

Sainte Genevieve County Library
Open Meeting
Board of Trustees
November 10, 2025

Be it Remembered: A meeting of the Sainte Genevieve County Library Board was called to order by Board President Jean Johnson on Monday, November 10, 2025 beginning at 11:59 a.m. at the Sainte Genevieve County Library located at 21388 Highway 32, Sainte Genevieve, MO 63670.

Roll Call: A quorum was established as Board President Jean Johnson, Vice-President Melissa Otto, Secretary Robert Bach and Treasurer Robin Reynolds answered *aye* to a roll call vote. Library Executive Director Shawn Long and Assistant Director Lindsey Picou were in attendance.

Approval of Agenda: Robert Bach made a motion to approve the agenda. Robin Reynolds voiced a second. All Board members present voted *aye* in a voice vote and the motion carried.

Public Comment: No member of the public was present. A member of the public sought a voice but a medical condition forced postponement.

Approval of Minutes: Melissa Otto made a motion to approve minutes from the previous open meeting. Robert Bach voiced a second. All board members present voted *aye* in a voice vote and the motion carried. Jean Johnson made a motion to approve minutes from the special meeting of 30 October. Robert Bach voiced a second. Board members Jean Johnson and Robert Bach voted *aye* in a voice vote and the motion carried.

Financial Report: Executive Director Shawn Long went over the Financial Reports and line items. Robert Bach made a motion to approve the Financial Report. Melissa Otto voiced a second. All Board members present voted *aye* in a voice vote and the motion carried.

Directors Report: Executive Library Director Shawn Long offered his Directors Report:

Limited Use Agreement: The Limited Use Agreement in place since 2020 is no longer valid or binding. Thinking forward, Director Long revised the 2020 agreement with changes that hopefully will prove amenable to the YMCA and added the YMCA as a signatory. The document outlines what Director Long believes are the responsibilities of each entity. Director Long and the Board agree that, perhaps, an attorney should review the agreement as proposed. In prologue, a copy of the agreement was forwarded to the commissioners and a response from them shall illuminate the next step.

Nosferatu Event: The movie was a huge success and by all estimates around \$4,000 was raised for the Friends! Attendees were very complimentary on the whole program and the Library is trying to come up with similar events.

Synopsis of ABOS & MLA future of Library Services: Both Director Long and Assistant Director Picou provided a brief synopsis of their experience at their respective conferences. Direc-

tor Long's experience was more fruitful at the ABOS when compared to that which was experienced by Assistant Director Picou at the MLA conference. Director Long, in discussions with other library directors attending the conference, came away with a number of ideas that may allow forward momentum without having to replace the vacant program director's position. They are:

Once upon a box- This program will be offered to all Pre-K & Day Cares throughout Ste. Genevieve County.

LFL Network- The Library will establish a network of *Little Free Libraries* (LFL), ideally 6-8 locations throughout the county.

Yours To Keep- We will fill our LFL's with stickered books removed from the collection or books donated by the public.

Books by mail- This is a potential that would work in concert with the USPS. Doing a *Books by Mail* program may prove successful and executed with relative ease.

Memory Café- This is new program in the offing for next year. Libraries use this with great success to provide activity to an often underserved community. This activity may occur once a month and reach out to older citizens dealing with memory issues.

Ageless Grace- This is a program similar to Memory Cafés. It brings services to seniors but requires completion of a short training program. This is being strongly considered by Assistant Director Picou as an added responsibility. Training is available in December and, when completed, may allow for hosting an event 1-2 times each month for seniors.

Giving Tuesday: This event is December 2nd. Director Long will discuss this with the Friends and hopefully ideas for fundraising will follow.

Furniture: The YMCA insists on the Library vacating its storage space at the Sports Complex. This has set in motion a discussion as to what to do with various furniture items that may be considered surplus or in need of repair. One alternative that may have substance is the selling of a number of items or perhaps donating said items to outside entities. There are a number of chairs in need of reupholstering and such would be a preferred alternative to purchasing new chairs at double the price. Refurbishment can be accomplished by a local entity. However, something new received interest; Privacy Nooks. These are similar in function, in a relative sense, to the Shush-booth. They offer individualized meeting spaces that are not enclosed. Estimated cost is \$6,690 +550 S/H each and an ALA Grant will be sought to hopefully get \$20,000 of the cost and utilize local donations and the Friends group for the remainder. The potential is encouraging. Last, if remote storage space is needed, Director Long will inform the Board as to cost and location.

