

MINUTES OF THE LIBRARY BOARD

Oshkosh Public Library

January 26, 2023

The Regular Meeting of the Oshkosh Public Library Board of Trustees was held on January 26, 2023, in the Lower Level of the Oshkosh Public Library. The meeting was called to order at 4:00 PM by President, Bill Bracken.

Present were: Bill Bracken, Julie Davids, Larry Lautenschlager, Christine Melms-Simon, Lindsey Mugerauer, Baron Perlman, David Rucker and Samantha Teal, Adjunct Board Member. Absent were: Kim Brown and David Romond. Others present were: Jeff Gilderson-Duwe, Oshkosh Public Library Director; Julie Schmude, Business Manager; Lisa Voss, Assistant Director for Library Development; Stephen Geelan, Administrative Specialist II - Accounting and Tracie Schlaak, Administrative Specialist.

Consent Agenda Items:

- **Meeting Minutes** of the Regular Meeting of December 22, 2022
- **Minutes** of the Director's Compensation Committee meeting of January 19, 2023.
- **December 2022 vouchers payable** totaling \$277,804.27
- **January 2023 vouchers payable** totaling \$205,275.74
- **Statement of Winnefox system effectiveness** for OPL 2022 state annual report

Motion to approve consent agenda as presented at the meeting with revisions presented of the Director's Compensation Committee minutes

Motion: Perlman; **Second:** Melms-Simon; **Vote:** Unanimous

New Business

- **2023 trust fund expenditure proposal – Round Two**

Motion to approve the 2023 trust fund expenditure proposal – Round Two as presented

Motion: Perlman; **Second:** Lautenschlager; **Vote:** Unanimous

- **2022 Strategic Action Plan Year-end Progress Report**
- **2023 Proposed revisions to Strategic Plan Goals and Objectives**

Motion to approve the 2023 proposed revisions to Strategic Plan Goals and Objectives as presented

Motion: Perlman; **Second:** Mugerauer; **Vote:** Unanimous

- **2023 Strategic Action Plan – Two Project Proposals for Board Consideration:**
 - **#1 - Project:** Systematically compare the Library Employee Handbook and the City of Oshkosh Employee Handbook. Where differences are discovered, describe and address with the Library Board. (Project Leader: Library Director)
 - **#2 - Project:** Commission a classification and compensation study using the same methodology as that employed by the City of Oshkosh. Library Board will then have data with the same market basis as the City to establish 2024 and subsequent pay plans for Library employees. (Project Leader: Library Director)

Motion to add #1 - **Project:** Systematically compare the Library Employee Handbook and the City of Oshkosh Employee Handbook. Where differences are discovered, describe and address with the Library Board. (Project Leader: Library Director)

Motion: Perlman; **Second:** Lautenschlager; **Vote:** Unanimous

Motion to add #2 - Project: Commission a classification and compensation study using the same methodology as that employed by the City of Oshkosh. Library Board will then have data with the same market basis as the City to establish 2024 and subsequent pay plans for Library employees. (Project Leader: Library Director)

Motion: Perlman; **Second:** Mugerauer; **Vote:** Roll Call Vote: Bracken – **Nay**, Davids – **Nay**, Lautenschlager – **Nay**, Melms-Simon – **Nay**, Mugerauer – **Aye**, Perlman – **Nay**, Rucker – **Nay**, Shemanski – **Nay**.

Motion not carried.

- **2023 Strategic Action Plan Proposal**

Motion to approve the 2023 Strategic Action Plan Proposal as revised in the previous motion.

Motion: Perlman; **Second:** Davids; **Vote:** Unanimous

Closed Session

Motion to go into closed session at 5:15 pm

Motion: Perlman; **Second:** Melms-Simon; **Roll Call Vote:** Unanimous

- **Library Director Performance Evaluation: Pursuant to Section 19.85(1)(c) of the Wisconsin State Statutes in order to conduct an evaluation of the Library Director, to receive and discuss the recommendation of the Director Compensation Committee for 2023 compensation, and to discuss 2023 goals for the Library Director.**

Motion to go into Open Session

Motion: Perlman; **Second:** Melms-Simon; **Vote:** Unanimous

Resume Open Session

Motion to increase the director's 2023 salary by 3.5% above the 2022 rate, retroactive to January 1, 2023

Motion: Perlman; **Second:** Rucker; **Roll Call Vote:** Unanimous

Adjournment

Motion to Adjourn the meeting at 5:30 PM

Motion: Perlman; **Second:** Rucker; **Vote:** Unanimous

Respectfully,

Jeff Gilderson-Duwe, Secretary
Tracie Schlaak – Recorder