



beloit public library

Beloit Public Library Board of Trustees

Wednesday, June 20, 2018

605 Eclipse Blvd., Beloit, WI 53511

1. Call to order and roll call – President Diane Lichtenstein called the meeting to order at 4:03 PM. Members present: Diane Lichtenstein, John Watrous, Martin Densch, David Sowl, Maribeth Miller, Clinton Anderson, Lisa Berrones, and Shelly Cronin. Members Absent: Angela Moore. Also present: Library Director Nick Dimassis and Library Management Team – Jennifer Laatz, Michael DeVries, Jeni Schomber, Wyatt Ditzler, and Amy Mitchell.

Jeni Schomber introduced new library services staff members: Kathy Hart, Cris Gianvecchio, Alicia Jacobsen, and Maricruz Paniagua.

2. Approval of the Consent Agenda - Maribeth Miller moved to approve the consent agenda consisting of the May 16, 2018 Library Board minutes and June 13, 2018 Special Library Board minutes. Shelly Cronin seconded the motion. **Motion Carried (8-0).**

3. Public comment –

- Maura Heiss, 2548 W. SpringCreek, Beloit, WI spoke in opposition to Drag Queen Storytime.
- Robert Schuh – 624 Cranston Road, Beloit, WI spoke in support of Drag Queen Storytime.
- Cathy Erickson – 506 S. Elk, Beloit, WI spoke in opposition to Library service model.
- Cheryl Blake – 216 Hackett, Beloit, WI spoke in opposition to Library service model.
- Marilyn Schuh – 624 Cranston Road, Beloit, WI spoke in support of Drag Queen Storytime.
- Angelo Villarreal – 1711 N Pontiac Dr., Janesville, WI spoke in support of Drag Queen Storytime.
- Benjamin Coakley – 1455 W. Walnut St., Janesville, WI spoke in support of Drag Queen Storytime.

4. Discussion – Roles & Responsibilities – Shannon Schultz – Department of Public Instruction. Library boards are established as separate boards from government and libraries are governed by the same people that the library serves. Chapter 43 mandates library board control. Service floor model that Beloit is implementing is interesting in that library professionals are trained to serve everyone regardless of age. Trustee Competencies. The Board functions as an entity and one unified voice. It is inappropriate for the board to hear individual complaints of the staff.

Trustee Ethics Statement is recommended as part of orientation for board members. The

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“Making a great city even greater”

Library board may want input from staff for various things such as director's performance but input should be directed through the Library Director. The board is a unified board and a unified opinion. No place for individual opinions. Lines of communication between board and staff should be directed through the Library Director except in unusual circumstances such as unlawful behavior on the part of the director, harassment, sexual harassment, or if someone would have to be protected; not day to day issues. Former employees are citizens and have the right to speak. There is no longer a chain of command. They may make a statement as a member of the public but they have a very unique perspective. As a trustee you are still listening to someone and obligated to act as a unified voice as a trustee not as an individual trustee member. The board as a whole would need to decide if they will take those issues up and discuss if the complaint comes to the full board. Only the board should make that decision. However, day to day operations is in the hands of the director. Jobs change, people quit because of change and that is a personal decision that only an individual can make. The board needs to tighten up and be unified because the library needs your guidance and support. The board may adopt a broader grievance policy to include other items that may be grieved and that provides more latitude to the board but then the board needs to accept everything that comes with that. Once the decision is made then the decision is done and the grievance is done. Library Boards are bound to different things because trustees are public officers so held by a different set of standards than other non-profit boards. Library Board of Trustees are legally bound by Chapter 19 of the Wisconsin State Statutes – Ethics of Public Officials. The Trustee Tips that Shannon referred to throughout this presentation are endorsed by libraries nationwide.

5. Discussion – Library Board Grievance Policy – Discussed above.
6. Library Director Report – Nick Dimassis prepared a written Library Director's Report detailing the report.
7. Reports –
 - a. Foundation – No report. Next meeting is July 11, 2018.
 - b. FABL – No Report. Next meeting is July 11 2018.
 - c. Arrowhead Library System (ALS) – Maribeth Miller reported that Trustee Training Workshop is in August
 - d. Budget Committee – No report.
 - e. Strategic Plan Committee – No report.
 - f. Personnel Committee – Meeting 6/28/18 at 10:00 am to discuss a new evaluation form.
 - g. Blender Café – There has not been a lot of movement in the revenues. Nick is meeting with a couple of individuals to discuss grant opportunities.
8. Action Items:
 - a. Resolution – E Pluribus Unum Program Series - John Watrous moved to approve the E Pluribus Unum Program Series Resolution as presented. David Sowl seconded the motion. **Motion Carried (8-0).**

- b. Monthly financial report and approval of library and café bills – Maribeth Miller moved to approve the payment of the bills on the library warrant in the amount of \$29,624.60 for the library and \$5,899.86 for the Blender and the recurring expenses of \$206,603.34 for the library and \$15,173.79 for the Blender. Shelly Cronin seconded the motion.
Motion Carried (8-0).
9. Trustee Comments – None.
10. Motion to adjourn – David Sowl moved to adjourn the meeting. Shelly Cronin seconded the motion. Meeting adjourned at 5:37 PM.

Next meeting: Wednesday, July 18, 2018

Submitted by:
Jennifer Laatz, Business Manager