



Hiawatha Public Library
150 W. Willman St.
Hiawatha, IA 52233

Board Meeting Agenda
Hiawatha Public Library Board of Trustees

April 9, 2019
7:00 p.m.
Glenn Schminke Community Room
Hiawatha Public Library

Library Board President: Brenda Powers

- A. Call to Order
- B. Approval of Agenda
- C. Approval of Consent Agenda
 - 1. Approval of bills
 - 2. Minutes: March 12, 2019
 - 3. Library Director's Report
 - 4. Monthly Report
- D. New business
 - 1. Approval of organizational chart
 - 1. Consider resolution to amend the library organizational chart to better reflect the chain of command.
- E. Old Business
- F. General Discussion
 - 1. Trustee training
- G. President's Report
- H. Adjournment

The next regularly scheduled board meeting is set for Tuesday, May 14, 2019 at 7:00 p.m. in the Glenn Schminke Community Room, Hiawatha Public Library.

Register Report

3/13/2019 through 4/8/2019

4/8/2019

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| Date | Account | Num | Description | Memo | Category | Tag | Clr | Amount |
|---|---------|-----|-----------------------------|---------------|---------------|-----|-----|-------------------|
| EXPENSES | | | | | | | | -24,890.32 |
| 001-410-6230 Education | | | | | | | | -248.24 |
| 4/4/2019 | FY19 | | Alicia Mangin March mil... | | 001-410-62... | | | -248.24 |
| 001-410-6310 Bldg Grounds Repair Maint | | | | | | | | -2,077.05 |
| 4/4/2019 | FY19 | | Pipe Pro | 8095A | 001-410-63... | | | -2,077.05 |
| 001-410-6424 On-Line with CR Library | | | | | | | | -11,405.75 |
| 4/5/2019 | FY19 | | Cedar Rapi... 4th quarte... | | 001-410-64... | | | -11,405.75 |
| 001-410-6499 Misc Contractual | | | | | | | | -1,916.46 |
| 4/4/2019 | FY19 | | SofterWare | 718597 | 001-410-64... | | | -208.00 |
| Alarms | | | | | | | | -874.00 |
| 4/4/2019 | FY19 | | Hawkeye C... 60710, 62... | | 001-410-64... | | | -874.00 |
| Cell phone reimbursement | | | | | | | | -270.00 |
| 4/4/2019 | FY19 | | Erin Zaputil | 1st quarter | 001-410-64... | | | -90.00 |
| 4/4/2019 | FY19 | | Jeaneal W... | 1st quarte... | 001-410-64... | | | -90.00 |
| 4/4/2019 | FY19 | | Alicia Mangin | 1st quarter | 001-410-64... | | | -90.00 |
| Cleaning | | | | | | | | -425.75 |
| 4/4/2019 | FY19 | | Marion Jani... INV00243... | | 001-410-64... | | | -383.75 |
| 4/4/2019 | FY19 | | Fresh Scen... 124956 | | 001-410-64... | | | -42.00 |
| Collection Agency | | | | | | | | -44.75 |
| 4/8/2019 | FY19 | | Unique Ma... 550906 | | 001-410-64... | | | -44.75 |
| Garbage Disposal | | | | | | | | -93.96 |
| 4/4/2019 | FY19 | | ABC Disps... 276375 | | 001-410-64... | | | -93.96 |
| 001-410-6502 Library Materials | | | | | | | | -5,263.61 |
| Adult Audio | | | | | | | | -154.97 |
| 4/4/2019 | FY19 | | Recorded B...76199868,... | | 001-410-65... | | | -154.97 |
| Adult Books | | | | | | | | -1,040.28 |
| 4/4/2019 | FY19 | | Wapsipinic... #25 alman... | | 001-410-65... | | | -9.00 |
| 4/4/2019 | FY19 | | S Baker & Ta... L0492962 | | 001-410-65... | | | -926.76 |
| 4/5/2019 | FY19 | | S Amazon | | 001-410-65... | | | -31.85 |
| 4/5/2019 | FY19 | | S Amazon | | 001-410-65... | | | -12.15 |
| | | | | | 001-410-65... | | | -42.53 |
| | | | | | 001-410-65... | | | -17.99 |
| Children's-YA Audio | | | | | | | | -134.80 |
| 4/4/2019 | FY19 | | S Weston Wo...19083173 | | 001-410-65... | | | -134.80 |
| Children's-YA Books | | | | | | | | -1,781.62 |
| 4/4/2019 | FY19 | | S Weston Wo... | | 001-410-65... | | | -26.96 |
| 4/4/2019 | FY19 | | S Baker & Ta... L4276832 | | 001-410-65... | | | -1,593.42 |
| | | | | L0492962 | 001-410-65... | | | -122.33 |
| 4/5/2019 | FY19 | | Amazon | 113-6364... | 001-410-65... | | | -20.09 |
| 4/5/2019 | FY19 | | Amazon | 113-3959... | 001-410-65... | | | -12.97 |
| 4/5/2019 | FY19 | | Amazon | 113-4841... | 001-410-65... | | | -5.85 |
| DVD | | | | | | | | -1,682.91 |
| Adult DVD | | | | | | | | -1,183.47 |
| 4/4/2019 | FY19 | | Kanopy | 152132 | 001-410-65... | | | -24.00 |
| 4/4/2019 | FY19 | | S Baker & Ta... 75025096 | | 001-410-65... | | | -713.28 |
| 4/5/2019 | FY19 | | S Amazon | | 001-410-65... | | | -270.47 |
| 4/5/2019 | FY19 | | S Amazon | | 001-410-65... | | | -43.42 |
| | | | | | 001-410-65... | | | -72.86 |
| 4/5/2019 | FY19 | | Amazon | 111-5492... | 001-410-65... | | | -59.44 |
| Juvenile DVD | | | | | | | | -499.44 |
| 4/4/2019 | FY19 | | S Weston Wo...19083173 | | 001-410-65... | | | -221.83 |

