

NOTICE OF REGULAR MEETING

T. B. SCOTT FREE LIBRARY BOARD OF TRUSTEES

Wednesday, December 21, 2022

4:00 p.m.

Library Community Room

Voting members of the Board: Rick Blake, Katie Breitenmoser, Darcy Dalsky, Mike Geisler, Audrey Huftel, Richard Mamer, Ryan Martinovici, Elizabeth McCrank, and Jim Wedemeyer.

Agenda

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| I. Opening | Geisler |
| A. Call to order and roll call | |
| B. Correspondence | |
| C. Public comment | |
| II. Consent items | |
| A. Minutes of regular meeting of November 16, 2022 | |
| B. Monthly Revenue & Expense Reports for November 2022 | |
| III. Reports/Discussion Items/Action Items | |
| A. Action Item: Revised Endowment Fund Request-Professional Development | Geisler |
| B. Strategic Plan Goals and Objectives #4 | Geisler |
| C. Wisconsin Trustee Essential #23:
Dealing with Challenges to Materials and Policies | Geisler |
| IV. Library Director's Report | Ollhoff |
| V. President's remarks | Geisler |
| VI. Motion to Convene into Closed Session | Geisler |
| A. Consideration of a motion to adjourn into closed session pursuant to
Section 19.85(1)(c) of Wisconsin Statutes for the purpose of reviewing
the compensation of key employees and related matters. | |
| VII. Reconvene into Open Session | Geisler |
| A. Motion to reconvene into open session for the potential action on closed session
issues. | |
| VIII. Adjournment | Geisler |

Please call the library (715-536-7191) by noon on Wednesday if you are unable to attend.

The Library is wheelchair accessible. If additional special accommodations are needed, please call the library at the number listed above.

Our Mission: Serving the Merrill area through traditional and innovative services, T.B. Scott Free Library connects people to their community and the world, promotes literacy and civic engagement, encourages and supports life-long learning, ensures free and open access to ideas and provides opportunities for recreation.

T. B. Scott Free Library · Board of Trustees
Minutes of the Regular Meeting November 16, 2022

Opening

President Mike Geisler called the regular meeting of the Board of Trustees to order at 4:00 p.m. in the Library Community Room. Present: Rick Blake, Audrey Huftel, Richard Mamer, Elizabeth McCrank, and Ryan Martinovici, and Jim Wedemeyer. Excused: Katie Breitenmoser and Darcy Dalsky. Also present: Laurie Ollhoff, Andrea Bennett, and camera operator.

The Board reviewed a thank-you notes to staff from the American Red Cross United Way, and the Tree of Hope Committee for the generous donations derived from Friday is Jean Day donations made by staff members.

Consent items

E. McCrank/J. Wedemeyer /C to approve the minutes of the regular meeting of October 19, 2022.
R. Blake/A. Huftel /C to accept the monthly Revenue and Expense Report for October 2022.

Reports/discussion items/action items

- A. Endowment Fund Request-Professional Development.** This item was tabled to the December Board meeting in order for the Library Director to do further research and provide a request with more detail and focus on funding for professional development opportunities for non-Admin staff.
- B. Endowment Fund Request-Advertising/Marketing.**
E. McCrank/R. Blake/C to approve a stipend of \$1000 to fund additional support for the advertising of library events and programs.
 - Discussion included how advertising costs have seen a substantial increase. This has prevented the Library from announcing events and programs in the local newspapers. The amount of the stipend will be revisited from time to time to determine if additional funding is necessary.
- C. Space Needs Study-MSR Design Revit 3D Model Additional Funding Request.**
E. McCrank/A. Huftel/C to approve the additional payment of \$5,800 to MSR Design for the 3D design utilizing Revit 3D Modeling. Discussion included a status update and the significance in having a 3D model rendering to base future decisions upon.
- D. Library Parking Lot Pavement Project Payment.** L. Ollhoff was contacted by City Financial Director Kathy Unertl to verify that the Library Endowment Fund was able to apply the payment they approved for the Library Parking Lot Repavement approved at the November 25, 2020, Board of Trustees Meeting as it was now complete and payment required. This was confirmed by the Board through the review of the Minutes from the November 25, 2020, meeting.
- E. Outdoor Sign/Church Mutual Grant Application Status.** L. Ollhoff reported that the Library had been awarded the Church Mutual CM Cares Grant in the amount of \$2500 that will be applied to the purchase of the new electronic advertisement sign from Graphic House, Wausau, Wisconsin.
- F. Strategic Plan Goals and Objectives #2.** L. Ollhoff provided updates on Strategic Plan Goal #3.
- G. Wisconsin Trustee Essential #22: Freedom of Expression and Inquiry.** L. Ollhoff provided copies of Trustee Essential #22 for review and questions.

