

Waunakee Public Library
Library Board Meeting
Via ZOOM
Friday, November 19, 2021---7:45 AM

Join Zoom Meeting
<https://us06web.zoom.us/j/85020113219?pwd=ejB3TVZiZUxOZjd4ckxHdXNuM0ZVZz09>

Meeting ID: 850 2011 3219
Passcode: 438795

- I. Call to order
- II. Roll call: Annie Ballweg, Kathy Grosskopf, Melissa Hill, Erin Moran, Angie Ramos, Mike Ricker, Cathy Sheffield, Library Director Erick Plumb.
- III. Public Comment
- IV. Consent agenda
 - A. Approve October 15, 2021 Library Board Minutes
 - B. Approve Schedule of Bills
 - C. Approve Financial Reports
- V. Director's Report & COVID update
- VI. Old Business
 - A. Friends of the Library Update
- VII. New Business
 - A. Discussion of Collection Development Policy and nationwide book challenges
 - B. Discuss and Approve Art Display Policy
- VIII. Adjourn

Next Library Board meeting: Friday, December 21, 2021 @ 7:45AM in Community Hall, Waunakee Public Library

Notice is hereby given that the Village Board may attend this meeting. No action will be taken by the Village Board at this meeting.

Any person who has a qualifying disability as defined by the Americans With Disabilities Act that requires the meeting or materials at the meeting to be in an accessible location or form should contact the municipal clerk at (608) 850-8500, 500 West Main Street, Waunakee, Wisconsin.

Waunakee Public Library

Library Board Meeting

Friday, October 15, 2021- 7:45AM

Via Zoom

- I. Call to order:** Cathy called the meeting to order at 7:45 AM
- II. Roll Call:**
 - A. Roll call:** Present: Cathy Sheffield, Melissa Hill, Mike Ricker, Annie Ballweg, Kathy Grosskopf, Erin Moran and Erick Plumb. Not Present: Angie Ramos
 - B. Guests:** No guests
- III. Public Comment** No public comment
- IV. Approval of the consent agenda** Mike made a motion to approve the consent agenda. Annie seconded. Passed.
- V. Village Administrator Todd Schmidt reported on the 2022 Municipal Budget** Todd discussed the Health Insurance increase. That our Sunday hours were already adding to the budget. Explained that Property Tax calculations are complicated. He indicated that Chris Zellner wanted to hold the tax increase to 3.5%. He also discussed the Levy.
- VI. Director's Report & Covid update** Patron traffic has slowed a bit. Sunday hours are starting to uptick. They are working on more indoor programs with kids. The Mask Mandate was extended to November 5, there have only been a handful of patrons that have claimed medical exemption. Dave Cerutti, one of the Building Maintenance Supervisor, is retiring. He will definitely be missed. Amy Sampson has become a Notary Public, which gives us two on Staff. Brittany brought back some of the pre-Covid programs. Maker Monday was added to programming, the first project was felt monsters. Adopt a Reading Buddy was another new program to recognize National Library Card Sign-Up month. Kids chose a stuffed friend to adopt and read with. Courtney, along with the Building Connections team have met twice this month to discuss developing a year of bi-monthly programs related to race, poverty and social issues. She gave a tour to the Parkinson's Support Group to show them what the Library has to offer them.
- VII. Old Business**
 - A. Discuss and determine course of action for updated Strategic Plan Goal #6** Mike and Cathy presented Goal #6 to Foster an organizational culture of customer service, professional growth and innovation. The Board liked what was presented and will hold off until all goals are presented to finalize the Strategic Plan. Mike, Melissa and Cathy will meet to put all of the Goals together to present in November.
 - B. Friends of the Library Update** The Pop-Up Art Gallery Show in Community Hall is tomorrow, Saturday, October 16. This is a chance to thank some of our local artists for supporting the Friends of the Library. The Friends will be meeting on

Thursday, October 21. The Friends Craft Fair will be Saturday, November 20 at the Intermediate School.

- C. **Discuss and take action on 2022 Library Operating Budget Proposal** Erin made a motion to go into closed session. Melissa Seconded. Passed. Roll call was taken.

The Library Board may convene in closed session as authorized by Section 19.85(1)(c) of the Wisconsin Statutes for considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercise responsibility. The Library Board may reconvene in open session.

Angie made a motion to return to open session. Mike seconded. Passed.

Cathy made a motion to grant approval to Erick to submit the previous staffing as discussed over the Summer as our budget request.

VIII. New Business

A. None

- IX. Adjourn:** The meeting was adjourned at 9:00 AM on a motion by Cathy. Seconded by Mike. Passed.

Library Board Meeting: Friday, November 19, 2021 at 7:45 AM

Via Zoom

Respectfully submitted, Kathy M. Grosskopf, Trustee and Secretary

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October 2021

| Account | Vender | Amount |
|--|-------------------------------|-----------------|
| <u>100-551400-210 Outside services</u> | | |
| | Total | 0.00 |
| <u>100-551400-219 Automation levy</u> | SCLS | 0.00 |
| | Total | 0.00 |
| <u>100-551400-290 Leased items</u> | | |
| | Total | 0.00 |
| | Gordon Flesch | 287.55 |
| | | 0.00 |
| | Total | 287.55 |
| <u>100-551400-292 Maintenance contracts</u> | | |
| | SCLS | 0.00 |
| | Bibliotheca | 0.00 |
| | Midwest Alarm | 0.00 |
| | Total | 0.00 |
| <u>100-551400-311 Postage</u> | | |
| | Post Office | 45.09 |
| | Total | 45.09 |
| <u>100-551400-320 Publications, subscriptions and dues</u> | | |
| | WILS | 0.00 |
| | ALA | 0.00 |
| | National Notary Association | 119.00 |
| | Dept of Financial Institution | 40.00 |
| | Total | 159.00 |
| <u>100-551400-330 Travel and training</u> | | |
| | SCLS | 0.00 |
| | UW- Madison | -225.00 |
| | WLA | 0.00 |
| | Hyatt | 154.77 |
| | Total | -70.23 |
| <u>100-551400-340 Programs</u> | | |
| | Pig | 31.84 |
| | Apple Music | 0.00 |
| | Amazon | 388.60 |
| | Michaels | 0.00 |
| | Target | 0.00 |
| | Dollar Tree | 18.00 |
| | Laura Keyes | 200.00 |
| | Dan Madden | 100.00 |
| | Christine Bright | 100.00 |
| | Zoom | 0.00 |
| | Hawthorn McCracken | 100.00 |
| | Jamie Statz Paynter | 75.00 |
| | Minuteman Press | 0.00 |
| | Thysse | 0.00 |
| | Post Office | 0.00 |
| | Total | 1,013.44 |
| <u>100-551400-341 Equipment</u> | | |

