

SPOONER MEMORIAL LIBRARY

Board of Trustees Meeting
421 High Street, Spooner, WI
July 26, 2022

MINUTES

- A. CALL TO ORDER** – Kevan called the meeting to order at 5:03 pm
- B. ROLL CALL** – Kevan, Bodzislaw, Waltz, Gagnon, Danford, Bruce, Hopke
Absent - Johnson, Stone, Ford
- C. APPROVAL OF PREVIOUS MINUTES** – The previous minutes had omitted that the motion had been carried for the approval of the vouchers. With this amendment, Kevan made a motion to approve the previous minutes , 2nd by Gagnon. Motion carried.
- D. APPROVAL OF MONTHLY VOUCHERS – Vouchers #103 - # 114 Totalling \$6706.72** 1st by Kevan, 2nd by Waltz, Motion carried.
- E. PUBLIC COMMENT** – All the library staff (except those on vacation and currently working) attended to give praise and support to our Director Angie Bodzislaw, who they felt had been under attack at the last meeting by comments made by the board, including one that Angie was replaceable. Katy Larson spoke on behalf of the staff and explained the great relationship that Angie has with them, always putting them first, always advocating for them rather than herself. She said Angie inspires the team to work hard, is smart, and inspires passion. She said Angie has extensive community involvement and has written large grants that the library has received. Katy said the team likes Angie’s human resources style as well. They felt that the Board was not appreciating all that Angie does for the library and the asset she is to the community. Angie was encouraged by another library to apply for their open Director position and is considering leaving as the pay is more and she is feeling undervalued. Nicole Harris added that Angie is the best library director that you could ever ask for and felt like they were one big family and Angie should be paid more and was afraid many staff would leave if Angie left.

The Board was also emailed a letter of support by Louise Kolthoff. Board Member Gagnon (the representative from the City of Spooner) was emailed in support of Angie. Angie provided printouts of emails of support that were given to her for the Board. They included comments from Ruthe Batulis, Nicki Halverson, Tom Castangeri, Pam Stephens, Tawny Burns and Ed Fisher. All of these emails poured out support for Angie and recognition of all her accomplishments for the library and the community and her vision of going forward. They praised her for all the creative events that are now provided at the library - there is something for everyone. They all felt that Angie had transformed the library and was an invaluable asset to our community.

After listening to all the staff had to say, Bruce asked to speak in defense of the Library Board. She explained that comments made at the previous meeting were from a small minority of the Board and not the majority. She felt that it was said out of economic reality, that some communities cannot afford high wages to be paid, rather than a slight to the accomplishments of the Director. Bruce explained that there was a series of unfortunate events that had occurred, confusion of allocation of money in the draft budget, and the Director not advocating for a higher salary after getting her graduate degree. Bruce apologized for any ill feeling caused and continued to say that the feeling of the majority of the Board is that we highly value Angie as the Director and praise her in all her accomplishments. Also, Bruce said Angie had not advocated for herself for a higher wage, so when the 6 % raise was discussed, motioned and passed, it was done in good will, and also thinking that was all the library could afford, not understanding that there was an amount in the draft budget under bookmobile that could be used for a substantial raise. The Board certainly recognises Angie’s visions going forward for both the library and the community. She is remarkable! We understand that Angie has to decide on what is best for her and her family and if she takes the job elsewhere, it will be a great loss to us. She is a great

asset to our community! The Board loves and appreciates her and does not want her to go!

F. OLD BUSINESS –

1. Library's Response to COVID-19 - The Director reported that there has been an increase in Covid cases, but the new strain does not seem to be as strong and she will keep it on her radar and remind the staff of Covid protocols.

2. Feasibility Study

a. At 5:12 pm the president requested going into closed session as per Wisconsin Statute 19.85 (1)(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

[REDACTED]

At 5:50 pm, Kevan made a motion for the Board to come out of closed Session. Danford 2nd. Motion carried. Kevan made a motion for the Director to make an offer on Property A. 2nd by Hopke. Motion Carried.

3. Bookmobile

- a. The Director presented the Board with a proposed 4 week schedule for the Bookmobile routes, which would include different townships across Washburn County, nursing homes, schools, and more. The route and time schedule will depend on Katy Larson, our Outreach Librarian being awarded the proposed funds from Washburn County, the final decision will be made in November.
- b. Estimated annual cost will be in the range of \$6000 per year, which includes \$1,638 for gas and \$3,612 for repair/maintenance and future replacement costs.
- c. Bookmobile Policy - Tabled for next meeting.

