budgeting practices, strategic planning, stakeholder relations, and advocacy. Financial and administrative planning also continued to advance, including work on improving the budget process for 2027, strengthening internal tools and reporting, coordinating with the Foundation, and preparing required filings and audit-related work.

CEO Activities

During the second quarter, I campaigned for Public Library Association President (but did not get the nod), advocated for Public Libraries at the national level as a National Library Legislative Day delegate, and for PLYMC at in Columbus, and opened the bid process for the upcoming 5-year strategic plan. There was a great deal of PLYMC Board of Trustees activity, including the decision to relocate Poland Library and planning in advance of the upcoming Board of Trustees Retreat. Despite this load, I remained engaged with the Regional Chamber and other Valley partners and had the opportunity to celebrate two of my amazing Division Leaders. And, at the end of it all, I even got to take a vacation to celebrate my 10th wedding anniversary with my wonderful husband, Jason.

Local and Regional

- February 5 – Bylaws Committee Meeting
- February 10 – Leadership Team Retreat
- February 11 – Nominating Committee and Regular Board Meeting
- February 18 – Meeting with Struthers Mayor and Land Donor
- February 20 – Lattes with Legislator Bride Rose Sweeney
- February 23, April 26 – Assembly for Workforce Solutions Steering Committee
- March 3 – Meeting with Youngstown Mayor Derek McDowell (with Michael Stepp)
- March 5 – Good morning, Youngstown Chamber Breakfast
- April 9 – Building and Sites Committee Meeting
- March 10, April 14, May 12, June 9 – Leadership Team Meetings
- March 11 – Service & Personnel Committee Meeting
- March 12 – Development Committee Meeting
- March 16 – Meeting with County Health Department regarding Care Cabinets
- March 23 – Meeting with Jamie Viano regarding Building & Sites Committee (with Jordan Shaver)
- March 25 – Mahoning Valley Historical Society Meeting
- March 25 – Neurodiverse Leadership Training
- April 15 – Quarterly All-Staff Meeting
- April 16 & 28 – Wean Foundation Meetings (with Mandy Shina)
- April 16 – Women's Roundtable Luncheon with Amy Acton
- April 23 – Youngstown City Schools Defender Dialogues
- April 29 – Special Board Meeting on Poland Library Relocation
- May 9 – Pollinator Palooza Event
- May 12, June 1 – PLYMC Board Retreat Planning Meetings
- May 14 – Lunch with Chamber Director Guy Coviello (with Michael Stepp)

- May 14 – Athena Award Dinner (celebrating Erin Phemester)
- May 30 – Summer Discovery Kickoff
- June 3 – Leadership Mahoning Valley Graduation Dinner (celebrating Liz Repasky)
- June 4 – Ladies in Little Black Dresses for Literacy Event

State

- March 4, April 8, May 6, June 3 – Metro Directors' Monthly Meeting, virtual
- March 5, 13, 26 – SearchOhio Contract and Status Meetings, virtual
- March 6 – In-person Metro Directors Meeting, Columbus
- March 17 – Ohio Library Council Government Relations Committee Meeting, Columbus
- March 17-18 – Library Legislative Day, Columbus
- April 21-22 – Ohio Library Council Strategic Planning, Columbus
- June 3, 2026 — Metro Library Gov't Relations Meeting with Bill Seitz, virtual

National

- February 24-27 – National Library Legislative Day, Washington DC
- March 29 – April 4 – Public Library Association Conference, Minneapolis
- May 3-5 – Urban Library Council CEO Roundtable, Chicago
- May 16-25 – Vacation, Seattle, Vancouver Island, and Vancouver

Looking Ahead

Overall, the second quarter was less about major public launches and more about the kind of internal, operational, and governance work that makes future progress possible. We are moving into the second half of the year with important planning work underway, active hiring and onboarding, continued investment in buildings and systems, and a clearer sense of the questions the Board and leadership will need to navigate together. I remain grateful for the work of our staff across the system and for the Board's continued engagement as we prepare for important decisions about PLYMC's future.

A Day in the Life of PLYMC

On April 30, 2026, PLYMC staff supported learning, access, connection, and care across Mahoning County—one ordinary day that shows the extraordinary range of lives we touch.

Learning & Literacy Storytimes, school visits, reading support, research instruction, and summer learning preparation.	Workforce & Digital Access Job applications, email, printing, faxing, scanning, online forms, and technology coaching.
Community Connection Meeting spaces, outreach visits, phone support, digital cards, and welcoming places for all ages.	Care & Belonging One-on-one help, trusted relationships, safe spaces for youth, and compassionate support in difficult moments.

What follows is a snapshot of staff experiences from across the system—different branches, different services, and different needs, all met on the same day.

Learning & Literacy

Canfield - On Thursday, I was preparing a presentation to speak to 500 elementary students about Summer Discovery and the importance of reading through the summer.

Canfield - On Thursday, I went to one of the elementary schools to talk to the third graders about how to use the library for their annual biography project. We went over how to search the catalog, how to use Hoopla, and basic information literacy before working through a book together and wrapping with fun library trivia.

Canfield - Delivered four 30-minute research workshops to 3rd graders at Canfield elementary schools, supporting their Famous Americans Project. Covered catalog search, Hoopla, research vocabulary, and the SIFT method, using *Mae Among the Stars* as a shared example. Provided adapted handouts for classroom use and reinforced learning through interactive trivia. Students were highly engaged, and teachers reported improved understanding of research tools.

Canfield - On a preschool visit, I shared a space-themed storytime with around 20 children under 5, and as I left, the director asked if we could come every month.

Family Engagement - On Thursday afternoon while I was at the desk in the Family Engagement Area, I had a mother asking about our upcoming Summer Discovery program. She and her daughter are very excited to register.

Boardman - On Thursday, April 30, I finished and displayed a passive program for our young patrons to get them excited for PLYMC's summer reading program, with dinosaur-themed prizes at the end of the month.

Tri-Lakes - Two classes of second graders, 40 students total, came to the library for their monthly visit. They returned books, checked out books, played with puzzles and toys, and had a blast.

Campbell - Four classes visited my branch, and I helped 80 students find books that interested them while giving them an opportunity to practice library manners and respect for shared public space.

Poland - I led our weekly Toddler Storytime with a transportation theme and welcomed about 55 children and caregivers, making it the largest storytime I've done here at PLYMC to date.

Workforce & Digital Access

East - Three patrons came to the circulation desk at the same time needing help with printing or copying, and I handled each request.

Newport - I helped a senior learn how to send an email.

