

**System and Resource Library Administrators Association of Wisconsin
(SRLAAW)
January 17, 2023 Meeting Minutes**

Date: Tuesday, January 17, 2023
Time: 2:00 PM – 3:30 PM
Recorder: Hannah Good Zima (NFLS)

1. **Call to Order** – Vreeke called the meeting to order at 2:03 p.m.
2. **Attendance** - Tracy Vreeke, Chair (NFLS), Steve Hesel, Vice Chair (MCFLS), Kristen Anderson, Treasurer (WRLS), Shelly Collins-Fuerbringer (LEPMPL), Garrett Erickson (Sheboygan PL), Shanneon Grant (La Crosse PL), Jeffery Gilderson-Duwe (Winnefox), Leah Giordano (Marathon County Library), Riti Grover (Monarch), Sue Heskin (Superior PL), Joan Johnson (Milwaukee PL), Karol Kennedy (Bridges), David Kranz (SWLS), Jessie Lee-Jones (Platteville PL), Sherry Machones (NWLS), Steve Ohs (PLLS), Steve Platteter (PLLS), Collen Rortvedt (Appleton PL), Rebecca Scherer (MCLS), Marla Sepnafski (WVLS), Bradley Shipps (OWLS), Clairellyn Sommersmith (Winnefox), John Thompson (IFLS), Martha Van Pelt (SCLS),

Excused: Sarah Sugden (BCL), Angela Zimmermann (Racine PL), Barbara Brattain (Kenosha), Greg Mickells (Madison PL), Bruce Gay (Waukesha PL)

Affiliated Organizations/Guests - Dr. Steve Conway, (Conway Consulting), Laura Sauser (WLA), Peter Loeffel (Wauwatosa), Isa Small (COLAND), Ben Miller (DPI),

3. **Proxy Announcements** – None
4. **Introductions/Welcome Guests** (Vreeke)
5. **Approval of the Agenda** (Vreeke)

Bradley Shipps made a motion to approve the agenda. Riti Grover seconded the motion.
Motion Carried

6. **Approval of the Minutes from November 1, 2022** (Vreeke)

Member Ohs made a motion to approve the November 1, 2022 minutes. Becky Scherer seconded the motion. **Motion Carried.**

7. **Library System State Budget Increase Request** (Conway)

After the last budget cycle's increase, DPI is requesting a \$10 million budget increase for library systems. DPI's request was large so the systems have some room to negotiate. If we ask for less, it will not undermine the DPI request.

Dr. Steve Conway, WLA & LD&L continue to meet with our Library Champion legislators & members of the JFC to discuss the current increase request. Many of the legislators find this number to be too big. However, if we can give them concrete evidence to how

the systems used the money and share plans on how systems will use the additional funding, we can justify this request. As part of negotiations, our back-up request will be a \$6 million increase in the next two-year budget cycle.

Dr. Conway needs the following information to support his efforts. Please include dollar (\$) amounts and the number of libraries that were impacted, if possible:

- Library stories
- How did your system use the last budget cycle increase? Provide examples to show how efficient systems are, how you economize and collaborate. Highlight items which provide services to their constituents.
- If your system received ARPA or LSTA funding, how was that funding used by the system or libraries?
- If an additional increase in the state budget is approved for this cycle, how does your system anticipate using the funding?

Member Input:

- a. How did your system use the last budget cycle increase?
 - a. Nicolet Federated Library System:
 - i. Used funding to increase delivery of library materials from 3 days a week to 5 days a week for our rural libraries throughout Northeast Wisconsin. It puts a wider variety of library materials into patrons' hands than their local library may provide on its own.
 - b. Winnefox Library System –
 - i. Provided staff cost of living increases.
 - ii. Provided funding for infrastructure projects for three libraries in the system: purchase of new boiler, roofing, electrical upgrades.
 - iii. Increased funding for Overdrive eBooks.
 - iv. Providing funding for digitizing and hosting primary and local history resources.
 - c. Manitowoc-Calumet Library System
 - i. Invested in a catalog app for patrons.
 - ii. Paid for catalog redesign, phone and text notifications for patrons.
 - iii. Increased marketing promotional assistance for libraries.
 - iv. Covered WPLC buy-in fees for all member libraries.
 - v. Purchased software which adds Accessibility features to website.
 - vi. Covering costs for all day staff training.
 - vii. Subscribed to Bookpage for readers advisory service for patrons.
 - viii. Increased internet at all libraries from 100 to 600 mb.
 - ix. Covering internet and phone costs for libraries.
 - x. Additional state aid allowed the system to enter into multi-year agreement for remote access and security software. Would not have been able to get discounts without the multi-year contract.
 - d. Milwaukee County Federated Library System
 - i. The system focus for past budget funding and any future funding was and is to decrease member library costs. Local

- municipal budgets are flat, and are failing to provide increases in library budgets which would help cover rising costs.
- ii. The system is trying to take on the additional costs at the system level to free up library budgets for direct services to patrons. This includes, adding more capacity for library support, community outreach, marketing resources to help bringing patrons back into to the library, purchasing electronic resources such as Gale Courses, and marketing them system-wide.
- e. Outagamie Waupaca Library System
- i. Increase in budget helped with the cost of relocating to a new office (\$40,000). However, were able to keep annual operation costs the same.
 - ii. Absorbed system-wide delivery costs which went up 36% between 2021-2022 in order to maintain service levels.
 - iii. Replaced outdated hardware for staff.
 - iv. Provided additional in-person training for technology support for library staff.
 - v. Absorbed many operational cost increases across the board.
 - vi. Increased capacity for providing timely technical support for library staff and public computers by creating a new tech support position. Position is funded by both OWLS and Nicolet.
 - vii. Increased funding to member libraries for providing services to non-residents which is otherwise not reimbursable by neighboring counties which are consolidated county libraries.
 - viii. Implemented a Bibliocommons discovery layer which improves the online catalog usability by patrons.
 - ix. Developing a Catalog app for all InfoSoup patrons.
 - x. Subsidized half the cost of rural libraries to participate in strategic planning.
 - xi. Increased budget for continuing education grants for library staff and trustees.
 - xii. Increased spending on Overdrive materials.
 - xiii. Contracted with a system-wide Inclusive Services liaison.
 - xiv. Conducting strategic planning with Nicolet to identify opportunities for collaboration and further cost-savings.
- f. Lakeshore Library System
- i. Increased funding for our Story Wagon Program – funding for youth performers and programs provided to all member libraries.
 - ii. Increased Overdrive funding and provided all libraries with funding for Hoopla content.
 - iii. Increased funding for professional development for library staff.
 - iv. Created Memory Kits for each library for patrons with memory and cognitive impairments.
 - v. Funded additional miscellaneous costs such as Overdrive magazines, online graphic design tools, etc., which frees up funding for local libraries.
- g. Arrowhead Library System

