

Scenic Regional Library
Board Minutes – January 20, 2026

Scenic Regional Library Board of Trustees met at the Scenic Regional Library Union Branch on January 20, 2026 at 7:00 pm. Board President Kathi Ham presided at the meeting. Board members attending the meeting were John Barry, Sarah Rothermich, Laura Hengstenberg, Martha Lindsley, Carla Robertson, Karen Holtmeyer, Monica Hiatt, and Joy Dufrain. Board members Bob Niebruegge, John Cheatham and Susan Richardson were absent.

Library Director Steven Campbell, Assistant Library Director Megan Maurer, Director of Business and Human Resources Kjersti Merseal, Administrative Assistant Bree Hendrickson and Union Branch Manager James Schwentker were also present.

There were no public comments.

Public Comments

There were no additions or corrections to the minutes. They were approved as presented.

Approval of Minutes

Director Campbell stated that we are about 50% through the year. Director Campbell stated that all sections are under 50% and look good. He also pointed out that we made a bond payment and that a larger bond payment would be made in April.

Financial Report

Sarah Rothermich made a motion to approve the financial report. Karen Holtmeyer seconded the motion. All voted aye. Motion carried 9-0.

Reports:

Director Campbell introduced new Board member Monica Hiatt to the Library Board. Ms. Hiatt lives in Union and is the superintendent of the Lonedell R-XIV School District.

New Board Member

Director Campbell introduced James Schwentker to the Library Board as the new Union Branch Manager. Mr. Schwentker has a bachelor's degree in business from Southeast Missouri State University. He previously worked as a manager at Borders Books for fifteen years, the *Missourian* for five years, and retail management for another five years.

New Employee-Union Branch Manager

Director Campbell informed the Board that the engineer's plans include clearing all of the trees and shrubs on the hillside adjacent the drainage ditch that flooded. Director Campbell said he spoke with the Library's attorney and asked that the easement agreement include that Scenic Regional Library had permission to mow the grass.

Hermann Branch Drainage Project

Unfinished Business:

Director Campbell stated that this was the final section of the Library's Personnel Policy under review. This section addresses Requests for Disclosure

Personnel Policy Review

of Library Records. A Library Board member had contacted Director Campbell to request the addition of language identifying other potential reasons for the use of recording equipment, such as liability or injury-related purposes. Director Campbell presented the revised language to the Board and noted that all personnel policy changes would be approved together at the February Board meeting

New Business:

Currently, the Library does not pay out sick leave upon separation of employment. Director Campbell informed the Board that several other libraries pay out some percentage of accrued sick leave to an employee upon departure and gave some examples and data. Director Campbell stated that the purpose of paying out unused sick leave upon separation of employment is to provide an incentive to employees to conserve their paid sick leave. Director Campbell asked the Board if this was something they would like to consider for full-time staff only at this time. The Board requested more information such as attendance, tenure, turnover, and some other data so that they could revisit the topic at the next Board meeting.

**Possible Sick Leave
Payout Policy**

The Library Board received an email from a patron on January 15 regarding an incident that occurred at the Union Branch on January 14. The patron stated that she spoke with Director Campbell immediately following the incident. According to the email, the patron's 13-month-old child was walking in the Library while wearing grip socks when a staff member informed her that Library policy requires all walking children to wear shoes. The patron reported that after shoes were put on the child, the child fell due to difficulty keeping the shoes on properly. Director Campbell reviewed the current policy with the Board, and the Board decided not to make any changes. Director Campbell stated that he would respond to the patron.

Patron Email

Board member Carla Robertson requested that Weather Closing Procedures be placed on the January Board meeting agenda. Director Campbell went over the procedures and answered questions from the Board. The Board did not wish to make any changes to the procedures.

**Weather Closing
Procedures**

There being no further business, Kathi Ham adjourned the meeting at 8:15 pm.

Adjourn

Secretary

Approved: _____
President, Scenic Regional Library Board of Trustees

Date: _____

