

Location: Central Library

Attendees: Councillor M. Brenner; Councillor S. Butt (Virtual); Councillor L. Cook; K. Danylak; B. Kenworthy; A. Maginley (Chair); S. Sheehy; K. Smuk; A. Mir

Absent: D. Sharma (Vice Chair); F. Mahjabeen

Staff: S. Oza, (Acting) CEO/Director of Public Libraries; C. Moore, Director, Corporate Services & Collections; L. Wallis, (Acting) Executive Assistant; S. Christou – Manager of Human Resources (Virtual); R. Perera – Deputy Clerk, City of Pickering

1. Meeting Called to Order

A. Maginley called the meeting to order at 6:58 pm

2. Land Acknowledgement

K. Smuk read the City of Pickering Land Acknowledgement.

3. Public Delegations

None.

4. Approval of Agenda, Conflict of Interest Disclosure

No interest was declared.

Motion #26.22

Moved by M. Brenner, Seconded by L. Cook **Motion THAT** the Agenda be adopted as presented.

Carried.

5. Presentations

None.

6. Consent Agenda

6.1 Minutes of the Previous Board Meeting – January 22, 2026

6.2 Minutes of February 2, 2026 Special Board Meeting

6.3 Library Information Update – February 2026

6.4 2025 Motion Number Amendments

Motion #26.26

Moved by K. Smuk, Seconded by S. Sheehy **Motion THAT** the items on the Consent Agenda be adopted.

Carried.

7. Correspondence

None.

8. Ends Discussion

8.1 Strategic Plan Project Review

S. Oza presented an update on the Library's progress in advancing its strategic priorities, highlighting a few key developments in the following areas:

- Community Engagement & Inclusion: Expansion of world language collections to better reflect and serve the community's diverse needs.
- Service Innovation: Enhancements to children's programming through expanded, interactive STEM-based learning opportunities, along with the curation of an updated collection of levelled readers to support early literacy development.
- Digital Services: Continued investment in technology to support hands-on learning and innovation, including the addition of a digital laser cutter in the Makerspace and the introduction of upcoming AI-focused programming.
- Spaces and Infrastructure: Opening of a Quiet Reflection Room in February 2026, providing a dedicated, inclusive space for personal reflection and contemplation for all community members.

9. Staff Reports

9.1 Anti-Black Racism Working Group Finalized 2026 Work Plan Update [Plan provided under separate cover]

S. Oza reported that the group did not convene a formal meeting last month. Instead, members attended Black-led community events to engage with residents and strengthen community connections. Observations and insights from these engagements will be shared at the next ABRWG meeting.

It was further noted that the group will be hosting a staff mixer to provide updates on July 8, 2026, and members of the Board are invited to attend.

9.2 03-26 ILS Expunge Annual Report 2026

C. Moore requested the report name be amended from 03-26 ILS Expunge Annual Report 2025 to 03-26 ILS Expunge Annual Report 2026 and that this change be reflected in the meeting minutes.

C. Moore shared that the annual ILS Database Account Management 2026 Report to inform the Board of client account balances that will be written off in 2026.

10. Executive Limitations Policies & Monitoring Reports

10.1 EL 03 Staff Treatment

K. Danylak provided a brief summary regarding the EL 03 Staff Treatment Policy.

K. Danylak reported that she met with S. Oza in advance of the Board meeting to review EL-03 Staff Treatment. She provided an overview of the policy and confirmed that the EL Monitoring Report demonstrates compliance.

As part of the review, K. Danylak sought clarification on the processes in place to address staff concerns and potential grievances. S. Oza highlighted the continued effectiveness of Labour Management Meetings as a consistent forum for staff to raise questions, share feedback, and receive updates. She also noted the implementation of the Welcoming

Library Policy in 2025, which supports staff in maintaining a safe and respectful environment by providing clear authority to address disruptive or unsafe behaviour.

S. Oza further advised that the Library is planning Staff Open Houses and exploring enhanced communication approaches to ensure staff remain informed of organizational priorities and initiatives.

Motion #26.27

Moved by A. Maginley, Seconded by S. Sheehy **Motion THAT** Board has received the monitoring report for policy EL 03 Staff Treatment as presented; and agrees that it provides reasonable interpretation of the policy and evidence of compliance; and THAT the Board adopt policy EL 03 Staff Treatment as presented, the policy being complete, sound, and effective.

Carried.

