ALICE BAKER MEMORIAL LIBRARY BOARD MEETING MINUTES
Approved

Call to Order: R. Spurrell called the meeting to order at 6:30pm on August 17, 2026.

Roll Call: M. Rice, R. Hajewski, M. Faretta, R. Spurrell, L. Kugel, and H. Lang were present. K. Anderson had informed R. Spurrell that due to a contract change with the PEASD, she will no longer be the library Board representative. Also present were library staff 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: Barb Pinekenstein from County Rd. E in Mukwonago read a letter to the Board requesting that the collection development policy revert to the former policy until a new library director should be hired and able to lead further policy revisions. She expressed five areas of concern: free access to knowledge, information, and diversity of ideas by all residents of this state, the critical role libraries play in providing access, the educational, cultural, and economic asset of the state's library collections, the importance of public libraries to the democratic process, and that the most effective use of library resources occurs through interlibrary cooperation. She noted that the policy removes references to the ALA Library Bill of Rights and reported it isolates the interests of Eagle from county, state, and national standards and interests. She believes the policy may restrict the First Amendment rights of children and operationally places staff in a difficult position. She also stated this will cause a problem in hiring a library director.

Shawn Lang from Matthew Lane commended the stewardship the library Board has taken seriously. He reported this Board has rightsided the Board to be within regulations and the bylaws. He stated the Board has done a great job preparing for the transition from one director to the next. He commended them for the significant merits of the Collection Development Policy which does not restrict freedom in any sense; anyone can still get any material they want, and if parents want to give certain materials to their children, there is nothing standing in the way of that. Keeping those things out of the hands of unsupervised children, the way it is done in the policy, he thinks is very prudent and helpful for our local community. He commended the Board for a proper method and process in debating and passing the policy; though the decision was not unanimous, the months that elapsed, the way the discussion was handled, the compromises, and the civil debate process worked exactly as it was supposed to. He requested that the obsolete documents on the website be replaced by the most current policy.

Nancy Zach from Touhy Rd commended the library staff and reported they have not felt supported by the Board. She asked why the issue of collection development has come up now. She does not want anyone treading on her rights. She is also concerned why we do not have a master's prepared librarian. She stated it is the people's library, and politics should not guide it. She reported that qualified director candidates have read the meeting minutes before applying and have stepped back due to the current state of the Board. She called for the Board to address issues like carpet from the 80's and celebrate what is right with the library instead of bringing up collection development concerns.

Nancy Wilhelm from South Shore Drive reported that she was dismayed by the July minutes. She reported this is supposed to be a non-partisan library, free from political influence. She emphasized the need to have equal access to information, freedom to explore ideas, and professional standards instead of political bias. She stated the library needs to be nonpartisan and should not be shaped by a political group who happens to be on the Board.

Maria Hinners from Westwind Drive reported the staff has worked hard to make a competent library. She asked the Board to remember First Amendment rights, state statutes, and guidelines set by the WLA, ALA, DPI, and the Bridges library system. She expressed concern that the Board removed "Trustee" from the policy and stated this may make the community lose trust**.** She stated that per state statute parents can receive information on their children's library card checkouts until the age of 16. She stated children under 16 are not coming to the library by themselves. She reported the library needs books about spouse abuse, art, and health, both fiction and nonfiction. This Board, with no library degree or experience in collection development, is making ABML run the risk of being put out of the Bridges system and being disqualified from grants if we don't follow DPI and Bridges guidelines. She stated we should not look like the little library with the closed minds. She stated we need to respect every person, and provide access to materials both through interlibrary loans and also in our collection.

Kelsey from County Road LO reported she frequents the library with her young children and supports parental control. She was surprised by the policy; she reports she has checked out nearly every book in the children's section. She stated that limiting selection to just Eagle does not solve a problem. When she went to the Waukesha Public Library and saw an LGBTQ display, she steered her kids away from that and chose other things for them as the parent. She believes parents have a right to choose for their children.