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| | | |
|---|-----------------------|-----------------|
| | Minuteman Press | 0.00 |
| | Amazon | 0.00 |
| | Nassco | 0.00 |
| | Laird Plastics | 0.00 |
| | SCLS | 0.00 |
| <u>100-551400-350 Repairs and maint</u> | Total | 0.00 |
| | | |
| | Total | 0.00 |
| <u>100-551400-380 Adult books</u> | | |
| | Amazon | 315.47 |
| | Baker and Taylor | 4,623.92 |
| | Barnes and Noble | 0.00 |
| | Wauaukee Tribune | 117.00 |
| | Total | 5,056.39 |
| <u>100-551400-381 Juvenile books</u> | | |
| | Amazon | 0.00 |
| | Baker and Taylor | 2,615.70 |
| | Penworthy | 0.00 |
| | The Dot Central | 0.00 |
| | Total | 2,615.70 |
| <u>100-551400-383 Serial subscriptions</u> | | |
| | Rivistas | 0.00 |
| | | |
| | Total | 0.00 |
| <u>100-551400-384 - Digital Materials & Computer Software</u> | | |
| | Amazon | 0.00 |
| | Demco Software | 0.00 |
| | TBS | 0.00 |
| | Verizon -Hotspots | 200.05 |
| | CDW - Adobe | 0.00 |
| | Total | 200.05 |
| <u>100-551400-385 Kit supplies</u> | | |
| | Amazon | 653.39 |
| | Minuteman Press | 33.60 |
| | LL Bean | 389.85 |
| | Pig | 0.00 |
| | Total | 1,076.84 |
| <u>100-551400-386 Audio materials</u> | | |
| | Blackstone Publishing | 741.66 |
| | Midwest Tape | 166.18 |
| | Amazon | 0.00 |
| | Findaway | 275.96 |
| | Total | 1,183.80 |
| <u>100-551400-387 Videos</u> | | |
| | Amazon | 291.75 |
| | Midwest Tape | 294.62 |
| | Debbie Howard | 0.00 |
| | Greta Productions | 0.00 |
| | Total | 586.37 |
| <u>100-551400-390 Other</u> | | |
| | Amazon | 180.95 |
| | Office Depot | 0.00 |
| | SCLS | 0.00 |
| | Ace Hardware | 0.00 |
| | Pig | 45.23 |
| | Demco | 216.29 |
| | Walgreens | 10.46 |
| | Minuteman Press | 947.91 |
| | Total | 1,400.84 |
| <u>100-551400-391 Personnel</u> | | |

100-551400-392 Public relations

| | |
|-----------------|-------------|
| Total | <u>0.00</u> |
| Minuteman Press | 195.08 |
| Fearings | 0.00 |

100-551401-210 Building serices

| | |
|----------------------------|---------------|
| Total | <u>195.08</u> |
| Masters Building Solutions | 0.00 |
| Reinders | 0.00 |
| Ahern Co | 0.00 |
| The Electricians | 178.50 |

100-551401-350 Repairs/Maintenance

| | |
|--------------------------|-----------------|
| Total | <u>178.50</u> |
| Nassco | 0.00 |
| Kraemer Air Filter Corp | 0.00 |
| Menards | 21.50 |
| Ace Hardware | 24.98 |
| Amazon | 0.00 |
| Schilling Supply Company | 305.05 |
| Capital Coffee | 751.20 |
| Walgreens | 19.69 |
| Waunakee Rental | 0.00 |
| Home Depot | 55.45 |
| Total | <u>1,177.87</u> |

220 fund

| | |
|------------------------------|-------------|
| Out of print | 0.00 |
| Waunakee Chamber of Commerce | 0.00 |
| Tee Public | 0.00 |
| Total | <u>0.00</u> |

| | |
|--------------------|------------------|
| Month Total | <u>15,106.29</u> |
|--------------------|------------------|

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VILLAGE OF WAUNAKEE
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 10 MONTHS ENDING OCTOBER 31, 2021

