

**System and Resource Library Administrators Association of Wisconsin
(SRLAAW)
Q3 2023 Meeting Minutes**

Date: Friday, August 4, 2023
Time: 9:30 AM – 11:30 AM
Location: Marathon County Public Library
Recorder: Hannah Good Zima (NFLS)

1. Call to Order

The meeting was called to order at 9:36 a.m.

2. Quorum Determination

Members Present - Tracy Vreeke (Chair), John Thompson, Steve Ohs, Steve Platteter, Rebecca Scherer, Steve Hesel, Riti Grover, Sherry Machones, Bradley Shipps, Martha Van Pelt, Dave Kranz, Karol Kennedy, Kristen Anderson, Clairellyn Sommersmith, Marla Sepnafski, Karin Adams, Joan Johnson, Garrett Erickson, Sarah Sugden, Sue Heskin, Colleen Rortvedt, Bruce Gay, Shanneon Grant, Leah Giordano

Affiliated Members/Guests - Mark Jochem (SCLS/Library Workforce), Jennifer Chamberlain (WiLS), Kristen Whitson (Recollection WI), Ben Miller (DPI), Bruce Smith (DPI), Melissa Aro (DPI), Isa Small (COLAND), Steve Conway, Alyssa Woltring (CDC), Matt Shefchik (CDC)

3. Proxy Announcements

Cairellyn Sommersmith (WLS) will serve as proxy for Oshkosh Public Library.

4. Introductions/Welcome Guests (Vreeke)

5. Approval of the Agenda (Vreeke)

Rortvedt made a motion to approve the agenda. Grover seconded the motion. **Motion carried.**

6. Approval of the Minutes from April 26, 2023 (Vreeke)

Hesel made a motion to approve the minutes as amended to add Jen Chamberlain to the attendance list. Shipps seconded the motion. **Motion carried.**

Item 10, Increase to State Advocacy Fee, will be brought back for vote at future meeting.

7. Update on Library Broadband Services (Herman)

Ben Miller (on behalf of Bill Herman) provided information on the new TEACH contract. DPI is working with TEACH and AT&T and the migration. They focused on schools this summer and will focus on libraries during fall and winter. Working on providing libraries with at least a week's notice of anticipated downtime. Library staff will need to be on site during the

switch. Recommending that when systems receive info from AT&T you request to have switch over happen during the library's off hours.

Discount Internet Grant, part of the Affordable Connectivity Plan (ACP), is anticipated to begin Spring of 2024 and hoping to fill the positions for the grant by that time. We are waiting to see if the ACP will be funded beyond 2024. The hope is to roll out a program with prospects of continuation rather than a program that ends shortly after it is rolled out. Want to be able to fulfill our promises to the library communities. Still have an additional year to complete grant.

Internet discount finder now available. You can enter their address and indicate what social programs they are eligible for and will show them what discounts they would also qualify for. This is state funded and will outlive ACP funding. Working on training and marketing for the service for library staff.

8. Compensation Study Presentation by Alyssa Woltring of Carlson Dettmann Consulting (Heser)

Heser thanked the survey workgroup of Riti Grover, Becky Scherer, Emily Rogers, Jeff Gilderson-Duwe, and Sue Heskin, Dave Kranz of SWLS for acting as the fiscal agent and DPI for funding this project. Heser provided an overview of the study and why competitive wages are required to make libraries successful in the future.

Carlson Dettmann Consulting (CD) was chosen as consultants to conduct the survey. Alyssa Woltring and Matt Shefchik gave a report of their findings. They narrowed down the study to 46 classifications which represent all libraries across the state regardless of library demographic. The survey gathered data regarding pay range, benefits, leave, and work hours. They received responses from 305 of the 381 libraries surveyed.

Moving forward, Heser suggested ways to build upon the data including creating a toolkit for how local libraries and governments can use the data effectively. He will also work with DPI to continue to gather more data to compare to other local government departments and businesses with similar customer service jobs. He would also like to have standardized job titles libraries can choose from in the annual report.

Heser will send the report out and the group can discuss how to share with the larger library community. Need to understand how the libraries will use this info and what the next steps would be. Send questions and comments to Heser. Please weigh in on whether to create a toolkit and best practices for sharing.

