

CARY AREA PUBLIC LIBRARY DISTRICT - BOARD MEETING

Thursday, April 10, 2025

7:00 PM

Cary Area Library

1606 Three Oaks Road

MINUTES

1. Call to order, Board President, Jan Polep, called the meeting to order at 7:00 PM.
2. Roll call, Secretary- Present were Library Trustees: Gayle Booth, Tom Garvin, Theresa Hart, Scott Migaldi, Jan Polep, Christina Rank and Lisa Stordahl. Also present were Executive Director Mona Reynolds, Assistant Director Becky Oberhauser and Administrative Services Manager Dawn Ferree.
3. Approval of board minutes from:
 - a. Regular Board meeting March 13, 2025: The minutes from the regular Board Meeting of March 13, 2025 were reviewed. Motion to approve the minutes made by Booth, 2nd by Garvin. All ayes, motion approved. Hart and Migaldi abstained.
4. Communications:
 - a. Public Comment: None.
 - b. Correspondence:
 - i) ILA newsletter highlighted joint statement on recent changes at the ILMS. The Consortium of Academic and Research Libraries in Illinois (CARLI) received notification that it's Laura Bush 21st Century Librarian grant was terminated, along with another grant of which CARLI was a partner organization.
 - ii) ATLAS Annual Trustee Day on Saturday, May 17, 2025 at the Orland Park Public Library. All Library Trustees are welcome, let Reynolds know if you're interested in attending.
5. Treasurer's report:
 - a. March 2025, Treasurer Stordahl reported that the Library opened the month with \$ 3,297,565.93 and closed with \$3,157,658.06. The Library received no McHenry County Property Taxes or Lake County Property Taxes and no PPRT. Revenues of \$3,535.00 came from passport income as well as a non-resident fee of \$1,067.00. No grants were received. Motion to approve the treasurer's report made by Rank, 2nd by Migaldi. On roll call, all ayes, motion approved.
6. Approval of bills:
 - a. March 2025, Treasurer Stordahl reported that the total approval of bills, transfers and payroll through April 10, 2025 was \$331,952.43.
 - b. Bills paid included \$5,287.58 to Current Technologies, \$10,464.33 to Blue Cross Blue Shield and \$4,303.75 to Ebsco Publishing. Motion to approve March bills made by Garvin, 2nd by Booth. On roll call, all ayes, motion approved.
7. Statistics and Reports:
 - a. March statistics: Oberhauser reviewed statistics.
 - b. Department news: Board packet reports from each Library department were briefly reviewed.
 - c. Executive Director's report: Reynolds reviewed items outlined in her report in the Board packet.
 - d. Strategic Plan update: Reynolds/Oberhauser updated the Board on the Strategic Plan. As a result of the community leader meetings, the Library has created an e-newsletter focusing on the needs and interests of homeschooling families which will be distributed quarterly. Special populations program track guidelines have been finalized, and a plan for roll out is being developed.

- e. Staff presentation: None.
- 8. Unfinished Business: None.
- 9. New business
 - a. Discuss and decide: HR Source Salary Benchmarking Survey results and recommended Pay Grades for FY25/26: Reynolds reviewed benchmarking survey results and benefits of adopting recommended pay grades which included reducing staff turnover. A motion was made by Migaldi, 2nd by Hart to adopt a new pay scale based on benchmarking survey results to be used with new hires (and bring current staff to recommended targets). On roll call, all ayes, motion approved.
 - b. Discuss and decide: Legal services from Ancel Glink: A motion was made by Stordahl, 2nd by Migaldi to approve legal services with Ancel Glink as our legal counsel once our current counsel retires in June of 2025.
 - c. Discuss 75th anniversary celebration planning (anniversary in 2026): Ideas for ways to commemorate the 75th anniversary of the Cary Area Library in 2026 were discussed. Ideas included possible activities that could be provided throughout the entire year in addition to a possible one-day celebration. No exact dates have been proposed at this time.
- 10. Any and all other business the Board may wish to discuss: Dates were set for a budget meeting at 6:30 pm May 8th, 2025 directly prior to our regular Board meeting. There will also be a closed (Executive) session meeting to discuss the director's compensation and to review minutes. On June 12th, 2025, the Nominating Committee and Finance Committee will meet prior to the regular Board meeting, exact times TBD.
- 11. Adjourn- A motion to adjourn the meeting was made by Rank, 2nd by Migaldi. All ayes, motion approved. Meeting adjourned at 8:40 PM.

Respectfully submitted,

Secretary