GENERAL FUND

| | PERIOD ACTUAL | YTD ACTUAL | BUDGET AMOUNT | VARIANCE | % OF BUDGET | PRIOR YEAR | |
|---------------------------|-------------------------------|------------|------------------|--------------|----------------|------------|------------|
| <u>LIBRARY OPERATIONS</u> | | | | | | | |
| 100-551400-110 | LIBRARY FULL TIME | 28,303.21 | 300,754.32 | 381,334.00 | 80,579.68 | 78.87 | 260,460.02 |
| 100-551400-120 | LIBRARY PART TIME | 26,117.72 | 254,750.71 | 327,654.00 | 72,903.29 | 77.75 | 259,642.54 |
| 100-551400-130 | LIBRARY FICA | 3,970.67 | 42,111.40 | 54,237.00 | 12,125.60 | 77.64 | 39,195.10 |
| 100-551400-131 | LIBRARY RETIREMENT | 2,757.51 | 32,024.60 | 38,690.00 | 6,665.40 | 82.77 | 30,412.50 |
| 100-551400-132 | LIBRARY HEALTH | 7,032.89 | 118,580.20 | 137,464.00 | 18,883.80 | 86.26 | 115,068.20 |
| 100-551400-133 | LIBRARY LIFE | 51.02 | 661.26 | 664.00 | 2.74 | 99.59 | 601.41 |
| 100-551400-134 | LIBRARY DENTAL | 706.77 | 8,072.37 | 9,843.00 | 1,770.63 | 82.01 | 6,363.55 |
| 100-551400-210 | LIBRARY OUTSIDE SERVICES | 99.00 | 832.00 | 2,864.00 | 2,032.00 | 29.05 | 840.00 |
| 100-551400-217 | LIBRARY SECURITY SYSTEMS | .00 | 323.40 | 1,220.00 | 896.60 | 26.51 | .00 |
| 100-551400-219 | LIBRARY AUTOMATION LEVY | .00 | 55,512.00 | 55,707.00 | 195.00 | 99.65 | 46,787.95 |
| 100-551400-225 | LIBRARY COMMUNICATIONS | 695.41 | 6,702.95 | 9,000.00 | 2,297.05 | 74.48 | 6,879.16 |
| 100-551400-290 | LIBRARY LEASED ITEMS | 582.43 | 4,782.11 | 4,980.00 | 197.89 | 96.03 | 3,983.74 |
| 100-551400-292 | LIBRARY MAINTENANCE CONTRACTS | 615.00 | 1,245.00 | 4,500.00 | 3,255.00 | 27.67 | 4,163.20 |
| 100-551400-311 | LIBRARY POSTAGE | 15.91 | 574.93 | 1,600.00 | 1,025.07 | 35.93 | 453.25 |
| 100-551400-320 | LIBRARY PUBS/SUBS/DUES | 199.00 | 1,332.00 | 2,805.00 | 1,473.00 | 47.49 | 1,265.55 |
| 100-551400-330 | LIBRARY TRAVEL/TRAINING | (40.00) | 990.00 | 4,200.00 | 3,210.00 | 23.57 | 1,760.72 |
| 100-551400-340 | LIBRARY PROGRAMS | 1,180.25 | 12,954.68 | 14,000.00 | 1,045.32 | 92.53 | 19,520.20 |
| 100-551400-341 | LIBRARY EQUIPMENT | .00 | 3,693.02 | 7,500.00 | 3,806.98 | 49.24 | 3,783.28 |
| 100-551400-380 | LIBRARY ADULT BOOKS | 4,399.79 | 35,023.06 | 40,000.00 | 4,976.94 | 87.56 | 31,154.95 |
| 100-551400-381 | LIBRARY JUVENILE BOOKS | 1,220.49 | 17,025.04 | 20,250.00 | 3,224.96 | 84.07 | 12,188.21 |
| 100-551400-383 | LIBRARY SERIAL SUBSCRIPTIONS | .00 | 8,278.90 | 7,995.00 | (283.90) | 103.55 | 8,136.44 |
| 100-551400-384 | LIBRARY COMPUTER SOFTWARE | 200.05 | 14,592.19 | 15,089.00 | 496.81 | 96.71 | 15,808.15 |
| 100-551400-385 | LIBRARY KIT SUPPLIES | 1,027.99 | 4,904.98 | 5,000.00 | 95.02 | 98.10 | 3,007.42 |
| 100-551400-386 | LIBRARY AUDIO MATERIALS | 780.35 | 6,947.82 | 10,500.00 | 3,552.18 | 66.17 | 6,412.28 |
| 100-551400-387 | LIBRARY VIDEOS | 588.68 | 6,561.96 | 8,500.00 | 1,938.04 | 77.20 | 6,887.84 |
| 100-551400-390 | LIBRARY OTHER | 686.61 | 9,457.17 | 31,270.59 | 21,813.42 | 30.24 | 10,589.51 |
| 100-551400-391 | LIBRARY PERSONNEL | .00 | .00 | .00 | .00 | .00 | 61.00 |
| 100-551400-392 | LIBRARY PUBLIC RELATIONS | 34.00 | 2,497.30 | 1,500.00 | (997.30) | 166.49 | 1,117.41 |
| TOTAL LIBRARY OPERATIONS | | 81,224.75 | 951,185.37 | 1,198,366.59 | 247,181.22 | 79.37 | 896,543.58 |

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VILLAGE OF WAUNAKEE
EXPENDITURES WITH COMPARISON TO BUDGET
FOR THE 10 MONTHS ENDING OCTOBER 31, 2021

GENERAL FUND

| | PERIOD ACTUAL | YTD ACTUAL | BUDGET AMOUNT | VARIANCE | % OF BUDGET | PRIOR YEAR |
|---|------------------|------------|------------------|-----------|----------------|------------|
| <u>LIBRARY BUILDING</u> | | | | | | |
| 100-551401-110 LIBRARY BLDG FULL TIME | 4,355.64 | 46,568.89 | 56,618.00 | 10,049.11 | 82.25 | 44,410.67 |
| 100-551401-120 LIBRARY BLDG PART-TIME | 917.44 | 15,297.18 | 22,234.00 | 6,936.82 | 68.80 | 15,332.28 |
| 100-551401-121 LIBRARY BLDG OVERTIME | .00 | 30.63 | .00 | (30.63) | .00 | 39.06 |
| 100-551401-130 LIBRARY BLDG FICA | 398.91 | 4,873.12 | 6,033.00 | 1,159.88 | 80.77 | 4,563.31 |
| 100-551401-131 LIBRARY BLDG RETIREMENT | 294.00 | 3,265.75 | 3,822.00 | 556.25 | 85.45 | 3,102.09 |
| 100-551401-132 LIBRARY BLDG HEALTH | 1,113.27 | 16,924.39 | 17,985.00 | 1,060.61 | 94.10 | 16,922.21 |
| 100-551401-133 LIBRARY BLDG LIFE | 5.62 | 53.65 | 54.00 | .35 | 99.35 | 52.33 |
| 100-551401-134 LIBRARY BLDG DENTAL | 137.78 | 1,536.21 | 1,687.00 | 150.79 | 91.06 | 1,531.82 |
| 100-551401-210 LIBRARY BLDG SERVICES | 529.26 | 14,530.30 | 30,698.00 | 16,167.70 | 47.33 | 10,924.22 |
| 100-551401-220 LIBRARY BLDG UTILITIES | 2,590.09 | 20,788.75 | 36,000.00 | 15,211.25 | 57.75 | 19,749.33 |
| 100-551401-221 LIBRARY BLDG GAS HEAT | 295.07 | 6,749.32 | 12,000.00 | 5,250.68 | 56.24 | 6,053.33 |
| 100-551401-341 LIBRARY BLDG EQUIPMENT | .00 | .00 | 1,445.54 | 1,445.54 | .00 | 4,625.78 |
| 100-551401-350 LIBRARY BLDG REPAIRS/MAINT | 1,179.76 | 11,775.08 | 21,000.00 | 9,224.92 | 56.07 | 22,508.06 |
| 100-551401-390 LIBRARY BLDG OTHER | .00 | 1,863.75 | 3,500.00 | 1,636.25 | 53.25 | 614.98 |
| TOTAL LIBRARY BUILDING | 11,816.84 | 144,257.02 | 213,076.54 | 68,819.52 | 67.70 | 150,429.47 |
| <u>DEPOT</u> | | | | | | |
| 100-551410-350 DEPOT REPAIRS/MAINT | 79.30 | 248.30 | 600.00 | 351.70 | 41.38 | 22.80 |
| TOTAL DEPOT | 79.30 | 248.30 | 600.00 | 351.70 | 41.38 | 22.80 |