Specialty Services - I helped a patron scan and email forms to Ohio Jobs and Family Services; she was grateful that the library provided this service.

Newport - I helped an elderly patron send a fax and make copies, something he couldn't have easily done without our help.

Canfield - I was helping a woman fax documents, and she told me, "I know I can always come to the library and get the help I need. I don't know what I would do without it."

Core Services - I helped a patron print sheet music and articles on learning musical notation.

Canfield - I fit in a 60-minute Book-a-Librarian appointment helping an older adult with an online job application. He thanked me repeatedly for the help.

Main Clerical - I helped a patron fill out and submit an online job application; we do this every day.

Family Engagement - I spent much of the day structuring short lessons on using the DIY Space equipment to help patrons feel more comfortable and confident.

Boardman - At 7:30 p.m., I helped a woman who was overwhelmed on the computer, reassuring her and staying with her so she could get what she needed printed.

Telephone Contact Center - I connected one caller to our genealogy department for a research project and walked another through setting up his online account so he could use Hoopla.

Core Services - I assisted a couple who needed help printing legal documents from our department email.

Boardman - I opened a library card for a new patron, showed her how to use Libby, and helped her discover ways to save money by borrowing digital materials instead of buying books.

Community Connection

Administration - During the day I communicated with Library Board members, thanked staff for helping a meeting run smoothly the night before and heard about a renegotiated contract that will save the library \$24,000 annually.

East - We reviewed the adult collection and hosted Extension in the meeting room for their weekly hypertension class, which has seen strong participation at East.

Core Services - I helped a patron locate the Ethic series by Ashley Antoinette.

Struthers - I checked out a bike lock to a brand-new patron who was excited to learn he was old enough to come to the library by himself.

Sebring - A frequent older patron thanked me for helping her find the early 1900s British mysteries she loves now that SearchOhio is back.

Telephone Contact Center - I walked a caller through our website so she could help her 96-year-old mother sign up for a digital library card.

Michael Kusalaba - Families used the play area, neighborhood kids played computer games together after school, study rooms hosted group meetings, and staff supported reference, printing, copying, faxing, and programming preparation throughout the day.

Sebring - We fed 15 children who then watched a movie together, helped a patron use the Cricut, refreshed displays, and coordinated outside presenters and author programming.

Telephone Contact Center - I fulfilled requests for digital cards and renewals, helping people across Ohio maintain access to our digital collections and educational materials.

Michael Kusalaba - I helped a patron send a fax, even though it took us three tries.

Poland - I helped a devoted reader place holds on several more Frieda McFadden titles.

Main Clerical - It was wonderful to welcome returning patrons, guide them through the new Main layout, and hear how much they appreciated the welcoming environment and kind service.

Austintown - I helped a first-time visitor sign up for a card, register for a program, learn about the reading challenge, and leave with a stack of books.

Specialty Services - I helped a woman locate an obituary using our online resources, and she was deeply grateful that we found the information she needed.

Telephone Contact Center - I activated a patron's library card while she was on vacation, and she was so happy we were here to help.

Culinary Literacy Center - I prepared for our Play with Your Food class and also guided a patron who was having a hard time with the elevators up to the computers.

Administration - I supported summer programming and outreach, approved participation in community events like Hola Fest and Bike Belmont and ended the day seeing friendly service in Newport's public area.

Administration - I finalized paperwork for Summer Discovery presenters at every branch and worked with ReadSquared to make sure tracking software is ready for staff testing.

Administration - My day focused on social media and Summer Discovery promotion, helping keep patrons informed and engaged with upcoming library activities.

Administration - I helped strengthen staff knowledge through our learning management system, which improves how effectively our teams support patrons and communities.

Care & Belonging

Administration - I responded to distressing news at one location, checked in with supervisors and managers, and addressed unexpected concerns so teams could stay supported and aligned.

Specialty Services - I spent time listening to a patron who shared their recent journey through breast cancer treatments; it was a privilege to offer support and be a friendly face during a difficult time.

Austintown - I helped patrons print important documents, talked with kids who come to the library after school because they need a safe place to go, and mourned the loss of a regular young patron who had used the library as a safe haven.

Administration - I held a brief huddle with staff to check in and share updates on safety and security initiatives for student-aged patrons.

Austintown - It was a hard day after learning that the victim of a terrible crime was one of our regular kids, but we also found joy in giving another child a first library card and gave each other the space and grace to process what happened.

By the Numbers: One Day of Impact

These individual stories are matched by numbers below show the scale of service, access, and support PLYMC provides across the county in a single day.

2,546 visits in a single day. On April 30, people walked through our doors 2,546 times, with Main, Austintown, and Poland seeing the highest traffic.

1,847 physical items checked out. Poland accounted for 8% of all physical circulation that day—second only to Austintown.

1,512 digital downloads. That total included 872 Libby downloads and 640 Hoopla downloads, showing strong demand for around-the-clock access.

386 public computer sessions. Across more than 200 public computers county-wide, Main recorded the highest usage.

375 holds placed and 687 pickup notices sent. Behind each number is a resident connecting with materials they need, want, or have been waiting for.

19 programs with 371 attendees. From early literacy to enrichment, these programs brought people together across the county in just one day.

Large youth turnout across branches. Attendance included 55 children and caregivers at Toddler Storytime in Poland, 51 at Gotta Move Storytime in Austintown, and 18 preschoolers plus teachers in Canfield.

Outreach extended beyond library walls. The Pop-Up Library and Special Delivery teams visited two preschools and one adult day care center, while 73 middle and high school students participated in after-school programming at Austintown and Canfield.

Workforce development was part of the day's service mix. Both Book-a-Librarian appointments focused on employment support—one for help with a job application and one to explore the Blue Career Database for internships and skilled-trades opportunities.

82 meeting and study room bookings. Library spaces also served as gathering places for community partners, including the Community Foundation of the Mahoning Valley's Impact Builder Grant event.

97.1 delivery miles and 1,000 books moved across 11 branches. Our delivery team kept materials and supplies flowing throughout the system.

72 maintenance hours and 46 work orders completed. Behind every public interaction is the operational work that keeps our buildings safe, welcoming, and ready to serve.

PUBLIC ATTENDANCE AT BOARD MEETINGS

The Board of Trustees of the Library has, since its inception in 1880, sought to provide the best possible library service to the public. As a responsibility of library service, books and other library materials selected are chosen for values of interest, information, and enlightenment of all the people in the community. Individuals with concerns about the materials should consult *Board Policy 650—Request for Acquisitions or Removal of Collection Material by the Public*.

