

**PEABODY PUBLIC LIBRARY
BOARD OF TRUSTEES
November 13, 2024**

The Library Board of Trustees met at 6:00 p.m. with the following in attendance: Carmen Bross, Spencer Mize, Mark Parker, Chris Bechtold, Joel Frank, Angela Bauer and Director Michael Ashby.

CALL TO ORDER

The regular business meeting was called to order by President Carmen Bross.

MINUTES

Minutes of the regular October Board meeting were approved.

**A motion to approve was made by Spencer Mize.
Seconded by Mark Parker. Motion carried.**

DIRECTOR'S REPORT

The 2025 Organizational Compensation Plan for staff was discussed. The 5% wage increase was approved.

**A motion to approve the increase was made by
Spencer Mize. Seconded by Chris Bechtold.
Motion carried.**

It was suggested that a wage compensation study be done next year and possibly every 5 years thereafter.

The 2025 holiday and closing schedule Mike is recommending was discussed. He is recommending the Easter holiday be replaced with a floating holiday for staff to use as they wish. It was decided this proposal be tabled until next month since it will involve a policy change.

**A motion to table this recommendation until the
December meeting was made by Chris Bechtold.
Seconded by Joel Frank. Motion carried.**

The Library recently conducted a community survey concerning program desires.

Pete Allen, from the Hilb Group, recently came to a staff meeting to discuss various benefits available to staff.

Staff annual evaluations are currently being done.

A new employee has been hired for Circulation to replace a staff member who has left the library.

There was discussion on the building project list that was included in the board packet. A question was asked on how the projects were decided, which Mike advised they were from a 2018 facilities study.

Mike gave an overview of our collection development process and questions were answered.

A recent request for reconsideration of a book was discussed with Mike explaining how the review was conducted. There was some confusion as there were different variations of our policy given out with the one being handed out to a patron being different than what was on our website. Mike explained that the person requesting the reconsideration has the option of appeal to the Board after the initial decision is made.

It was decided that the policy for requests for reconsideration will be on the agenda next month as a policy review.

CLAIMS

After a few questions and clarifications the November claims were approved.

A motion to approve the November 2024 claims was made by Angela Bauer. Seconded by Joel Frank. Motion carried.

ADJOURNMENT

A motion to adjourn the meeting was made by Joel Frank. Seconded by Mark Parker. Motion carried.

Respectfully submitted,

Mark Parker, Secretary