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Trustees Regular Meeting

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Agency: Akron-Summit County Public Library

Date: Dec. 11, 2025

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Summary

- The executive director of Akron-Summit County Public Library, [Pamela Hickson-Stevenson](#), is retiring at the end of the year. Hickson-Stevenson said she has enjoyed her time at the library, and she will still be around to support the library and its initiatives.
- There will be a cost-of-living raise for employees and staff in January and in April.

Notes

The meeting opened at 4:30 p.m., and roll call was taken. Present:

Joseph Ferrise

John Frola Jr.

T.K. Griffith

Angela Neeley

William Rich

Bernard Rochford

Ray Weber

Agenda was adopted with two additions

1. A change was made to the agenda. Human Resources Director Heather Otto will give the personnel report.

2. Appointment of a public employee (hiring) adopted.

The previous meeting minutes were accepted by all.

The financial report was given, and the public library fund was the main revenue source for November and December. The current balance is \$14,993,641. This is \$326,000 more than the estimated resources indicated, and what was previously predicted, which is good news, officials said.

There was \$32,883 in monetary donations received.

The finance report was accepted by all.

The investment report - In October, the library received \$48,482 in interest income, and 71% was credited to the general fund.

Personnel report - There are no changes for this month, but there are three retirement requests, including the executive director.

The personnel report was accepted by all.

Executive director's report: Hickson-Stevenson thanked the board for their service during her tenure and noted that many challenges lie ahead, including state funding and property taxes, but she believes the board will continue to make the best decisions for the library. She said the board should keep the end goal in mind. She asked everyone to attend the Dr. Martin Luther King Jr. Lecture with Jelani Cobb on [Jan. 18th](#).

Hickson-Stevenson read the meeting minutes from the Dec. 4 finance meeting. There were two recommendations for changes for the investment policy. These changes were adopted. A cost-of-living increase of 2% for all employees will be effective Jan. 1, 2026. Additionally, a 1.5% increase for staff will be applied to the first pay in April 2026.

Recommendations were accepted by all.

New Business - There are three locations that need a new roof: [Nordonia Hills](#), [Tallmadge](#) and [Ellet](#). The plan is to go out to bid in January with the work starting by April.

Officials discussed switching software platforms. The library is migrating to new software for the staff side and the public side at the same time. Their current platform is Encore, which is discontinuing its service. The library will be using [ByWater Solutions](#), which promises to be a much easier platform for everyone, administrators said. Some of the cool features will be filtering capabilities, the Libby products will show up in the system, and spelling corrections, which are all features that they don't currently have. The go-live date is Jan. 28, 2026.

There were no public comments.

At 5:18 p.m., the board went into executive session to discuss employee compensation.