Irene Roberts from Jericho Drive echoed the previous comments. She reported that age-appropriate materials provide teaching opportunities. She reports it is unfair to limit materials to everyone in Bridges.

Gordon Planning from Timber Court thanked and commended the Board of Trustees for updating the policy. He does not believe it is political, and stated it is just safety for parents who don't want their children to view things without their permission. He doesn't see any restriction against parents giving their kids access if they so choose. He stated it is safety for parental rights and is more inclusive to those who want either side.

Jacob Good from Old Prospector's Trail presented pictures of the library's condition. He reported that there are many condition issues in the library such as the door getting stuck, shelving falling down, and mold on the floor. He is upset that these issues have not been addressed while pornography is being discussed. He stated the Board is ignoring the staff's requests for updates and improvements.

Lisa Wallace from Sherman Street reported the library has had lots of use from her family. She stated it is inappropriate for some to instill fear in parents by suggesting the library is a porn pusher. She stated she has never put or seen something pornographic or violent in the children's collection. She stated it is not the library's job to determine what someone can or cannot read. She read two Bible verses speaking of choice and stated God wants us to have choice.

Michelle Michalik from Sunflower Lane in Waterford, stated that as a library worker and the Youth Services Librarian, she is speaking against the circulation policy passed in July. She stated that under the guidance of the American Library Association, it is her responsibility as a guardian of the people's freedom to read to contest the encroachment against that freedom by the library Board and the members who voted to pass it. She stated these members seek to impose their own standards, beliefs, and tastes upon this community and the community at large by denying public access to information; they are taking away the freedom to read. She stated that the collection policy was written solely by a Board member on their standards and beliefs without consent, guidance, or support of the Director. She stated that the policy censors information that Board members find objectionable or dangerous and said they are using their power to impose their view of what is appropriate, harmful, or offensive on everyone else. They are pressuring the library staff to suppress and remove information they judge inappropriate or dangerous from public access so that no one else can read or view the materials or make up their own minds. She stated that as a Youth Services Librarian she is here to assure the public

that she and the staff strive every day to make this library a safe and welcoming place for all who enter the doors. She stated that she took great offense to the vile comments made last month by a person without a valid card and who does not use the library; she said this comment was clearly based on individual opinion and does not reflect the library, the staff, or the mission of this library. As the Youth Services Librarian, she has made it her goal to make the children and youth area, the collection and programs, to be safe and age-appropriate. She stated she will continue to serve the community, their needs, and support their own reading journey.

Ashley Jensen from Sherman Street reported she is a mom who frequents the library and never felt unsafe there. It was disappointing to hear of censorship happening. She asked where this came from or what book began this concern.

Deborah Block from Westwind Drive reported she is a teacher and educator with a degree in history. It is the parents' job to allow kids access to information. She reported everyone needs to be seen, heard, and represented, and you have to have books to give alternate perspectives. She stated that people of different demographics including black, Native American, or LGBTQ may come into the library, and if they don't have representation there they will not feel welcome in our community. She stated pornography and violence is in the Bible, which she discusses with her students at two churches while parents are involved. She stated these decisions are on the parents, not the Board. She additionally expressed concern that PEASD is already underfunded, and if parents do not come to ABML, they may school choice out from PEASD.

Gary Payne from Old Prospector's Trail complimented the Board members for being on the Board as it is difficult to do so. He stated the policy reeks of censorship. He noted the ALA Bill of Rights and Freedom to Read were removed from the policy, and read a paragraph from the Freedom to Read statement to protect against censorship. He reported he met Alice Baker while she was still alive; censorship does not do honor to her legacy. She wanted the education of children and just had books. He suggested Alice Baker's name should be removed from the library if this is its policy.