1030243: Waunakee Library Forever Fund

| | 10/1/2021 To 10/31/2021 |
|---|--------------------------------|
| Balance | |
| Beginning Balance | 329,107.15 |
| Contributions/Gifts | |
| Contributions* | 0.00 |
| <i>*Contribution totals include net gift amounts for credit card gifts. Each credit card gift is assessed a merchant processing fee by the donor's credit card company of approximately 4%.</i> | |
| Transfers In | 0.00 |
| | 0.00 |
| Portfolio Gains (Losses) | |
| Investment Results, Net Of Fees | 7,050.59 |
| | 7,050.59 |
| Grants/Distributions | |
| Grants/Distributions | 0.00 |
| Transfers Out | 0.00 |
| MCF Support | (274.18) |
| | (274.18) |
| Ending Balance | \$335,883.56 |
| Cash Available for Grants as of 10/31/2021 | \$0.35 |

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Library Activity Report
Library Director Erick Plumb
November 2021

Library Activity & COVID update

- The Village Board restored the funding for the Circulation Manager and Community Engagement Librarian positions in the 2022 Operating Budget when they approved the budget at their November 15 meeting. Library staff are grateful for the Library Board's vocal support for restoring these requests to the budget, and thank the members of the Friends of the Library for their active support as well. Amy Sampson will begin her duties as Community Engagement Librarian on January 1 as originally planned, and Emily Harkins will move to Circulation Manager at that time. We thank the Village Board for their support and are eager to utilize the talents of these two staff members to further expand and refine our public services.
- PHMDC extended the county-wide mask mandate to November 27. Interestingly, they also stated that it is unlikely that they would extend the order beyond that date. For the library, that would mean a return to our practices of this past summer, in those gloriously hopeful months between mandates when we thought the pandemic was approaching the rearview mirror. Patrons would no longer be required to wear a mask, but staff in public areas will still mask. The major change between now and this summer is that a large cohort of kids ages 5-11 are now eligible to be vaccinated, which is quite a welcome development.
- The Library wrapped up our outdoor programming for the season at the end of October. The outdoor patio and backyard have been a godsend for us during the Pandemic. Programming shifted indoors for all ages, with pre-registration necessary to control capacity. It is wonderful to again see host storytimes inside the building again now that the weather has turned colder. Some of our young Storytime visitors had never been to a library program indoors prior to this month!
- The Library held our first ever hybrid staff meeting - in-person and streaming for remote staff - in October and again in November. The upgraded technology will allow us to stream in-person meetings and programs in a much more satisfactory manner going forward. The upgrades were made possible with ARPA grant funds.
- We have transitioned in November to all-indoor programming for all ages, utilizing Community Hall for all children's programming.
- The Friends of the Library will be hosting their annual Craft Fair and Bake Sale on Saturday, November 20 at the Intermediate School. The fair remains the prime fundraising event for the Friends of the Library and we look forward to another successful event.
- We have seen our after-school teen users return in force to pre-pandemic levels for the first time since the start of COVID. To say we are pleased to again see this population in large numbers again is an understatement. Throughout the past eighteen months, the Library has been missing the energy and "buzz" that our teen patrons provide. Beyond

the indoor spaces, it's been gratifying to see this group use the outdoor spaces after school, such as the patio and the backyard, where they frequently play football.

- Also on the teen front, we are introducing something called “the Care Cabinet” in the Young Adult area. YA Librarian Angie Hircock describes it below:

Starting this month, the Care Cabinet in the teen section will be fully stocked and available for our patrons. The cabinet contains basic personal care and school supplies such as tampons, deodorant, toothbrushes, pens, pencils, markers, etc. These items can be taken as needed by patrons. It also contains our new Take What You Need collection. This collection is comprised of resource books that teenaged patrons may need, but may be too embarrassed to check out or are too scared to have the official record reflect their interest. Topics include LGBTQ+, sex and consent, menstruation, depression, etc. These books are taken (not checked out) and hopefully returned for the next patron to use. With this Care Cabinet, I hope to reach teens where they are and reinforce the idea that the library is a safe and welcoming place as well as a reliable resource.

Further, I have approved a new after-school snack program for teens and tweens that will provide small snack bags for teens upon request. The Lakeside branch of the Madison Public Library has a similar program in place, and it helps to introduce and reinforce the bonds between library staff and this critical age group.

Youth Services Report by Brittany Gitzlaff

October was a fun month that brought plenty of community engagement. We once again offered a Village-wide scavenger hunt in partnership with the Village Center. I also represented the library at both Trunk or Treat and Schumacher's Halloween event. Each event easily saw hundreds of kids and exceeded everyone's expectations. We wrapped up our last week of outdoor programming with some very chilly temperatures and began opening up registrations for indoor programs in November. Cindy's STEAM and Maker programs continue to be very popular with registrations filling up quickly. The Craft Grab Bags put together by Jody are also very popular each month and we are rotating through more self-directed options for kids each month, so there is always something extra to do while they're here.

Adult Services Report by Courtney Cosgriff

In October, I hosted 6 programs and my book club. I met SCLS adult programming librarians to discuss program ideas, WLA, and other outreach opportunities. I met with Pheasant Branch Conservancy to discuss further outreach collaboration ideas. I am getting things together for our local art display that will begin in January 2022. I applied for and received a scholarship to WLA. Amy and I applied for a marketing grant which we unfortunately did not receive. I'm busy with planning winter programming and booking meeting rooms.

https://www.hngnews.com/waunakee_tribune/news/government/article_65155cec-daa6-5a59-975c-5459fda52bfc.html

HOT FEATURED

Waunakee Village Board OKs librarian promotions in 2022 budget

By Roberta Baumann tribnews@hngnews.com
Nov 16, 2021

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The budget funds promotions of two librarians at the new Waunakee Public Library
Contributed

The Waunakee Village Board adopted its 2022 budget Monday, one that includes a 3.52% expenditure increase and funds promotions of two librarians.

