Lane Library District

Regular Meeting of the Lane Library District Board of Directors

Tuesday, September 23, 2025, at 6:00pm at the Creswell Library and via Zoom.

Attending: Public: None; Board Members: Eric Cullander, Erin Weatherly, Andrew Morgan, Lisa Linnell Olsen. Nick Caum, Library Director. Vicki Hemphill was absent.

Regular meeting of the LLD Board convened at 6:01pm by Eric C.

There was no public present.

Consent Calendar:

Lisa O. pointed out that her name was misspelled in the previous meeting's minutes. Lisa O. and Andrew M. will get together to work on reconciliation training.

Lisa O. moved to accept the Consent Calendar with the typo fixed. Andew M. seconded. All present voted in favor. The motion passed.

Financial Report:

Nick C. reported that in addition to the computers that were purchased, and show on this report, he needed to purchase new monitors for them. That added cost will show up next month. Andrew M. moved to accept the financial report as presented. Erin W. seconded. All present voted in favor. The motion passed.

Old Business:

Solar Light Installation Update:

Nick C. said he left this on the agenda because he hoped to have an installation date to share but hasn't gotten one yet.

Staffing, Pay Scales, and Positions for Approval:

Lisa O. appreciated the detail in the minutes. Nick C. stated that he did not receive any further questions from any board members about the proposed changes to pay scales. Eric C. asked if anyone had any questions at this point. The board had no further questions but proceeded to review the information from the previous meeting. Lisa O. moved to increase the Bookkeeper/Library Assistant base pay from $19.28/hr to $21.00/hr. and increase the differential from $0.25 to $1.00 for the Volunteer Coordinator. Erin W. seconded. All present voted in favor. The motion passed.

New Business

Director Review Update:

Nick C. said he worked with Vicki H. to set up the staff evaluations and opened up the evaluations to any volunteers who would like to submit feedback. The evaluations are due back on 10/14. The review will take place at the next meeting.

Board Governance Policy for Review:

Nick C. suggested some minor changes. However, the bigger issue is that this policy conflicts with the Public Meeting Policy of the District. Nick C. suggested unifying the two policies then sending them to the District's legal counsel. The counsel will review for the legality of the policy but Nick C. will also ask if the section in the Board Governance Policy that is about Public Meetings can be dropped and instead point to the District's Public Meeting Policy.

Announcements:

Nick C. reminded the board, especially those that were just reelected, that board members need to complete public meetings training once per term.

Housekeeping items like changing a meeting time or date can be done via email with everyone without it counting as a public meeting.

He also reminded the board that they are responsible for him (the director) and that the director is responsible for the staff. Meaning that a board member cannot tell a library employee what to do. The board sets policy, the staff implements it.

Nick C. also pointed out that public meetings are being scrutinized by the public at a very high level. He said that the District does a really good job but to just remember to keep following those laws. He also stated that public records requests are being used as a tool to hamper other special districts.

Next Meeting Time and Agenda Items: The next meeting is scheduled for October 28th at 6pm. The agenda will include The director review, Board Governance Policy, and the next policy for review the Public Records Policy.

Regular Meeting adjourned at 6:47pm by Eric C.