



Meeting Minutes

Library Board

Tuesday, December 6, 2022

5:00 PM

La Crosse Main Library
Auditorium (Lower Level)

COMMITTEE OF THE WHOLE

Call to Order

PRESENT: Sue Anglehart, Kathy Ivey, Katie Bittner, Aaron Engel, Mac Kiel, Bryan Morris, Ross Seymour, Araysa Simpson

ABSENT: Jess Thill

STAFF: Shanneon Grant, Brooke Newberry, Elaine Petersen, Sarah Ludington, Cynthia Arauz, Dawn Wacek

The Chair, Kathy Ivey, called the meeting to order at 5:02 p.m.

Agenda

1. Review Suggested Updates to Trustee By-laws

Updates to the Trustee By-laws were proposed. Clarifying verbiage was discussed in regards to: attendance at meetings, the definition of Executive Committee, quorum, public comment and time limits, and civility and decorum.

Ms. Grant and Ms. Wacek will revise by-laws to reflect what was discussed and bring them to the Board for a vote at the December Board meeting.

2 Post Pay & Class Updates to Employee Paid Leave

After the completion of the Pay & Class Study and implementation of the City of La Crosse's pay grade scale, it has become necessary to also update the Employee Paid Leave structure.

Ms. Grant provided some background and considerations:

- *2015 was the last time changes were made.*
- *How the La Crosse Public Library's paid leave structure differs from the City of La Crosse's.*
- *The importance of paid leave as compensation to current and prospective employees.*
- *The timeframe for addressing this matter.*

Ms. Wacek gave a presentation which provided comparison of the current La Crosse Public Library employee paid leave structure, the City of La Crosse's structure, and that of four other libraries similar to LPL's in size. She also proposed and reviewed the pros and cons of two models of paid leave structure. She noted that LPL is not alone in reviewing the paid leave structure amongst neighboring library systems.

A discussion followed. It was noted that a new structure would keep LPL competitive in a labor market in which employee values are changing from those of previous generations. Dr. Engel inquired about how the total time off for each proposed model compares to the time currently expended. Ms. Wacek agreed to determine that comparison. The need for finding a balance of providing time-off for staff while keeping the Library operational was discussed.

The matter, pending the noted calculations, will be brought to the Board for a vote at the December Board meeting next week.

3. 2023 Holiday Closure Dates

The proposed holiday closure dates for 2023 were shared with the Board and will be voted on at the December Board meeting.

4. Statement Against Censorship

This statement was proposed for adoption by the Board. The importance of adopting these statements as a pre-emptive measure was emphasized. There was discussion regarding the language of this statement and the source. It was shared that an arm of the American Library Association has provided these statements as a template for libraries to use. The distinction between this statement and the Materials Selection Policy was made.

5. Statement of Racial and Social Equity

It was noted, as with the Statement Against Censorship, that while this statement is not required, it further aids the board in being prepared for book and programming challenges.

Public Comment

None.

Adjournment

Time: 6:48 p.m

**Motion to adjourn.
(Aaron Engel/Araysa Simpson) Carried**

La Crosse Public Library Board of Trustees Members:

Sue Anglehart, Kathy Ivey, Katie Bittner, Aaron Engel, Mac Kiel, Bryan Morris, Ross Seymour, Araysa Simpson, Jess Thill