Jackie Lewis from County Road NN stated it will be difficult to attract an excellent library director, especially with a tight budget, with this policy. She also stated it is hard work to be on a Board, but the Board also has responsibilities to the community, not anyone else. She stated the Board had a responsibility to prepare the staff for a change; they should have provided oversight, direction and planning. She stated the Board members have not talked to the staff after A. Chase left. Not one of the staff members knew the policy had been passed. She was unable to get the approved policy though she called three times; it was not visible to her as a resident. She stated the emails on the website do not work, and suggested that operational needs in the library be fixed.

Mary Russell from Red Brae Drive, Mukwonago, stated she has been the president of the Friends of Alice Baker Library for 34 years. Having attended the meetings, she stated the Board discussed art and medical books in the meetings. Copies of pornographic book excerpts were brought as examples; not one of them was found in ABML. She presented the Parental Consent Form on tonight's agenda. She said that stating “Harmful to Children” or “Obscene” is not a good way to get people to come into the library; parents won't want to bring kids there. Not once has a parent complained about what ABML has in the library. She stated we will never get a Director with this policy.

Dr. Susan Hunt from Juniper Lane reported she was previously a member of the Board of Trustees and is appalled by the behavior of this Board. It is a beautiful system, but this is not helpful. She has intentionally utilized checkouts from ABML to increase funding opportunities but stated she is not opposed to going to another library if this library has people who are self-serving and not willing to pay attention to the needs of the community.

Michelle Patrick of Elkhorn Road stated the library is a resource to the world. She used the library to expose her son to what he needed to grow. She thanked the librarians and stated she feels safe in our library.

Mary Heizman from Westwind Drive reported she remembers when this library started. She asked why this came up. She stated it has nothing to do with politics but rather is moral arrogance. She read a segment from the minutes stating someone is worried about their tax money being used irresponsibly, the lowest common denominator in society should not be allowed to determine what kids access, immediate action should be taken to protect the kids, and the library should not be the corner porn pusher. She stated this is the most obnoxious statement. She said this is not acceptable and is moral arrogance; she said to take care of your own kids and don't expect other people to do that. This is not political but is moral. She asked if the Board did this because the Director retired.

Jason Reubl from State Road 59 stated everyone has their opinions, but if the entire community was here, there may be a different sentiment. The complete Town and Village of Eagle do not have enough information to make decisions. He stated last month was different than this and stated that what goes on in this library is what our children are seeing.

R. Spurrell instructed debate among residents to cease and reminded the public to direct their comments to the Board.

Katherine Reubl reported she was the one that spoke last month trying to protect her children. She stated she appreciates the Collection Development Policy and stated there are worldviews out there trying to destroy family, history, science, natural law, and our country.

R. Spurrell instructed comments to be directed to the Board as applicable to this topic.

Richard Kugel from Ulrickson Road, stated he is a 54 year resident of Eagle and knew Alice Baker. He thanked the Board for spending 45 minutes listening to people claiming this is not political or partisan making it political and partisan.

Review/Approval of meeting minutes from July 13, 2026: Motion by M. Rice to approve minutes as presented. R. Hajewski requested that “porn pushers” be struck from the public comment minutes as not pertinent to the comments from the meeting. He also requested an edit to clarify his statement regarding the court cases cited to define “Harmful to Children” and “Obscene”. M. Rice amended his motion to include the correction. H. Lang asked to clarify that he meant the second correction only, not the public comment edit about “porn pushers”; M. Rice confirmed this and stated that should be in the minutes because it was stated. Second by L. Kugel. Motion carried (6-0).

Review/Approval of Library Financial Report: H. Lang noted we are over 50% of expenses on most categories but are only halfway through the year. R. Spurrell clarified that July is greater than halfway through the year. M. Faretta noted the RFID tag budget is at 100%; S. Johansen reported they do not expect to be purchasing more for the year. Motion by M. Rice to approve Library Financial Report as presented. Second by H. Lang. Motion carried (6-0).

