

**Missouri River Regional Library**  
Board Meeting  
Osage County Branch, 22 Library Lane, Linn, Missouri  
July 19, 2022  
**MINUTES OF THE MEETING**

The regular Board of Trustees meeting was called to order at 6:00 p.m. by Vice President Kaye Bertels.

**1. ROLL CALL OF MEMBERS**

Present: Vice President Kaye Bertels, Treasurer John Gulick, and members: Ithaca Bryant, Kay Kasiske, Lisa Klebba, Steve Nelson, Bob Priddy, and Anne Rottmann

Members absent: Stacy Fick, Jeff Briggs, Sharon Lehmen, Peggy Mulvania and Anita Randolph

Vice President Bertels indicated a need to amend the agenda. Bob Priddy made a motion, seconded by John Gulick, to amend the agenda to include under New Business, Item B, Staff Salaries. Motion passed.

**2. PUBLIC COMMENT**

None

**3. STAFF SPOTLIGHT**

Sarah Falter, Osage Branch Manager, provided a brief overview of the activities, events and partnerships in which the Osage County Branch is involved. Sarah indicated that it has been a great year at the Osage County facility. She and staff have been invited to participate at several events and partner with community organizations such as Osage County Fair, Linn Elementary School and State Technical College of Missouri. Sarah reported there has been much success with summer programming including summer reading buddies, storytimes and crafts. On September 24, she indicated that the Osage County Branch is hosting a “Missouri Author Meet and Greet” with over 20 authors to be in attendance. Sarah also reported that the art gallery is often used by community members/organizations. Claudia Young, Library Director, complimented Sarah on the Osage County Branch’s success with its programs as well as its community engagement.

**4. APPROVAL OF MINUTES**

Bob Priddy made a motion, seconded by John Gulick, to approve the minutes from the June 21, 2022 meeting. Motion passed.

**5. TREASURER’S REPORT AND APPROVAL OF MONTHLY EXPENDITURES (ATTACHMENTS A & B)**

John Gulick reviewed the Treasurer’s Report, Attachments A & B with the Board. Kay Kasiske made a motion, seconded by Ithaca Bryant, to approve the Treasurer’s Report and Monthly Expenditures. Motion passed.

**6. LIBRARY DIRECTOR’S REPORT-CLAUDIA YOUNG (ATTACHMENT C)**

Claudia Young reviewed her report with the Board. An update on securing signage on Highway 50 for the Osage County Branch was provided. MODOT (Missouri Department of Transportation) has placed a moratorium on signage until planned roadwork is completed sometime in the future. Claudia reminded the Board about Clark Swanson’s upcoming presentation in August. She also informed the Board that an accountant has been hired and will start with the library on August 1. The new accountant will be at the August Board meeting. An update was provided regarding the unhoused/homeless and the amount of concerns have decreased, and community meetings continue. Claudia reported that she is halfway through her term as president of the Missouri Library Association (MLA). She also indicated that MRRL staff are the recipients of a couple of awards and will be recognized at the MLA Conference. Finally, Claudia noted that she has been contacted by the New York Times regarding challenges libraries encounter in Missouri and she is pulling together a group of individuals who can discuss these issues with the newspaper.

**7. COMMITTEE REPORTS**

**A. Capital Facilities Committee (Anita Randolph)**

Claudia Young reported that she has reached out to Dake Wells regarding cost estimates for the identified priority facility updates, as well as ensuring that MRRL is placed on their list of (anticipated) upcoming projects. It is expected that this information will be shared at the August Board meeting.

**B. Executive Committee (Stacy Fick) No Report**

**C. Finance/Fundraising Committee (John Gulick) No Report**

**D. Foundation Liaison (Kaye Bertels)**

Kaye Bertels reported that the Foundation transferred funds in the amount of \$87,891 to the Capital Campaign Committee. She also reported that the Foundation has scheduled a Trivia Night for October 22, 2022 at the library. The Foundation will provide beverages and desserts. The cost for a table for a team of 8 is \$300, and \$25 for persons participating individually.

**E. Marketing/Communications Committee (Jeff Briggs)**

Natalie Newville, Assistant Director of Marketing and Development, reported that there is a strong push for library card sign-up. Friends of the Library will host a table at the Cole County Fair to assist with this focus. Natalie also reported that she and staff have been developing materials for social media. One video has been completed to help with promoting the library and its programs and services,

as well as highlighting facility needs. Two more videos are in progress. All three videos will be shown to the Board at its October meeting.

F. Planning Committee (Ithaca Bryant) No Report

G. Bylaws Committee (Stacy Fick) No Report

## **8. UNFINISHED BUSINESS**

### **A. Capital Campaign Update**

Claudia Young reminded the Board that Clark Swanson will be presenting to the Board at its August 16 meeting. It was reported that the Capital Campaign Chairs, the Hulseys, are in the process of scheduling meetings with owners of local business and other prominent community members to support and engage in the levy campaign/election.

### **B. Expansion Planning**

Claudia Young reported that she has reached out to Dake Wells regarding cost estimates for the identified priority facility updates, as well as ensuring that MRRL is placed on their list of (anticipated) upcoming projects. It is expected that this information will be shared at the August Board meeting.

### **C. Homeless (Unhoused) Update**

Claudia Young reported that the number of community members reporting concerns have decreased drastically. Staff are staying the course and ensuring all patrons adhere to the Patron Code of Conduct. There are future community meetings scheduled, including one on August 2 at the library. The Board will be kept informed of the outcomes of these meetings.

## **9. NEW BUSINESS**

### **A. Unionization**

Claudia Young reported that she and Diane Clingman, Human Resources, met with the director of the Daniel Boone Regional Library (DBRL) to discuss the unionization of that library system. They discussed how the DBRL administration was surprised by the decision to unionize. Communication between staff and the administration was not happening that would have allowed the administration to address some of the concerns cited as reasons to move toward unionizing. It was noted that there is a national push to recruit “cultural” staff, such as staff in museums, libraries, etc. The American Library Association is supportive of unions. The advice provided was that if staff have concerns, to please go to the administration first in order to resolve their issues – keep the communication channels open.

### **B. Staff Salaries**

Claudia Young reported that in April 2019, the Board had voted to give a 50 cent per hour increase to all staff in 2019 with this annual increase to continue through 2023, contingent on budget funding. However, it was noted that the labor market has changed over the past two years and the library is struggling to compete with

other employers. A review of the budget was conducted, and it was determined that the library's 2022 budget could support and future budgets could sustain identified increases for staff salaries. Several options were discussed (see attachment).

Bob Priddy made a motion, seconded by Steve Nelson, to provide all employees an increase, retroactive to July 1, 2022, as presented in Option 2. Employees who fall in salary grades 9 and below will receive a \$1.50 per hour increase, while employees who fall in salary grades 10 and above will receive a \$1.00 per hour increase. Implementing the salary increases now in 2022 will replace the January 2023 increase. Motion passed. (It should be noted that the library director is under contract and her contract stipulates her salary.)

#### **10. ADJOURNMENT**

Anne Rottmann made a motion, seconded by Bob Priddy, to adjourn the meeting at 7:41 p.m. Motion passed.

**Meeting minutes approved August 16, 2022.**