

WELLER PUBLIC LIBRARY BOARD OF TRUSTEES Minutes

May 9, 2023 6:00 pm

CALL TO ORDER: By Michael Hubbard At 6:00 pm

TRUSTEES: Michael Hubbard–Chair 8-23, Jim Leid–Vice-Chair 8-27, Sherri Erikson 8-24, Marie Gagnon 8-25, Rebecca S Wilson 8-26 *Ending Term date after name Librarian: Twila Tate

Absent: All Present

GUESTS: Jillian Henze, Beka Compton, Amanda Withers, and Lane

Minutes: E-mailed on 4/12/2023

Moved to accept by Marie Gagnon 2nd by, Sherri Erikson **APPROVED**/REVISED

OLD BUSINESS:

- **Bylaws:** Bylaws were finalized and sent to Michael Hubbard. Email of Bylaws to Trustees has been sent 5/9/2023 7:25 pm.
- **Memorandum of Understanding From Friends of the Library:** Michael feels we do not need another document and the friends are our friends. This item is tabled.
- **Pay increase for staff Update:** Performance review? Salary ranges? Trustees write a letter to the City Council requesting a raise in pay? Twila asked to table until she can organize and write out what she has found out from other community libraries. Question was raised as to if performance reviews should be done every six months or a year? It has been over six months so reviews could take place if we want to get information to the City Council for pay raises for staff.
- **Inventory and Building Replacement Costs: Update**
The trustees were concerned about the inventory and replacement cost and if the insurance included the building and New lift. Last meeting it was decided by the trustees that it is grossly under-insured and that the building should be insured for \$1,250,000 and the contents \$350,000. Was Randy informed that he needed to get a quote for premiums in these amounts. Michael said it has been hard to get answers from Randy. It was motioned to up the limits. It was moved by Jim and seconded and the motion carried.

NEW BUSINESS

- **Report on upstairs windows and door** - Marie Gagnon - Jim's Glass came and took measurements. They will give an estimate and Marie will pass the information through email to the Board of Trustees.
- **Projects: Start thinking about how you want the library to look and projects that need to be done in the next 5 years (strategic plan)**
Projects and prioritize the completion of projects currently in progress and developing a plan of items that need to make the library a welcoming safe historically esthetic environment. Twila gave us estimates for the following:
 - .*New windows
 - *New electrical- \$56,000 for a 600 amp service with new lights and other fixtures
 - *New plumbing- \$2,700-\$3,000
 - *HVAC units-\$28,000-36,000

*Update bathrooms/kitchen area

*Refinish hardwood floors-\$17,000

*Paint walls

*Repair/replace damaged ceiling and walls, to include installing new sheetrock, taping

A grant has been received to paint the first floor

- **Library Staff Policy: Complaint:** Patron from Dayton complaining about an LGBTQ+book “Different kinds of Fruit” by Kyoee Lukoff being on the shelf in the children’s area. Amanda Withers refuses to provide the name of a patron who voiced the complaint about books in the library. It was agreed that we need to have a policy for the Library Staff to follow when complaints such as this come to them. We need to have a policy and have it online and when someone has a complaint we need to have their name because it becomes part of public record. The trustees were in agreement that we believe in the First Amendment rights of free thought and free speech and value inclusion and diversity. Rebecca read a statement from the Library Bill of Rights about Free access to libraries for minors and the policy concerning access to information “Librarians and governing bodies should maintain that parents and only parents—have the right and the responsibility to restrict the access of their children—and only their children—to library resources.” “Censorship by librarians of constitutionally protected speech, whether for protection or for any other reason, violates the First Amendment...Twila gave a Draft for the Trustees to review.
- **Grant for Summer Reading Expenditures: \$4,000 check was received** Twila and staff have created and used the money to make 6 science backpacks and other backpacks for kids and take and make activities for summer reading.
- **Need for updating WPL circulation Policy:** This was covered under Library Staff Policy Complaint.
- **Librarian Report:** Given throughout meeting

Next Meeting: Tuesday, June 13, 2023 at 6:00 pm

Adjournment: 6:50 pm

Submitted by: Rebecca S. Wilson