Register Report

3/13/2019 through 4/8/2019

4/8/2019

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| Date | Account | Num | Description | Memo | Category | Tag | Clr | Amount |
|--|---------|-----|----------------|---------------|---------------|-----|-----|-------------------|
| 4/4/2019 | FY19 | S | Baker & Ta... | 75025096 | 001-410-65... | | | -85.94 |
| 4/4/2019 | FY19 | | Wal-Mart | 3/19/19 | 001-410-65... | | | -75.84 |
| 4/5/2019 | FY19 | | Amazon | 113-0999... | 001-410-65... | | | -59.97 |
| 4/5/2019 | FY19 | | Amazon | 113-4271... | 001-410-65... | | | -41.54 |
| 4/5/2019 | FY19 | | Amazon | 113-9181... | 001-410-65... | | | -14.32 |
| Large Print | | | | | | | | -248.20 |
| 4/4/2019 | FY19 | | Cengage L... | 6827170, ... | 001-410-65... | | | -248.20 |
| Periodicals | | | | | | | | -220.83 |
| 4/4/2019 | FY19 | | Booklist | one year r... | 001-410-65... | | | -167.50 |
| 4/4/2019 | FY19 | | Iowa Outdo... | one year r... | 001-410-65... | | | -15.00 |
| 4/5/2019 | FY19 | | Time Maga... | renewal | 001-410-65... | | | -21.35 |
| 4/5/2019 | FY19 | | Birds & Blo... | Renewal | 001-410-65... | | | -16.98 |
| 001-410-6505 Programming | | | | | | | | -441.96 |
| Adult | | | | | | | | -66.09 |
| 4/4/2019 | FY19 | | Sam's Club | 4/2/19 srp | 001-410-65... | | | -17.98 |
| 4/5/2019 | FY19 | | Barnes & N... | 3/20/19 sr... | 001-410-65... | | | -48.11 |
| Children's | | | | | | | | -295.87 |
| 4/4/2019 | FY19 | | Grout Muse... | 701518 | 001-410-65... | | | -226.00 |
| 4/4/2019 | FY19 | | Sam's Club | 4/2/19 | 001-410-65... | | | -69.87 |
| Jeaneal | | | | | | | | -80.00 |
| 4/4/2019 | FY19 | | CR Pride F... | 2019-8 | 001-410-65... | | | -80.00 |
| 001-410-6506 Office Supplies | | | | | | | | -94.08 |
| 4/4/2019 | FY19 | | Demco | 6568537 | 001-410-65... | | | -70.25 |
| 4/5/2019 | FY19 | | Amazon | 114-1993... | 001-410-65... | | | -19.34 |
| 4/5/2019 | FY19 | | Amazon | 114-3743... | 001-410-65... | | | -4.49 |
| 001-410-6507 Operating Supplies-Misc | | | | | | | | -207.84 |
| 4/4/2019 | FY19 | | JP Gasway | 938561-000 | 001-410-65... | | | -207.84 |
| 001-410-6508 Postage | | | | | | | | -218.15 |
| 4/4/2019 | FY19 | | Hiawatha P... | March pos... | 001-410-65... | | | -218.15 |
| 190-410-6727 Technology Reserve | | | | | | | | -2,744.09 |
| 4/4/2019 | FY19 | | CDW Gove... | RNL9854 | 190-410-67... | | | -57.76 |
| 4/5/2019 | FY19 | | CDW Gove... | RQC7967 | 190-410-67... | | | -2,686.33 |
| 320-410-6506 Children's Program Trust | | | | | | | | -273.09 |
| 4/4/2019 | FY19 | | 4allpromos | 51310 CR... | 320-410-65... | | | -213.14 |
| 4/4/2019 | FY19 | | Alicia Mangin | IASL awar... | 320-410-65... | | | -8.00 |
| 4/4/2019 | FY19 | | Wal-Mart | 3/19/19 | 320-410-65... | | | -5.98 |
| 4/5/2019 | FY19 | | Amazon | 113-8479... | 320-410-65... | | | -20.60 |
| 4/5/2019 | FY19 | | Amazon | 113-5633... | 320-410-65... | | | -25.37 |
| OVERALL TO... | | | | | | | | -24,890.32 |