It is the policy of the Library to hold meetings, which are open to the public at all times, and to comply fully with the Sunshine Law of Ohio (Ohio Revised Code 121.22).

The Library shall maintain and utilize the following methods whereby Library Administration shall establish the guidelines and administrative procedures for public participation at Board Meetings:

1. Reasonable advance notification of Board meetings shall be sent to the media and posted on the Library's website.
2. It is within the Board's purview to set the time, location, and manner of all meetings.
3. No Board meetings shall be held unless the Board has given 24 hours advance notice of the time, place, and purpose of the meeting to the media and the public via the Library's website. However, no such notice shall be required in the event of an emergency requiring immediate official action. The time, place, and purpose of the meeting shall be relayed to the media and posted on the Library's website as soon as it is determined that an emergency meeting is necessary.

~~4. In addition to the methods of notification outlined above of this policy, any person may, upon written request and payment of a reasonable fee for postage, obtain reasonable advance notification of all meetings at which any specific type of public business is to be discussed. Such a request shall be made in writing to: Secretary, Library Board of Trustees, Public Library of Youngstown and Mahoning County, 305 Wick Avenue, Youngstown, Ohio 44503.~~

~~Provisions for advance notification may include but are not limited to, mailing the agenda of meetings to all subscribers on the mailing list.~~

~~45.~~ An executive session of the Board can only be held after a majority of a quorum of the Board determines, by roll call vote, to hold such a session and only at a regular or special meeting for the sole purpose of the consideration of the matters for which it is allowed to hold such meetings under O.R.C. Section 121.22(G).

56. The public is welcome to attend meetings of the Board of Trustees, however, the Board is committed to conducting its meetings in a civil, orderly, efficient, and productive manner designed to allow the Board's regular agenda to be completed in a reasonable timeframe while allowing fair and adequate opportunity for public input to be considered. Interruptions by the public are not permitted. Accordingly, public participation at Board and Board Committee meetings will be governed by the following principles:

Any persons wishing to address the Board are requested to contact the ~~Board Secretary three (3) days in advance of the meeting to:~~ Staff Liaison to the Board OR the Strategic Communications Officer via PLYMC's Website

~~Board Secretary, Library Board of Trustees, Public Library of Youngstown and Mahoning County, 305 Wick Avenue, Youngstown, Ohio 44503.~~

~~They may also contact the Board Secretary via the Contact Us function on our website.~~

The following information is required in order to speak at a Board meeting or Board Committee meeting:

- a. Name, address, e-mail (if applicable), and phone number of the person requesting to speak.
- b. The subject on which they wish to speak.
- c. Persons wishing to address the Board or Board Committee must be physically present at the meeting and register their names and topic on the sign-in sheet, which will be provided at the meetings. Speakers must fill out the sign-in sheet before they are recognized.
- d. Any person who wishes to address the Board or Board Committee will be allocated up to three (3) minutes.
- e. Speakers will be called in the order in which they register and asked to step forward to address the Board or Board Committee and have their comments recorded for the public record.
- f. The total public comment time shall not exceed twenty (20) minutes, however, the Board President or presiding officer can choose to extend the comment period at their discretion.
- g. All comments shall be made to the Board—as a whole—rather than an individual Board or Library staff member and should be presented with civility and courtesy.
- h. Any questions or requests for additional information directed to the Board will be addressed in a reasonable time after the meeting by a Library staff member.
- i. Persons addressing the Board or Board Committee are expected to observe a level of civility and decorum appropriate for a public meeting and refrain from vulgar, profane, or harassing remarks.

The Board Chair or other presiding officer may terminate any presentation deemed not to adhere to these standards.

Failure to adhere to these principles may result in removal from the meeting.

ADOPTED BY BOARD OF TRUSTEES SEPTEMBER 20, 1989

AMENDED BY BOARD OF TRUSTEES SEPTEMBER 11, 2003

AMENDED BY BOARD OF TRUSTEES JUNE 8, 2023

WAGE COMPENSATION PHILOSOPHY

The Public Library of Youngstown and Mahoning County recognizes the essential role staff play in achieving the Library's strategic goals. Competitive total compensation is the cornerstone for recruiting, retaining, and motivating the type of employees needed to fulfill the Library's vision and mission. To this end, the Public Library of Youngstown and Mahoning County's compensation philosophy is to pay all categories of employees at competitive levels established by the external labor markets, considering both salary wages and benefits as a total compensation package.

The compensation programs, therefore, must ~~meet the following objectives~~:

- Establish a base pay system based upon internal equity ~~and being that is~~ externally competitive with the market, and promotesing professional growth.
- Ensure that Ppositions are compensated based on levels of duties and responsibilities as well as other factors such as specialization requirements and degree of accountability. The Library acknowledges that there is a base pay minimum and maximum for each position.
- ~~The compensation policy will~~ be consistent with the judicious expenditure of funds.

Methods Of Staff Compensation

General or Represented Staff (Hourly)

General or represented staff are hourly employees whose wages, benefits, and related compensation terms are established through collective bargaining agreements. These agreements are negotiated by Administrative staff on behalf of the Library and are subject to review and approval by the Board of Trustees. Compensation for these positions reflects negotiated wage schedules and is administered in compliance with the applicable bargaining unit agreements.

Memoranda of Understanding (MOUs), retirement incentives, or other amendments to collective bargaining agreements are prepared by the Administrative staff, reviewed by the Board's Services and Personnel Committee, and require approval of the full Board of Trustees.

Administrative Staff (Hourly and Salaried)

Administrative staff are predominately salaried employees with a small number being hourly based on the guidelines of the Fair Labor Standards Act (FLSSLA). Their compensation is determined by the Director & Chief Executive Officer, consistent with the Library's Compensation Philosophy, internal equity considerations, and external

market competitiveness. Salaries are subject to oversight and approval by the Board of Trustees as required.

Executive Leadership Team (Salaried)

Chief Officers of each Library Division are salaried employees whose compensation is determined by the Director & Chief Executive Officer, in consultation with the Personnel and Services Committee of the Board of Trustees. Compensation and benefits for these positions reflect the expanded operational, strategic, and budgetary responsibilities assigned, and are managed in accordance with the Library's Compensation Philosophy, budgetary considerations, and internal equity principles. All compensation decisions are subject to Board oversight and approval as required.