The library board of trustees had requested funding the promotions at the first budget hearing Nov. 1. One librarian has earned a master's degree, and the other has an IT specialty. Library Board President Cathy Scheffield was one of several at that meeting encouraging trustees' support. She said the promotions would allow the library to retain "two key employees that will go elsewhere for a full-time, professional position." Scheffield noted that the Waunakee library has fewer full-time professional librarians than other facilities in Dane County.

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Monday, during the second public hearing, village trustees expressed support for the promotions but cautioned the library board to keep spending in check in the future.

Village President Chris Zellner explained that he offers guidance to village staff at the onset of the budget process, asking them to keep spending increases to 3.5%. Department heads are asked to try to avoid expenditure increases. If not, they should make a request to the board, and trustees can also express their desires for spending increases or cuts.

“From my perspective with the library funding, it’s a tough one for me to do this because we have all our departments, whether it be public works to the Village Center... they all would like new employees and they would all like raises and they would all like to do different things,” Zellner said, adding he didn’t want others to feel slighted.

Zellner added that the library staff members deserve the promotions, saying he supported fully funding them. The village board should also make sure the new library has the resources to provide services to residents, Zellner added.

Trustee Bill Ranum asked about the library’s long-range spending plan and whether the Town of Westport contributes to the library.

Library director Erick Plumb noted that the library board had undertaken, as part of its five-year planning process, an examination of its staffing.

“The idea is that over the next five years, we would be implementing these changes in phases,” Plumb said. “We prioritized these two positions this year because they were existing positions, they were existing people moving to expanded positions as opposed to hiring somebody.”

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Westport and other surrounding communities pay for library services as part of its library tax through Dane County, Plumb said, noting the library receives approximately \$206,000 from the county.

Trustee Phil Willems said from a business standpoint, he has seen a 60-percent increase in positions sought for the library in five years.

“I think the board has listened and supported you,” Willems said. “Going forward, I think you’re going to have to be a little more prudent.”

Willems added that he wants to develop employees, promote them and retain them.

Trustee Sam Kaufmann also supported the funding, but advised the library board to be prudent.

Trustee Gary Herzberg added that he wished the village had a policy in place to reward employees who invest in their professions through training.

Trustee Nila Frye said Waunakee has a beautiful new library but the staff who provide the programming are more important.

“A library, along with the public schools, are one of the biggest equalizers in society, and that’s why we need to support our library, so everybody in town has the opportunity to get a book, get the resources, use a computer, and get something they can do without charge,” Frye said, adding that funding the staff will provide quality service and programming.

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The village board also approved an administrative staff reorganization, resulting in a \$27,729 reduction in spending, and reduced its contingency fund, along with its IT funding.

With the \$27,000 in library promotions, the increase in the 2022 budget includes a 3.52% expenditure increase over the 2021 budget. That is .05% more than the increase initially sought in the budget presented Nov. 1.

The promotions, along with other changes to the budget, bring the tax rate to \$6.213 per thousand dollars of assessed value; the village portion of property taxes on the average Waunakee home valued at \$374,396 will be \$2,326.

Roberta Baumann



Backlash to school books centering on race, sex and LGBTQ people turns into conservative rallying cry

By [Hannah Knowles](#) and [Hannah Natanson](#)

November 12, 2021 at 2:57 p.m. EST



The scene in Spotsylvania County this week unfolded like many others. A parent stepped up to a microphone in a nondescript room, glanced at a sheet of prepared remarks and claimed the school board in this tiny slice of Virginia was exposing her children to pornography.

The woman took issue with two books in particular: “Call Me By Your Name,” an acclaimed novel that centers on a gay relationship, and “33 Snowfish,” about three homeless teenagers. The American Library Association (ALA) included “33 Snowfish” on its list of Best Books for Young Adults in 2004, but this parent called it “disgusting” for its discussion of sexual abuse and child pornography.

Searching the district’s online library catalogue, she added, she found 172 hits for books including the word “gay,” 84 hits for books with the word “lesbian” and just 19 hits for books with the word “Jesus,” but “half of them are about Muslims,” she said.

The board voted unanimously to remove all “sexually explicit” books from the school district’s libraries for review. Now all 29 of the district’s librarians are searching tens of thousands of titles. “I think we should throw those books in a fire,” one board member declared.

Schools around the country are scrutinizing and sometimes pulling books from the shelves, as backlash to stories centering on race, sex and queer identities becomes part of mainstream Republican politics. Hailed as a winning message in the Virginia governor’s race this month, conservative rallying cries of “parental rights” have helped fuel a new wave of challenges and legal threats over even the most celebrated of titles, according to those who track book censorship.

Texas Gov. Greg Abbott (R) ramped up the rhetoric this week with orders for a statewide probe of potential “criminal activity” surrounding “pornography” in schools, days after calling out two LGBTQ memoirs recently pulled in some districts. South Carolina Gov. Henry McMaster (R) called the same day for a similar investigation. Citing “national attention,” a Kansas school district temporarily froze library checkouts of 29 books after one parent’s queries, lifting the hold this week after critics noted the district seemed to be breaking its policy of keeping materials available pending a review of complaints.

Among the titles put on pause are decades-old classics such as Margaret Atwood’s “The Handmaid’s Tale” and Toni Morrison’s “The Bluest Eye,” as well as a nonfiction account of the Ku Klux Klan.

“I find it profoundly disturbing that we’re accepting so easily the idea that books should be banned and burned and taken away,” said Deborah Caldwell-Stone, who directs the American Library Association’s Office for Intellectual Freedom. The virulence of the opposition in Spotsylvania County especially alarmed her.

“I thought we rejected that authoritarian impulse, you know, decades ago,” she said.

Others feel triumphant. Daniel Latham, a father who spoke at the Monday meeting in Spotsylvania, said he and a group of like-minded parents were inspired to review the school system’s library after reading news stories about parents challenging texts elsewhere in the country.

Latham went to the meeting to denounce mask-wearing mandates and teacher equity trainings as well as to urge the removal of explicit materials.

