

**LINCOLN PUBLIC LIBRARY
BOARD OF TRUSTEES MEETING**

January 20, 2022
620 Broadway St.

PRESENT: Susan Rohrer, Keith Leesman, Tim Bacus, Thomas Zwilling,

ALSO PRESENT: Mike Starasta, Donna Cunningham.

CALL TO ORDER: Rohrer called the Lincoln Public Library Board Meeting for January 20, 2022 at 5:31 pm.

Rohrer began by noting that minutes need to be done for the emergency meeting that was held in December. Rohrer also welcomed those who were participating.

A motion was made by Leesman to accept the minutes of the November board meeting. The motion was seconded by Zwilling and passed.

Starasta noted that Lore would not be at the meeting and that she had called him to inform him that she would be teaching a class at Illinois State University on Thursday evening. As such she would not be able to attend board meetings for at least 4-5 months. Rohrer stated that perhaps Lore should step off the board but noted that it is up to her. Leesman commented that the board start looking for replacements.

Starasta asked about handling the minimum wage increase on January 1. The question being whether everyone would receive a complete \$1 per hour raise or whether those currently earning less than \$12 per hour would just be raised up to minimum wage. Zwilling and Rohrer asked about step increases. Leesman responded that in previous years all were given a \$1 raise and believed that we need to follow this practice. Bacus stated that we need to follow best practices and asked how long the minimum wage will be increasing. Starasta noted that it will increase by \$1 each year until it reaches \$15/hour. Zwilling motioned that employees be granted a \$1/hr total increase. Rohrer noted that this was our choice, and not the law. Leesman stated that we need a policy stating that employees will receive a step increase along with the minimum wage. Rohrer noted that the current policy is not clear. Leesman seconded the motion and it was passed.

Leesman motioned that the financials be approved. Bacus seconded the motion and the motion was approved. Bacus also noted that taxes will also increase along with minimum wage increases.

Donna Cunningham presented her report. She mentioned that cleaning had been done in the Community Room and the basement. Cunningham also mentioned the Wi-fi problems that the library had been having and that she had been interviewing candidates to fill Tegan's position with Caroline sitting in on the interviews. Cunningham concluded by explaining how programs have been recorded and stored.

Bacus mentioned that there is a lot of space in the Heartland side of the building and that his wife is looking for a place to do childbirth education classes. Bacus was interested in knowing

if she could rent out space? Leesman stated that there is a difference between opening at no charge and having a charge. Leesman also noted that in the past someone wanted to rent, but chose not to because we wanted to use space for the library. Rohrer asked what would be supplied for Mrs. Bacus. Leesman stated that we would need a lease or something similar. Bacus stated that we could set prices depending on how frequently a room was being used and it doesn't have to be decided tonight. Leesman stated that Starasta should develop guidelines. Rohrer felt that Starasta should ask the staff for their thoughts and should develop contract parameters. Rohrer also noted that the library has not charged in the past, but it would be different if people are paying to attend.

Bacus suggested that the library could invite authors for book signings. Leesman stated that we need to define who does what in regard to these policies.

Leesman further asked about evaluations and stated that we need to define bulletin board policies.

Rohrer motioned that the meeting be adjourned at 6:51. Zwilling seconded the motion and it was passed.