

Kokomo-Howard County Public Library (KHCPL)
Board of Trustees Meeting
KHCPL Russiaville
August 18, 2025

Members

Stephanie Carrell
Joe Dunbar, President
Alan Girton
Stephanie Oden*
Karen Sosbe
Cathy Stover

Others

TJ Rethlake, Attorney
David Buchanan*

Staff

Faith Brautigam, Director
Doug Workinger, Assistant Director
Chloe Bales*
Rita Bates, Head of Finance
Bethann Donovan*
Trina Evans*
Ginger Hanny, Administrative Assistant
Tonya McClain*
Emily Ogle*
Devin Piel*
Caele Pemberton
Ben Rutz
Lori Seaman
Trisha Shively*
Dawn VanBibber*
Samantha Vent*
Alex Wilson*

The meeting was called to order by the president at 4:33 p.m. with six members present. (Five board members, attorney, Ms. Bates, Ms. Brautigam, Ms. Hanny, Ms. Pemberton, Mr. Rutz, Ms. Seaman, and Mr. Workinger attended in person. All others* attended via Zoom.) During the meeting, intermittent internet connectivity problems affected communication between in-person and Zoom attendees. While in-person attendees experienced intermittent connectivity problems with remote attendees, Zoom participants were able to hear each other without issue.

There was one public comment in person. Mr. Rutz addressed the board regarding the 2026 salary resolution and pay ranges that the board would review and vote on later in the meeting. Mr. Rutz cited Section 1.6 of the Personnel Manual (see document) which allows for staff members to raise serious concerns regarding the appropriateness of internal conduct. Mr. Rutz maintained that the suggested 2026 salary changes are unethical, and he provided each board member with a chart (see document) comparing 2025 and 2026 starting pay organized by job title and job level. Mr. Rutz stated, "In this spreadsheet you can clearly see that the pay of the highest paid employees will be receiving large pay increases in 2026, while all pay cuts come from the bottom 50% of positions hired starting in 2026." He concluded by asking the board to consider the fairness of providing large raises to the highest paid positions while applying pay cuts to the lowest level positions—positions that have the most direct service to library patrons.

The consent agenda was reviewed as follows (see reports and agenda): Minutes of the July meeting; July statistical report; July 15 – August 11 appropriations report; July financial report; July 15 – August 11 allowance of claims; and personnel changes. The consent agenda was approved, following a motion by Ms. Sosbe and a second by Ms. Stover, by the following vote (aye – Ms. Carrell, Mr. Girton, Ms. Oden, Ms. Sosbe, and Ms. Stover).

Mr. Dunbar, board president, provided an overview from the board budget committee meeting. He highlighted that the proposed budget includes a 2.5% wage increase for all employees who have not reached the maximum for their position. Additionally, the proposed budget reflects expanding the Howard County Reads program, expanding the swipe door access system, and adding a sidewalk to the stage at KHCPL South. Ms. Brautigam emphasized that the budget is planned in advance, so it is subject to change based on the actual revenue the library receives. Ms. Brautigam reemphasized that

staff will receive a 2.5% raise, except for those who have already reached the maximum of the 2025 pay scale and those below the minimum of their range, the latter receiving a larger increase. She also explained that all existing employees would maintain the 2025 maximum pay for their position, unless their new level has a higher maximum. Ms. Oden, who participated as a board representative at the committee meetings, added that the committee looked in detail at the recommendations from NFP. She emphasized that the committee evaluated specific positions in detail and made decisions based on setting the library up for future success, while also taking care of existing employees.

The board reviewed and approved the 2026 budget proposal (see document) and approved to advertise the budget, following a motion by Ms. Sosbe and a second by Mr. Girton, by the following vote (aye – Ms. Carrell, Mr. Girton, Ms. Oden, Ms. Sosbe, and Ms. Stover).

The board reviewed and approved the 2026 salary resolution and pay ranges (see resolution), following a motion by Mr. Girton and a second by Ms. Sosbe, by the following vote (aye – Ms. Carrell, Mr. Girton, Ms. Oden, Ms. Sosbe, and Ms. Stover).

The board reviewed the Summer Reading Program By the Numbers graphical report (see report). This report offers a visual snapshot of statistical highlights from the summer including total SRP registrations, total programs and program attendance, and total checkouts.

Ms. Seaman provided the board with highlights from KHCPL Russiaville, noting the success of summer programs with nearly 2,000 attendees between June and July. She also highlighted several community partners KHCPL Russiaville collaborates with for programs including Purdue Extension, the Jeff Stout Community Center, Walmart, Russiaville Police Department, Russiaville Lions Club, and more.

Ms. Pemberton informed the board about the Trivia Fundraiser event on September 18. This trivia event will include a full dinner, silent auction, and prizes for the top teams. Ms. Pemberton encouraged the board to promote the event to organizations and groups who might consider participating as a team or providing sponsorships.

There was no Other New Business.

Under Director's Comments • Ms. Brautigam shared about a recent opportunity she had to promote the library's database resources to a repair man who was at her house. She also shared about a recent opportunity to promote the Trivia Fundraiser event to a community member who expressed their enjoyment of trivia.

The meeting was adjourned at 5:16 p.m.

Cathy Stover, Secretary

[Minutes prepared by Ginger Hanny.]

The next library board meeting will be on **Monday, September 15** at 4:30 p.m. at KHCPL Main.