Library Director's Report

- Critic's Choice Movies continue with increased attendance. It's a popular program at the library and patrons are happy to see its return.
- Edible houses are all the rage these days. Youth Services added a Spooky Halloween version in October and have registration filling up for the ever-popular Gingerbread House version in December.
- The Sheriff Forum was well attended with over 100 area residents in attendance.
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- The search for an Assistant Director/Head of Adult Services is underway. We have one viable application to date and will continue to accept applications until the position is filled.

President's remarks

- No additional remarks.

E. McCrank /R. Martinovici/C moved to adjourn the meeting at 4:40 p.m. The next regular business meeting of the Board of Trustees is scheduled for December 21, 2022, at 4:00 p.m. in the Library Community Room.

Respectfully submitted,
Laurie Ollhoff, Secretary

**T.B. Scott Free Library
Board of Trustees
Revised Endowment Fund Request-Professional Development
December 21, 2022**

For the T.B. Scott Free Library to effectively deliver on its promised outcomes, a skilled, competent, and confident staff is necessary. To support this effort objective, I respectfully request an annual \$4,000 stipend for professional development from the T.B. Scott Free Library Endowment Fund.

The compelling purpose for this request lies with the belief that a healthy work environment is key to employee retention. In addition, public libraries are subject to continual change, especially in today's digital information and technological environments. Similarly, in today's economic environment in which libraries operate, we need to be flexible, agile, and continually evolving. For the T.B. Scott Free Library to embrace change, its workforce must continually develop its professional and technological skills.

Additional reasons:

- Motivation and morale: A motivated workforce is fundamental to successfully delivering excellent services. If the Library does not invest in training and development to meet users' changing demands, we will be left with demotivated and demoralized staff who lack the competencies and confidence to do their job.
- Reward and recognition: Because of the structure of the Library budget, it is not possible to reward staff financially for great work or going the extra mile. For example, the library may have a staff member who is demonstrating project management skills, even though their current role might not require this. To recognize this skill, the individual could be invited to participate in a project management program. Or the Library might encourage a staff member who has demonstrated some innovative or creative practice to respond to a conference request to present. While a staff member benefits from presenting, they will also learn and develop through their conference attendance.
- Career development and advancement: One of my goals is to manage the talent and aspirations within the Library's established teams through strategic staff development. An obvious example is encouraging potential staff to apply for the "next" level position within the library staff structure when it becomes available.
- Team development: By developing the whole team as a unit, team members face challenges and opportunities together. "Away days," "staff development days," or team events are examples of ways in which team development can be enhanced.

There are many avenues to pursue professional development. Examples include:

- Conferences
- Internal Training Programs
- External Training Programs
- Job Shadowing
- Coaching
- Mentoring
- Peer Networking

Historically, a small portion of the library's annual budget had been set aside (\$250) for professional development. Recently, this account increased to \$2500 to support opportunities

for the Library's administrative/management staff to attend state conferences. Additional funding for continuing education experiences may come from scholarships offered annually through WVLS, DPI and other library associations. During the recent Wisconsin Library Association Conference, I was able to network with Tomahawk Public Library Director Heidi O'Hare. We brainstormed ideas for holding a joint half-day or full-day shared workshop for our staffs. Partnering with the Tomahawk Public Library is a fiscally responsible approach to covering costs associated with this kind of opportunity.

As an educator and an individual who advocates for continuing education through the mantra "Learning is a journey not a destination," I believe it is extremely important to set aside additional funds to support a thriving, innovative workplace with the intended focus of this request to be designated for support staff.

Taking advantage of scholarships and grants and working collaboratively with a partner library on staff development will help cover some, but not all, of the costs for the T.B. Scott Library's continuing education and training needs. The financial support of \$4,000 from the T.B. Scott Free Library Endowment Fund that I am requesting would support the library's goal to create a skilled, competent, and confident staff and offer a greater depth and breadth of experiences than what the library is able to offer.