Parents nationwide have become increasingly active in the realm of education during the coronavirus pandemic, showing up to school board meetings to complain about virus-driven closures. As campuses reopened, they kept attending. Conservative parents' complaints have ranged in topic from vaccine mandates to teaching about racism.

Latham, who is White and calls himself a "conservative-leaning independent," said his parents group has a list of more titles they want to examine.

"I believe that should be the parent's choice to expose their children to graphic sexual content," the 40-year-old said. "If it's in the [school] library, I lose that choice."

Objections to books are nothing new, but they seem to have intensified over the past year, according to advocates of free access, with isolated complaints giving way to more concerted efforts that quickly spread to other areas, often propelled by social media. Caldwell-Stone traced an apparent rise in challenges to political outrage over topics such as LGBTQ sexuality and "critical race theory," a college-level academic framework that examines systemic racism in the United States but has become a catchall for conservative concerns about the way schools discuss race.

Citing fears that teachers are laying guilt on White children, some states have passed laws banning classes from broaching the idea that anyone should feel "discomfort" or "anguish" on account of their race or sex. Republican leaders have also sought to cut funding for schools that teach the New York Times' 1619 Project, and they have advocated "patriotic education" instead of what they call an excessive focus on the country's past and present wrongs.

Richard Price, a political science professor at Weber State University in Utah who tracks book challenges in schools and libraries, said they view leaders' recent embrace of these objections as "political opportunism."

Republicans are "trying to make sure that these parents stay angry and attack their schools because they want to make sure that energy is still there for next fall," said Price, who identifies as nonbinary.

Objections to books and school curriculums span the political spectrum, and some texts have also been nixed after complaints that they are out of step with progressive values. Last year, amid national soul-searching about racism in the United States sparked by the murder of George Floyd, people zeroed in on classics such as "To Kill a Mockingbird" for their portrayals of Black people or what some called a "White savior" character, according to the ALA.

A Los Angeles-area school district removed "To Kill a Mockingbird," "Of Mice and Men" and other novels from its core reading list after challenges, though the books remained available in the library. In response, a conservative youth group promised free copies.

"History is to be learned from, not erased anytime the whims of a leftist mob deem it uncomfortable," Young America's Foundation spokesman Spencer Brown said last year.

But the ALA's list of most-challenged books in 2020 is dominated by titles typically criticized by the right as "anti-police," "divisive," sexually explicit or immoral. An anti-racism book by Ibram X. Kendi and Jason Reynolds drew complaints that it did not cover racism against everyone, the ALA said. People said a novel about a transgender child did not reflect "the values of our community."

For many, the kinds of books drawing ire underscore that those eager for restrictions represent the views of a largely White, straight and cisgender group, at the expense of other communities that long struggled to find their experiences in mainstream literature.

"I'm writing for my former students. I'm writing the books that they couldn't find in our high school library," said Ashley Hope Pérez, a literature professor and former English teacher in Texas whose 2015 novel "Out of Darkness" — which delves into sex, sexual abuse and racism — was denounced this year as "pornography" not fit for students.

Pérez said she hears from readers who, like her, have experienced sexual abuse. In "Out of Darkness," she said, they can see

their suffering but also a character who “reclaims her right to joy.” Now, with her book in parents’ crosshairs, she also gets vicious messages and voice mails from strangers.

“Out of Darkness” was among the 29 books placed off-limits this month in the Goddard school district in Kansas, where officials have said very little about their reasoning. An unidentified parent reached out in September with questions about one book their child had checked out, according to the district, which shared a recent explanation to families and staff but did not respond to further questions from The Washington Post.

The parent followed up with a list of books “being challenged at school districts across the nation,” the district said in its note to families and employees on Wednesday, after the book freeze hit the news. A Nov. 4 email to principals and librarians — reviewed by The Post and first reported by KMUW in Wichita — had said that the district was “not in a position to know if the books contained on this list meet our educational goals.” So officials locked the texts down pending further review.

On Wednesday, the district announced that a committee decided to keep all the books “active.”

Similar stories have played out around the country. In Pennsylvania, a school district froze access to a long list of books and educational resources focused on people of color and anti-racism, including children’s picture books about civil rights icons Rosa Parks and Martin Luther King Jr. Officials reinstated the titles this fall after protests and months of vetting by an all-White school board.

“Teachers come to us scared,” said Emily Kirkpatrick, executive director of the National Council of Teachers of English. “Scared about their job, scared about respect in their communities.”

The council used to get one or two contacts a month from educators seeking help with formal book challenges or worrying school board conversations, Kirkpatrick said. “Now it is not uncommon for us to receive, four, five or six requests for help a day,” she said.

In Virginia, attempts to ban or restrict books in schools have surged, gathering renewed media attention and momentum.

In 2013, Fairfax County parent Laura Murphy tried to remove Toni Morrison’s Pulitzer Prize-winning novel “Beloved” from classrooms because she said its depictions of bestiality, gang rape and the murder of an infant gave her son nightmares. A few years later, the Republican-led General Assembly passed a bill that would have given parents the right to opt their children out of sexually explicit reading assignments, only to see the legislation, known as the “Beloved bill,” vetoed by then-Gov. Terry McAuliffe (D).

But the issue has bubbled back up. In late 2019, a group of Loudoun County parents forced the school system to remove at least five books with LGBTQ themes from elementary schools over complaints of inappropriate content. And in Fairfax County, school officials in September removed two LGBTQ texts from high school libraries after parents denounced the books for sexually explicit content.

The texts are undergoing review from two committees of teachers, parents, administrators and students over the age of 18, according to Fairfax County Public Schools spokeswoman Helen Lloyd. She said the committees will recommend whether to put the books back in school libraries later this month.

The fight over “Beloved” reemerged in the final week of the Virginia governor’s race, when Glenn Youngkin released an ad featuring Murphy and slamming his opponent — McAuliffe — for his veto of the 2016 bill.

The ad quickly racked up more than a million views. Youngkin won the governor’s race this month, with experts ascribing his success to his ability to reach suburban parents.

Less than a week after Youngkin’s victory, two school board members in Spotsylvania County — Rabih Abuismail and Kirk Twigg — said at a meeting that they wanted not only to remove sexually explicit books but also to destroy them.

"I think we should throw those books in a fire," Abuismail said, according to video of the board's recent meeting. Twigg added he would like to "see the books before we burn them."

