



WINDING RIVERS

LIBRARY SYSTEM

BRINGING A WORLD OF INFORMATION TO YOUR LOCAL LIBRARY

Minutes

Winding Rivers Library System Board of Trustees

Wednesday, September 27, 2023

6:30pm

Hybrid Meeting: Online or In-Person

Present: Buffalo County- John Hadley, Jane Langenfeld; Jackson County- Joan Zenz; Juneau County- Steve Thomas, Donna Thomas; La Crosse County- Kathy Ivey, Loren Caulum, Larry Pohja, Sue Adams; Monroe County- Mary VonRuden, Clara Johnson; Trempealeau County- none; Vernon County- Peggy Pasker

Guests: Kristen Anderson (WRLS), Kelli Miller (WRLS), Chelsey Myhre Foster (Coon Valley director)

1. Call to order at 6:32pm

2. Roll call and introductions

3. Approval of agenda- with amendments

Two amendments to the agenda- 7.1 postponed to November (audit not finished), 7.4 Resource Library Contract postponed to November

MOTION to approve the agenda:

- 1- Larry Pohja
- 2- Loren Caulum

Carried.

4. Approval of minutes from the July 2023 meeting

MOTION to approve the minutes from the July 2023 meeting:

- 1- Larry Pohja
- 2- Donna Thomas

Carried.

5. Public comments or topics for discussion at future meetings

- Remote work policy (to modify or review by the end of 2023)

(Policy was passed in a previous meeting)

MOTION to revisit the Remote work policy in January with the budget review

- 1) Jane Langenfeld
- 2) John Hadley

Not carried. - 9 to 3

- Budget conversation about allocation of state funds (1 million dollars)
- Further discussion for the budget for member libraries will happen in October planning meeting and be brought back to the board
- Discussion about banned/challenged books in public libraries (policies/handling bans)- on current agenda
- Share out from WRLS board members who attended the WRLS Bus Tour in September Board members (Peggy and Kathy) attended the WRLS Bus Tour and recommended that board members attend future bus tours

6. Reports

6.1 Budget update & approval of bills

- Interest line is much higher than previously- funds are held in the local government investment pool (IGP)
- Overbudgeting on contracts and insurance (Kristen looking into discrepancies)
- High vehicle expense line (cost increases with gas prices, difficult to control)
- Memberships/dues- check into overage
- Several questions regarding expenses for the LSTA Facilities grant project (reimbursable expenses)
- Question about the Ontario Public Library expense- Kristen explained the Vernon County initiative to install Smart TVs and this expense will be reimbursed
- Sheraton hotels stay for American Library Association (Chicago)
- Question about internet bill for libraries- discussion that WRLS Web fees are separate from budget

MOTION to approve the bills:

- 1- Larry Pojha
- 2- Jane Langenfeld

Carried.

6.2 Director's report:

a) Intellectual Freedom in libraries

There has been an uptick to the number of challenges in the state, picking up in the last couple of years, WRLS preparing member libraries with policies (and policy reviews) and

workshops about Intellectual Freedom, libraries are seeing challenges coming from outside organizations

Galesville-Ettrick-Trempealeau (G-E-T) school district had a challenge recently (still being resolved)

WRLS recommendation is that challenges should be addressed locally

WRLS provides policies and templates to member libraries as resources

b) WRLS Web Migration

Contact signed today to migrate to Innovative's Polaris ILS- backstory of Innovative and decision to investigate different ILS software

WRLS member libraries should see large improvements from migration, addition of an app, ability to manage events and promotions through software- will cost less overall than our current ILS costs

Member libraries met at a Network Advisory Committee (NAC) meeting at WRLS in August and approved migration for WRLS

c) DPI Compensation Study

Public Library Staff Compensation- compensation for member libraries- study for library staff- broke the study into regions across the state of Wisconsin- our library falls into region 2 in the western portion of the state- 90 respondents/ surveys- time off, paid benefits

Broken down into positions so that they can break it down in the annual report- these positions are what would be represented in the libraries- use these defined salary ranges to help them determine how much they should pay their staff- fair and equitable wages for the library staff

Professional distinction for our member library directors- certification by DPI- population affects the grade of library director in community (smaller population, larger grade number)

How is this information dispersed to the villages in WRLS to determine what the salaries should be

Recommendation for WRLS staff

d) ILS/ILL Consultant

Panel of four people (two from WRLS and two member librarians) to interview three candidates this week- will have to start over (Laura from Galesville and Jessica from Trempealeau helping with the interviews)

Looked at potentially working remotely with Nate, however, decided to hire a person to be at WRLS to help support the member libraries in this transition

d) WRLS Planning Day

October 12 all of the directors coming to the planning day to determine biennium

e) Library Card Sign-Up month promotion

Kelli presented the yard signs and bookmarks for member libraries- great response from member libraries- any publicity for libraires is good publicity- ALA provides the artwork and resources for libraries to promote Library Card Sign-up all ties together
In following years, run a survey to see why people came into the library
Billboards- campaign billboards very effective

f) Update from major storm in July

Broken windshield- insurance copy to replace the windshield comparison of using the insurance rather than paying out of pocket for vehicle repairs

g) Report out for Tou going Spice World

Annual conference to see latest technology able to get vendors, explored AI workshops, we use Spiceworks at WRLS, represent our IT needs

7. New Business

7.1 WRLS Audit: 2022 by Collins & Associates (postponed to November)

7.2 Wage recommendations: 2024

How many of the directors in our system are meeting the 2024 wage recommendations, advocating for higher wages for professional libraries Itemized by category and reflect the MOTION to approve the wage recommendations for 2024 for member libraries

- 1- Loren Caulum
 - 2- Larry Pohja
- Carried.

7.3 Personnel

7.3.1 Health Insurance Rates for 2024 (Vote)

WRLS employee health insurance released last week- WRLS rates have historically been higher than the rest of the state

MOTION to approve the health insurance rates for 2024

- 1- Larry Pohja
 - 2- Sue Adams
- Carried.**

7.3.2 WRLS Salaries for 2024

COLA increase- performance reviews not eligible for merit, longevity raises based on steps, yes overtime policy

MOTION to approve the salary schedule for 2024

- 1- Loren Caulum
 - 2- Larry Pohja
- Carried.

7.4 Resource Library Contract: 2024 (postponed to November)

7.5 WRLS System Plan to DPI

MOTION to approve WRLS System Plan to DPI

1- Peggy Pasker

2- Larry Pohja

Carried.

Next meeting: November 29, 2023 @ 6:30pm (in-person or online)

8. Adjournment

Kathy Ivey adjourned the meeting at 8:22 p.m.

Respectfully submitted,

Kelli Miller, WRLS Collaborative Consultant

DRAFT