ALICE BAKER MEMORIAL LIBRARY BOARD MEETING MINUTES
Approved

Call to Order: R. Spurrell called the meeting to order at 6:30pm on July 13, 2026.

Roll Call: R. Hajewski, M. Faretta, R. Spurrell, K. Anderson, L. Kugel, and H. Lang were present. M. Rice was excused. Also present were A. Chase, S. Lottes Johansen, and many citizens.

Pledge of Allegiance: R. Spurrell led the Pledge of Allegiance.

Announcement for possible closed session pursuant to WI State Statute §19.85(1)(c) for consideration of employment for a new library director: R. Spurrell announced the preceding.

Public Comment: R. Spurrell asked if there was any objection by Board members to allow public comment since it was not on the agenda and normally is. There was no objection.

Shawn Lang from Matthew Lane thanked the Board for engaging in this policy revision. He stated it was an abdication of responsibility for the previous Board to place a huge burden on the Director by not outlining guidelines for selection. He called for adoption of the Collection Development Policy as it is currently revised, which does not involve truncating freedom but rather does not use his tax money irresponsibly. He stated that the lowest common denominator in society should not be allowed to determine what kids can access. He called for immediate action to be taken to protect the kids and stated the library should not be the corner porn pusher.

Carl Millard from Criglas recommended protecting kids who are not developmentally prepared to receive sexually explicit materials. He cited many laws and regulations requiring age minimums or age verification, including getting a tattoo or viewing PG-13 or R-rated movies in the theater. He stated the European Commission is considering age-verification requirements for social media, 24 U.S. states require age-verification for adult content websites, and 18 more states are considering legislation on this topic. The Library Board and staff have a responsibility to protect kids, and he called for action tonight on this policy. He stated that in the same way there is a First Aid kit and fire escape in the library to protect public safety, protections should extend to materials children have access to. He read Article I, Section 22 of the WI State Constitution, stating that "The blessings of a free government can only be maintained by a firm adherence to justice, moderation, temperance, frugality, and virtue, and by frequent recurrence to fundamental principles." He urged the Board to uphold virtue and moderation by adopting protections for children.

Rick Kugel from Ulrickson Road echoed the two previous comments.

Katherine Reubel from State Road 59 emphasized the need to protect justice, freedom, and equity; she stated that children under 18 should not access certain materials. She called for the Board to abide by WI Statute 948.11 to protect children. She cited the American Association of Pediatrics which recommends filters and blocks for children. She cited the movie theater prohibiting children under 18 from viewing R-rated films. She asked the Board to proceed with sexually explicit information being in adult-only sections, that a child would need to be with an adult to view them, and that harmful materials would be marked with warnings, just like cigarettes. She called for the Board to protect children.

M. Rice arrived at 6:36pm.

Sarah Lottes Johansen from Pleasant Street spoke as a mom of two young children and an employee of the library. She stated that the policy needs more work to allow library patrons to go about the library freely. The library is not peddling material but should not be putting it behind lock and key. If a 12 year old is reading at a teen level, the parents should decide what they are reading. She has no qualms letting her kids walk through the library; if they see a book she does not want them

to see, she as the parent would decide not to allow them access. She stated the policy is not there yet.

Colleen Richardson from Township Road X stated she moved to Eagle to live in a wholesome place for herself, her children, and grandchildren. She wants the Eagle Library to be a safe and wholesome place. She does not want to have to watch everything her grandchildren do. If parents want to provide harmful materials to their children, they can do that elsewhere.

Hannah Lang read a comment messaged to her by Jenny Schroepfer on Nature Road. Jenny commented on a few rumors in case they were true. She reported they are very against withdrawing from the Bridges system, they are against removing "R" rated movies from the library, and they have some concerns over who determines what is "Harmful to Children". She reports they would rather see less government control/regulation than more and want the freedom to expose their own child to information without someone else dictating what that information should be. She stated it would be nice to be able to utilize resources such as the 3-D printer and Cricut machine as her family currently goes to other libraries to use their free resources. She reported appreciation of everyone's board participation and for hearing their thoughts.