As complete information on courses, workshops and webinars in the upcoming year and the connected costs is not yet known, following is a list of agencies that sponsor high-quality, relevant continuing education opportunities that deserve attention:

- [UW-Madison iSchool](#)
- [Wisconsin Department of Public Instruction Professional Learning Portal](#)
- [Wisconsin Library Association](#)
- Public Library Association
- [Library Journal Professional Development](#)
- [Niche Academy](#)
- [Wisconsin Valley Library Service](#)

A Professional Development Summary, a brief that highlights how the professional development stipend from the Endowment Fund was used, will be provided to the Board of Trustees of the T.B. Scott Free Library annually at its last meeting of the year.

If you have any questions about this request, please let me know. Thank you for your consideration.

Respectfully submitted,

Laurie A. Ollhoff
Library Director
T.B. Scott Free Library

Goal #4:

Provide collections, digital resources, and technology resources responsive to community interests and needs.

Objective 4.1: Continue to provide unique collections that introduce new ideas, build skills, and stimulate curiosity

Measure: Add one new collection annually, based on requests by our library patrons

Responsible staff: Laurie Ollhoff, Andrea Bennett

Latest progress: Next Step: "Library of Things" purchased--2 Orion StarBlast Telescopes, 10 donated fishing poles & 2 donated Birding Kits. Fleet Farm donation/purchase 2 sets of snowshoes. YS will introduce Wonderbooks in 2020. These are the next generation of read-alongs that support struggling readers and that can be switched to "literacy mode" to extend learning. Introducing Teen Freebie Collection Jan. 2020-attempt to eliminate barriers to books for teens who don't have a library card or have a card that is not in good standing. Working to create a culture of teen readers 1/7/20 CF. First Wonderbook purchase made: 6 titles totaling \$300 and all currently checked out. 11/30/20 CF Developed virtual browsing shelves via Google Slides platform for adults and MAPS educators. 12/2020; LO. YS augmented popular next generation read-along collection with purchase of VOX books : all in one read-along with audio built into book. Children just push a button and read. 6/4/21 CF. Purchase of Zoom Audio Recorders for local genealogy groups, oral history collection and other audio-related projects. 3/2021 LO. The ukulele is the first of several musical instruments that will be added to the Library of Things. 11/2021 LO. YS to make large purchase of read-alongs to build this popular new collection in 2022. The current learning game collection will be reorganized, reshelfed, and focus on early literacy and STEM 11/8/21 AB. Green Screen Kit purchased and added to Library of Things for in-house media creation and patron checkout. 05/22 LO. The learning game collection is available again for check out after reorganization. A large number of new read-alongs have been purchased due to the popularity of this new collection. 5/22 AB. Ice Age Trail Explorer Kit made possible by a donation from the Ice Age Trail Alliance. 11/22. LO.

Objective 4.2: Collaborate with local entities for programming related to technology training and other professional development needs

Measure: Provide two technology workshops per year, in addition to the current monthly technology training sessions

Responsible staff: Laurie Ollhoff

Latest progress: Next Step: Online Gale Courses offered 24/7 to patrons with in-person support as requested. Dorothea Salo-UWMadison-Badger Talks: Staying Safe Online/Saving Your Digital Stuff to be rescheduled in 2021. 1/21 LO Online training during monthly staff meetings provided by WVLS. 11/20 LO. Compassion Resilience Workshop Train-the-Trainer with WVLS/WI DPI for staff and community outreach purposes. 05/2021 LO. Collaboration with Healthy Minds Coalition to provide wellness workshops to staff and surrounding community members. 11/2021 LO. One-to-One Patron Tech Assistance has returned. 5/2022 LO. WVLS Digi-byte recordings added to library staff meetings. 11/22. LO.

Objective 4.3: Collaborate with area assisted living facilities to enhance outreach programming to be held on and off site

Measure: Provide outreach programs at outside facilities.

Responsible staff: Laurie Ollhoff and Donna Plautz

Latest progress: Next Step: Meeting with MAHA staff to gather needs assessment; Survey to be prepared for resident completion in 2020. Awaiting receipt of completed surveys (delayed as a result of COVID19) 6/20 LO. Outreach deliveries continue to assisted living, personal residences and nursing homes as situations and conditions warrant-Passive programming collaboration “Lifting Lincoln County” Activity Bags for isolated adults with numerous area non-profits in Lincoln County to continue through Spring 2021. 11/20 LO. Homebound patrons continue to seek assistance for delivery of library materials. Delivery options under evaluation. 11/2021. LO Established an institutional affiliation with Haven. 05/03/22 JZ. Homebound delivery evaluation determined the need to continue and enhance the program. 11/22. LO

Objective 4.4: Support area schools in providing resources for teachers and students

