



WINDING RIVERS
—LIBRARY SYSTEM—
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Meeting Notice

Winding Rivers Library System Board of Trustees

Wednesday, September 25, 2025

6:30pm

Hybrid Meeting: Online or In Person

MINUTES

1. Call to order / Open meeting notice certification

Meeting called to order 6:32p.m.

2. Roll call and introductions

Attendees

Board Members: **Buffalo County**- Jane Lagenfeld, Dwight Ruff; **Jackson County**- Sarah Peloquin, Joan Zenz; **Juneau County**- none; **La Crosse County**- Sue Adams, Mary Bach, Margaret Larson, Loren Caulum; **Monroe County**- Clara Johnson; **Trempealeau County**- none; **Vernon County**- Bill Schulz; **La Crosse Public Library**- Kathy Ivey; **La Crosse County Library**- Larry Pohja.

Public: none

WRLS Staff: Kristen Anderson (Director), Barry McKnight (Outreach Consultant)

3. Approval of agenda

Motion to approve agenda as presented,

1st by Loren Caulum,

2nd by Joan Zenz

Motion carried

4. Approval of minutes from the July 2025 meeting

Motion to approve the minutes as presented,

1st by Larry Pohja

2nd by Sarah Peloquin

Motion carried

5. Reports

5.1 Budget update & approval of bills

Director Anderson shared that the Interest earnings continue to be large, everything else looks in line. Anderson has met with the auditor today (9/25) and is working on transfers. Jane Langenfeld questioned the phone budget and said that it was over budget for the year. Sarah Peloquin noted that the databases were at 90% already. Director Anderson explained about the increasing popularity of the Kanopy database and overages and stated that WRLS would be increasing the budget on Kanopy for 2026 due to its rising popularity. Larry Pohja asked about Kanopy prices. Anderson stated that they were holding steady while other databases (such as Hoopla, that WRLS doesn't have) were going up. Sarah Peloquin asked about wrsweb funds, citing a -\$8000 balance. Anderson indicated the "Account Balance" is the true balance with the -\$8000 indicating an accounting mechanism, which she will investigate.

Motion to approve the bills,

1st by Sarah Peloquin

2nd by Larry Pohja

Motion carried.

5.2 Director's report:

a) WRLS Director Planning Retreat.

WRLS Director Planning Retreat scheduled for October 2nd, to be facilitated by Cindy Fesemeyer of Fesemeyer Consulting, LLC. Members will provide feedback to WRLS.

b) IMLS Update.

Funding for the Bureau of Libraries was under threat, but they now believe they have funding to continue through 2026, and to continue staffing through 2027. Slow and steady progress.

c) Grants.

Grant report, previously prepared by Grants manager Jessica Schoonover, who worked with staff and directors at libraries, to apply for grants on various projects.

d) Director Anderson discussed working with CLA auditor, auditor is feeling good about the audit.

e) Barry McKnight discussed September being National Library Card Signup Month, and its multiple purposes, and the coordinated marketing and messaging for WRLS libraries.

Barry McKnight reported on the successful completion of the 2nd WRLS Passport Challenge, with 430 total entries and 23 grand prize entries.

7. New Business

7.1 DPI System Plan

This is being sent to DPI and will be revised after Director's Retreat with any new initiatives from our members, therefore at this point, it is like what has been seen in previous years.

Motion to approve the plan,

1st by Jane Langenfeld

2nd by Loren Caulum

Motion carried

7.2 Personnel Committee Recommendations

7.2.1 WRLS director wage recommendations: 2026

These recommendations get sent to member libraries who use them to advocate for themselves and their salaries. For many of our libraries, this is aspirational.

Director Anderson explained how these were determined, compared them to other libraries of similar size, and our ranges are in line just increased by 2.7 percent for COL,

Motion to approve the WRLS director wage recommendations for 2026,

1st by Margaret Larson

2nd by Dwight Ruff

Motion carried

7.2.2 WRLS staff wage recommendations: 2026

Director Anderson explained COLA increase (2.7%), also recommending increase for ILS consultant and director as these were not in line with comparable positions around the state. Other positions at WRLS are in line with the average around. Recommends increasing ILS position wage to be the same as network admin and recommended that the director position wage be increased. Anderson noted that the personal committee agrees that both positions have their salaries increased.

Sarah Peloquin asked how these were determined, how the steps worked and do they consider the COLA increase.

Sue Adams asked if this was considering compensation as a total package, not just take-home pay. Director Anderson explained how they were determined. Regarding the Step plan, Anderson explained the step plan that was presented at the personnel committee. Anderson recommended reducing step three down to 7 years from the 10year current.

Motion to reduce the step from 10 years to 7.

1st by Larry Pohja

2nd by Sarah Peloquin

Step plan will be further studied and discussed by the board in 2026.

Motion carried.

7.2.3 Health Insurance Rates for 2026

Health rates went up 13%, Director Anderson recommended increasing WRLS and employee shares to go up accordingly.

Motion to approve salary recs and health rates increases both for 2026,

1st by Sarah Peloquin

2nd by Bill Schulz

Motion carried.

7.3 Expiring board terms and interest in continuing

Kathy Ivey stated that there were several expiring board terms and asked them if they wanted to continue with another term.

Loren Caulum- Yes

Jane Langenfeld- Yes

Sarah Peloquin- Yes

Marget Larson- No

Mary Back- No

7.4 Delivery Van approval

Director Anderson announced a new driver was hired to fill the vacancy. His name is Porter Ryan. Anderson also asked for clarification if the board views the previously approved replacement schedule is considered approval for purchase if opportunities present themselves or if a purchase would require a separate approval. The board indicated that any vehicle purchases could be considered pre-approved by the replacement schedule.

Next meeting: December 3, 2025

8. Adjournment

Meeting adjourned at 7:46 p.m.

Respectfully submitted,

Barry McKnight