Years with 27 pay periods

To minimize administrative overhead, salaried Administrative staff are compensated on the same biweekly schedule as hourly staff. Because the biweekly payroll cycle occasionally results in twenty-seven (27) pay periods within a calendar year—instead of the standard twenty-six (26)—the Director & Chief Executive Officer, in consultation with the Chief Financial Officer,

OPTION 1: is authorized to budget for this additional pay period as needed. Implementation and any related payroll adjustments will be determined at the discretion of the Director & Chief Executive Officer and Chief Financial Officer, ensuring that no reduction occurs in individual administrative staff paychecks.

Or

OPTION 2: is authorized to make payroll adjustments within the scope of the FLSA and other labor law to ensure that salaried administrative employees receive compensation in all 27 pay periods including but not limited to spreading the existing salary across all pay periods resulting in a reduction in the amount of one or all bi-weekly paycheck in that year.

Methodology

External Competitiveness

- The pay structure will be reviewed periodically as needed to make salary determinations or as determined by the Board of Trustees.
- The Library will periodically collect, analyze, and consider in its pay structure, rates for library benchmark positions from the competitor market.
- Positions that are not specific to the library world may be compared to other external markets as well.

Internal Equity

~~“Internal Equity” at the Library shall be defined as the constant effort to ensure that pay is managed fairly across all employee scales.~~

ADMINISTRATIVE STAFF

Administrative Staff are predominately salaried employees with a small number being hourly based on the guidelines of the Fair Labor Standards Act (FLSA). Administrative Staff members are interviewed, hired and evaluated by the Library Director & CEO or designee. Salaries are determined by the Library Director & CEO, consistent with the Library's, in keeping with the Compensation Philosophy, internal equity considerations, and external market competitiveness. Salaries, and any contracts that may be developed with Administrative Employees, are subject to oversight and subject to the approval of the Board of Trustees. Any contracts that may be developed are subject to the approval of the Board.

Administrative staff generally have oversight of services that impact the entire system, rather than one specific branch or location, and have increased decision-making authority. Administrative staff categories include:

Executive Leadership Team

The Executive Leadership Team (ELT) is composed of the heads of each of the Divisions of PLYMC and acts as an advisory council to the Director & CEO. Individually, each member of the ELT is responsible for coordinating the activities of their Division and establishing Division-specific procedures. Furthermore, each ELT member is responsible for coordinating with other ELT Divisions and activities to ensure alignment across the organization.

Managers and Directors

Managers and Directors have responsibility for one or more Departments and may directly oversee either Administrative or Represented Staff. Like the ELT, Managers and Directors are responsible for coordinating the activities of their Department with the other Departments in their Division and other Divisions to ensure alignment across the organization.

Individual Contributors

Individual Contributors (ICs) are employed to perform tasks and deliver services as assigned by their Manager or Director, representative ELT member, or the Director & CEO. ICs perform varied services, including but not limited to office coordination, IT support, graphic design and marketing, communications and public relations services, human resource services, accountancy, or facility maintenance.

MATERIAL SELECTION AND DESELECTION POLICY

The Public Library of Youngstown and Mahoning County provides free service to all residents in Mahoning County, both children and adults. Basic to this service is the judicious selecting, servicing, and supplying of books and other materials. These books, viewing, and listening materials are intended to aid any person in the pursuit of education, search for information, and in creative use of leisure time. If one of these purposes must be emphasized, the Library recognizes its role as an educational institution for the public, and the Library affirms that its major concern must be contributing toward the removal of ignorance.

The very words “book and materials selection” mean that not all items can be purchased, stored, or made available. Budgetary and space constraints limit all libraries ability to buy from the thousands of items produced annually, from the millions that have been produced, the Library can only select those that will help it to achieve its stated mission:

The Public Library of Youngstown and Mahoning County connects people and communities to reliable resources that inspire learning and foster enrichment.

The Public Library of Youngstown and Mahoning County endorses the American Library Association’s (ALA) LIBRARY BILL OF RIGHTS, which is outlined in Policy 101.

Responsibility for Selection

The Collection Development team shall consist of collection specialists in adult and youth service areas working in conjunction with the collection access manager. This team follows best practices and qualitative standards of materials acquisitions and selection and shares responsibility with other Library staff and considers requests from the community.

Collection Standards

The selection team makes its selection decisions to the ensure an expansive and diverse collection is purchased to support the needs of the community and diverse interests of the population.

- The Library endorses intellectual freedom for all users.
- The best possible titles on individual subjects and the best works of individual authors will be added in various formats. Popularity and community demand are

among the criteria used to select materials that foster a love of reading, personal enrichment, and enjoyment for readers of all ages.

- The Library provides materials representing various points of view on a wide variety of subjects, including religious, political, and controversial issues. Individuals should feel free to read and explore all ideas and to judge as individuals in a free society what is acceptable to them.
- The collections are comprised of new and popular materials in various formats, reference tools, and other materials to support lifelong learning.
- The Library participates in statewide resource sharing agreements to expand its capacity to make more resources available to residents.
- The Library follows new and emerging formats and trends and incorporates them into the collections.

Deselection of Materials (Weeding)

On a regular basis, professional librarians will review the Library's collection for the purpose of identifying and removing materials that are out of date, underutilized, in poor condition, or have information that has become obsolete. Deselection is a key component of good collection management practice and must be done to ensure that the Library's collection remains current, comprehensive, and responsive to community needs. Deselected materials in good condition will be ~~donated to Friends of the Library for sale.~~transferred to the Donor Relations Department for assessment. Remaining materials not determined to be otherwise useful, will be donated to the Friends of the Library Bookstore for sale.

Request for Removal of Collection Material by the Public

The Library accepts requests for removal of collection material by the public. Refer to Board Policy 650.

ADOPTED BY THE BOARD OF TRUSTEES SEPTEMBER 22, 1987
AMENDED BY THE BOARD OF TRUSTEES JUNE 12, 2003
AMENDED BY THE BOARD OF TRUSTEES SEPTEMBER 21, 2006
AMENDED BY THE BOARD OF TRUSTEES APRIL 25, 2007
AMENDED BY THE BOARD OF TRUSTEES JUNE 14, 2018
AMENDED BY THE BOARD OF TRUSTEES, FEBRUARY 9, 2023

FRIENDS OF THE LIBRARY ORGANIZATIONS

The Board of Trustees of the Reuben McMillan Free Library Association (The Public Library of Youngstown and Mahoning County) looks upon the Friends of the Library organizations in Mahoning County as a worthwhile community organizations which benefit individual library ies branches and the library system as a whole. *

The Friends of the Library is a separate and distinct 501(c)3 organization.

