



Minutes of the Library Board Meeting, September 16, 2024

A Regular Meeting of the Board of Trustees of the Cadillac Wexford Public Library (“CWPL” or “Library”), commencing at 6:00 p.m. on September 16, 2024 was held at the Buckley Library in Buckley, Michigan. Trustees present included Carol Blake, Linda Kimbel, Lindsay Rumohr, Eric Seguin and William Swank. Also attending the Regular Meeting were Director Tracy Logan-Walker; CWPL employee Jayne Walker; Buckley Library Manager Susan Utter; and Wexford County Commissioner Ben Townsend.

- 1. Call to Order, Roll Call:** Chairperson Linda Kimbel called the Meeting to order at 6:03 p.m.
- 2. Additions to the Agenda:** There were two additions to the agenda. Under New Business, Director Tracy Logan added Item 9.3 “Patrons & Shoes in the Library”, and Item 9.4 “Earned Sick Time Act”. *Trustee Lindsay Rumohr moved to approve the Agenda of the September 16, 2024, Board Meeting as amended. The Motion was duly seconded by Trustee Carol Blake and, with no further discussion, approved unanimously.*
- 3. Minutes:** *Trustee William Swank moved to approve the Minutes of the August 19, 2024, Board Meeting. The Motion was duly seconded by Trustee Eric Seguin and, with no further discussion, approved unanimously.*
- 4. Public Participation:** None.
- 5. Communications:** None.
- 6. Director’s Report:** Director Logan brought the Board’s attention to the nice comment about the Library that was shared on the “Overheard in Cadillac” Facebook account.
- 7. Financial Reports/Current Bills:**
 - 7.1 Financial Reports/Current Bills:** *Trustee Blake moved to approve the financial statements and disbursements, as per the check detail reports, for August, 2024. The Motion was duly seconded by Trustee Rumohr and, after no further discussion, approved unanimously.*
- 8. Old Business:**
 - 8.1 Strategic Planning:** Trustee Rumohr shared a need to get feedback from county wide community leaders. She took suggestions from the Board members of people and organizations in which to send a short email survey. The Board members

agreed to help Trustee Rumohr make follow up phone calls a week after the emails get sent out.

9. New Business:

- 9.1 Heavy Weather Policy: Director Logan requested changing the name of this policy to “Emergency Closing Policy” as not every reason to close has to do with weather. After looking over and discussing other changes to the policy, the following Motion was made: *Trustee Rumohr moved to approve the Emergency Closing Policy as presented. The Motion was duly seconded by Trustee Blake and, with no further discussion, approved unanimously.*
- 9.2 80/20 Resolution: Director Logan explained that passing this resolution is required yearly by law. *Trustee Seguin moved to approve CWPL Resolution No. 2024-01 which adopts the Section 8 “Exemption” Option for the up-coming year, 2025, as set forth in Public Act 152 of 2011. The Motion was duly seconded by Trustee Swank and, with no further discussion, approved unanimously.*
- 9.3 Patrons & Shoes in the Library: Director Logan informed the Board of an encounter with a gentleman who was not wearing shoes. The gentleman was asked to put on his shoes or leave (per Library policy) and he respectfully chose to leave. However, he sent Director Logan an email citing that it was illegal to require shoes to be worn in the Library. Director Logan contacted the Library’s attorney who informed her that the patron’s rights in this situation depended on his reason for being shoeless. Apparently, there is an exception for “religious, medical, or cultural” reasons. The attorney is putting Director Logan in touch with another lawyer who specializes in this particular matter. Note: none of the above reasons were given by the individual in his email to Director Logan.
- 9.4 Earned Sick Time Act: Director Logan informed the Board that, according to a new law, as of February 21, 2025, CWPL must allow part-time employees to earn 1 hour of sick time for every 30 hours of time worked. This will require the Library to keep track of the accrual of sick time and will also require changes to be made to the Library’s Employee Handbook in the next few months.

10. Next Meeting: A Regular Meeting of the Board will be Monday, October 21, 2024 at the Cadillac Library in Cadillac, Michigan at 5:30 p.m.

11. Adjournment: There being no further business before the Board, a *Motion by Trustee Blake to adjourn was duly seconded by Trustee Rumohr and, with no further discussion, approved unanimously.* The Regular Meeting was adjourned at 6:45 p.m.

Recorded by Jayne Walker