

Minutes / Meeting of the Board of Trustees /Waverly Public Library
Tuesday 11 November 2025 / Waverly Room, Waverly Public Library

Board members present: Diana Blake, Bob Wharram, Jim Janssen, Erin Jones, Elaine Main, Deanna McCue, Michael Sherer, James Perry (joined meeting at 6pm); Also present: Steve Main (Friends of the Library), Sarah Meyer (library director), Ann Rathe (City Council Liaison). [Absent: Angie Wessel].

1. **Call to order** at 5:17 p.m.
2. **Agenda** was approved.
3. **Minutes** from October were accepted with edits to item #10.
4. **Financials.** Meyer highlighted items of interest. She voiced concern that 75% of the building maintenance and repairs line item has already been spent and HVAC has not been included. The report was approved per standing resolution.
5. **Budget and Finance.** The committee will bring a 26-27 budget proposal for approval in December, the month City of Waverly will gather budget requests from departments.
6. **Staff Remuneration.** Meyer indicated local library clerks are on the low end of the remuneration scale compared to similarly-sized Iowa libraries in similarly-sized communities. Currently the beginning wage is \$13.50/hour. She proposed an increase to \$16/hour as a starting wage, to begin 1 July 2026. Total annual cost for the increase will be approximately \$5,400. Proposal moved by Janssen, seconded by Wharram. Carried.
7. **Director's Salary.** Janssen moved, Main seconded that the board commit itself to supplementing the library director's salary over the next two years by identifying sufficient funds in the 2026-27 budget in order to provide a \$2,500 payment to be over and above whatever salary increase is generated from the normal annual percentage increase; and that the same budgeting process is to be followed in the 2027-28 fiscal year. Approved.
8. **Property and Grounds.** Wharram indicated the library fireplace is not functioning properly. Solutions are being explored. He explained two of four HVAC compressors are off line and the other two could fail. The unit is nearly 30 years old. The cost for a new system may run to \$300,000. Janssen suggested the city would have to cover the cost. Wharram indicated HVAC problems have allowed a disagreeable odor in the teen room. Solutions are being explored. He

indicated building a garage for the Bookmobile might be feasible in the \$75,000 range.

9. **Personnel and Policies.** Main reported that goal setting generated by a recent community focus group will be reviewed and acted upon in December.
10. **Special Projects.** A request has been received to fund attendance for the WPL librarians at the Public Library Association 2026 convention, April 1-3 in Minneapolis. Proposed expenditure: \$5,247. Proceeds from the WPL endowment funds are available. Moved (Janssen), Seconded (Sherer). Carried.
11. **Library Foundation.** McCue reported good returns are being realized in the investment account. Current total is around \$450,000.
12. **Friends of the Library.** Steve Main reported the group managed a \$30,000 budget in the current year, two-thirds of which has been spent.
13. **Bremer County Library Association.** 2026-27 budget requests from the seven public libraries in Bremer County averaged a request for a 5.5% increase. The County Board of Supervisors has not increased financial support in recent years.
14. **Director's Comments.** Meyer reported that the Carnegie Foundation is donating \$10,000 to each Carnegie library in the U.S. Since Waverly Public Library began as a Carnegie library, WPL should be eligible for such a grant. Meyer reported she will soon meet with another parent concerned about "unfiltered library internet access." A previous such meeting was held with several parents.
15. **Adjournment** at 6:57 p.m.

Submitted by Michael Sherer, Secretary of the Board