

APPROVED

Cromaine District Library
Regular Board Meeting
Thursday Dec. 18, 2025

Trustees Present: Bill Bolin, Jeannine Gogoleski, Becky Basley, Holly Naylor, Dawn Smith, Kim Armstrong

Members Absent: Nancy Rosso

Staff Present : Sarah Neidert, Darlene Randolph

Public Present : Liz Welch, Kim Bruger, C & J, K.G., Amer, Erin, Karen Rex, Emily Rex, Jessica Palmer, Dawn Collins, Arrian Wissel, Theresa Samborski

I.	President Bolin called the meeting to order at 7:00 pm. President Bolin took roll call: Present: Kim Armstrong, Dawn Smith, Holly Naylor, Becky Basley, Jeannine Gogoleski, Bill Bolin	Call to order/ roll call Pledge of Allegiance
II.	Absent: Nancy Rosso Pledge of Allegiance	
III.	Approval of Agenda Vice President Gogoleski moved to approve the agenda. Seconded by Trustee Naylor. Ayes: All Nayes: None Motion passed.	Approval of Agenda
IV.	Approval of Consent Agenda Trustee Naylor moved to approve the consent agenda. Seconded by Vice President Gogoleski. Ayes: All Nayes: None Motion passed. A. Approval of Regular Meeting Minutes 10/16/25.	Approval of Consent Agenda

	<p>B. Approval of Special Meeting Minutes, 11/06/25.</p> <p>C. Acknowledge receipt of the September Financial Reports and payment of September invoices totaling <u>\$105,542.17</u> and payroll obligations totaling <u>\$103,997.64</u>.</p> <p>D. Committee Reports</p> <table data-bbox="290 405 1073 530"> <tr> <td>Community Relations</td><td>December 10</td></tr> <tr> <td>Personnel</td><td>December 04</td></tr> <tr> <td>Finance</td><td>December 11</td></tr> </table>	Community Relations	December 10	Personnel	December 04	Finance	December 11	
Community Relations	December 10							
Personnel	December 04							
Finance	December 11							
V.	<p>Library Director's Report</p> <p>Vintage Christmas in the Village, which the library supported by sponsoring Santa and Mrs. Claus, was a success. Thanks to Liz Welch for serving on the Community Council sub-committee that planned the event, and to staff and trustees who worked the event. A big thanks to Jeannine, Holly and Becky from the library board that helped that evening.</p> <p>Director Neidert asked if any board member had questions on her written report about the CORE conference in Denver in November? Treasurer Basley asked if it was beneficial? Director Neidert said yes, specifically the session on environmental graphics was interesting. It may prove beneficial when looking at staff goals and the Cromaine Commons outdoor project. It was a worthwhile professional development investment.</p> <p>Trustee Smith asked if the Cybersecurity session was something the library may find useful. Director Neidert agreed, and noted that the staff get security assessments and training monthly from our Technology company.</p> <p>Chart of Accounts- As noted in the Finance Committee the last few months, Director Neidert has been hoping to update the Library's Chart of Accounts. Last month she sent our current chart for review to our auditing firm, Maner Costerisan. This was timely as the Michigan Department of Treasury issued a new, amended Chart of Accounts on December 4, 2025. They were able to fold any changes into our update, and Director Neidert will be meeting with them in the next two weeks to go over the changes.</p> <p>Garden Club- A year-long events bookmark is available presenting information on the Hartland Home and Garden Club. The garden club decided they would like to form a relationship with the library, similar to Friends of the Library. They will be very helpful with our outdoor space. They are partnering to do expanding</p>	Library Directors Report						

	<p>programming through- out the year. Any questions about the club can be directed to the Community Relations Department.</p> <p>100 years: The Community Relations Department is working on a permanent display on the second floor regarding the libraries 100th anniversary in 2027. There will be five summer concerts this year instead of four. The first one is the Ultra Violet 5, a local kid's band. Two additional band performances will be in May and October. The music is scheduled out through December 2026.</p> <p>Director Neidert thanked the community and board members for all the Christmas goodies and gifts during the holiday season.</p>	
VI.	<p>Discussion/Decision Items</p> <p>A. Resolution Regarding Health Care This is an annual resolution to exempt the library from the Michigan Public Act 152 of 2011. A public body may vote to exempt itself in order to avoid excessive employee cost increases and stay competitive with other employers.</p> <p>Resolution #2025-21</p> <p>Trustee Armstrong moved to approve Resolution #2025-21, the Exemption from Michigan Public Act 152 of 2011, seconded by Trustee Smith. A roll call was taken:</p> <p>Ayes: Kim Armstrong, Dawn Smith, Holly Naylor, Becky Basley, Bill Bolin, Jeannine Gogoleski</p> <p>Nayes: None Resolution passed.</p> <p>B. Board/ Self Evaluation</p> <p>Trustee Smith explained the evaluation, which is basically what we think of how we are performing as a board in general. A question was asked if the self-evaluations should be turned in or kept to ourselves. Trustee Armstrong says it should be shared. Trustee Naylor liked the idea of collecting the self -evaluation.</p>	<p>Resolution #2025-21</p> <p>Board/Self Evaluation</p>