4. 2023 Budget

a. At 6:00 pm the chairman requested going into closed session as per State Statute 19.85(1):19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises to discuss the annual library director evaluation.

[REDACTED]

At 6:21 pm Kevan made a motion for the Board to come out of closed Session, 2nd by Hopke Motion carried. Hopke made a motion to give the Director a \$5.00 per hour raise. Waltz 2nd. Motion carried.

b. Kevan shared with the Director that the Board had voted on giving her a \$5.00 per hour raise based on her commitment to our Library and the community, her graduate status and also the fact that she does not take insurance benefits, which is a large savings to the library. Kevan expressed to the Director that we value her immensely and do not want her to leave. Kevan requested

confirmation from the Director that the revised draft budget would have funds to cover this raise. The Director confirmed that it did. Hopke made a motion to approve the amended budget. 2nd by Waltz. Motion carried.

5. Hotspot Policy - Tabled for next meeting.

G. NEW BUSINESS –

1. The Director expressed a need for recurring bills to be allowed to be paid in between board meetings. From [Wis Stats 43.58(2)(b)] “An exception is permitted for regular wages or salary or other recurring payments (such as utility bills, lease payments, and maintenance contract fees), which may be paid and then audited and approved by the library board at its next regular meeting.” The Director said that some of the bills are not being paid on time because the City cannot pay until the bills are signed by the Board and the City only pays bills twice per month. The Board discussed that these bills are normal running costs and should be paid on time, but to be reviewed annually. Motion by Waltz to approve utilities and maintenance contract fees allowable to be paid before Board approval, to be audited at the next Board meeting. The list of bills allowed to be paid before approval will be reviewed annually, 2nd by Hopke Motion carried.

H. LIBRARIAN'S REPORT –

1. The Board gave a warm welcome to the new Board member Danielle Danford!
2. Community Powered update and introduction of Emily Riewestahl. Emily spoke to the Board and informed them that she has already started the first 6 month phase of the project, where she is making contact with the community leaders and community members. This is a community engagement project intending to energize and empower our community, finding ways to help Spooner grow by reflecting on its strengths and weaknesses, and finding out what resources are available to the community in order to enhance it. She is looking at and gathering information to find the best way to serve the community with a final proposed theme. The Board will approve the final project.
3. Hoopla streaming subscription starts August 1st. Patrons will need to download the app first before signing up using their library card. Hoopla has free, no-hold e-audio books, e-books, shows, movies, magazines, courses, and more.
4. July program recap – All events including a tea party, teen video game night, petting zoo (416 attended), Snake Discovery (149 attended), and more, were very well attended and enjoyed by all. The library is too small for the programs that we offer.
5. Community First & food insecurity resources updates - A statistics printout was provided to the Board showing an ever increasing need for this service in our community.
6. October team training and carpet cleaning - To prevent the library from being closed for two days during tech training, the library team will watch the tech training webinars at a later date while the carpet is cleaned, hopefully in October.
7. Library Statistics - The number keeps growing and the gap from 2019 is getting smaller!
8. Other reports - None

I. FINANCIAL REPORT –

2022: TOTAL EXPENDITURES FOR 2022 = \$ 261,226.41

TOTAL REVENUE FOR 2022 = \$ 360,692.92

REPLACEMENTS = \$ 390.77

LIBRARY DONATIONS= \$ 12,859.74

LIBRARY DONATIONS RESTRICTED = \$ 3,249.13

GRANTS = \$ 10,544.72

COUNTY CONTRIBUTIONS = \$ 146,505.73

GENERAL PROPERTY TAXES = \$ 186,500.00

OTHER = \$ 52.15

REIMBURSEMENTS & SCHOLARSHIPS: \$ 590.68

SAVING ACCOUNT BALANCES:

LIBRARY SAVINGS: \$ 6,702.29

LIBRARY SPECIAL BUILDING FUND: \$ 51,000.00

LIBRARY UNDESIGNATED FUNDS ACCOUNT: \$ 23,448.47

J. NEXT MEETING –

August 23, 2022 @ 5:00 p.m.

K. ADJOURN - 1st by Kevan, 2nd by Hopke to adjourn the meeting. Motion carried. Meeting adjourned at 7:05 pm