



Minutes of Meeting of Abilene Public Library Board - December 9, 2025

The meeting was called to order by Cindy Montgomery at 4:00 PM.

Roll Call - Board Members Present: Jim Gartland, Cindy Montgomery, Lisa O'Day, Bea Brittan, Megan Powell, Beki Perkins, Jill Goldsmith and Brandon Rein. Staff present: Wendy Moulton, and Kara Cromwell. Guest in attendance: Kelsey Briand.

Consent Agenda - *Lisa moved to approve the consent agenda, including previous meeting minutes and financial reports, seconded by Bea; Motion carried 8 yes, 1 abstain.*

Correspondence - A couple nice cards and letters were received and reviewed.

Director's Report

- Report was reviewed and discussed.

Children & Teen Services

- Report was reviewed and discussed.

Action Items

- Board Committees - It was suggested that several small committees be formed to assist in Library needs/decisions including Finance, Facilities and Policy. Board members who are interested are encouraged to submit their names and choices to Cindy.
- Staff Work Day Closing- After discussion, *Jim moved to select January 20 as the staff work day closing, seconded by Beki; Motion carried unanimously.*
- 2025 Budget Review - After discussion, *Beki moved to use the carryover to fill any shortfall in the 2025 budget, seconded by Jill; Motion carried unanimously.*
- 2025 Longevity Bonuses - After discussion, *Jim moved to approve longevity bonuses, seconded by Beki; Motion carried unanimously.*

Discussion Items

- 2026 Pay Ranges - The 2026 pay range information was distributed and reviewed.
- Capital Improvement List - Kelsey Briand explained some of the City's requirements and policies for Cap Improvement applications. She advised that no money would be available for 2026 and that the Library should prioritize their

Capital needs, assign timelines (years) to them and try to get rough estimates of costs. There was also discussion of how the contract with the City relates to Capital and Maintenance responsibilities. Kelsey will look into some of that and there may be a need to rework or refine the contract.

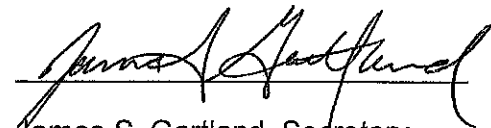
Executive Session - At approximately 5:20 pm, *Jill moved to move into Executive Session for about 10 minutes to discuss personnel matters, seconded by Beki; Motion carried unanimously.*

Cindy called the regular meeting back to order at approximately 5:30 pm.

Director's Schedule - Wendy proposed a new work schedule for the Director. After discussion, it was agreed that the Director should work the schedule he or she feels works best for staff, customers and themselves, being as flexible as possible, but not overworking or putting in too many hours.

Next meeting is January 13, 2026.

At 5:50 pm, Jill moved to adjourn the meeting, seconded by Lisa; Motion carried unanimously and the meeting was adjourned.


James S. Gartland, Secretary