<p>All agreed to keep the same process then change timeline based on elections and board turnover. These should be passed out to fill out in January. The forms should be passed out by the board president.</p>	
<p>C. Discussion and Decision of January Board Organizational meeting-distribution of Draft Annual Board Calendar</p> <p>Director Neidert explained the reasoning for the calendar change. The January 15, 2026 Organizational meeting falls so early in the month and the bid process dates fall so close together that moving three policy reviews to February and holding no committee meetings before the 15th this month would open up more time to access the bid process and decisions involved in the January Organizational Meeting.</p> <p>A special meeting for the book challenge was scheduled for January 22, 2026.</p> <p>Trustee Naylor suggested having a slate of officers to consider various rolls for the committees, instead of having to discuss that at the January 2026 meeting.</p>	<p>Board Organizational meeting</p>
<p>MOTION NEEDED:</p> <p>Vice President Gogoleski moved to approve the change in the 2026 Annual Board Calendar, seconded by Trustee Armstrong.</p> <p>Ayes: All</p> <p>Nayes: None Motion passed.</p> <p>D. Committee Questions for Legal Counsel-Update from Personnel Committee</p> <p>The Personnel Committee condensed the Legal Counsel questions at the committee meeting.</p> <p>Trustee Naylor asked why the question on asking for their Mission Statement was replaced. Trustee Smith responded that anyone can look that information up on the internet. Trustee Naylor replied that a person's interpretation on a website could be different than actually asking the applicant. Trustee Naylor asked why the question on religious beliefs was crossed off. There was a response that it is not allowed to ask. Trustee Naylor said that ADF has religious beliefs and asked if ADF was still in the running. President Bolin responded, "If we need them."</p>	<p>Legal Counsel questions</p>

Trustee Naylor asked the same question again, asking for a yes or no answer. The same response was given from President Bolin, "If we need them." Trustee Naylor feels that any and all candidates need to go through the same process. Trustee Armstrong believes that we should have a firm lined up in case we need them. Some on board disagreed and that all potential firms go through the same process.

Treasurer Basley was confused as to why the board would be interviewing for legal counsel in the first place. Director Neidert says that some on the board do not agree on the legal counsel we currently have in place. Trustee Smith urged changing legal counsel because she does not agree with what the current lawyer suggested in closed session in February, and she did not like receiving threatening letters from the ACLU.

Trustee Naylor replied that just because you did not like what was said at one point does not require looking for other legal firms who may give different advice.

There was much discussion, and no clear answer as to the involvement of questioning to ADF.

Treasurer Basley commented that the timing to re-evaluate counsel now is not good with big projects happening.

President Bolin suggested doing this now before we undertake this massive outdoor project. Trustee Naylor replied that there is no time, the bidding for the project is due in January 2026.

Director Neidert indicated that this discussion was distressing and she needed a break.

Treasurer Basley moved to take a ten-minute recess. Seconded by Trustee Smith at 7:55 pm.

Meeting called back into session by President Bolin at 8:05 pm.

Director Neidert is concerned that she may not get any support from the board if she needs to consult the current legal firm. She is baffled about how to proceed.

Vice President Gogoleski believes that we need to proceed with this process, and six months to proceed with interviewing law firms is too long.

Trustee Smith suggested three months. Trustee Naylor asked if we were absolutely clear that ADF is off the table. Again, a response from President Bolin was, "ADF will not be involved at this time."

