The Urbana Free Library Board of Trustees
Minutes of a Regular Meeting
Held on Tuesday, October 13, 2026

CALL TO ORDER
The Urbana Free Library Board of Trustees met in the Lewis Auditorium of The Urbana Free Library on Tuesday, September 8, 2026. The meeting was called to order by the President, Dan Urban, at 7:02 p.m.

ATTENDANCE
Present: Glen Layne-Worthey, Meena Malik, Beth Scheid, Shirese Hursey, Deb Newell, and Dan Urban.

Absent: Justin Kingston, Julia Pollack.

ADDITIONS, CORRECTIONS, AND MODIFICATIONS OF THE AGENDA
None

APPROVE THE AGENDA
It was moved by Beth Scheid, seconded by Shirese Hursey, and the agenda was unanimously approved.

PUBLIC COMMENT
Staff member Melissa Muckenhirn spoke about union negotiations and said that it had been 497 days since the union began bargaining with the Library.
Community member Megan Tafalla submitted a comment via email that Dan Urban read aloud. The comment expressed appreciation for the Library and support for the worker's right to unionize.

PRESENTATIONS
Staff members from the Library presented about programming and outreach, sharing recent events as well as a "rose, bud, and thorn" about their area of focus. Speakers included:

- Olivia Coleman provided an overview of the Library's outreach efforts. Her "Rose" was that the Library has partnerships with many organizations in the community, providing a broad reach. Her "bud" was that the Library is making more progress becoming a part of events in historically underserved communities. Her "thorn" was the struggle with staff turnover, leaving only one person to attend outreach instead of the usual two people at many events.
- Esther Yi provided an overview of children's programming at the Library, explaining that their goal is to provide programs that spark curiosity, promote learning, and enrich lives.
- Robin Hayden provided an overview of senior programming and outreach to senior housing communities. Her "rose" was that the Home Delivery program continues to grow, and they have reached new senior housing communities than previous years. Her "thorn" was that they are working hard to combat the senior loneliness epidemic with

free, accessible programming. Her "bud" is an upcoming program with Mayor Williams, and attendance and engagement continue to grow, providing more opportunities for connection.

- Sara Bennet gave an overview of programming at The Champaign County Historical Archives. Her "rose" was that the Archives has been expanding its program offerings over the past year due to increased funds from the Foundation and other donors. Her "thorn" was that they struggle with visibility in the community and are challenged to do additional promotion. Her "bud" was that they have begun partnering with new organizations, deepening community connections.

ACTION ITEMS (CONSENT AGENDA)

Dan Urban asked and saw that there were no requests to separate the items, it was moved by Glen Layne-Worthey, seconded by Deb Newell, and passed unanimously to approve the consent agenda as presented.

ACTION ITEMS (INDIVIDUAL)

Dan asked for approval to approve the following budget amendments.

- $150,343.25 increase in Building Maintenance and Repairs (82080825 52201) and a $150,343.25 decrease in General Fund Balance (802 39002). These funds had been allocated to pay the final invoice from the renovation's General Contractor, which was received in FY27, and will also be used for construction associated with the installation of the Automated Materials Handler (AMH). These funds were supposed to live in Building Maintenance for FY27 and this budget amendment is to make that correction.
- $5000 increase in expenses for Archives-General Gifts (81080834-51990) for a recently awarded grant from the Illinois State Historical Records Advisory Board.
- $375 increase to Downloadables (80280802-51811) and a $375 decrease to Children's DVDs (80280802-51806-80103) in order to properly budget for continued access to Kanopy Kids, as Kanopy Kids is transitioning from a pay-per-use model to an annual subscription.

It was moved by Glen Layne-Worthy, and seconded by Beth Scheid, and passed unanimously to approve the budget amendements.

Dan asked for approval to pay the Ameren electric bill of $13,311.43 . It was moved by Beth Scheid, seconded by Shirese Hursey, and passed unanimously to approve the bill.

DISCUSSION ITEMS

None.

REPORTS OF LIAISON OFFICERS

Friends of the Library

Deb Newell shared that the Friends will not meet unless needed going forward. However, there was an impromptu meeting last week because the Friends happened to be in the Library. They decided to have a pop-up book sale on October 31 and November 1. It will take place on the first floor and the promotion will be "fill a grocery bag for $10."

The Urbana Free Library Foundation
Dan Urban reported that the Foundation is still exploring creating an endowment, in the process of deciding which organization should manage the funds, between the Community Foundation of East Central Illinois and Busey Bank. They recently created three separate committees: Finance and Development, Event and Engagement, and Governance.

Illinois Heartland Library System (IHLS)
Glen Layne-Worthey reported that he attended the screening of The Librarians documentary at the Spurlock Museum, hosted by IHLS. He met the director of IHLS, who said there is an open board position and encouraged Glen or others at the Library to run. He declined, but wanted to put the word out in case any staff are interested. The meeting takes place in Champaign. There is also an IHLS board meeting and a meet-and-greet about the election on November 4 at 5pm. More information is on the IHLS website. He also reported that IHLS has a great resource called Ready Reference that all staff could use. The website is iLEADlibrary.org.

ADMINISTRATIVE REPORTS
Taliah Abdullah reminded the trustees to complete the outstanding KnowBe4 trainings. She then passed it off to Gretchen Madsen Webb, who gave a recap of the Banned Books Week celebration program, Banned Books Quiet Book club, and the Library's presence at the Fall Fusion Festival, where they promoted their Banned Book Bingo, which is happening all month long. Patrons who complete the bingo earn an enamel pin. She also reported that The Urbana Free Library is participating in the IHLA Library Crawl this year, and participants will receive a goody bag.

BOARD AND COMMITTEE REPORTS
None.

BOARD PRESIDENT REPORT
Dan Urban gave a statement regarding union negotiations. He thanked all the community members who reached out on behalf of AFSCME to reach a fair and equitable contract. He said that despite the disagreements between the union and the Library, much progress has been made. The Library's representatives have been negotiating in good faith with the union and have made multiple offers they believe are fair to employees and consistent with the Library's economic constraints. He understands that the union has been dissatisfied with the offers, which is their right. However, agreeing to every demand is not financially feasible for the Library. He stated that negotiations require both sides to make allowances. He stated that he is not anti-union, but he is a realist, understanding that he has to balance competing demands while working with the limited budgetary reservoir. He stated that the Library has already agreed to increase the starting wage for Library Assistant-1's by 19%, and the starting wage for Library Assistant-2's by 14%, in addition to the 3.25% cost of living adjustment raise. He stated they also agreed to additional step placements based on years of service. He stated that the board believes these offers are very fair. They remain committed to reaching a fair agreement for employees while ensuring the financial stability of the Library and continued services for all of its patrons. Mediation is scheduled between the Library and the union to continue efforts to

finalize the contract. He thanked everyone involved for their continued patience while they try to finish this process.

UNFINISHED BUSINESS
None.

NEW BUSINESS
None.

ADJOURNMENT
It was moved by Deb Newell and seconded by Shirese Hursey to adjourn at 7:54 pm.

Supplementary information is available in the Board packet of September 8, 2026.
This meeting was partially taped for later broadcast.