- i. 2022 was the last year of Arrowhead's operations due to merger with Lakeshores into Prairie Lakes.
 - ii. Took over two online resources which were previously paid for by grants.
 - iii. Paid for all library movie site licenses.
 - iv. Paid for continuance of online resources including Gale Courses and movie site licenses for 2023.
 - h. Bridges Library System
 - i. Increased funding for Summer Reading programming, online resources, and Hoopla funding for content.
 - ii. Funding allowed the system to absorb operational costs rather than cutting services to libraries or patrons.
 - i. Monarch Library System
 - i. Took on member library expenses for resources they provide to their community such as electronic data, eBooks, enhancing outreach with use of apps, and providing marketing materials.
 - ii. System also provides the network and hosting for all libraries websites which is more safe and secure.
 - iii. Instituted data backup protocols for system and member libraries.
 - iv. Instituted multifactor authentication requirements system wide.
 - v. Invested in delivery by providing safer and more reliable transportation vehicles.
 - vi. Invested in providing more online programs, such as Gale Courses, and we have added over 500 online courses through Universal Courses.
 - b. If your system received ARPA or LSTA funding, how was that funding used by the system or libraries?
 - a. Nicolet & Northern Waters
 - i. Received \$190,569 for the ARPA Grant for Tribal Library Community Outreach which impacted 4 tribal public libraries.
 - ii. The grant provided equipment for meeting spaces within the library for individual patrons or community groups to use to hold virtual meetings during the pandemic and beyond. The grant also provided funding for a consultant to train the libraries in community outreach to work with community partners and utilize the meeting spaces to provide direct services to patrons and community members.
 - b. Nicolet/Winnefox/Outagamie Waupaca/Manitowoc-Calumet Library Systems
 - i. The four systems formed a consortium and received \$200,000 ARPA Grant for Library Safety and Space Needs which benefitted 68 libraries.
 - ii. More information and pictures can be found at: <https://www.nfls.lib.wi.us/arpa-library-space-and-safety-improvement-grant.html>.
 - c. Monarch Library System
 - i. ARPA funding provided funding to extend RFID capabilities throughout the whole system. We are also providing all libraries with self-checkout equipment for all libraries. Total grant was for \$185,000. Upgrading network with new firewall for a cost of \$50,000. None of these projects would have been

- possible for our small and rural libraries if we did not receive this grant funding.
- c. If an additional increase in the state budget is approved for this cycle, how does your system anticipate using the funding?
 - a. Nicolet Federated Library System
 - i. Increase in funding will allow us to provide more direct services for our member libraries by:
 1. Focusing on needs/issues of our 4 WI tribal public libraries
 2. Ensuring the organizational health of our libraries, including providing resources for mental health, reduction of staff turnover, library director certification, library board training, developing library policies and procedures.
 3. Partnering with Bay Area Workforce Development and Brown County Library to provide additional workforce training opportunities.
 4. Partnering with Brown County Library with their Literacy initiative to raise third grand literacy rates.
 - b. Winding Rivers Library System
 - i. Will be focusing on third grade literacy projects and covering the costs for libraries to participate in Dolly Parton Imagination Library which gives out free books to your community if the library can pay for shipping.
 - ii. Legislator Vos recently said, “1. Real problem with learning loss...” Should we bring that to LLD? Yes! Making the tie with support for summer reading programs which eliminate summer slide and other literacy initiatives is valuable.
 - c. South Central Library System
 - i. Increasing salary for delivery drivers in order to retain qualified and reliable staff. The system must compete with Amazon and other large employers and must offer competitive wages. Without being able to retain talent and a stable workforce, we threaten the infrastructure of the entire delivery system statewide.

8. Member Discussion

- a. Recollection Wisconsin
 - i. Working with them in regard to their budget request. Recommendation for moving forward is that RW work on their own for their budget ask and separate from the library ask. Will continue to help but will set up their meetings on their own so their request is not diluted by larger system ask.
- b. Intellectual Freedom
 - i. Sen. Tittl (Lead) introduced a bill regarding computer filtering in all public schools and libraries. Sortwell and Jacque are also sponsoring. Have scheduled meeting with the members. Have a positive relationship with Tittl and will try to educate him the differences between school libraries and public libraries. Would like to have public libraries taken out of the bill completely. Will have a memo and handout to prepare people for LLD.
- c. Municipal Funding – This is going to be a long-term fight. The more information we can get, the more we can educate and advocate for at the state and local level.

- i. Example: Oshkosh Library - Flat local levy funding for 7 years. 76% of funding for Oshkosh Library comes from municipal funding. This is why the system funding is so important because it works as a band-aid for lack of municipal funding.
 - ii. SRLAAW will form a focus group ASAP to gather info and share by end of January.
9. **Next Meeting:** Monday, February 6, 2023, 1:00p.m., Madison Public Library, 3rd Floor
10. **Adjournment:** Joan Johnson made a motion to adjourn. Meeting adjourned at 3:36 p.m.