Library Board of Trustees Meeting

Location: Glenn Schminke Community Room

Date: March 12, 2019

Call to Order: 7:02 pm

A. Call to Order – Roll Call Present: Brenda Powers, Anna Ronnebaum, April Neuendorf, and Karlene Nesslage. Also present: Jeaneal Weeks – HPL Director, Erin Zaputil – HPL Operations Manager, Rob Archibald – City Council Member, Cindy Kudrna – Hiawatha Finance Director, Jake Allen - Fusion Architects. Absent – Sue Halter, Matt Dunbar, and Jerry Mohwinkle

B. Approval of Agenda

The Agenda was reviewed. Brenda Powers made a motion to accept the agenda, April Neuendorf seconded and the motion carried.

C. Approval of Consent Agenda

1. Approval of bills
2. Minutes: February 12, 2019
3. Library Director's Report
4. Monthly Report

Unanimous approval was given for the Consent Agenda with the exception of the bills which were removed from the consent agenda. Additional bills were reviewed. Brenda Powers made a motion to approve the bills, April Neuendorf seconded and the motion carried.

D. New Business

1. Library Renovation and Expansion Project

- a. Review bids – Jake Allen from Fusion Architects shared with the board the 8 bids that were received and made a recommendation that Garling Construction be awarded the contract.
- b. Consider Resolution Awarding Project Construction Contract

Motion to approve the following resolution was made by Karlene Nesslage, seconded by Anna Ronnebaum and was approved by a roll call vote:

Ayes: Powers, Ronnebaum, Neuendorf, and Nesslage

Nays: none

Absent: Halter, Dunbar, and Mohwinkle

RESOLUTION NO. 19-13

Library

RESOLUTION AWARDING LIBRARY RENOVATION AND EXPANSION PROJECT CONTRACT TO GARLING CONSTRUCTION OF CEDAR RAPIDS, IOWA AND DIRECTS LIBRARY BOARD OF TRUSTEES OF THE CITY OF HIAWATHA TO ENTER INTO A CONTRACT AGREEMENT

WHEREAS, the Library Board of Trustees of the City of Hiawatha has reviewed the Library Renovation and Expansion Project bids; Eight (8) were received and have determined Garling Construction of Cedar Rapids, Iowa as the lowest responsible responsive bidder with a base bid amount of \$3,884,000, and

