



Silvis Public Library Board of Trustees

Regular Board Meeting

Monday, September 22nd, 2025, 6:00 pm

806 1st Avenue, Silvis, IL 61282

Due to time constraints involving the hiring of employees, a Special Meeting was called. The next regular board meeting will be held on October 14th, 2025.

1. Call to Order: Katy Henderson called the meeting to order at 6:03 pm.

2. Roll Call:

In-Person Attendance:

Trustees: Bruce Boyd, Gloria Douglas, Ivy Pittman-Outen, Beth Tepen, Amanda Watson, Meaghan Terry, Katy Henderson

Staff: Amy Fry

Absent: Bev Reese, Amanda VanOpdorp

3. Public Comment: NONE

4. Business for Discussion and Possible Action:

a. APPROVE - Salary Matrix: A motion was made to approve the Amended Salary Matrix as presented.

Motion: Meaghan Terry Second: Ivy Pittman-Outen

President, Katy Henderson opened the floor for discussion.

Amy expressed a need to increase the Youth Services Coordinator salary matrix to increase the quality of applicants and to retain them longer.

Secretary, Amanda Watson, requested a Roll Call Vote ending with the Board President.

Bruce Boyd – yes
Gloria Douglas – yes
Ivy Pittman-Outen – yes
Bev Reese - ABSENT
Beth Tepen – yes

Amanda VanOpdorp – ABSENT
Amanda Watson - yes
Meaghan Terry – yes
Katy Henderson - yes

There were 7 votes in the affirmative and 0 votes in the negative. There was a two-thirds vote in the affirmative, and the *Amended Salary Matrix* was approved.

b. APPROVE – Health Insurance Resolution: A motion was made to approve the Health Insurance Resolution as presented.

Motion: Katy Henderson Second: Meaghan Terry

President, Katy Henderson opened the floor for discussion.

Amy expressed a need to increase the Health Insurance rate for full-time non-exempt employees to increase the quality of applicants and to retain them longer. The suggested rate matches what the other full-time, non-exempt City employees currently receive.

Secretary, Amanda Watson, requested a Roll Call Vote ending with the Board President.

Bruce Boyd – yes
Gloria Douglas – yes
Ivy Pittman-Outen – yes
Bev Reese - ABSENT
Beth Tepen – yes

Amanda VanOpdorp – ABSENT
Amanda Watson - yes
Meaghan Terry – yes
Katy Henderson - yes

There were 7 votes in the affirmative and 0 votes in the negative. There was a two-thirds vote in the affirmative, and the *Health Insurance Resolution* was approved.

- c. **APPROVE – Elimination of Technical Services Clerk Position:** A motion was made to eliminate the Technical Services Clerk position effective November 1st, 2025.

Motion: Ivy Pittman-Outen Second: Meaghan Terry

President, Katy Henderson opened the floor for discussion.

Due to budgeting concerns, the possibility of eliminating the Technical Services Position was discussed. The employee classification of Library Clerk II would remain. It would still contain the Communications Clerk position.

Secretary, Amanda Watson requested a Roll Call Vote ending with the Board President.

Bruce Boyd – yes
Gloria Douglas – yes
Ivy Pittman-Outen – yes
Bev Reese - ABSENT
Beth Tepen – yes

Amanda VanOpdorp – ABSENT
Amanda Watson - yes
Meaghan Terry – yes
Katy Henderson - yes

There were 7 votes in the affirmative and 0 votes in the negative. There was a two-thirds vote in the affirmative, and the *Technical Services Clerk position* will be eliminated effective November 1st, 2025.

- d. **APPROVE – Circulation Policy:** A motion was made to approve the Amended Circulation Policy as presented.

Motion: Meaghan Terry Second: Katy Henderson

President, Katy Henderson opened the floor for discussion.

Due to budgeting concerns, Amy expressed a need to update the service hours listed in the Circulation Policy to lower the number of weekly services hours. If the budget allows in future years, hours could return to normal.

Beginning November 1st, the library hours would be:

Monday-Thursday 10am-7pm
Friday 10am-5pm,
Saturday 12pm-5pm
Sunday CLOSED.

Secretary, Amanda Watson, requested a Roll Call Vote ending with the Board President.

Bruce Boyd – yes
Gloria Douglas – yes
Ivy Pittman-Outen – yes
Bev Reese - ABSENT
Beth Tepen – yes

Amanda VanOpdorp – ABSENT
Amanda Watson - yes
Meaghan Terry –yes
Katy Henderson - yes

There were 7 votes in the affirmative and 0 votes in the negative. There was a two-thirds vote in the affirmative, and *the Circulation Policy with amended library hours* was approved.

- e. **APPROVE – Personnel Policy:** A motion was made to approve the amended Personnel Policy as presented.

Motion: Bruce Boyd Second: Gloria Douglas

President, Katy Henderson opened the floor for discussion.

Amy noted that changes were the elimination of the Technical Services Clerk position and the addition of the health insurance coverage rate for full-time employees.

Secretary, Amanda Watson requested a Roll Call Vote ending with the Board President.

Bruce Boyd – yes
Gloria Douglas – yes
Ivy Pittman-Outen – yes
Bev Reese - ABSENT
Beth Tepen – yes

Amanda VanOpdorp – ABSENT
Amanda Watson - yes
Meaghan Terry –yes
Katy Henderson - yes

There were 7 votes in the affirmative and 0 votes in the negative. There was a two-thirds vote in the affirmative, and the *amended Personnel Policy* was approved.

5. Adjournment - The meeting adjourned at: 6:22 pm.

Respectfully Submitted, Amanda Watson