Review/Approval of meeting minutes from June 8, 2026: R. Spurrell requested that "heated" be removed from the discussion on the Collection Development Policy, as this is narrative. Motion by M. Rice to approve minutes as amended. Second by M. Faretta. Motion carried (7-0).

Review/Approval of Library Financial Report: H. Lang asked about wear and tear items and an XBox. L. Kugel asked if items removed due to wear and tear are always replaced; A. Chase reported they occasionally are out of print or difficult to find, but most of the time they can find a replacement. M. Faretta asked about the e-content grant. Motion by M. Rice to approve the Library Financial Report as presented. Second by H. Lang. Motion carried (7-0).

Review/Approval of Treasurer's Report: M. Rice stated he will renew the CD that matures tomorrow at the rate approved by the Board. He will also renew the CD coming due in August per Board approval. Motion by H. Lang to approve the Treasurer's Report as presented. Second by M. Faretta. Motion carried (7-0).

Discussion/Action on new signers for Library accounts: There was much discussion surrounding whom should be signers on Library accounts until a new Director is hired. Motion by M. Rice to approve Chris Mommaerts, Mike Rice, and Mercia Christian as signers at Waukesha State Bank for operating funds, and Mike Rice and Richard Spurrell on the Citizens Bank CDs. Second by L. Kugel. Motion carried (7-0).

Discussion/Action on draft Strategic Plan 2026-2029: A. Chase presented the finished Strategic Plan draft. H. Lang recommended putting focus on encouraging residents instead of non-residents to use the library. K. Anderson suggested we keep both in focus; R. Spurrell recommended one word change to include both residents and true non-residents. H. Lang suggested the Town may not want to expand Library programming as the Town is already paying for the Rec Department; R. Spurrell recommended the Library and Rec Department directors work together to avoid duplicating programs. M. Faretta asked about the status of the 3-D printer; H. Lang and K. Anderson informed her this was previously tabled until a new Director was hired to write the policy, but staff should be getting trained now with the goal of having the printer on the January, 2027 agenda. The Board recommended increasing school outreach to include nearby surrounding schools, not just Palmyra. Motion by K. Anderson to pass the Strategic Plan as amended. Second by M. Faretta. Motion carried (7-0).

Discussion/Action on Incident Report: R. Spurrell stated the report should have space for a witness

statement. He also recommended the form be filled out before the staff is done with their shift instead of within 24 hours. Motion by M. Faretta to approve the report form as amended. Second by K. Anderson. Motion carried (7-0).

Discussion/Action on Personnel Policy: A. Chase reports she was unable to finish the policy prior to this meeting. The Bridges System Director, Brittany Larsen, previously recommended to A. Chase two alternatives so ABML does not fail the Standards certification twice in a year and have to pay the county tax levy. B. Larsen recommended either passing the 2019 policy again or stating on the Standards that the Board does have a Personnel Policy, which guarantees the Policy would be approved by December. A. Chase reported the 2019 personnel policy was cumbersome and impossible to follow; she always defaulted back to the Village Policy if needed. R. Spurrell stated he will get a policy draft to the Board for the August meeting.

Motion by M. Faretta to table until August. Second by L. Kugel. Motion carried (7-0).

Discussion/Action on Collection Development Policy: H. Lang presented the next draft of the policy. She pointed out that she removed the criteria for weeding entirely, instead indicating that the Director may weed in accordance with the Mission and Standards stated above; accountability is ensured in that anyone may request a list of weeded items at any time. K. Anderson reported there is not a way to list weeded items; R. Spurrell stated there must be a list of weeded items that can be generated from the system.

R. Spurrell stated that accessibility in the Library can be hard to enforce. We cannot have segregated sections due to space limitations. WI Statute 948 states what is harmful, but it does not do well enough to define it; he suggested we use the American Academy of Pediatrics definitions as well.

M. Rice read two statements regarding the protection of children's minds including the known harm from children being exposed to sexually explicit ideas before they are ready. While parents understand their own children and can expose them to ideas as appropriate, it is not the library's job to expose them to harmful materials. This is something we must protect children from instead of planting weeds in the garden of their minds.