WHEREAS, the Library Board of Trustees have in addition determine to accept the following alternatives:

- Operable Partition-(+) \$40,000
- A deduct of Exterior Stone Replacement of (-) \$5,000
- A deduct of Terrazzo treads replacement of (-) \$25,000
- Portable generator connection-(+) 12,0000
- Rough-in for future permanent generator (+) 3,000, and

WHEREAS, the Library Board of Trustees accepts the total bid amount when adding in accepted alternatives of \$3,909,000, and

NOW, THEREFORE, BE IT RESOLVED BY THE LIBRARY BOARD OF TRUSTEES OF THE CITY OF HIAWATHA, IOWA awards the Library Renovation and Expansion Project property located at 150 W Willman Street with a total cost of \$3,909,000, with Garling Construction of Cedar Rapids, Iowa, utilizing available funding as set by city council not limited to LOSST, bond referendum and fund raising by project fundraising committee.

E. Old Business-

1. Accreditation discussion –
Jeaneal Weeks submitted the accreditation packet to the State Library on February 13, 2019. There were no questions from the board on the packet. The board thanked Jeaneal for the amount of effort that went into putting the packet together.

F. General Discussion –

1. Trustee Training – As part of our monthly meetings we will be reviewing a chapter of the State Library Handbook for Library Trustees. Today we reviewed chapter two.

Chapter 2: Five Primary Roles of the Public Library

1. Advocate for the library in the community and advocate for the community.
2. Plan for the future of the library.
3. Monitor and evaluate the overall effectiveness of the library.
4. Adopt library policies.
5. Hire and evaluate the library director.

G. President's Report –

1. Library appreciation week is April 7 – 13. The board discussed ways to show appreciation to the library staff.
2. Discussion about storage of items during the construction process. It is possible that we could rent a storage unit for furniture, shelves, etc. that will be needed after the construction is complete.

H. Adjournment – Anna Ronnebaum made a motion to adjourn the meeting, Karlene Nesslage seconded and the motion was carried. Meeting adjourned at 7:48 pm.

Brenda Powers, President

ATTEST:

Karlene Nesslage, Secretary



Hiawatha Public Library
150 West Willman Street
Hiawatha, Iowa 52233
319.393.1414
hiawathapubliclibrary.org

April 2019

Director's Report:

Director Weeks attended the Kenwood Leadership Academy Leadership Day on March 14th. The students and teachers were amazing in their dedication to being leaders. The school uses author Stephen R. Covey's *The 7 Habits of Highly Effective People* as guiding principles for their approach to school and to life in order to build successful leaders. This was a wonderful learning opportunity.

Weeks met with Pastor Krueger and Connie Varian from Zion Lutheran Church to discuss the possibility of using the church parking lot during the upcoming construction. The church generously offered 8 spaces for library parking in the north lot. We are working to finalize details such as signage.

City Administrator Kim Downs, Operations Manager Erin Zaputil and Director Weeks are in the process of selecting a vendor for shelving for the expanded library.

Weeks attended the Women's Conference with other city staff at the Long Branch conference center. She came away with many ideas and strategies, especially expanding her ideas about leadership as it relates to her work at HPL.

Weeks attended the White Privilege Conference at the Double Tree March 20-23. This conference was incredibly useful in terms of our service to all of our patrons, especially people of color. This national conference is a wonderful opportunity to learn strategies to approach the diversity in our community, and to learn current and historical issues relating to race.

Operations Report:

Operations Manager Zaputil has been working on getting staff up to speed on the new database from the State Library of Iowa. Brainfuse has recently replaced Learning Express. Brainfuse offers services and features available to libraries, including live, one-to-one assistance from online experts, skills-building content including videos and practice tests, nationwide and local resources for job seekers and veterans returning to civilian life. We are very excited about the learning opportunities our patrons will have with this new offering.

Zaputil has been working with the circulation managers from the MLN to roll out our new notification system. Patrons can now opt-in for text message notifications. This new service was made available to patrons starting on April 3rd.

Zaputil has also been exploring database options. She recently trialed Ancestry and was very impressed with what they have to offer. The MLN will be deciding soon what databases we will offer as a consortium and we will make budgetary decisions regarding any additions of new databases at that time.