~~Friends of the Library organizations are distinct and~~ The Friends of the Library is separate from the Library Trustees and cannot assume the duties of Trustees. Since operating expenses of the Library are provided through allocation of public funds which are audited by the State Auditor, Friends' funds cannot be integrated.

The Donor Relations Manager will serve as the liaison between PLYMC and The Friends of the Library and can advise and coordinate activities between the two organizations.

Any media, or other public relations needs, should be coordinated through the Donor Relations Department and will be subject to approval by the Chief Stakeholder Relations Officer and the Library Director and CEO.

~~To realize optimal benefits to the Library system, the Board of Trustees requests that all Friends organizations follow certain practices.~~

- ~~• All major projects of the Friends of the Library organizations should be undertaken only with the full knowledge and approval of the Library Director.~~
- ~~• Disbursements of Friends' funds for library purposes should be reported to the Administration and generally require prior approval of the Library Director or his designee.~~
- ~~• The Development Director serves as the liaison person between the Friends' organizations and the Library Director.~~
- ~~• Publicity by Friends' organizations on behalf of the library system should be coordinated through the Community/Public Relations Director who will share ideas and offer suggestions and advice to publicity officers of Friends' organizations.~~
- ~~• Fund raising activities of the Friends of the Library organizations should be coordinated in advance of the event or activity through the Development Director.~~

Friends of the Library are volunteers, distinct and separate from library personnel, but library staff members may act in advisory and/or participatory capacities for Friends' activities and projects.

*Guidelines and Procedures for establishing and operating the Friends' organizations will be available through the Development Office Donor Relations Department.

ADOPTED BY THE BOARD OF TRUSTEES JUNE 20, 1986
AMENDED BY THE BOARD OF TRUSTEES DECEMBER 9, 2004

The Library Foundation of Youngstown and Mahoning County

Profit and Loss

January 1-May 31, 2026

	TOTAL
Income	
Donations	\$103.00
Corporate/Business	
Branch Operations	
East	50.00
Total for Branch Operations	\$50.00
Digitization	10,000.00
General Operation	100.00
Programming	
Summer Discovery	800.00
Total for Programming	\$800.00
Sponsorships	\$250.00
Ladies in Little Black Dresses	5,769.68
Total for Sponsorships	\$6,019.68
Ticket Sales	
Ladies in Little Black Dresses	1,833.40
Total for Ticket Sales	\$1,833.40
Total for Corporate/Business	\$18,803.08
Foundations/Non-Profit Donations/Grants	
General Operations	150.00
Programming	
Summer Discovery	100.00
Total for Programming	\$100.00
Sponsorships	\$500.00
Ladies in Little Black Dresses	1,295.00
Total for Sponsorships	\$1,795.00
Ticket Sales	70.00
Total for Foundations/Non-Profit Donations/Grants	\$2,115.00
Individual Donations	
Branch Operations	
Austintown	50.00
Boardman	50.00
Canfield	676.50
Main	55.00
Michael Kusalaba	303.00
Poland	266.30
Springfield	1,585.00
Total for Branch Operations	\$2,985.80
General Operations	3,981.55
Programming	\$205.75
Summer Discovery	1,307.50

The Library Foundation of Youngstown and Mahoning County

Profit and Loss January 1-May 31, 2026

	TOTAL
Total for Programming	\$1,513.25
Sponsorships	
Ladies In Little Black Dresses	3,312.50
Total for Sponsorships	\$3,312.50
Staff Scholarships	50.00
Ticket Sales	
Ladies in Little Black Dresses	11,392.00
Total for Ticket Sales	\$11,392.00
Total for Individual Donations	\$23,235.10
Total for Donations	\$44,256.18
Total for Income	\$44,256.18
Gross Profit	\$44,256.18
Expenses	
Advertising & Marketing	6,964.89
Events	
Event Catering	1,622.39
Total for Events	\$1,622.39
Internal Dispersments	
Advocacy	8,775.00
Branch Operations	
Campbell	111.61
East	4,083.39
Michael Kusalaba	
Family Place	9,256.41
Total for Michael Kusalaba	\$9,256.41
Total for Branch Operations	\$13,451.41
Programming	\$5,485.06
Summer Reading	7,893.63
Total for Programming	\$13,378.69
Total for Internal Dispersments	\$35,605.10
Legal & Professional Services	
Professional Fees	
Lobbying	1,068.00
Total for Professional Fees	\$1,068.00
Total for Legal & Professional Services	\$1,068.00
Office Supplies & Software	
Equipment and Supplies	36.99
Printing	3,559.00
Shipping and Postage	131.64
Software Subscriptions	1,705.56
Total for Office Supplies & Software	\$5,433.19

The Library Foundation of Youngstown and Mahoning County

Profit and Loss

January 1-May 31, 2026

	TOTAL
Other Business Expenses	
Credit Card Processing Fee	597.39
Total for Other Business Expenses	\$597.39
Taxes & Licenses	266.10
Total for Expenses	\$51,557.06
Net Operating Income	-\$7,300.88
Other Income	
Farmer's Trust Distribution Funds	\$42,044.15
Gas Well Royalties (Transferred to Barnhill Trust)	1,779.14
Total for Farmer's Trust Distribution Funds	\$43,823.29
Interest Earned	22,280.57
Trust Dividends	2,858.74
Total for Other Income	\$68,962.60
Net Other Income	\$68,962.60
Net Income	\$61,661.72

