

Neuschafer Community Library Board of Trustees

Special Meeting

Monday, January 8, 2023, at 10 a.m.

Village of Fremont

317 Wolf River Drive, Fremont

The meeting was called to order at 10:05 by D'Arcy.

Present: Adam Socha, Norma Hernández, Jaleen Hacklander, Amanda D'Arcy, Melissa Krause

1. Discuss and approve current staff wages

D'Arcy reviewed the 2023 Staff Compensation Survey that the Finance Committee had compiled with Krause. Some of the staff wages were average but D'Arcy highlighted the major gap in competitive pay for our Library Director compared to other libraries in the Central and Fox Valley Northeast regions. She added that these positions also offered health insurance, which Fremont does not.

Krause mentioned two positions posted recently (Little Chute and Manawa) that start at \$60,000. She shared that she loves this community, lives here and is invested with a child in school.

D'Arcy stressed the goal of staff retention and the value Krause has brought to the library. D'Arcy also recalled the interview process when Krause was hired; she was a stand out candidate with her creativity and vision for the future of the library. D'Arcy noted that Krause has continued to exemplify all of this since being hired.

D'Arcy proposed the following hourly wage increases, with potential of less average hours worked due to budget constraints.

Melissa \$30.50

Ann \$19

Pat \$14

Sonja \$13

Socha voiced that this seemed fair and only went a few thousand dollars over the original proposed wage budget. Socha made a motion to approve the 2024 wages, seconded by Hernández. Motion passed.

Motion to adjourn made by D'Arcy, seconded by Socha.

Adjourned at 10:25.