Youth Services:

Area school districts celebrated Spring Break March 18 – March 22, and the Library happily contributed to the party. The week began with Sports Torts Coach Jed leading Swisher’s Basketball Story Time. Jed Eichhorn read his new book *Swisher Plays Basketball* and then guided the young hoopsters through dribbling, passing and shooting drills.

Todd Stevens from Iowa State University reminded kids of water’s importance as he danced and sang his way through Water Rocks! on March 18. Todd used silly songs and crowd interaction to engage kids about issues concerning natural resources key to Iowa and the world.

Library Programming Assistant Rachel Schiller was her usual crafty self, presenting Middle School Makers on Monday and Crafts for Kids on Tuesday. Tweens created geometric masterpieces using tape and watercolors and younger kids swapped out their paintbrushes for yarn to create abstract paintings.

Local mixed media artist Russ Fagle hosted Under the Sea: An Adventure in Art for Teens and Tweens on March 20. Fagle has become a favorite special guest to both patrons and staff. His gentle and inspiring demeanor demonstrate that there is a creative spirit in all of us. We look forward to welcoming Fagle back this summer. Spring Break programming culminated with the return of the immensely popular Harry Potter Escape Room. Scheduled for 3 full days, adults and teens working together had 30 minutes to find the charmed key that unlocked the wardrobe door. Everyone enjoyed this program and they look forward to future escape room events.

Adult Programming Report:

Linn County Master Gardeners were back in March. They taught us all about pollinators and creating a pollinator friendly garden. The Library had a wonderful turnout for the class on Monarchs. One little girl said, with a huge grin, that she wanted to learn all she could about saving the butterflies. We have previously had these classes on Wednesday nights, but switched to Thursdays. The change in days provided an opportunity for those who aren’t able to make it on Wednesdays due to church activities.

We also brought back our Harry Potter themed escape room for Spring Break Week. This program provides a fun, interactive, game for adults and teens. 103 people participated, and many of stayed to explore the library afterwards. We hope to continue to offer these incredibly popular and fun escape rooms.

The Linn Area Reads committee announced the 2019 title, *Dreamland: The True Tale of America's Opiate Epidemic* by Sam Quinones. In light of this topic, the library invited Area Substance Abuse Council representative to the library to train staff on the history and importance of knowing how opiates are impacting our community. The Library also collaborated with them to offer this timely program for the public to address the public this growing concern.

Monthly Report March 2019

| MATERIAL CIRCULATION | | |
|------------------------------|---------------|-------|
| Adult | 4,003 | 19% |
| Juvenile | 6,038 | 29% |
| Young Adult | 643 | 3% |
| Periodicals | 195 | 1% |
| DVD Adult | 5,049 | 25% |
| DVD Juvenile | 1,087 | 5% |
| Other Materials | 52 | 0% |
| Kits | 37 | 0.18% |
| Adult Audio | 455 | 2% |
| Adult Music | 465 | 2% |
| Juvenile Audio | 112 | 0.54% |
| Children's Music | 110 | 0.53% |
| Young Adult Audio | 43 | 0.21% |
| Overdrive Audio | 468 | 2.27% |
| One-Click Audio | 78 | 0.38% |
| Overdrive E-Books | 712 | 3.46% |
| 3M Cloud Library | 152 | 0.74% |
| 3M Cloud Library Pay Per Use | 127 | 0.62% |
| Zinio Magazines | 183 | 0.89% |
| Freegal Music | 563 | 2.74% |
| Total Circulation | 20,572 | |
| Last Year's Circulation | 17,930 | |
| Change | 2,642 | |

| | | |
|-------------------|-------|--------|
| SELF-CHECK | 7,689 | 42.04% |
|-------------------|-------|--------|

| | |
|------------------------|-----|
| DAYS OPEN | 30 |
| Ave. Daily Circulation | 686 |

| INCOME | |
|--------------------|-------------------|
| Fines | \$1,496.35 |
| Copier | \$694.85 |
| Postage | \$0.00 |
| FAX | \$148.90 |
| Lost/damaged Books | \$102.83 |
| Lost Cards | \$0.00 |
| ILLs | \$52.00 |
| Room Rental | \$0.00 |
| Merchandise | \$22.00 |
| Total | \$2,516.93 |