June 11, 2026

<u>Name</u>	<u>Old Title/Location</u>	<u>New Title/Location</u>	<u>Old Rate</u>	<u>New Rate</u>	<u>Per</u>	<u>Effective</u>
<u>NEW EMPLOYEES</u>						
DETORO, KARA		Public Service Generalist 1/MK		16.07	hr	5/18/2026
KUPEC, DYLLAN		Maintenance Apprentice/Maintenance		20.03	hr	5/18/2026
<u>TRANSFERS & CHANGES IN RATE</u>						
AHRENS, ANNETTE	Librarian 1 PT/Poland		30.43	31.65	hr	3/29/2026
ALBRIGHT, RON	Librarian 1/MK		23.29	24.22	hr	3/29/2026
ALI-SAMAD, HANEEN	Librarian 1 PT/Boardman		24.98	25.98	hr	3/29/2026
ALLAN, LORI A	Public Service Specialist 1/Boardman		22.22	23.11	hr	4/26/2026
ALLONBY, MIA CATHERINE	Librarian 1/Family Engagement		23.29	24.22	hr	3/29/2026
ALVAREZ, MARNIE	Librarian 7 Supervisor /Family Engagement		33.84	35.19	hr	3/29/2026
AULT, RENAE MORGAN	Librarian 4 Supervisor/Campbell		28.69	29.84	hr	3/29/2026
AUMAN, MELISSA NICOLE	Librarian 1/Core Services		25.52	26.54	hr	3/29/2026
BASISTA, KAREN M	Public Service Specialist 1/Poland		22.85	23.76	hr	4/26/2026
BELL, BRIANNA NICOLE	Librarian 1/Boardman		25.47	26.49	hr	3/29/2026
BELLISH, JESSICA NICOLE	Librarian 1 PT/Austintown		23.29	24.22	hr	3/29/2026
BEVAN, MOLLY ELIZABETH	Librarian 7 Supervisor/MK		32.27	33.56	hr	3/29/2026
BEVERLY, JAMES	Maintenance/Newport		26.34	27.39	hr	4/26/2026
BEVERLY, RENEE L	Librarian 3 Assist Supervisor/Austintown		29.96	31.16	hr	3/29/2026
BLACKBURN, JOANNA J	Public Service Generalist PT/TS		21.13	21.98	hr	4/26/2026
BLASKO, KARA	Public Service Generalist PT/TS		18.95	19.71	hr	4/26/2026
BLOTT, SARAH	Librarian 1/Canfield		27.27	28.36	hr	3/29/2026
BONACE, GIANNA M	Public Service Generalist PT/TS		17.29	17.98	hr	4/26/2026
BOWERS, AMY B	Librarian 4 Supervisor/East		30.14	31.35	hr	3/29/2026
BOWERS, ROCHELE	Clerk 2 Patron Advisor/Struthers		21.38	22.24	hr	4/26/2026
BRICKELL, STEPHANIE	Librarian 3 /Family Engagement		28.04	29.16	hr	3/29/2026
BROWN, BERESA	Clerk 6 Clerical Lead/Main		23.51	24.45	hr	4/26/2026
BUDNY, ANDREW L	Librarian 1/Core Services		25.52	26.54	hr	3/29/2026
BUENO, HELEN R	Public Service Generalist/Boardman		18.55	19.29	hr	4/26/2026
BUNDZA, JOANNE C	TS Generalist 1 Receiving PT/TS		19.28	20.05	hr	4/26/2026
BURKARD, AMY	Librarian 3/Family Engagement		28.84	29.99	hr	3/29/2026
CAMP, KAYLIN NICOLE	Librarian 1/Newport		25.52	26.54	hr	3/29/2026
CANNON, KIMBERLY A	Librarian 1 PT Cataloger/TS		26.75	27.82	hr	3/29/2026
CARNAHAN, ELIZABETH MARIE	Librarian 3/Specialty Services		26.73	27.80	hr	3/29/2026
CHRISTANI, CYNTHIA L	Librarian 4 Supervisor/Sebring		31.97	33.25	hr	3/29/2026

CHURCHILL, SARA E	Librarian 7 Supervisor/Specialty Services	39.02	40.58	hr	3/29/2026
CLAFLIN, LEE ANNE	Public Service Generalist/TCC	17.72	18.43	hr	4/26/2026
COOPER, TATIANA LADASIA	Public Service Generalist/MK	16.38	17.04	hr	4/26/2026
COONTZ, DANIELLE RYAN	Librarian 1/Core Services	23.87	24.82	hr	3/29/2026
CORLL, BENJAMIN JEFFREY	Librarian 4 Supervisor/Brownlee Woods	27.64	28.75	hr	3/29/2026
CORNELL, MADISON TAYLOR	Public Service Generalist/Newport	16.07	16.71	hr	4/26/2026
CRACE, MARIE	Public Service Generalist/Austintown	17.72	18.43	hr	4/26/2026
CRAMER, KATHLEEN E	Public Service Generalist II/Austintown	21.97	22.85	hr	4/26/2026
CRAMER, LYNDSEY A	Librarian 1 PT/Community Engagement	29.21	30.38	hr	3/29/2026
CRAWFORD, SARAH	Public Service Generalist/Main Clerical	16.38	17.04	hr	4/26/2026
CUNNINGHAM, KATHLEEN A	Public Service Generalist/Newport	19.68	20.47	hr	4/26/2026
DALE, AMELIA C	Librarian 3 - Community Engagement Specialist	26.23	27.28	hr	3/29/2026
DANIELS, ADRIAN	Public Service Generalist/Austintown	16.79	17.46	hr	4/26/2026
DAPOLITO, FRANCESCA MARIE	Librarian 1 - Generalist	24.92	25.92	hr	3/29/2026
DAVIS, SARAH LINDSEY	Librarian 1 - Youth Serv	24.47	25.45	hr	3/29/2026
DELBENE, CATHRYN	Librarian 1 - Generalist	24.47	25.45	hr	3/29/2026
DETWEILER, OLIVIA LEANNA	Public Service Generalist/Canfield	16.38	17.04	hr	4/26/2026
DIPIERO, NICOLE M	Public Service Generalist II/Main Clerical	20.79	21.62	hr	4/26/2026
DOUGHERTY MAPEL, HEATHER	Librarian 1 - Generalist	22.85	23.76	hr	3/29/2026
DUNLAP, MELISSA FAITH	Librarian 1 - Generalist	25.52	26.54	hr	3/29/2026
EDWARDS, JOHN B	Public Service Generalist PT/Newpoet	18.11	18.83	hr	4/26/2026
ENGLAND, BRITTANY NICOLE	Public Service Generalist/Com Engagement	16.79	17.46	hr	4/26/2026
ESTERLY, EMILY ANN	Public Service Generalist/Austintown	16.38	17.04	hr	4/26/2026
ESTUDANTE, RACHAEL M	Librarian 3 /Community Engagement	27.37	28.46	hr	3/29/2026
FERRIS, MANDY M	Public Service Generalist/Sebring	18.14	18.87	hr	4/26/2026
FERRO, JANINE A	Public Service Generalist/Campbell	21.13	21.98	hr	4/26/2026
FIFE, REBECCA M	Public Service Generalist/Canfield	19.66	20.45	hr	4/26/2026
FRANKLIN, CHANNAL	Public Service Generalist/MK	18.16	18.89	hr	4/26/2026
GAMBLE, DESIREA LYN	Librarian 1 /Canfield	25.52	26.54	hr	3/29/2026
GERTHUNG, JILL	Librarian 4 Supervisor/TS	36.34	37.79	hr	3/29/2026
GIBBS, STUART A	Librarian 3/Specialty Services	32.80	34.11	hr	3/29/2026
GIBSON, ASHLEY E	Librarian 3/TS	31.30	32.55	hr	3/29/2026
GORUP, WENDY	Public Service Generalist/Canfield	17.29	17.98	hr	4/26/2026
GRAF, ALLISON J	Librarian 6 Supervisor/Canfield	33.22	34.55	hr	3/29/2026
GRANETO, AARON JAMES	Clerk 2 Patron Advisor/Tri-Lakes	17.9	18.62	hr	4/26/2026
GREEN, SAMANTHA ANN	Public Service Generalist/TCC	16.07	16.71	hr	4/26/2026
GREEN, TERRI L	Public Service Generalist/Poland	20.62	21.44	hr	4/26/2026
GRESKOVICH, NAOMI LOUISE	Librarian 1 PT/Canfield	23.87	24.82	hr	3/29/2026

