

CAMANCHE PUBLIC LIBRARY
BOARD OF TRUSTEES SPECIAL MEETING
Monday, February 23rd, 2026
Camanche Public Library

Board of Trustees Special Meeting Minutes

Monday, February 23, 2026, at 4:00PM

Trustee Dave Bowman led the meeting as Chairperson McManus was unable to attend.

Trustee Bowman called the meeting to order at 4:00. The following Trustees were present:

Dave Bowman, Les Goddard, Bambi Blaess and Boni Hugunin (remotely)

Also in attendance were Gail Grim, Library Director, and Randy Goldbeck, City Council Liaison (remotely)

Director Grim opened the meeting with a discussion of the salary structure and work hour changes approved by the Board on February 4th, to take effect on July 1st (start of FY27). After a discussion of the changes with the City Administrator, Director Grim wishes to implement the new salary structure and work hours immediately. Director Grim also wishes to contact the previous Youth Programmer, who has recently resigned, and offer the job back at the new pay scale. If the individual declines the opportunity, Director Grim is already authorized to hire for the position through Temp Associates.

Following discussion the following motions were made:

Moved by Trustee Hugunin, seconded by Trustee Bowman, to approve immediate implementation of the following pay scale and work hour changes for the below listed Library positions. Each position will be paid \$1/hour more and work 5 hours/week more, resulting in:

- Processor 25 hrs/week @ \$17.00/hour
- ILL Specialist 25 hrs/week @ \$14.52/hour
- Media Specialist 25 hrs/week @ \$14.13/hour
- Youth Programmer 25 hrs/week @ \$14.00/hour

Motion passed unanimously.

Next, moved by Trustee Bowman, seconded by Trustee Goddard, to authorize Director Grim to offer the position of Youth Programmer to the individual who recently resigned that position, at the above work hours and pay rate.

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Motion passed unanimously.

Next, moved by Trustee Hugunin and seconded by Trustee Blaess to modify the previously approved pay scale changes for FY27 to include a 3% pay raise for staff, in lieu of the \$1/hour pay raise approved at the February 4th meeting.

Motion passed unanimously.

Lastly Director Grim brought up accreditation status for the Library. It is time for the Library to apply for reaccreditation, however Director Grim noted two elements needed to maintain Tier 3 Accreditation had not been completed. One was each Trustee completing three to five hours annually of professional development related to Library operations, and the other was periodic review of the Strategic Plan, which Director Grim had only recently found (the Strategic Plan was implemented under the previous Director, and Director Grim did not know where it was located). Both these elements would have to be completed by February 28th, and there is simply not enough time. Director Grim discussed the consequences of loss of this accreditation to the Library; we would lose between \$1800 and \$1900 in federal grant funds each year we are not accredited. Director Grim noted there are a number of libraries in Iowa which don't maintain accreditation at all because the financial impact is so small.

The Board and Director Grim expressed interest in maintaining accreditation if we can, but all recognized it's just too late for this year. Director Grim committed to adding Strategic Plan review and Professional Development items to future meeting agendas, for ease of applying for re-accreditation next year.

Moved by Trustee Blaess, seconded by Trustee Hugunin to not apply for accreditation this year, but TO apply for accreditation next year.

Motion passed unanimously.

Trustee Bowman called for public comments. There were none.

Trustee Bowman adjourned the meeting at 4:32.