

Oskaloosa Library Board of Trustees

Minutes

8 November 2022

Board Members and Adjuncts Present:

President, Jenni Best; Treasurer, Erin Subelka; Secretary, Greg Barnard; Lori Whaley; Stephanie Spencer; Doug Bond; Heath Flax; Library Director, Cheryl Sylvester; Trudy Racine, Strategic Plan Coordinator.

Devoted Time-- Strategic Plan:

Trudy presented the near-final version of the Board's Strategic Plan for review and final revision. The Board reviewed the Plan's Four Focus Areas (consolidating the earlier 5) -- increasing visibility; getting more people involved as resource for the Library; long-term financial stability for the Library; assessing our progress in these areas.

Questions and thoughts were offered and entertained, with a general consensus around the overall fitness of the plan.

Call to Order: The Board moved into regular session at 6:42 pm

Approval of the Strategic Plan: a motion was immediately made, seconded, and unanimously approved to accept the plan, with the understanding it should be a guiding document over the ensuing several years.

Correspondence: Cheryl noted correspondence on the possible replacement of a whole Heating/AC unit, and with NEKLS on assistance in covering the cost of the architect's utilization visit.

October Minutes: The minutes were amended to more accurately reflect those in October attendance, and the time of call to order. The minutes were approved.

Financials: There was brief discussion of the number of payouts to Giant Communications. The

Treasurer's Report was approved.

Director's Report:

-- Cheryl opened with a book recommendation for the Board, suggesting it as a possible followup and companion piece to our work on a strategic plan. "*When Everyone Leads: the toughest challenges get seen and solved.*" by Ed O'Malley and Julia Fabris McBride. "When Everyone Leads: the toughest challenges get seen and solved." by Ed O'Malley and Julia Fabris McBride.

She had good words for our new children's librarian, Lisa, and expressed overall satisfaction with the newer, extended hour schedule.

She provided to the board a pair of printouts on overall usage of the Library's offerings, and the budget levels of comparably-sized community libraries in the state.

The Director's report was approved.

Old Business: Jenni and Stephanie clarified the scheduling of end-of-monthly payroll dates.

New Business: The Board voted immediately to move to executive session for ten minutes for the purpose of discussing personnel evaluations and Christmas bonuses.

The Board, after discussion of the level of funds available, agreed on Christmas bonuses of \$200 each for four staff members, and of \$300 for the Director.

Back in Regular Session, a motion was made and approved to hold the next regular Board session on the third day of January. It was agreed that the Board would then complete the obligatory performance review of the Library's Director. General satisfaction was expressed upon both these points.

At 7:12, the Board voted unanimously to adjourn.