Twigg did not respond to a request for comment. In an interview, Abuismail, who said he emigrated from Lebanon at about age 6 and is "devoutly Christian" but politically independent, apologized for his remarks. The 24-year-old said he "lost my mind [and] let my frustrations get the better of me" when parents began describing "33 Snowfish."

Abuismail said he does not want to burn books with sexually explicit content. Rather, he wants the texts removed from Spotsylvania libraries and donated to a "local community library." He said that books such as "33 Snowfish" do not contribute to children's education or prepare them for adult life and that public school libraries should stock texts that focus on basic subjects such as math, history and science.

"I do understand, being younger and on social media, there are platforms like TikTok and pornographic video games that are easily accessible to kids," Abuismail said. "But when it comes to schools, we should not be another outlet for kids to get their hands on sexually explicit material."

Board member Baron P. Braswell cautioned that the district is merely at the start of a review process. Braswell, a 60-year-old Black financial adviser and pastor, said he voted to reconsider sexually explicit books because he wanted to give school staffers adequate time to examine them and reinstate them if need be. He suggested the district will not pursue a "wholesale getting rid of books," which Braswell said he would not support.

He recalled how his own high school assigned "Huckleberry Finn" in the 1970s, and how he found the book's frequent use of the n-word offensive. But his parents never complained about the text to the school board, Braswell said, and he would not have wanted them to do so.

"I'm glad my mother let me be exposed to it," he said. "I know who I am, I am not going to let 'Huckleberry Finn' define me as a person, it never did. But it was an interesting story."

Others have similar reservations about simply taking books out of circulation.

Sarah Alley, a 38-year-old White mother to a Spotsylvania fourth-grader, worries that cutting off children's access to a book such as "33 Snowfish" could limit their growth and development.

"Kids reading books like that might be energized to go volunteer at a homeless shelter," she said. "Seeing this sad raw detail about the kids whose lives are affected by sexual assault may inspire them to seek out a career helping change kids' lives for the better."

Spotsylvania school staff tasked with wading through the district's books face a mountain of work, as the five high school libraries alone have 65,000 titles, said superintendent Scott Baker. He said a team of about three dozen people is working all hours on the job.

Baker, who is in his 10th year as superintendent, said the school system wants to be as responsive as possible to parental anxieties. He emphasized, though, that the district ultimately needs to provide compelling reading materials that are relevant and available to all kinds of students.

Rebecca Murray, a retired former school librarian in Spotsylvania County, foresees dire consequences if books are removed.

"When we start allowing parents or general citizens to walk into a school's library and pull books off the shelf, declare them pornographic or for whatever other reason," Murray said, "then we no longer have intellectual freedom in our school library."

Correction: A previous version of this article used incorrect pronouns for Richard Price, who identifies as nonbinary. The story has been corrected.

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Hannah Natanson is a reporter covering education and K-12 schools in Virginia. [Twitter](#)



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Materials Selection/Collection Development Policy

Introduction

The Board of Trustees of the Waunakee Public Library has adopted the following materials selection policy to guide librarians and to inform the public of the principles upon which the selections are made.

The Mission Statement of the Waunakee Public Library guides the selection of materials as it does the development of services and the allocation of resources.

The mission of the Waunakee Public Library is to make high-interest, high-demand materials readily available, as well as to actively support the lifelong learning and information needs of community residents of all ages and abilities. Special emphasis is placed on stimulating children's interests and appreciation for reading and learning, on integrating new technology with traditional library resources, and expanding access and services beyond the library's physical walls

The Library supports the individual's right to have access to ideas and information representing all points of view. The Board of Trustees of the Waunakee Public Library has adopted the American Library Association's LIBRARY BILL OF RIGHTS and THE FREEDOM TO READ statements, attached herewith.

Objectives

The Waunakee Public Library acquires and makes available materials which inform, educate, entertain, and enrich persons as individuals and members of society. Because of the volume of publishing, as well as the limitations of budget and space, the library must have a selection policy with which to meet community interests and needs. Included are works of enduring value as well as timely materials on current issues. In general, scholarly, highly specialized, or archival materials are beyond the scope of the Library's budget.

The materials selection/collection development policy is used by the library staff in the selection of materials and also serves to acquaint the general public with the principles of selection.

The materials selection/collection development policy, like all other policies, will be reviewed and/or revised as the need arises.

Responsibility for Selection

The ultimate responsibility for selection of library materials rests with the library director who operates within the framework of the policies determined by the Waunakee Public Library Board of Trustees. This responsibility may be shared with other members of the library staff; however, because the director must be available to answer to the library board and the general public for actual selections made, the director has the authority to reject or select any item contrary to the recommendations of the staff.

Criteria for Selection

To build a well-balanced collection of merit and significance, materials in all forms must be measured by objective guidelines. Since the library does not promote particular beliefs or views, the collection will contain various positions on important questions, including unpopular or unorthodox positions. The Library actively strives to ensure that materials representing many differing views and a broad diversity of human thought and creativity are represented in its collection. A balanced collection reflects a diversity of materials, not necessarily an equality of numbers.

Selection of materials will not be made on the basis of anticipated approval or disapproval, but solely on the basis of the principles stated in this policy. Responsibility for choosing what an individual will read rests with the individual. Responsibility for the use of library materials by children and young adults rests with their parents or legal guardians.

All acquisitions, whether purchased or donated, are considered in terms of the following standards. An item need not meet all of the criteria in order to be acceptable. Several standards and combinations of standards may be used, as some materials may be judged primarily on artistic merit, while others are considered because of scholarship, value as human documents, or ability to satisfy the recreational and entertainment needs of the community

1. The main points considered in the selection of materials are:
 - a. individual merit of each item
 - b. popular appeal/demand

- c. suitability of material for the clientele
 - d. existing library holdings
 - e. budget
 - f. relevance to community needs
2. Selection may be limited by the following factors:
- Physical limitations of the building
 - Price and format
 - Availability of low-demand materials in other library collections
3. The lack of a review or an unfavorable review shall not be the sole reason for rejecting a title which is in demand. Consideration is, therefore, given to requests from library patrons and books discussed on public media. Materials are judged on the basis of the work as a whole, not on a part taken out of context.
4. Selection of library materials will not be influenced by:
- The possibility that they may come into the possession of children or young adults
 - The liability of materials to theft or mutilation
 - The Library does not attempt to meet the curriculum needs of education programs. Textbooks are generally, not acquired.

