



MONROE
PUBLIC
LIBRARY

A Place to Gather & Grow

Board of Trustees Meeting

September 14th, 2016

Members :

	PRESENT	ABSENT
Dan Bartholf	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Nicole Cummings	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Daniel Harrigan	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Terry Hyland	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Susan Jevens	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gary Neuenschwander	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Leslie Nider	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Cathy Timm	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sarah Wilke	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Staff:

Brooke Bauman	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Suzann Holland	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Call to Order:

President Neuenschwander called the September 14th regular meeting to order at 7:30 pm with a quorum present.

Approval of Agenda:

Trustee Bartholf made a motion approve the agenda with “Board Applicants Interview” to be stricken from the agenda. Trustee Hyland seconded the motion. Motion carried unanimously.

Public Comment:

None.

Discussion with Ron Olson

Ron stated that he had some concerns with the increase in the budget to cover salaries, but indicated that if the Board wanted, they could still approve the raises for the six staff members previously identified. His concerns were as follows:

- The increase of \$63k over the next three years would include an 8.5% increase the first year, 8.25% increase the second year, and a 5.5% increase the third year. He indicated this is out of the norm and giving increases that large were not something they had ever done at the District in the past. Some could view this as problematic.

- With the increase in salaries, there is also an increase in benefit costs. For every \$1 in salary increase, there is also \$0.15 increase in the cost of benefits. Additionally, the increase in salaries does not include the increases for other employees, which would add to this amount.
- Although the library's expenditures came in under budget last year, the District projects a \$7,500 shortfall in the library budget this year. If gift revenue does not increase, the library will have to use fund balance to cover expenditures, which if occurring multiple years, can quickly use up the fund balance.
- He feels that by getting the employees where the Board feels they need to be could be stretching the budget. He indicated cutbacks may need to take place in other areas.
- He is also concerned about how much the library budget has grown over the last ten years, while the District budget has remained the same. He feels the increase will have to slow down.

He again stated that the Board could approve the salary adjustments and if the District's Employee Relations Committee had concerns over the increases, he would address them. He did suggest the Board re-evaluate the state of the Library budget after year one to determine increases for subsequent years.

Discussion was held by the Board. General consensus was to continue with the salary adjustments as previously approved by the Board and to re-evaluate after the first year. Suzann will communicate this decision to Ron.

Board Correspondence:

Suzann informed the Board of a call she had received from a patron concerned about a gun control film that is scheduled to be shown in the library. She informed the patron that a group that had reserved the meeting room is showing the film and it was not a library event.

Approval of Minutes:

Trustee Bartholf made a motion to approve the minutes as presented. Trustee Cummings seconded the motion. The motion carried unanimously.

Director's Report:

The Director's Report, including the Youth Services and Teen updates, was reviewed and discussion was held.

Friends Group Report:

Nothing to report.

Financial Review:

The financial reports were reviewed with the following balances:

The LGIP account balance was reported at \$194,147.93.

The MPL Gift & Special Fund account balance was reported at \$20,322.38.

The SCLS Foundation report was not available at the time of the meeting.

The list of invoices was distributed.

Trustee Cummings made a motion to approve the invoices as presented. Trustee Jevens seconded the motion. The motion carried unanimously.

Unfinished Business: Consideration of Revised Board of Trustees By-laws

Trustee Bartholf made a motion to approve the *Board of Trustees By-laws* as presented. Trustee Hyland seconded the motion. The motion carried unanimously.

New Business: Recommendation to Board of Education for Trustee Appointment

Trustee Timm made a motion to recommend Andrea Nolan to the Board of Education for appointment to the Board of Trustees. Trustee Bartholf seconded the motion. The motion carried unanimously.

President Neuenschwander thanked Trustee Nider for her nine years of service. She will be formally recognized at the October meeting.

New Business: Election of Officers

Trustee Bartholf made a motion to elect Gary Neuenschwander to serve as President. Trustee Jevens seconded the motion. The motion carried unanimously.

Trustee Bartholf made a motion to elect Terry Hyland to serve as Vice-President. Trustee Jevens seconded the motion. The motion carried unanimously.

Trustee Bartholf made a motion to elect Nicole Cummings to serve as Financial Secretary. Trustee Hyland seconded the motion. The motion carried unanimously.

New Business: Appointment of Interior Renovation Phase II Committee

Discussion was held. President Neuenschwander appointed himself, Trustee Timm and Trustee Jevens to serve as the Board representatives on the committee.

New Business: Consideration of Revised Policy on Computers & Internet Access

Discussion was held. Trustee Hyland made a motion to approve the *Policy on Computers & Internet Access*. Trustee Timm seconded the motion. The motion carried unanimously.

New Business: Review of Personnel Policy for Library Staff

Discussion was held. Trustee Bartholf made a motion to affirm the *Personnel Policy for Library Staff*. Trustee Cummings seconded the motion. The motion carried unanimously.

New Business: Review of Policy on Meeting Rooms

Discussion was held. Trustee Cummings made a motion to affirm the *Policy on Meeting Rooms*. Trustee Jevens seconded the motion. The motion carried unanimously.

Business from Trustees:

Next meeting is Thursday, October 20th at 7:00 pm.

Adjournment:

Trustee Hyland made a motion to adjourn at 8:30 pm. Trustee Cummings seconded the motion. Motion carried unanimously.