Executive Limitations policy EL 09 Compensation & Benefits will be discussed at the next Board meeting. All members were asked to review prior to the next meeting. Assigned to B. Kenworthy.

11. Board Committee Reports

11.1 Report of the Building Committee

C. Moore reported that the Committee is working to schedule its next meeting for March 17, 2026 during which members will select a Chair and invite a consultant to lead a roundtable presentation. An invitation to attend the virtual meeting will be extended to the full Library Board.

11.2 Report of the CEO Recruitment Committee

Committee Chair A. Maginley advised that the Committee has not yet met.

12. Governance

12.1 Directors & Officers Insurance

C. Moore confirmed that the Pickering Public Library maintains an insurance policy that provides coverage for Board Members and Directors.

13. Board Policy Review

None.

14. New & Unfinished Business

14.1 Member Community Reports

L. Cook reported that she and her daughter attended the Pickering Public Library Prom Boutique held at the Shops at Pickering City Center. She praised the setup, organization, and inventory levels, and noted that her daughter successfully found a prom dress.

S. Oza shared the event saw 278 visitors over two days and over 350 items were taken by Clients. Remaining items were donated to Durham Region Police Services.

S. Sheehy, M. Brenner, A. Mir, and A. Maginley shared that they plan to attend The Librarians showing on March 10 from 6:00–8:00 p.m. at the St. Francis Centre for Community, Arts and Culture in Ajax.

A. Maginley shared that he and D. Sharma attended OLA on Thursday, January 29, noting that it was a valuable opportunity to engage with former CEO J. Flowers prior to her departure. The Board Chair also expressed pride in attending the OLA Gala alongside Library staff, where Ovee was shortlisted for the Angus Mowat Award of Excellence.

A. Maginley, D. Sharma, and K. Danylak also attended Board Trustee Day on Saturday, January 31, where they participated in seminars focused on intellectual freedom, reconciliation, and the role of the Library voice. K. Danylak inquired whether the Library has an action plan related to Truth and Reconciliation, noting that the topic was a significant focus at OLA. S. Oza confirmed that the Pickering Public Library does have a plan in place and noted that the EDI Working Group has captured these initiatives and can provide further information to the Board upon request.

14.2 Upcoming Community Events

The Board was provided with a list of upcoming community events as part of the February Board package.

S. Oza highlighted the following:

- Ajax-Pickering Science Fair – March 7:
A. Mir and S. Butt will be participating as judges.
- Story Time with Mayor Ashe – March 13:
Mayor Ashe will host a children's storytelling session at the Central Library from 10:00 a.m. to 10:30 a.m. to kick off March Break.
- Indigenous Film Series: New this year, in collaboration with Durham Community Health Center the Library will be launching an Indigenous film series which celebrates the voices of Indigenous storytellers.

15. Confidential Matter

15.1 CEO Recruitment

Motion #26.23

Moved by S. Sheehy, Seconded by Councillor L. Cook Motion THAT the Board moved into a closed session in accordance with provisions of Section 16.1 (4) of the Ontario Libraries Act and Section 3.9 of the Pickering Public Library Board Bylaws, in the matters to be discussed are related to:

d) Personal matters about an identifiable individual.

Carried.

Library staff exited the meeting as the Board appointed R. Perera, Deputy Clerk for the City of Pickering, to serve as Recording Secretary. S. Christou, Manager, Human Resources, joined virtually to lead and support the discussion.

This portion of the meeting was closed to the public. Refer to the In Camera meeting minutes for further information. [Deputy Clerk, City of Pickering has custody and control of the In Camera minutes].

Motion #26.25

Moved by Councillor S. Sheehy, Seconded by L. Cook Motion THAT the Board rise from the closed session of the Pickering Public Library Board meeting.

Carried.

S. Christou and R. Perera left the meeting at 8:05pm.

16. Board Meeting Evaluation

Chair Maginley shared the results of the previous month's Board meeting self-evaluation. Board members were asked to complete the evaluation for the current Board meeting.

17. Date of Next Meeting and Adjournment


The next Board meeting will be held on Thursday, March 26 at 7:00 pm.

Motion #26.28

Moved by S. Sheehy, Seconded by B. Kenworthy **Motion THAT** the meeting be adjourned.

Carried.

The meeting was adjourned at 8:52 pm.

Signature of Library CEO: 

Date: 2026-03-27

Signature of Library Board Chair: 

Date: 2026-03-27