

**Eager Free Library
Board of Trustees Meeting
Meeting Minutes: November 25, 2025**

1. Call to Order

Brian Smith called the meeting to order at 5:01PM.

2. Roll Call

Trustees Present: Brian Smith, Jonathan Hollingsworth, Laurie Crandall, Gwen Clendenning

Absent: Eloise Eager, Ben Ladick, Idalia Winger

Also Present: Library Director Bronna Lehmann

3. Approval of Agenda

Clendenning motioned to approve as presented. Hollingsworth seconded. Unanimously approved.

4. Civility Reminder

Reminder from Smith to be civil during meetings.

5. Public Comment

None.

6. Motion to Waive the reading of the minutes of the October 28, 2025 meeting and approve them as printed.

Crandall moved to waive the reading and approve the meeting minutes as printed. Clendenning seconded. Motion carried unanimously.

8. Library Director's Report

Lehmann presented her report with updates on programming, staffing, maintenance, and books/etc. supply. Also, we will be updating the AG business room: \$1000 given from the city for this purpose. Piggly Wiggly community support program gave us \$1495.65!

9. Financial

Audit and approval of October check register

Hollingsworth motioned to approve the October check register. Clendenning seconded.

Roll call: unanimously approved.

Review of 2025 budget status: Still doing fine with the budget.

Library Treasurer's Report:

Clendenning reported \$163,223.71 in the two accounts. Smith reported that we have roughly \$209,000 at the start of 2025 and now \$234,000 in the investments.

9. Old business

- A. Update and possible action regarding Destree recommended immediate maintenance and repair items

- a. West door replacement – installed, some hardware will be finished in the spring, plaster will be repaired
 - b. Conference room / multi-purpose room wall damage – will have a quote at the December meeting to open, close, and paint in the conference room and multipurpose room.
 - c. South side sidewalk / drainage work – done except for downspouts attached—will be part of the roof work
- B. Update and possible action regarding hail damage repair projects
- a. Clay tile roof replacement with north and west entrance roof replacements – no update
 - b. Flat roof replacement – in process
 - c. NAMI RTU insulation repair – done this week
- C. Discussion and motion to approve 2026 Pay Philosophy
 We recognize a benefit to differentiating our staff's job descriptions so that we can better hire and retain employees. Crandall motioned to approve the 2026 Pay Philosophy with a 3.75% Jan. 1 wage increase and no Step increase in 2026. Clendenning seconded. Roll Call: Unanimously approved.
- D. Discussion and motion to approve the 2026 budget
 Hollingsworth motioned to the 2026 budget as presented. Crandall seconded. Roll Call: unanimously approved.

10. New business:

- A. Discussion and possible action to approve transfer of funds to City to reimburse payment for Destree maintenance and repair project items.
 No request currently.
- B. Discussion and possible action to approve Otis elevator entrance protection system proposal
 Hollingsworth motioned that we approve the Otis elevator entrance protection system proposal with a cost of \$11,903.08 to come from library funds. Clendenning seconded. Roll Call: unanimously approved.
- C. Discussion and possible action regarding plan for Library Director performance review
 We will go into a closed session meeting in December to discuss the Director's performance review.
- D. Discussion and approval of 2026 meeting dates
 Hollingsworth motioned to approve the 2026 meeting dates. Crandall seconded. Unanimously approved.

11. Adjourn:

Hollingsworth motioned to adjourn. Clendenning seconded. Motion carried. Meeting adjourned at 6:19pm.

Next Meeting: December 23, 2025, 5:00pm

Minutes by: Jonathan Hollingsworth

Note: These minutes are not official until approved by the Board at a meeting called and noticed for that purpose.