



Meeting Minutes

Library Board

Tuesday, December 9, 2025

5:00 PM

La Crosse Public Library
Auditorium (Lower Level)

Call to Order

The Chair, Sue Anglehart, called the meeting to order at 5:00 p.m.

PRESENT: Sue Anglehart, Jess Thill, Aaron Engel, Kathy Ivey, Araysa Simpson, Rosanne Northwood, Erin Raymus, Mac Kiel

ABSENT:

STAFF: Dawn Wacek, Cynthia Arauz, Brooke Newberry, Amber Leibundgut-Peterson, Miranda Greeno

Agenda Items:

1 Approval of Minutes from Regular Board Meeting – November 11, 2025

Motion to approve the minutes from the regular Board meeting of November 11, 2025.

(Aaron Engel/Kathy Ivey) Carried

2 Approval of Minutes from Committee of the Whole – December 2, 2025

Motion to approve the minutes from the Committee of the Whole meeting of December 2, 2025.

(Aaron Engel/Kathy Ivey) Carried

3 Approval of Bills & Financial Reports – November 2025

Motion to approve the bills and financial reports from November 2025.

(Aaron Engel/Kathy Ivey) Carried

4 Reports

4.1 Director's Report

4.11 Vacancy Report

LPL currently has one full-time Associate position and one part-time Assistant position open. Director Wacek shared that the current plan is to fill the full-time Associate position internally and to externally post three part-time Assistant positions after January 1—the one currently open position, as well as two additional.

Looking ahead, each position will be assessed as it becomes vacant to determine whether it should be split into two part-time roles or converted from a full-time to a part-time position. Comparable libraries are being reviewed and consulted as part of this assessment. A 50:50 full-time to part-time staffing ratio through attrition is the long-term goal. The focus is on protecting current positions as much as possible while planning ahead and structuring staffing in anticipation of future budget challenges or cuts. This information was shared at December's all-staff meeting.

4.12 Operations and Services – Staff Updates

Staff met on December 4 for an all-staff meeting. Discussion topics included the current budget, potential future changes, and Staff survey results. The survey results were used as an opportunity for reflection on Staff feedback and to identify areas for organizational improvement.

As there is no monetary or policy component involved in selecting the mural color palette, a formal vote was not required. Consensus was reached in favor of mural color palette option 2. Members of the Art Board and Staff who were consulted also preferred option 2.

4.13 Construction Update

LPL is nearing the final stages of construction. The final total cost for the electrical panel is still pending. Ms. Wacek shared that she is confident the cost will be covered by remaining contingency funds and any 2026 carryover. City Finance Director Chadwick Hawkins confirmed that, if needed, assistance would be provided to cover any remaining costs.

Over the next few weeks, the construction crew will complete bathroom partitions and accessories, install a new wall in the computer area, and finish flooring and other final finishes.

It was discovered that change orders should have also been submitted to the Board of Public Works. As a result, all ten change orders will be presented at the next Board of Public Works meeting, along with any future change orders. This was an unintentional oversight and will be corrected moving forward.

5 Old Business

5.1 2026 Main Street Library Hours

Overall, Staff preferred option 1, which reduces Main Street Library weekly open hours by four hours by closing on Sundays.

**Motion to approve 2026 Main Street Library hours, option 1.
(Aaron Engel/Erin Raymus) Carried**

5.2 2026 North Community Library Hours

Overall, Staff preferred option 1, which reduces North Community Library weekly open hours by 12 hours by operating from 2:00–6:00 p.m., Monday through Thursday.

**Motion to approve 2026 North Community Library hours, option 1.
(Aaron Engel/Kathy Ivey) Carried**

5.3 North Community Library Closure Date

**Motion to approve North Community Library closure date of June 18.
(Erin Raymus/Aaron Engel) Carried. Abstentions: 1 (Araysa Simpson)**

5.4 Approval of 2026 Library Operating Budget

Director Wacek confirmed with City Finance that the figures and calculations in the 2026 Library Operating Budget aligned with City records. The Board reviewed the budget and specific line items.

**Motion to approve the final version of the 2026 Library Operating Budget.
(Aaron Engel/Kathy Ivey) Carried**

6 New Business

6.1 Feasibility Study Update – Proposals

A small feasibility study team was formed, consisting of Ms. Wacek, Business Services Supervisor Amber Leibundgut-Peterson, Board President Sue Anglehart, Board member Jess Thill, and a Friends of the Library member. The team met to review and discuss the four proposals received in response to the request. References are currently being contacted. A recommendation will be brought to the Board, and proposals will be distributed to Board members in advance for review.

7 Topics for Future Meetings

7.1 By-laws Review

7.2 Inclusive Holiday Closures Discussion

7.3 Board Education

7.4 Capital Improvement

7.5 2026 City Handbook Updates for Adoption

7.6 Position Changes – 1 Full-time Associate to 2 Part-time Assistants and 1 Full-time Assistant 2 to 2 Part-time Assistants

7.7 Approval of End of Fiscal Year Special Trustees Reimbursements

7.8 Approval of Vendor Selection – Feasibility Study

8 Public Comment / Other

Adjournment at 5:43 p.m.

**Motion to adjourn.
(Aaron Engel/Erin Raymus) Carried**