



REGULAR MEETING OF THE SHOREWOOD LIBRARY BOARD OF TRUSTEES

December 10, 2025
Meeting Minutes

Present:

- President Jonathan Smucker
- Vice President Kara Espera
- Trustee Anjum Alden
- Trustee Scott Gronert
- Assistant Director Noah Weckwerth
- Library Office Manager/Confidential Secretary Angela Andre
- Friends of the Shorewood Public Library President Mary Armstrong

Excused:

- Director of Library Services Hayley Johnson
- Shorewood School District Superintendent Dr. Laurie Burgos
- Trustee Patrick Linnane
- Trustee Wesley Warren

Call to Order: President Smucker called the meeting to order at 5:30 PM

Statement of Public Notice: President Smucker confirmed that the meeting was properly noticed and posted according to law.

Public Comment: None

Consent Agenda: Vice President Espera moved to approve the agenda, the minutes from the November 12, 2025 meeting, and accounts payable reports. Trustee Gronert seconded, and the motion carried by a vote of 4-0.

INFORMATION – Library Statistics

INFORMATION – Director of Library Services Report

STAFF UPDATE

Nicole Berzin started as the Assistant Village Manager on Monday, December 1, 2025. Nicole will be serving as staff liaison to several volunteer committees as well as the human resources contact for the Village.

LIBRARY DONATION

On Thursday, December 4, 2025, Shorewood Public Library received a \$500 donation from the Sally J. Lewis and Kathleen M. Rivera Fund. The grant designation is "for where it's

needed most." The donation has been deposited, and will more than likely go towards 2026 collection development and/or programming.

WISCONSIN LIBRARY ASSOCIATION ANNUAL CONFERENCE REPORT

In October 2025, Community and Adult Services Librarian Kayla Champagne attended the Wisconsin Library Association Annual Conference: Be the Change. Kayla provided a brief overview of her experience which Director Johnson shared with the board.

ACTION – 2026 Budget and Tax Levy Request

At the September 10, 2025 Shorewood Public Library Board of Trustees meeting, the board approved a \$1,014,193 tax levy request from the Village of Shorewood to fund the 2026 proposed library budget. At the November 17, 2025 Village of Shorewood Board of Trustees meeting, the board approved the 2026 Village of Shorewood budget, including the tax levy allocation for the library.

MOTION: Trustee Gronert moved to adopt the 2026 Shorewood Public Library budget, including a request for \$1,014,193 in tax levy funds from the Village of Shorewood. Vice President Espera seconded, and the motion carried by a vote of 4-0.

INFORMATION – 2025 Q3 Greater Milwaukee Foundation Grant Letter

ACTION – 2026 Pay Ranges

Each year, the Village of Shorewood Board of Trustees considers and typically adopts a Cost of Living Adjustment (COLA) for all Village employees.

At the September 10, 2025 Shorewood Public Library Board of Trustees meeting, the board voted to adopt a three percent COLA for all library staff (except the library aide and shelvers) in 2026.

MOTION: Trustee Gronert moved to adopt the 2026 Shorewood Public Library pay ranges which reflect a three percent Cost of Living Adjustment (COLA). Vice President Espera seconded, and the motion carried by a vote of 4-0.

ACTION – 2026 Holiday Closings

Director Johnson proposed closing the library on the following 2026 holidays which conforms to past practice and the Village of Shorewood memorandum that was shared with all village employees on Tuesday, November 11, 2025 by Village Manager Rebecca Ewald.

New Year's Day	Thursday, January 1, 2026
Easter Sunday	Sunday, April 5, 2026
Memorial Day	Monday, May 25, 2026
Juneteenth	Friday, June 19, 2026
Independence Day	Saturday, July 4, 2025
Labor Day	Monday, September 7, 2026
Thanksgiving Day	Thursday, November 26, 2026
Friday after Thanksgiving	Friday, November 27, 2026
Christmas Eve	Thursday, December 24, 2026

Christmas Day
New Year's Eve

Friday, December 25, 2026
Thursday, December 31, 2026

Also, per Village of Shorewood Human Resource Manual 6. B. 3., "Library employees receive two (2) floating holidays to be used within each calendar year. Library employees receive one (1) additional floating holiday in lieu of the Spring Holiday (Friday before Easter) awarded to other Village employees. To receive the extra day, the employee must be currently employed by the Library at the time of the Spring Holiday."

Independence Day is on Saturday, July 4, 2026. Because the holiday falls on a weekend, Village of Shorewood departments are closed on Friday, July 3, 2026 in observance. Library options for the Independence Day holiday include closing Friday, July 3rd or awarding an additional floating holiday to be used in 2026. Based off feedback, Director Johnson's recommendation is to award the additional floating holiday.

MOTION: Trustee Gronert moved to adopt the 2026 Shorewood Public Library holiday closures as presented, including awarding benefitted library staff floating holidays for the Spring Holiday and Independence Day observance. Vice President Espera seconded, and the motion carried by a vote of 4-0.

INFORMATION - Trustee Essentials Handbook *Chapter 25: Liability Issues*

Items for Future Consideration

Adjournment: The meeting was adjourned at 5:50 PM.

Recorded and submitted by Library Office Manager/Confidential Secretary Angela Andre
on the 10th day of December 2025