



## Meeting Minutes

### Library Board

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Tuesday, March 4, 2025

5:00 PM

La Crosse Public Library  
Auditorium (Lower Level)

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#### COMMITTEE OF THE WHOLE

#### Call to Order

*The Vice Chair, Kathy Ivey, called the meeting to order at 5:01 p.m.*

#### Roll Call

*PRESENT: Sue Anglehart, Kathy Ivey, Ross Seymour, Katie Bittner, Jessica Thill, Mac Kiel (left at 5:47 p.m.), Aaron Engel (left at 6:05 p.m.)*

*ABSENT: Araysa Simpson, Erin Raymus*

*STAFF: Shanneon Grant, Dawn Wacek, Amber Leibundgut-Peterson, Daniel Whitmore, Brooke Newberry, Cynthia Arauz, Miranda Greeno*

*GUEST: Mary Ellen Stolder (Friends of the Library President)*

#### Agenda Items:

#### 1 Friends of the Library Report

*Friends of the Library President, Mary Ellen Stolder, provided a report to the Board. Ms. Stolder shared that the Friends of the Library's (FOL) contributed \$44,662.15 to the Library in 2024. Annual contributions help the Library tremendously with expenses not afforded through the operating budget. The bulk of FOL's funding supports programming for all ages. FOL also helps with professional development, technology, furnishings, and more. Funds are generated from book sales, as well as FOL memberships.*

#### 2 Flexible Facilities Grant Project

*Mayor Mitch Reynolds signed the Flexible Facilities Grant Agreement on behalf of the City. Increasing access to technology for the purposes of online education, workforce development, and telemedicine are the primary goals of the grant. The Library is working with Engberg Anderson Architects for renovations and upgrades. Director Grant shared conceptual plans defining the scope of the grant-funded phase. Phase two of the renovations will require a Capital Campaign.*

#### 3 2024 Annual Report Overview

*Director Grant shared infographics that provide an overview of the year the library had, including what was new in 2024, statistics on Library usage, and gift funds received. Staff continues pulling together supplemental information which will be combined with the portion of the report already submitted to the Wisconsin Department of Public Instruction at the end of February. A comprehensive report with accomplishments, graphics, photos, and quotes from library users will be shared with the Board next month, and then posted on the Library's website.*

#### **4 Staffing Restructure Update**

*Director Grant provided the Board with a timeline explaining the evolution of the staffing restructure beginning in pre-2020 and continuing through the present "messy middle" of implementation. Management anticipates 3-6 months is needed in the new structure for staff to feel comfortable, as well as to determine what adjustments need to be made post-restructure. A staff survey provided the opportunity for feedback which has helped leadership identify and follow up on support, communication, and training needs. Library leadership recommended that the Board consider grandfathering leave amounts for previously exempt employees in non-exempt positions after the re-org at next week's regular Board Meeting.*

#### **5 Succession Planning**

*The Board and Library staff have been notified of Director Grant's retirement, effective May 22, 2025. A forthcoming press release will notify the community. As Deputy Director, Ms. Wacek will take on the responsibilities of Director on an interim basis after Ms. Grant's retirement. Drafts of updated job descriptions for the Director and Deputy Director positions will be provided to the Board at the beginning of April. Board members interested in serving on the hiring committee will contact the Board President.*

#### **Adjournment**

*Ms. Ivey adjourned the Committee of the Whole at 6:50 p.m.*