



Board of Trustees Meeting Minutes Wednesday, May 21, 2025

1. The meeting was called to order at 5:05 PM via Zoom by President Sarah Seidman. Present: Sarah Seidman, Bridget Asay, Donna Lasick, Judy Walke, Katharine Burgess, Sarah Davis, Sebastian Delgado, Craig Durham, Heidi Parker, Tai Nixa Peterson, Sarah Swift, and Hunter Thiers. Absent: Jeff Dean, Edisa Gonzalez Revilla Muller, John Nelson. Also present, from the staff: Dan Groberg and Nicole Westbom.

2-3. The agenda was approved by consent. Lasick moved and Davis seconded, approval of the minutes from the meeting of April 16. Motion carried.

4. Executive Director's Report. Groberg commented on a busy month of Library programs and construction progress, including work on the roof to remove the skylight and set the stage for completion of the new heating/cooling systems. He brought to the board for preliminary consideration a proposed partnership with the Norwich University Design/Build class to create a new play structure for the Library lawn. There was lively dialogue about possible funding, risks, timing, and integration with other outdoor use of the Library. Davis moved, and Peterson seconded, that the board approve the general concept to enable KHL to move forward with more detailed plans. Motion carried.

5. Children's Library Report. Head Youth Librarian Nicole Westbom described increasing participation in a variety of activities, highlighted a number of popular clubs and camps, and outlined plans for the upcoming months. She reported on her recent presentation to the American Library Association conference on making libraries friendly to those with dyslexia and other kinds of neurodivergence.

6. Committee Reports. For the Fund Development Committee, chair Peterson reminded board members of volunteer opportunities associated with the Strawberry Social event on and before June 21. For the Executive Committee Seidman noted a good turnout for the strategic planning retreat and celebration for all board and staff and families on June 8. For the Board Development Committee, chair Walke reported that the committee is contacting fellow trustees to begin identifying potential applicants for new board openings, noting that Heidi Parker will take over chairing the committee in the next month. For the Finance Committee, Treasurer Lasick, after noting that April financials were positive, reported that a substantial surplus was expected for the fiscal year, ending June 30. She reviewed the

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Edisa Gonzalez Revilla Muller
Montpelier

John Nelson
Montpelier

Heidi Parker
Montpelier

Tai Nixa Peterson
Berlin

Sarah Swift
East Montpelier

Hunter Thiers
Montpelier



extra FY'25 expenditures -- for a total of \$12,600 -- that the staff had requested. Lasick moved, and Asay seconded, that the board authorize this expenditure, and the motion carried unanimously.

7. Review and Approve FY'26 Budget. Lasic presented the proposed budget for the upcoming fiscal year beginning July 1, along with assumptions about levels of revenue and key expenses anticipated in the fiscal year. The Library will move to bring janitorial services in-house, reflected in a decrease in Occupancy expense and an increase in staff salary/benefits expense. Lasick moved, and Asay seconded, that the board adopt the FY'26 budget as presented, and the motion carried unanimously.

8. Policy Update Working Group. Seidman noted that Sebastian Delgado, Jeff Dean, and Carolyn Picazio have expressed interest in serving on this group. Hunter Thiers volunteered to join as well. Asay moved, and Swift seconded, that the board appoint Delgado, Dean, and Thiers to this group. Motion carried.

9. Collective Bargaining Working Group. Groberg and Seidman proposed that the process for developing the next agreement with the union begin earlier in the fiscal year, to enable the financial implications of the agreement to be reflected in the requests for municipal support, typically developed and approved by the trustees in September. In response to their call for volunteers, several board members expressed interest in participating or in providing support: Sarah Davis, John Nelson, Donna Lasick, Katharine Burgess. Craig Durham has participated on this group in the past. Asay moved, and Delgado seconded, that the board form a collective bargaining team consisting of Davis, Nelson, Lasick, Burgess, and Durham for this next cycle, as soon as possible. Motion carried.

10. Executive Session. Durham moved, and Thiers seconded, that the board go into executive session for the purpose of discussing the Executive Director's evaluation. Motion carried. The executive session began at 6:16, and ended at 6:35 PM.

Asay moved, and Swift seconded, that the board offer Executive Director Dan Groberg a one-year contract for the fiscal year beginning July 1, 2025 and ending June 30, 2026, with a salary increase commensurate with that of the staff. Motion carried. Asay moved, and Thiers seconded, that the board ask the Executive Director to offer Library Director Carolyn Picazio a one-year contract for the fiscal year beginning July 1, 2025 and ending June 30, 2026, with a salary increase commensurate with that of the staff. Motion carried.

The meeting adjourned at 6:45 PM.