Review/Approval of Treasurer's Report: M. Rice presented the bank statement and reported he has renewed all three CDs that were coming due in August at the rates the Board previously approved. Motion by H. Lang to approve the Treasurer's Report. Second by M. Faretta. Motion carried (6-0).

Discussion/Action to appoint an interim library manager/director: The Board discussed appointing staff to perform the interim manger role versus opening an applications process. R. Spurrell noted that the position would follow the Director's job description, which currently does not exist. H. Lang suggested having one of the staff step into that role. M. Michalik, Youth Services Librarian, asked if compensation will be part of this position; the Board discussed what compensation would be most appropriate. H. Lang suggested holding a special meeting to accept applications to give all employees an opportunity to apply. R. Spurrell recommended appointing tonight a point of contact for Bridges. S. Johansen, library staff, suggested we appoint an interim manager and an interim assistant manager to get all the jobs completed that A. Chase had previously done. Motion by M. Rice to hire M. Michalik

as the interim library manager with the authority to have an assistant library manager, S. Johansen, both at $29.50/hour, until we hire a new Director when they both return to their current pay and position. Second by M. Faretta. Further discussion by R. Spurrell asked if M. Michalik and S. Johansen accept these positions; they affirmed. R. Hajewski requested an amendment if a question comes up that requires a Director's credentials, that these be directed to Bridges; M. Rice amended his motion to include the same. R. Spurrell Asked for clarification and noted that the whole Director position requires a degree; if we have an interim manager they would have to go to Bridges for everything if the education degree is required. R. Hajewski removed the amendment to the motion and stated they should then go to Bridges for support. H. Lang suggested appointing an interim manager and assistant manager for a limited time until the Board has a job description for that position. The Board discussed the importance of maintaining continuity. Original motion carried (6-0).

Discussion/Action on credit card update: S. Johansen reported the credit card could not function with A. Chase's name removed; it is now locked. It is not yet canceled because they were waiting for the final purchased items to arrive, likely tomorrow. R. Spurrell recommended the library look into options for credit cards without personal liability. In the interim, R. Spurrell recommended the library uses the Town's or Village's credit card. Motion by M. Faretta to have any credit card purchases go through the Town or Village in the interim of M. Rice researching the best rates for a library credit card and bringing them back next month. Second by L. Kugel. Motion carried (6-0).

Discussion/Action on QuickBooks update and records maintenance: S. Johansen reported they stopped paying $30/month for QuickBooks Online to hold records. The library will have access to this for one year. She received word from M. Christian that the library will not need much information from previous years other than what is already downloaded. H. Lang asked how long the QuickBooks Online was open for; S. Johansen reported it was around 1.5 years. H. Lang requested S. Johansen download a ledger of transactions from that period so the records are saved. No action was taken.

Discussion/Action on Personnel Policy: R. Spurrell, H. Lang, and M. Faretta made comments about and recommended changes to the draft Personnel Policy. Motion by R. Spurrell to table until next month. Second by R. Hajewski. Further discussion by H. Lang noted she will edit the draft to reflect the correct number of Board members. Motion carried (6-0).

Discussion/Action on Standards Certification: The Board agreed it will be able to pass the Personnel Policy prior to the December meeting. Motion by H. Lang to approve the Board president to sign the Certification Standards affirming we have met all prerequisites. Second by M. Faretta. Motion carried (6-0).

Discussion/Action on Parental Consent Form: M. Faretta stated this form as written can be used by CPS to remove custody rights in a split relationship situation; she does not support the form. R. Spurrell suggested we combine the internet and materials parental consent forms to give parents the opportunity to sign both at once. M. Faretta stated we do not need a parental consent form; H. Lang explained that the Collection Development Policy as passed in July does require written parental consent for minors to access materials that are statutorily defined as “Harmful to Children” or “Obscene”. R. Hajewski stated this is accomplished by the parents signing for the minor's library card; H. Lang argued this is not explicit enough and does not follow the policy as passed in July. The Board discussed logistics of how to keep these materials out of minor's hands. M. Michalik will send a copy of the approved Card Application and Internet Usage Policy to combine the internet and materials use disclosures. Motion by R. Spurrell to table until next month. Second by R. Hajewski. Motion carried (6-0).