L. Kugel stated that a child's mind is like toothpaste; once something is spilled, it can never go back, even if it happened unintentionally. She commented that sexual exploitation and sexual trafficking are prevalent nowadays, and the library should not be a place where children can start down that path by being exposed to any sexual materials prematurely.

R. Hajewski reported the Motion Picture Association of America (MPAA) is a private rating system; its use in government has been found to be unconstitutional in the state in Kenosha. He argued against using the R-rating to restrict materials. He noted this policy removes the ALA Bill of Rights. He stated it isolates Eagle from the community including the county or state, but in court cases reliant upon Statute 948.11 “community” is defined as statewide. He argued children do have First Amendment rights and stated the library does not have en loco parentus rights like schools do. He stated he has five children, his wife has worked at multiple libraries and uses multiple libraries weekly, and she has said the Alice Baker Library is not that bad. He cited several court cases which helped define what “Harmful to Children” and “Obscene” mean by law.

R. Spurrell stated we are not trying to define the statute. The library cannot have all materials; accessibility to materials is not taken away by this policy. It is not censorship, it is guidance. Society has implemented guidance we can stand on. This Board can pass the policy and utilize the statute as a definition.

H. Lang stated it is not a violation of First Amendment rights to articulate what the public library will carry. She cited a quote saying that the First Amendment protects freedom of the speech and press, not the freedom to have your book in the library. The library has financial and spacial limitations, and this Board has the fiduciary responsibility to the taxpayers to determine how to use that

money responsibly.

M. Faretta reported she opposes the R-restricted movie exception as adults should have the ability to check those materials out. She also stated there is a discrepancy with the Standards; sexually explicit or materials that incite violence may fall under the exception clause and still get into the collection.

H. Lang read the "Standards" section of the policy aloud. She stated there is always the possibility of subjectivity and no policy completely covers every item. This is why the Director has responsibility to make decisions within the policy guidelines, and why the Board has review through the Request for Reconsideration procedure.

Motion by H. Lang to pass the Collection Development Policy with one amendment to strike the sentence about R-rated movies. Second by L. Kugel. K. Anderson requested a roll call vote.
Roll Call Vote:
R. Hajewski: No
R. Spurrell: Yes
K. Anderson: No
M. Rice: Yes
L. Kugel: Yes
H. Lang: Yes
M. Faretta: Yes

Motion carried (5-2) with R. Hajewski and K. Anderson voting against.

Discussion/Action on the Bylaws: Motion by R. Spurrell to table. Second by K. Anderson. Motion carried (7-0).

Discussion/Action regarding hiring of a new library director: R. Spurrell presented a certificate to A. Chase for her 21 years of service.

R. Spurrell announced that the hiring process has not succeeded in achieving a new library director. A. Chase recommended M. Michaelik and S. Lottes Johansen direct the library in the short-term until an interim director is engaged. Bridges may have an interim director available. Motion by K. Anderson to repost the Director ad including a salary range of $50-65,000 and allow for posting on Indeed if the fee is less than $100. Second by M. Faretta. Motion carried (7-0).

Discussion/Action on alternate date for August meeting: Motion by M. Faretta to change the August meeting to August 17, 2026 at 6:30pm. Second by L. Kugel. Motion carried (7-0).

Reports:

a. Village of Eagle: R. Spurrell reported the Trail Side Subdivision has been approved for Markham road. The Village voted to form a new Fire District with just the Town and Village of Eagle.

b. Town of Eagle: R. Hajewski had no report.

c. PEASD: K. Anderson reported that they are on summer break. The school has a cool room.

d. FABLE: No report as no member present.

e. Youth Services: The Director's packet contained a report.

f. Library Director: A. Chase reported circulation has done well in June; we are up 4.04% from last year. Udemy will not be continued in 2027. She read a thank you statement to the Town and Village Boards, library board members, staff, and customers, FABLE, and the system director and staff as she enters retirement.

Discussion on future agenda items: No future agenda items.

Motion for closed session pursuant to WI State Statute §19.85(1)(c) for consideration of employment for a new library director: No motion for closed session.

Adjournment: Motion by L. Kugel to adjourn. Second by M. Faretta. Motion carried (7-0). The meeting adjourned at 8:28pm.