| UNIQUE MANAGEMENT | | |
|-------------------|---------|------------|
| | Month | Y-T-D |
| Dollars received | \$19.00 | \$1,292.08 |
| Material returned | \$0.00 | \$1,547.12 |

| OPEN ACCESS CIRCULATION | |
|--------------------------|---------------|
| Open Access | 14,396 |
| Hiawatha | 2,138 |
| Linn County | 1,229 |
| Cedar Rapids | 10,354 |
| Marion | 1,614 |
| Robins | 526 |
| Total Circulation | 18,289 |

| LIBRARY VISITS | |
|----------------|-------------|
| 2019 | 10,137 |
| Daily Average | 338 |
| 2018 | 10,240 |
| Change | -103 |

| INTERLIBRARY LOANS | |
|--------------------|----|
| ILLs Sent | 43 |
| ILLs Received | 22 |

| NOTARY | Month | YTD |
|--------|-------|-----|
| | 1 | 24 |

| PROCTOR | Month | YTD |
|---------|-------|-----|
| | 4 | 46 |

| PROGRAMMING | | |
|--------------------|--------------|-----------|
| | people | programs |
| Youth | 495 | 19 |
| Outreach | 640 | 19 |
| Young Adult | 118 | 3 |
| Youth Total | 1,253 | 41 |
| Family | 101 | 3 |
| Adult | 360 | 31 |
| Outreach | 30 | 2 |
| Adult Total | 491 | 36 |

| LIBRARY USERS | |
|----------------------|-----------|
| Registered Borrowers | 9,021 |
| New this Month | 77 |
| Withdrawn | 95 |

| MEETING ROOM | 139 |
|--------------|-----|
| McKenzie | 68 |
| Schminke | 71 |
| Public | 15 |
| Library | 61 |

| COLLECTION | | | | | | | | |
|-----------------|--------------|-----------------|--------------|--------------|--------------|--------------------|--------------|--------------|
| | <i>Adult</i> | <i>Juvenile</i> | <i>Youth</i> | <i>Audio</i> | <i>Video</i> | <i>Periodicals</i> | <i>Music</i> | Total |
| Items Added | 172 | 155 | 48 | 6 | 95 | 38 | 1 | 515 |
| Items Withdrawn | 50 | 14 | 1 | 0 | 90 | 3 | 1 | 159 |

Online Resources

| | Month | Y-T-D |
|----------------------|-------|-------|
| WEBSITE USERS | 1510 | 12867 |

| | Log Ins | Y-T-D |
|---------------------|---------|-------|
| PRONUNCIATOR | 0 | 12 |

| | Month | Y-T-D |
|------------------------|--------|----------|
| FREEGAL | | |
| Download patrons/song | 20/182 | 183/1717 |
| Streaming patrons/song | 14/381 | 133/2938 |

| | Month | Y-T-D |
|------------------|-----------|-----------|
| BRAINFUSE | No report | No report |

| | Month | Y-T-D |
|----------------------|-------|-------|
| NICHE ACADEMY | | |
| Views | 31 | 215 |

| | | Ave./Day | Last Month | Change |
|---------------------|------|----------|------------|--------|
| COMPUTER USE | | | | |
| Patrons | 1106 | 36.87 | 864 | 242 |
| Hours | 919 | 30.63 | 648 | 271 |

| | Month | Y-T-D |
|----------------------|-------|-------|
| REFERENCE USA | | |
| Logins | 8 | 56 |

| EBSCOHOST | | |
|--------------|----------|-----------|
| | Sessions | Y-T-D |
| Automate | 0 | 6 |
| Consumer R | 0 | 0 |
| MasterFILE | 1 | 18 |
| Other | 2 | 28 |
| Novelist | 0 | 3 |
| Total | 3 | 55 |

| | Month | Y-T-D |
|--------------|-------|-------|
| LYNDA | | |
| User Logins | 46 | 345 |

| | Month | Y-T-D |
|---------------|-------|-------|
| KANOPY | | |
| Plays | 15 | 131 |

Memo:

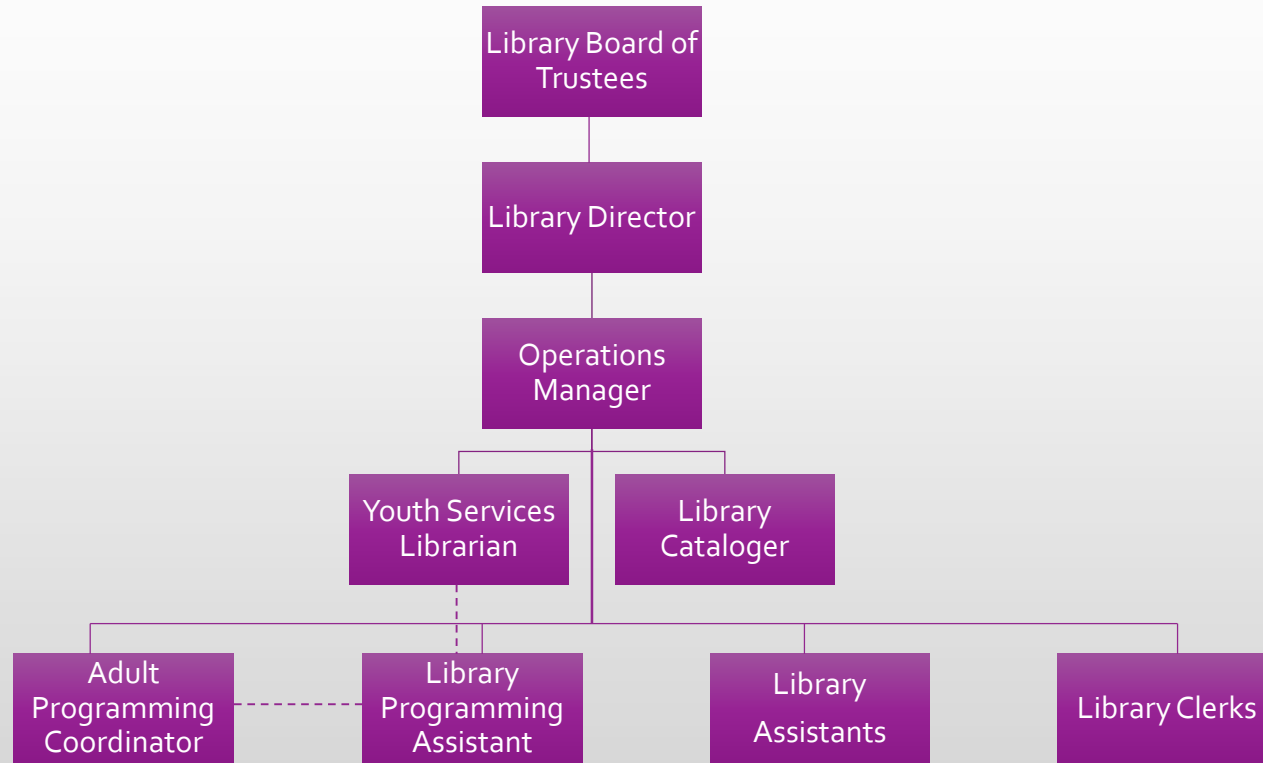
To: Hiawatha Public Library Board

Date: 4/9/19

Regarding: Amendment Organizational Chart

Moving the operations manager position up in the hierarchy recognizes the leadership and managerial duties of the position and gives all staff the necessary clarity as to the chain of command. This will also allow the library director to focus on strategic planning and "big picture" components of the library while allowing the operations manager to focus on the daily operations of the library. This will ensure that the library is a more functional, stable and professional working environment for all.

Hiawatha Public Library



RESOLUTION NO. 2019-
Hiawatha Library Board

**RESOLUTION AMENDING THE HIAWATHA PUBLIC LIBRARY
ORGANIZATIONAL CHART**

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE HIAWATHA
PUBLIC LIBRARY to amend the library organizational chart to clarify the chain of
command.

AYES:
NAYS:
ABSENT:

PASSED AND APPROVED this 9th day of April, 2019

Brenda Powers, Library Board President

ATTEST:

Karlene Nesslage, Library Board Secretary