Discussion/Action on open meeting laws and meeting announcements: H. Lang stated it is important for the public to attend government meetings. She reported she does not know what open meeting laws permit, but there was a meeting announcement posted on the library door that she suspects may be misleading to the public. It stated, "Library Board Monthly Meeting. 17th August 2026. Discussion starts at 6:30 P.M. The public is invited. Your voice and opinions matter!" R. Spurrell stated a posting like that would not be restricted under open meeting laws. No action was taken.

Discussion/Action website postings: Motion by H. Lang for the library to update on the website the Collection Development Policy, the 2025 Library Card Application including the Internet Usage Form, and the previous five sets of minutes due to them being posted as "Unapproved". Second by M. Faretta. Motion carried (6-0).

Discussion/Action on summer and fall open hours: M. Michalik and S. Johansen reported some people were angry that the library was not open at 9am on Tuesdays. Traffic between 6-7pm on Tuesdays was limited; however, they believe that if the library stays open late, people will get used to it and utilize it more. Motion by R. Spurrell to leave the question of open hours in the hands of the Director. Second by R. Hajewski. Motion carried (6-0).

Reports:

a. Village of Eagle: R. Spurrell reported they are beginning budget season.

b. Town of Eagle: R. Hajewski reported the Town Board gave proclamations honoring A. Chase and T. Betts for their services to the Town of Eagle. He also reported on the fire department, speeding in a subdivision, and a request to broadcast Town meetings.

c. PEASD: No report as no member present.

d. FABLE: M. Russell reported more than 100 people attended A. Chase's retirement party, FABLE held a school supply collection, and FABLE will be hosting the photo contest reception.

e. Youth Services: M. Michalik reported she had 142 children for the Summer Reading Program, 87 of whom completed the program. She has had good turnout for Storytimes, Storytime on the Bus, summer school visits, rock painting, fairy gardens, Indian harvest dance, book bedazzling, teen and kid nerf games, and a bubble lady. She visited Old World Wisconsin for the Teacher Appreciation Day, partnered with Eagle Elementary for a Ready-Set-Kindergarten program, and is expanding outreach to Rolling Hills Elementary. She reported her first task as interim Director will be to remove CDs as obsolete and replace them with Playaways. She will also work to remove outdated books still on the shelves.

f. Library Director: S. Johansen presented an informational packet of potential Board interest. She specifically noted that Udemy will be ending after December. Three shelving units were purchased to replace the shelving that broke and to streamline library shelving; $2,000 were taken out of the budget and FABLE contributed to bring the total to $3,000. The staff had a meeting this week to discuss responsibilities since A. Chase is now gone.

Discussion on future agenda items: The budget is a future agenda item.

Motion for closed session pursuant to WI State Statute §19.85(1)(c) for consideration of employment for a new library director: Motion by H. Lang to go into closed session. Second by R. Hajewski.

Roll Call Vote:

R. Hajewski: Yes
M. Rice: Yes
M. Faretta: Yes
R. Spurrell: Yes
L. Kugel: Yes
H. Lang: Yes

Closed Session: The Board entered closed session at 10:00pm.

Motion to Reconvene into Open Session: Motion by M. Faretta to go into open session. Second by L. Kugel. Motion carried (6-0).

Open Session: The Board entered open session at 10:26pm.

Discussion/Action regarding closed session discussion: Motion by M. Faretta to proceed as discussed. Second by H. Lang. Motion carried (6-0).

Adjournment: Motion by L. Kugel to adjourn. Second by M. Faretta. Motion carried (6-0). The meeting adjourned at 10:27pm.