

**LUTHER AREA PUBLIC LIBRARY
BOARD OF TRUSTEES
MINUTES OF REGULAR BOARD MEETING
Thursday, January 9, 2025
115 State Street Luther, MI 49656**

CALL TO ORDER

President Goodlein called the meeting to order at 4:33 p.m.

Present:	President:	K. Goodlein
	Vice-President:	J. Trimberger
	Treasurer:	D. Long
	Secretary:	K. Frankfort
	Director:	T. Laughlin

Absent:	Trustee:	A. Baker
	Trustee:	S. Clark

VISITORS

No visitors.

APPROVING AGENDA

Motion and seconded made by Frankfort and Trimberger to approve the agenda.

Motion CARRIED.

APPROVAL OF MINUTES

Motion and seconded made by Trimberger and Goodlein to approve the regular meeting minutes of December 17, 2024. **Motion CARRIED.**

TREASURER'S REPORT

Motion and seconded made by Goodlein and Frankfort to approve the December 2024 Treasurer's Report as presented. **Motion CARRIED.**

LIBRARIAN'S REPORT

Director Laughlin confirmed her written report and added the following:

- They still need 1 staff computer and 5 patron computers. Computers go on clearance in February at retail stores and Laughlin will be searching for deals.
- They continue to monitor the Hotspots usage.

- Laughlin is compiling a list of carpenters/contractors who may be interested in installing new library doors later this year.
- Laughlin met with Sheriff Rich Martin who presented the library with a \$1,000.00 donation on behalf of the Lake County Sheriff's Charitable Campaigns, to be used for programming.
- The SRP theme is Color Our World. Laughlin showed a sample t-shirt for the kids and said sponsors could receive a custom t-shirt with their name displayed as a sponsor.
- Laughlin is coordinating with Vicki Baker of the Luther Plaza/Old School/Adult Day Care to establish a traveling library for their residents and help them check out books, puzzles, and offer personal devices to utilize library services.
- They created new library cards and an instruction sheet on how patrons can manage their account, as well as access Gabbie, MelCat, and Libby.

Motion and seconded by Goodlein and Trimberger to approve the Librarian's Report.

Motion CARRIED.

OLD BUSINESS

None.

NEW BUSINESS

Director's Evaluation – Discussion. Concurrent goal-setting session was held. Discussion. The Board sees value in grant writing and community networking. Motion and seconded made by Frankfort and Goodlein authorizing Laughlin to do a 3-month trial of additional work above the standard hours worked – up to 5 hours a week – and Laughlin will be paid after the fact, every two weeks, according to what Laughlin documents.

Roll Call Vote: **(4) AYES** – Frankfort, Goodlein, Long, Trimberger

(0) NAYS

Motion CARRIED.

Consider Rescinding the Motion Made at the November 14, 2024, Board Meeting That Increased Wages \$.48 to Comply With the New Minimum Wage Law Because We Were Given Inaccurate Amounts For the Employees' Current Wages. Discussion.

Motion and seconded made by Goodlein and Frankfort to Rescind the Motion Made at the November 14, 2024, Board Meeting That Increased Wages \$.48 to Comply With the New Minimum Wage Law Because We Were Given Inaccurate Amounts For the Employees' Current Wages. **Motion CARRIED.**

Salary Increase to Either Comply with the Improved Work Force Opportunity Wage Act (IWOWA), PA 337 of 2018, or to Recognize Pay Equity – Discussion. Concurrent discussion of COLA.

Motion and seconded made by Goodlein and Frankfort that effective February 20, 2025, all employees will receive a 6.5% pay increase to either comply with the IWOWA or to recognize pay equity.

Roll Call Vote: (4) AYES – Frankfort, Goodlein, Long, Trimmerger
(0) NAYS **Motion CARRIED.**

COLA – Motion and seconded made by Goodlein and Trimmerger that effective February 20, 2025, all employees will receive a 3.5% increase in salary for their FY 2025/2026 COLA increase.

Roll Call Vote: (4) AYES – Frankfort, Goodlein, Long, Trimmerger
(0) NAYS **Motion CARRIED.**

TRUSTEE COMMENTS

None.

BUDGET AMENDMENTS

None.

NEXT MEETING DATE

February 13, 2025, at 4:30 p.m.

ADJOURNMENT

President Goodlein adjourned the meeting at 5:35 p.m.

Karin Goodlein, Acting Secretary