Heser and DPI will continue to work at the local level to help libraires work with their municipality to understand the data, the value of the library and how to adequately fund the library and compensate staff.

Aro said DPI wants to add to the annual report a drop down for the library positions. Please share feedback regarding whether to use original 60+ job descriptions, the 40+ from this study or work to narrow down further?

9. State Budget Advocacy Update (Conway)

Dr. Conway gave a summary of the advocacy process and success during the budget adoption process. Sen. Felzkowski and staff member Stamena Ivanov, and Rep. Tony

Kurtz & his staff, were able to shepherd through at the last minute the budget increase without any cuts. Very positive feedback for how WLA, LD&L, libraries handled the process. Especially happy that we changed the base funding level. Thanks to the systems for showing up and attending the hearing sessions. Miller stated the working process between the groups was great and made the process easy.

Conway recommends starting right now to document what systems will be doing with the increases and continue to think about the next possible increase and what you could use it for.

Vreeke suggested that we document what questions came up from legislators and provide libraries with this info so everyone is informed and can educate legislators and the public. Conway added that if libraries have questions, bring them to LD&L and, through that channel, they will help answer those questions.

Conway will reach out and continue to work with systems to craft language around messaging and how to defuse conflicts. We want libraries to be proactive in responding and creating informative messaging.

Giordano discussed a new issue of her Board requesting information on implementing a rating system for library materials. Any help in that way would be appreciated. A discussion followed on the logistical challenges this would create. This info can come from publisher or another group. Miller and Machones shared that a current federal lawsuit regarding a rating system for libraries in Texas, is being monitored by both statewide and national library organizations. Machones also mentioned that ALA has a plethora of information regarding rating systems, which is currently a hot topic.

When things pop up LD&L is great at addressing these issues and defusing. Conway stated that many legislators are now also looking at the issue of access.

A discussion as to how the Intellectual Freedom committee could help ensued. Zima will approach IF Committee at the next meeting and discuss how to coordinate, organize, and disseminate information.

Machones stated some legislators in other states are trying to ban ALA from the state. If there are policies that libraries have that reference ALA, the policies may be attacked.

10. Treasurer's Report (Anderson)

Anderson provided a report regarding the current budget. Interest income is on track to triple from last year. Sugden made a motion to accept the Treasurer's Report. Kennedy seconded the motion. **Motion carried.**

11. LD&L Report (Gay)

Bruce Gay gave report re LD&L Committee and their success during budget cycle.

12. Library Workforce Connection Report (Formerly LAWDS) (Jochem)

Jochem submitted a written report. He highlighted the training for libraries regarding workforce development that will continue to be held across the state. He also highlighted an upcoming webinar for 8/9 on "There's an App for That" for social services apps.

13. **Affiliated Organization Reports:** Please review the written reports submitted by the following organizations:

a. **Recollection Wisconsin**

b. **DPI**

Miller reported that DPI and SRLAAW working group completed a facilities study and report will be released soon.

c. **WiLS**

Launching a listserv for Tech services staff called WITS.

d. **WPLC**

NY Times has offered statewide license. Details to be worked out if there is enough interest. Will be working through WPLC for subscription.

e. **WLA**

f. **COLAND**

14. Discussion Items

15. Member Roundtable

Jeff Gilderson-Duwe sent thank you to the group for the retirement gift.

Future agenda item: standardizing definitions for circulation reporting for consumables, items that may be automatically renewed, and passes for community attractions (ex: local museums).

Erickson asked if anyone is hearing about shared revenue? Sugden reported that there was no mention of shared revenue, but the county is looking at mandated and non-mandated services as an area for future cuts. Wage inflation within the county is hurting its budget and keeping the wages as-is will require cutting services.

Sugden reported that Jeff Gilderson-Duwe will be consulting for Brown County Library. Connie Meyer will be joining the NFLS Board as a Brown County rep.

DPI is getting lots of questions about equalized value from County Clerks.

16. Next Meeting:

WLA Annual Conference, Oct. 24, 2023, Madison Marriott West, Middleton

17. Adjournment

Giordano made a motion to adjourn. Meeting adjourned at 11:36 a.m.

Respectfully Submitted,
Hannah Zima, NFLS