HAGERTY, CARLY	Public Service Generalist II/Com Engagement		17.46	18.16	hr	4/26/2026
HARPER, ALEXANDRA M	Librarian 3/MK		30.49	31.71	hr	3/29/2026
HARRIS, TRACY L	Librarian 3/Family Engagement		26.32	27.37	hr	3/29/2026
HART, RACHELLE MARIE	Librarian 1/Newport		23.29	24.22	hr	3/29/2026
HAUSER, DIANA LYNN	Librarian 1/Austintown		23.87	24.82	hr	3/29/2026
HEMPHILL, JENNIFER L	Librarian 4 Supervisor/Springfield		30.54	31.76	hr	3/29/2026
HENDERSON, LILY M	Public Service Specialist I/Canfield		21.13	21.98	hr	4/26/2026
HIGGINS, HELENE M	Public Service Specialist I/Main Clerical		22.85	23.76	hr	4/26/2026
HIGHFIELD, MICHAEL A	MTC Trades Craftsperson/Newport		23.72	24.67	hr	4/26/2026
HUNSICKER, CHRISTOPHER	Librarian 1 PT/Canfield		24.98	25.98	hr	3/29/2026
IVAN, LOUIS FREDRICK	Clerk 2 Patron Advisor/Campbell		19.57	20.35	hr	4/26/2026
JOHN, EVAN ROY	Maintenance/Newport		20.42	21.24	hr	4/26/2026
JONES, JUDITH J	Librarian 3/Specialty Services		31.28	32.53	hr	3/29/2026
JONES, STARR A	Librarian 7 Supervisor/Austintown		37.16	38.65	hr	3/29/2026
KATHER, STEVEN LOUIS	Clerk 2 Patron Advisor/East		17.89	18.61	hr	4/26/2026
KEYES, SETH WILSON	MTC Trades Craftsperson/Newport		22.52	23.42	hr	4/26/2026
KLEIN, MIRIAM REBECCA	Librarian 1/MK		22.85	23.76	hr	3/29/2026
KNICKERBOCKER, EMMA KATHLEEN	Credentialed Specialist/Family Engagement		22.19	23.08	hr	3/29/2026
KOLLAR, AMANDA M	Librarian 4 Supervisor/Struthers		35.32	36.73	hr	3/29/2026
KOMARA, KERRY J	Public Service Generalist/Poland		19.25	20.02	hr	4/26/2026
KOTEL, KELLY E	Librarian 4 Supervisor/Tri-Lakes		31.97	33.25	hr	3/29/2026
KRELLER, JESSICA A	Public Service Generalist/Boardman		20.43	21.25	hr	4/26/2026
LAPIN, SARAH A	Public Service Generalist PT/Boardman		20.02	20.82	hr	4/26/2026
LEONE, ANDI	Public Service Generalist/Struthers		16.79	17.46	hr	4/26/2026
LILLA, NEVA	Librarian 3/Family Engagement		26.73	27.80	hr	3/29/2026
LOGSTON, SOPHIA MARIE	Public Service Generalist/Canfield		18.21	18.94	hr	4/26/2026
LONGMORE, KENNETH MICHAEL	Clerk 2 Patron Advisor/Brownlee Woods		17.89	18.61	hr	4/26/2026
LUDWICK, MICHAEL S	Public Service Lead II/Com Engagement		25.49	26.51	hr	4/26/2026
LUGO, ROBERT KENNETH	Maintenance/Newport		20.42	21.24	hr	4/26/2026
LUONGO, CHERI	Public Service Specialist I/TCC		20.82	21.65	hr	4/26/2026
MARSCO, MARY K	Librarian 1/Community Engagement		26.75	27.82	hr	3/29/2026
MAWHINNEY, CINDY L	Public Service Specialist I/Austintown		21.24	22.09	hr	4/26/2026
MCCORKHILL, MALLORY S	Librarian 1/Canfield		26.25	27.30	hr	3/29/2026
MCELHANEY, MEGAN RENEE	Public Service Generalist PT/Campbell		16.38	17.04	hr	4/26/2026
MCEWING, HAYLEY E	Librarian 6 Supervisor/Poland		34.53	35.91	hr	3/29/2026
MENTZER, JANEL ELIZABETH	Public Service Generalist PT/Boardman		17.21	17.90	hr	4/26/2026
MIKLOS, CHLOE CHRISTINE	Librarian 1 PT/MK		23.29	24.22	hr	3/29/2026
MONROE, JOSHUA RICKIE	Public Service Generalist PT/MK		16.38	17.04	hr	4/26/2026
MONROE, MARVIN LEE	MTC Trades Craftsperson/Newport		22.53	23.43	hr	4/26/2026

