

**Minutes of December 17, 2025 Board meeting**  
**Pauline Haass Public Library**

**Called to order:** 6:03 p.m.

**Roll call:** Bougie, Hacker, Jilling, Kojis, Roubik, Schultz, Vande Hei, Zoellick present; Wegner; DeLonge absent. Also present: Library Director Loria.

**Approval of minutes from previous meeting(s):**

Bougie/Kojis motion to approve minutes of November 19, 2025 Board meeting with discussed revisions; motion carried.

**Comments from citizens present:** none.

**Communications received by Board members or Director:** Loria shared a recent post on Facebook that led to an exchange with Kwik Trip.

**Financial report:** Revenue and Expenditure Guidelines for November 2025; accepted as presented by Vande Hei/Schultz; motion carried.

**Action on Bills:** Prepaid bills in the amount of \$0, P-card bills in the amount of \$4,857.78, Bills in the amount of \$19,531.26, November 2025 Expenses in the amount of \$85,422.02; approved as presented by Vande Hei/Jilling motion; motion carried.

**Director's report:** Loria reviewed items in her written report and other items as followed by the agenda.

**New Business:**

Bougie motion to convene into Closed Session at 6:27 p.m. pursuant to Wisconsin Statute 19.85(1)(c) *Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility*, with respect to performance evaluation and compensation for Library Director. Roll call vote: Bougie – aye, Hacker – aye, Jilling – aye, Kojis – aye, Roubik – aye, Schultz – aye, Vande Hei – aye, Zoellick – aye. Motion carried. Loria rejoined at 7:02 p.m.

Reconvened in open session at 7:51 p.m. by Bougie/Zoellick.

Bougie/Kojis consideration and possible action on items requiring action arising out of the closed session. Motion carried to provide an annual increase as well as a wage adjustment for a total 11% salary increase for the Library Director.

Following a review of the 2026-2028 draft Strategic Plan, Schultz/Kojis motion to approve draft; motion carried.

Loria reviewed updates of the Act 150 Committee; no action taken.

Final 2026 budget: Discussion of revised 2026 budget reflecting Village of Sussex contribution. Bougie/Schultz to approve 2026 budget; motion carried.

Following discussion of seeking permission to serve wine at the February Book Mixer event, Bougie/Hacker motion to permit; motion carried.

Meeting adjourned at 8:42 p.m. by Roubik/Jilling motion.

Respectfully submitted,  
Adele Loria  
Director