Interlibrary Loan

Because of limited budget and space, the library cannot provide all materials that are requested. Therefore, interlibrary loan is used to obtain from other libraries those materials that are beyond the scope of this library's collection.

In return for utilizing interlibrary loan to satisfy the needs of our patrons, the Waunakee Public Library agrees to lend its materials to other libraries through the same interlibrary loan network, and to make an effort to have its current holdings listed in a tool that is accessible by other libraries throughout the state.

Gifts and Donations

The library accepts gifts of books and other materials with the understanding that they will be added to the collection only if appropriate and needed. If they are not needed because of duplication, condition, or dated information the director can dispose of them as he/she sees fit. The same criteria of selection which are applied to purchased materials are applied to gifts. Memorial gifts of books or money are also accepted with suitable bookplates placed in the book. Specific memorial books can be ordered for the library on request of a patron if the request meets the criteria established by the Board. It is desirable for gifts of or for specific titles to be offered after consultation with the library director. Book selection will be made by the director if no specific book is requested. The Waunakee Public Library encourages and appreciates gifts and donations.

By law, the library is not allowed to appraise the value of donated materials, though it can provide an acknowledgment of receipt of the items if requested by the donor.

Withdrawal of Materials

An up-to-date, attractive and useful collection is maintained through a continual withdrawal and replacement process. Replacement of worn volumes is dependent upon current demand, usefulness, more recent acquisitions, and availability of newer editions. This ongoing process of weeding is the responsibility of the library director and is authorized by the Board of Trustees. Withdrawn materials may be sold in the library book sale or disposed of by other means. Individual items that are being withdrawn may not be saved for specific individuals.

Requests for Reconsideration

The Waunakee Public Library recognizes the choice of library materials by library users is an individual matter. While an individual may reject materials for himself/herself, he/she cannot exercise censorship to restrict access to the materials by others. Recognizing that a diversity of materials may result in some requests for reconsideration, the following procedures have been developed to assure that objections or complaints are handled in an attentive and consistent manner. Selection of materials will not be made on the basis of anticipated approval or disapproval, but solely on the basis of the principles stated in this policy.

Responsibility for the reading of children rests with their parents or legal guardians. Selection of library materials will not be inhibited by the possibility that materials may come into the possession of children.

Library materials will not be marked or identified to show approval or disapproval of their contents, and no library material will be sequestered except to protect it from damage or theft.

Procedure for Requests for Reconsideration

A. Any individual expressing an objection to or concern about library material should receive respectful attention from the staff member first approached. This staff member should use his or her own best judgment in attempting to answer the concerns or clarify the situation. If the individual is not satisfied with the explanation received, the staff member should offer the options of speaking with a supervisor or filling out a "Request for Reconsideration" form. He/she may ask for a reconsideration in the following manner:

- 1) A "Request for Reconsideration" form (see Addendum 2) must be completed and returned to a staff member at the appropriate service desk. The form will be given to the head of that department, who will forward a copy of the form to the Library Director.
- 2) The Director will review the Request for Reconsideration and evaluate the items based on the Library's policy, needs and reviews in trade journals. The director may respond in writing to the individual, advising him/her of the decision and enclosing a copy of the "Selection Policy of the Waunakee Public Library".
- 3) If the individual desires further action, he/she may appeal in writing to the Library Board of Trustees, requesting a hearing before the Board. If a hearing is granted, the individual will be notified of when he/she may address the Board. The Board of Trustees reserves the right to limit the length of presentation and number of speakers at the hearing. The Board will determine whether the request for reconsideration has been handled in accordance with stated policies and procedures of the Waunakee Public Library. On the basis of this determination, the Board may vote to uphold or override the decision of the Director.



REQUEST FOR RECONSIDERATION OF LIBRARY MATERIALS

The trustees of the Waunakee Public Library have established a materials selection policy and a procedure for gathering input about particular items included in the library's collections. Completion of this form is the first step in that procedure. If you wish to request reconsideration of a resource, please return the completed form to the library director.

Waunakee Public Library
201 North Madison Street
Waunakee, WI 53597

Date _____
Your Name _____
Your Address _____
City _____ State/Zip _____
Phone _____ Email _____

Do you represent self? Or an organization?
Name of Organization (if necessary) _____

1. Resource on which you are commenting:
 Book (e-book) Movie Magazine Audio Recording
 Digital Resource Game Newspaper Other

Title of Item:

Author/Artist/Producer:

2. What brought this resource to your attention?

3. Have you examined, read, or viewed the entire resource? If not, what sections did you review?



4. What concerns you about the resource? Please be specific and list page numbers or sections when applicable. Attach additional sheets if necessary.

5. Are there resource(s) you suggest to provide additional information and/or other viewpoints on this topic?

6. What action are you requesting that the Library consider taking regarding this item?

Signature of person submitting reconsideration request: _____

Date: _____

The Waunakee Public Library appreciates your interest in the Library's collection. You will receive notification of the progress or decision of this request within: thirty (30) days from the date the form is received by the library.



APPLICATION FOR ART DISPLAY

Name of Individual/Organization: _____

Contact Name: _____

Contact Phone Number / Email: _____

Description of Art Display/Exhibit:

Nature & Number of Pieces (Attach separate sheet if necessary):

Will you be selling your pieces on display? _____ YES _____ NO

I understand that by submitting this form, I will comply to the Art Display Policy if my request is approved.

Signature

Date



ART DISPLAY & EXHIBIT POLICY

- Prior to display, all exhibits/artists must be approved by the Library. They will be responsible for the scheduling and organization of exhibits.
- The library reserves the right to reject any artist application and will make the final call on all submissions.
- The Library will work with artists in setting up displays. The library has the right to make the final decision on how all of its exhibits are arranged.
- The artist may not change, add to, or remove any items in a display during its scheduled time. Changes may only be made by authorized library staff.
- Artists will be in charge of creating any artist bio/statement for display next to the exhibit.
- Artists will be in charge of providing a price list for pieces if they choose to sell their work.
- All displays will be set-up and removed on dates determined by the library. The library has limited storage space. It is imperative that materials lent to displays be dropped off and picked up at designated times.
- The library is not responsible for theft or damage, nor does it carry insurance to protect items loaned for display. Insurance is the sole responsibility of the artist.