



Meeting Minutes

Library Board

Tuesday, January 14, 2025

5:00 PM

La Crosse Public Library
Main Hall (First Floor)

Call to Order

The Chair, Sue Anglehart, called the meeting to order at 5:01 p.m.

Roll Call

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

ABSENT: Erin Raymus, Shanneon Grant

STAFF: Dawn Wacek, Daniel Whitmore, Amber Leibundgut-Peterson, Anita Doering, Scott Brouwer, Miranda Greeno

Agenda Items:

1 Approval of Minutes from Regular Board Meeting – December 10, 2024

Motion to approve the minutes from the regular Board meeting of December 10, 2024.
(Kathy Ivey/Ross Seymour) Carried

2 Approval of Minutes from Committee of the Whole – No January Meeting

3 Approval of Bills & Financial Reports – December 2024

Motion to approve the bills and financial reports from December 2024.
(Mac Kiel/Araysa Simpson) Carried

4 Annual Code of Ethics Review

Board members gave verbal confirmation of review.

5 Reports

5.1 Director's Report

5.11 Vacancy Report / New Hire Updates

LPL will be welcoming new hire Magdalena Tapia in the role of IT Associate on January 17. The hiring process is currently ongoing for three part-time Frontline Library Assistants and one part-time Outreach and Marketing Library Assistant that were not filled internally through the staffing restructure.

Archives Manager Anita Doering's last day at LPL will be February 6. Archives is hosting a reception celebrating Anita's retirement on February 5 from 1 p.m. to 4 p.m.

5.12 Operational Updates

Under the City of La Crosse's updated emergency weather plan, the Library's Main Hall will serve as an emergency day center. As temperatures are forecasted to reach extremely cold levels over the weekend, Main Hall will be utilized.

5.13 Facility Updates

The Library's water gate valves need to be replaced within 30 days as required by the City. The date for repair is to be determined. The Library cannot be open without water, so this repair will fall under emergency closure.

6 New Business

6.1 Review/Approval of Solicitation Policy

**Motion to approve Solicitation Policy.
(Aaron Engel/Kathy Ivey) Carried**

6.2 Review/Approval of Weapons Policy

Board members offered suggestions for clarification. Ms. Wacek will continue revising the policy to provide an updated version for review at next month's meeting.

7 Old Business

7.1 2025 Restructuring of Library Staff Positions

The Library Board approved the new organizational structure on September 10. In order to accommodate the City's need for time to process all structural changes and to ensure that changes became effective with the 2025 budget, all organizational changes became effective January 3. This puts the Library's entire staff into a probationary period through June. Staff in probationary status are not eligible for annual performance-based step increases. After consultation with City Human Resources Director Rebecca Franzen, Library leadership is recommending the Board make a one-time exception to the policy that makes staff ineligible for step increases in 2025. This would apply to otherwise eligible employees who maintain employment from 2024 into the 2025 evaluation period. Any employees hired by the Library after January 3 would maintain their probationary status as usual.

7.12 Approval of July 2025 Step Increases for Eligible Employees

Motion to approve July 2025 step increases for eligible employees already

employed by the Library in 2024.
(Aaron Engel/Katie Bittner) Carried

8 Topics for Future Meetings

- 8.1 Review/Approval of Revised Weapons Policy*
- 8.2 Update on Staffing Restructure*
- 8.3 Update on Main Hall's Usage as an Emergency Day Center*

9 Public Comment / Other

10 Adjournment at 5:41 p.m.

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