E. Review Policies:

Policy #6005– Investment of Library Funds (Finance)

Policies

<p>Reviewed – change to minor formatting.</p> <p>Vice President Gogoleski moved to accept policy #6005 as written. Seconded by Trustee Smith.</p> <p>Ayes: All</p> <p>Nayes: None Motion passed.</p> <p>Policy #6015 – Budget (Finance)</p> <p>Reviewed – no change</p> <p>Vice President Gogoleski moved to accept policy #6015 as written. Seconded by Trustee Smith.</p> <p>F. Director's Performance Evaluation</p> <p>Vice President Gogoleski motioned to go into closed session to discuss the Director's Performance Evaluation. Director Neidert requested to stay in open session so that the full board and community can be involved – her goal is to clarify some miscommunications. Trustee Naylor stated, for the community, that Director Neidert received a stellar review.</p> <p>Director Neidert was disappointed that one trustee did not fill out her evaluation. She was confused by comments in the review indicating she should “finish labeling the books.” She took time in the last 24 hours to look through the meeting minutes for the Community Relations and Strategic planning committee. In March 2025 the group agreed to a trial of the “social issues” genre label- and in April the labels were in the building- but the book challenges came first for the staff- and at some point, Director Neidert decided to see how the challenge went- basically to see how the board and community reacted to the books that received a social issue label- before proceeding.</p> <p>Director Neidert understands how this miscommunication happened- the committees and board are not communicating well. Some board members are not communicating at all. She accepts a pilot project of adding “social issues” labels to board books and picture books in the youth department as a goal- and requested this to be re-assessed in six months so it does not go over a year to find out something has been misunderstood.</p>	<p>Director Evaluation</p>
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	<p>Trustee Smith agreed with Director Neidert's assessment of the timeline and emphasized that she does not want just LGBTQ items labeled, some people in the community want to find books on social issues, while some want to avoid those. It is very important to Trustee Smith that people understand that she is against censorship and wants people to be able to find what they want to find.</p> <p>Trustee Gogoleski summarized that the goal of the committee was to appease both portions of the community- the social issue label was a compromise – and that she understands that it encompasses social issues beyond LGBTQ- including slavery (or abolition). She finds it interesting that Howell, Fowlerville, and Brighton all have rainbow stickers. There was some discussion about if that is accurate. Trustee Gogoleski listed other libraries that are using rainbow stickers, including Allen Park, Riverview and Trenton. Trustee Smith asked what makes Hartland different than other communities that use these labels? Director Neidert asserted that other communities might celebrate Pride, don't hide it, deny it or say it's bad. This board has indicated otherwise for this community. Trustee Naylor reminded board members how many members of the community were outraged that rainbow stickers were placed anywhere in the local schools.</p> <p>Director Neidert asked for clarification-is the board giving the direction to just label the LGBTQ books with rainbows? President Bolin asked if rainbow stickers could be viewed by whoever was looking at them, it's either good if you're looking for that, or bad if you're not. Trustee Naylor indicated that the board has only received requests to label LGBTQ items as a warning, and requests for removal of them, no requests for help finding those items.</p> <p>Trustee Naylor requested the definition of the “social issue” label so there was clarity – and also clarified that no board member has the authority to dictate which books get said labels. The board only has authority when there is a quorum in open session. Trustee Armstrong read the definition given in the September 12, 2025 memo from Director Neidert to the Board regarding the challenge. “Social Issues” Genre in Juvenile Fiction:</p> <p>“If a title in the juvenile fiction section was assessed as fitting the “social issues” genre (<i>Fiction in which a prevailing social problem, such as gender, race, or class prejudice, is dramatized through its effect on the characters of a novel. Similar to realistic fiction, but with a direct focus on activism or dismantling the social problem</i>), a spine label was</p>	
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	<p>attached. As stated in the definition, this label was not applied to any of our non-fiction collections.”</p> <p>Director Neidert emphasized that that is not a legal definition, it’s a librarian defined genre. President Bolin commented, “Like the Bill of Rights.”</p> <p>Vice-President Gogoleski clarified the written goals for 2026:</p> <p>#1: “Begin labeling board books and picture books with social issue genre and other genre labels.”</p> <p>Director Neidert will provide an update on progress in the Personnel Minutes included in the board packet every three months. Trustee Basley indicated that there is no policy regarding genre labels. We are delegating this to the director who in turn may delegate to staff.</p> <p>#2: Administer the Cromaine Commons outdoor renovation project.</p> <p>Motion Needed:</p> <p>_Vice President Gogoleski moved to approve the increase of Director Neidert’s salary 5%, effective 01/01/2026. Seconded by Trustee Smith.</p> <p>Ayes: All</p> <p>Nayes: None Motion passed.</p> <p>G. Book Challenge Appeal Process</p> <p>Vice President Gogoleski started this section of the meeting with some notes about police #3010. She proceeded to name the books that were read by the board in November. There are three choices on how to proceed with these read books:</p> <ul style="list-style-type: none"> • RETAIN – which means support what staff chose to do with the items. • RE-LOCATE- relocate to adult • LABEL- keep the item where it is located but label with “This book may contain graphic violence or sexually explicit material- Cromaine District Library.” 	<p>Book Challenge Process</p>
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- 1. Being You. A First Conversation about Gender, by Madison B. – RETAIN
- 2. Big Wig, by Hillman – RETAIN
- 3. Daddy and Dada, by Brocking – RETAIN
- 4. Family Book, by Parr – RETAIN
- 5. I'm Not a Girl. A Transgender Story, by Lyone – RETAIN (this book is currently marked – MISSING)
- 6. Love Violet, by Wild – RETAIN
- 7. Peanut Goes for Gold, by Vaness – RETAIN
- 8. Plenty of Hugs, by Manushki – RETAIN
- 9. What Are Your Words. A Book About Pronouns – RETAIN
- 10. Worm Loves Worm, by Austrian -RETAIN