MOORE, SUSAN KAY	Public Service Generalist PT/Tri-Lakes	17.21	17.90	hr	4/26/2026
MORALES, KELSEY A	Public Service Generalist/Boardman	18.11	18.83	hr	4/26/2026
MUNROE, KAREN M	Public Service Generalist PT/Springfield	20.06	20.86	hr	4/26/2026
OLEARY, KIMBERLEY B	Public Service Generalist II/Springfield	20.43	21.25	hr	4/26/2026
OWENS, ROBERT VAN CEIL	Maintenance Chief/Newport	23.66	24.61	hr	4/26/2026
PARSONS, MAURICA E	Public Service Generalist PT/Poland	21.46	22.32	hr	4/26/2026
PECK, VIKKI A	Librarian 1/Poland	26.75	27.82	hr	3/29/2026
PIRONE, DANIEL JAMES	Public Service Generalist/MK	16.38	17.04	hr	4/26/2026
PLACKO, TINA M	Public Service Lead II/TCC	24.35	25.32	hr	4/26/2026
POLICY, ROMIE L	Librarian 3/TS	32.81	34.12	hr	3/29/2026
POND, MARGARET FRANCES	Public Service Generalist/Main Clerical	16.38	17.04	hr	4/26/2026
POSEY, SEAN TODD	Librarian 1 PT/Austintown	23.87	24.82	hr	3/29/2026
PUCCINI, MICHELE	Public Service Generalist PT/Austintown	17.75	18.46	hr	4/26/2026
PUGH, JULIE A	Librarian 1/Travel	24.47	25.45	hr	3/29/2026
PUHALLA, NICOLE M	Librarian 6 Supervisor/Boardman	32.28	33.57	hr	3/29/2026
ROMAN, DANIELLE	Public Service Generalist/Newport	17.21	18.59	hr	2/16/2026
ROMAN, DANIELLE	Public Service Specialist I/Newport	18.59	19.33	hr	4/26/2026
ROMEO, ALAINNA CATHERINE	Public Service Generalist/Main Clerical	16.38	17.04	hr	4/26/2026
ROSENTHAL, LISA M	Librarian 1 PT/Family Engagement	24.47	25.45	hr	3/29/2026
RUSH, ELIZABETH MARY	Librarian 1/Poland	25.52	26.54	hr	3/29/2026
RUZEK, POLLY JO	Public Service Generalist II/Sebring	16.71	17.38	hr	4/26/2026
SANTULLO, SHELBY LYNN	Librarian 1/MK	24.47	25.69	hr	2/2/2026
SANTULLO, SHELBY LYNN	Librarian 3/MK	25.69	26.72	hr	3/29/2026
SARGENT, ANDREA	Public Service Generalist/Com Engagement	16.79	17.46	hr	4/26/2026
SEBEST, CAITLIN NICOLE	Librarian 1/Family Engagement	24.47	25.45	hr	3/29/2026
SECRET, HEATHER	Public Service Generalist/Springfield	18.99	19.75	hr	4/26/2026
SEMAN, TIMOTHY A	Librarian 1/Poland	31.09	32.33	hr	3/29/2026
SHARP, PATRICIA M	Librarian 1 PT/Brownlee Woods	24.47	25.45	hr	3/29/2026
SHEEHAN, MICHAEL ANTHONY	Public Service Generalist/Tri-Lakes	16.07	16.71	hr	4/26/2026
SHAW, ALLIE EVAN	Librarian 1 PT/Boardman	25.52	26.54	hr	3/29/2026
SHIPTON, JULIA LYNN	Librarian 1/Austintown	23.29	24.22	hr	3/29/2026
SMITH, ERIN	Public Service Generalist/Poland	19.01	19.77	hr	4/26/2026
SMITH, JENA ELIZABETH	Public Service Generalist PT/Newport	17.21	17.90	hr	4/26/2026
SNYDER, JENNIFER J	Public Service Generalist PT/Canfield	20.09	20.89	hr	4/26/2026
STANFORD, TIA T	Public Service Generalist II/Main Clerical	20.85	21.68	hr	4/26/2026
STEINER, JENNIFER S	Clerk 3 /Technical Services	22.85	23.76	hr	4/26/2026
SICKLE, BRIANNA J	Librarian 1 PT/Boardman	24.47	25.45	hr	3/29/2026
STREDRICK, CARLA	Public Service Generalist/East	21.13	21.98	hr	4/26/2026
STONER, CARLEE	Librarian 3/Specialty Services	26.19	27.24	hr	3/29/2026
STRUDWICK, JOHN HENRY	Credentialed Specialist/Culinary Arts	21.76	22.63	hr	3/29/2026

SWAN, TAYLOR	Librarian 5 Supervisor/Newport		30.79	32.02	hr	3/29/2026
SWANSIGER, DAVID A	MTC Trades Craftsperson/Newport		25.23	26.24	hr	4/26/2026
SYRANOUDIS, CORIN	Public Service Generalist/TCC		16.38	17.04	hr	4/26/2026
TAYLOR, DAVID R	Maintenance Chief/Newport		26.49	27.55	hr	4/26/2026
TAYLOR, KRISTY	Librarian 7 Supervisor/Community Engagement		36.07	37.51	hr	3/29/2026
THOMPSON, VALERIE J	Public Service Generalist/Poland		19.29	20.06	hr	4/26/2026
TRACY, LAUREN J	Public Service Generalist/Main Clerical		18.11	18.83	hr	4/26/2026
VELAZQUEZ, BETH	Librarian 1/Austintown		23.29	24.22	hr	3/29/2026
WAGNER, CIARA	Librarian 1 PT/Newport		22.85	23.76	hr	3/29/2026
WALLER, JOHN	Librarian 7 Supervisor/Core Services		38.79	40.34	hr	3/29/2026
WALLS, CHEESHA C	Public Service Generalist/Brownlee Walls		17.72	18.43	hr	4/26/2026
WALTER, ASHLEIGH	Librarian 1/Austintown		25.52	26.54	hr	3/29/2026
WHITEHOUSE, IMAGIN SUNSHINE	Public Service Generalist/Sebring		16.79	17.46	hr	4/26/2026
WILLIAMS, JENNA	Librarian 4 Supervisor/Travel		28.01	29.13	hr	3/29/2026
WILLIAMS, MELISSA	Librarian 1 PT/Poland		31.25	32.50	hr	3/29/2026
YACOVONE, CARA	Librarian 1/Core Services		25.52	26.54	hr	3/29/2026
YINGLING, JOHN	Librarian 1/Community Engagement		31.25	32.50	hr	3/29/2026
YOUNG, ASHLEY	Librarian 3/TS		30.48	31.70	hr	3/29/2026
RESIGNATIONS & TERMINATIONS						
ANDERSON, CAROLE	Public Service Generalist/MN Clerical					3/13/2026
CARRABIA, MARIAN	Public Service Generalist PT/TS					3/16/2026
COOPER, TATIANA	Public Service Generalist/MK					5/21/2026
DRENNEN, PATRICIA	Clerk 5/Newport					3/16/2026
FOUNTAIN, GENICE	Public Service Generalist/TS					3/12/2026
GENTILE, JOSEPH	Maintenance/Newport					2/28/2026
GRAGER, DAVID	Public Service Generalist/Travel					4/20/2026
SHEENHAN, MICHAEL	Public Service Generalist/Tri-Lakes					5/30/2026