Sales Tax Addition: With the failure of Prop L, Director Long asked to be included in a state wide initiative seeking the potential of a statewide Sales Tax. Should such a tax be successful it would see the rollback of property taxes as they relate to the Library. Success has been experienced in Poplar Bluff. As a result, thirty-one county libraries seek sales tax relief.

2026 Infinite Sums Rural & Small Libraries Cohort Grant: The Library applied for this grant and a decision has not as yet been rendered; hoping for success.

Community Facilities Direct Loan & Grant Program in Missouri: This is a large scale federal grant. Sadly, due to the federal furlough things are in a state of suspension.

YMCA Changeover: Director Long is to meet with the new YMCA Director at 3:30 p.m.. He shall keep the Board informed of relevant information.

Programming Librarian Position: Significant discussion ensued relating specifically to the vacant fulltime Program Librarian position. Said discussion enveloped a number of issues with it being determined that the position will not be filled. Primarily constrained by the need for an austere budget as well as uncertainty as it applies to the YMCA, the Library and the Board remain steadfast in their desire to continue activity without significant infringement upon scheduled or seasonal Library programs. To this end, Director Long and Assistant Director Picou, in concert with the Board, agreed to a proportional divide of responsibilities that each will add to their current workload. Added responsibility requires added compensation. Hours worked will increase with currently scheduled activities and the coming of the new year. It was determined that *Good Cause* required a closed session to discuss compensation for Director Long and Assistant Director Picou.

Robert Bach made a motion to *enter* into closed session pursuant to Missouri Statute RSMo 610.021(3) Personnel. Robin Reynolds voiced a second and all Board members voiced *aye* via roll call vote.

Robert Bach made a motion to *exit* the closed session pursuant to Missouri Statute RSMo 610.021(3) Personnel. Robin Reynolds voiced a second and all Board members voiced *aye* via roll call vote.

While in closed session all Board members present voted unanimously, by roll call vote, to immediately adjust the salaries of Director Shawn Long and Assistant Director Lindsey Picou upward by transferring the remaining salary allocated to a former employee to Director Long and Assistant Director Picou. Such action is warranted by the decision to not replace the former employee. The duties performed by the former employee shall immediately, in proportion and for the foreseeable future, be performed by Director Long and Assistant Director Picou in addition to their current duties and responsibilities. Director Long shall receive \$72,500 per annum and Assistant Director Picou shall receive \$28.00 per hour with immediate effect. Current Library programs shall remain vibrant with new programs receiving such energy as required to bring such to fruition.

Trainings: Director Long will attend the MPLD meeting (Missouri Public Library Directors) Meeting the first week of December. The cost will be minimal.

Library Needs for 2026:

- Updating Surveillance System- \$2,705 (Estimate from B&D Telecom)
- Reupholster Chairs-\$6,600 (Werner Upholstery)
- Outreach program (currently looking at Little Free Libraries) (\$5,000 estimated)
- Microfilm Machine (7-10k)

Budget: Director Long presented his 2026 budget that will be given to the commissioners. He and the Board performed significant review of specific line items and, after an exchange of rhetoric seeking definition, Robert Bach made a motion to approve the budget. Melissa Otto voiced a second and all Board members voiced *aye* via a voice vote.

Meeting Adjournment: There being no further business before the Board, Melissa Otto made a motion to adjourn. Robin Reynolds voiced a second. All board members present voted *aye* in a voice vote and the open meeting adjourned at 1:36 p.m. Next meeting is Monday, December 8th, 2025 at noon.

Respectfully:

Jean Johnson
Board President
Sainte Genevieve County Library



Robert E. Bach
Board Secretary
Sainte Genevieve County Library