TEEN BOOK

11. Beyond Magenta, by Kuklin

President Bolin – RE-LOCATE to adult (1)

Trustee Naylor – RETAIN in teen no label (1)

Trustee Armstrong/Treasurer Basley/Vice President Gogoleski –RETAIN in teen section/ LABELED as sexually explicit (3)

Beyond Magenta will remain in the Teen collection with a label that states “This book may contain sexually explicit material- Cromaine District Library.”

Trustee Naylor suggested adding to the next list the books that were not read from the November list. The list will be put on the website once shared.

	Information/Comments from Board <p>Call to the Public –</p> <p>Those wishing to address the board are asked to fill out a form – if they want their comments reflected in the official board minutes, they are asked to summarize them here, to be included by the recording secretary using their own words.</p> <p>President Bolin read over the Rules of Call to the Public section of Open Meetings.</p> <p>VIII.</p> <p>Nina Butts spoke</p> <p>Dawn Collins spoke</p> <p>Kim Burger spoke</p> <p>Amber from Hartland spoke:</p> <p>Accountability matters. This is the third time I have asked these questions without answers. I look forward to coffee with the board of trustees, but I ask that these questions are answered on record:</p> <ul style="list-style-type: none"> • Why was a special meeting called last minute, on a topic of enormous public interest? • Why are religious law firms (including Rickard, Denney, Leichliter)—whose mission statements openly describe advancing religious agendas—being considered to represent a public library? • Please define the difference between sexual content and sexually explicit. <p>Erin from Hartland spoke</p> <p>Janet Jasenak spoke</p>	Board Comments

IX.	Upcoming Meeting Dates/Agenda Items for Next Meeting <table border="1" data-bbox="236 454 1248 707"> <tr> <td>Jan.</td><td>Personnel Committee, in person</td></tr> <tr> <td>Jan.</td><td>Community Relations Committee</td></tr> <tr> <td>Jan.</td><td>Finance Committee</td></tr> <tr> <td>Jan. 15</td><td>Board of Trustees, 7:00 pm</td></tr> </table> <p>Jan. 22 Special Book Challenge Meeting 7:00 pm</p> <p>Agenda Items for Next Meeting: Organizational meeting/Election of Officers Committee Assignments Updated Table of Contents of policies Updated Table of Contents of Resolutions Bid document review Review of 2nd QTR. Statistics and Strategic Plan (July-Dec. 2025)</p>	Jan.	Personnel Committee, in person	Jan.	Community Relations Committee	Jan.	Finance Committee	Jan. 15	Board of Trustees, 7:00 pm	
Jan.	Personnel Committee, in person									
Jan.	Community Relations Committee									
Jan.	Finance Committee									
Jan. 15	Board of Trustees, 7:00 pm									
X.	Adjournment Motion by Vice President Gogoleski. Seconded by Treasurer Basley . Adjourned at 9:45 pm. Ayes : All Nayes: None Motion passed.	Adjournment								

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Nancy Rosso, SECRETARY
Cromaine District Library Board

Darlene Randolph, Recording Secretary
Cromaine District Library Board

Documents distributed to the Board for/at this meeting:

- Agenda for Board Meeting December 18, 2025
- Minutes of Regular Board Meeting November 20, 2025
- December 2025 Directors Report
- October 2025 Financial Reports
- November 2025 Statistics
- Books Read – November 2025/Appeal
- Finance Meeting Minutes – December 11, 2025
- Personnel Meeting Minutes – December 04, 2025
- Community Relations Minutes – December 10, 2025
- Policy #6005 – Investment of Library Funds (Finance)
- Policy #6015 – Budget (Finance)
- Resolution #2025-21, Exemption from Michigan Public Act 152 of 2011
- Committee Questions for Legal Counsel