Measure: Collaborate with MAPS to expend \$1,000 annually on collections that support their curriculum

Responsible staff: Andrea Bennett

Latest progress: Next Step: YS has begun to purchase easy readers that are leveled according to the Fountas & Pinnell Reading Literacy Program adopted by MAPS. MAPS uses Fountas & Pinnell as an assessment tool as well as a literacy program. In 2020 we transformed our Easy Reader shelves to provide a set of books parents can look to that are organized as they would be at the schools in support of early literacy. Expenditures estimated at \$400 in 2020 11/10/20 CF. Survey sent to PRMS proposing fall program collaboration with T. B. Scott pledging purchase of resources to facilitate collaboration... awaiting survey results 6/10/20 CF. PRMS did not choose to collaborate with Library fall 2020 11/10/20 CF. MAPS High School-Josh Zalewski

collaboration related to STAR-Net Dream-Build-Create Engineering Program offering 11/2020 LO. Lincoln County Social Services Restorative Justice Grant monies spent to support collection of emotional/social learning tools (therapeutic books and Buddha Board etc.) and given to Trina Knospe, middle school counselor at MAPS. Materials housed in Trina's office to help with treatment/therapy 6/4/21 CF. Currently in contact with 5th grade PRMS language arts teacher planning a Spring 2022 group read and correlating STEM project 11/8/21 AB. All PRMS 5th grade students visited the library in May for a tour and to check out books 5/22 AB. Collaboration currently underway with PRMS 5th grade teachers with a goal to get each student a library card. We will then set up regular visits for the classes for checkout 12/12/22 AB.

Objective 4.5: Provide programs and collections that incorporate STEM education opportunities for all ages

Measure: Purchase Ozobots, and other learning technology for in-house use and as part of the Learning Game collection. Purchase of STEM and tactile items for Library of Things adult services collection.

Responsible staff: Andrea Bennett and Laurie Ollhoff

Latest progress: Next Step: "Library of Things" purchase-2 Orion StarBlast Telescopes & 2 donated Birding Kits. Purchase of POUND Music/Exercise Activity Kit for patron checkout as addition to "Library of Things" 6/20 LO. Summer Project Packs feature STEM education activities 6/10/20 CF. Thermal Imaging Camera added to "Library of Things" made possible through a grant from WPSC 10/21/2020 LO. First 3 STEAM Kits purchased at a cost of \$300: 2 of 3 Kits checked out 11/10/20 CF. Expended \$995.92 in cross-county funds to add more STEAM Kits to popular new hands-on learning collection 6/4/21 CF. Donation of sewing machine and 8mm-Digital Converter accepted and added to "Library of Things." 06/2021 LO. Wisconsin Science Festival donated 50 STEAM kits for distribution to school age children 11/8/21 AB. Addition of Metal Detector to Library of Things. 05/22 LO. STEM activities are part of the Family Activity Bags that will be distributed this summer. 5/22 AB. Wisconsin Science Festival donated 50 STEAM kits for distribution to school age children. We put together an additional 100 STEAM bags for distribution in conjunction with the other STEAM kits 12/12/22 AB.

Dealing with Challenges to Materials and Policies

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One of the most difficult tasks you may face as a public library trustee is that of dealing with an objection to materials in the library's collection, or an objection to library policies.⁵ This is why it is essential for every library to have a written policy in place that specifies how complaints will be handled, including a procedure to be used by concerned citizens.

The Challenge Policy

The policy should be written so that it calls for at least the initial steps of the process to be handled by staff; and in many, if not most, instances the issue can be resolved at that level. However, there may be times when the library board becomes involved more directly. Again, what is most important is for the board to have a policy and a corresponding procedure for dealing with either circumstance.

Regardless of the level of board involvement, it is important for you as a trustee to be committed to the principles of freedom of expression and inquiry that are fundamental to the role of public libraries. The entire community benefits collectively when democratic institutions uphold the right of access to information. Public libraries are for everyone and for every inquiry, and as such must include materials with varying points of view and a wide range of subjects. However, throughout history there have always been those who seek to limit what others may read, see, or listen to, and when this occurs in a public library setting it must be addressed thoughtfully and carefully by those ultimately responsible for all library operations, i.e., the library board.

When you became a library trustee, you may already have had considerable knowledge about intellectual freedom and censorship. However, many trustees need to learn more about these issues so that if an objection is raised they will be prepared. There are many resources; one of the most complete is the *Intellectual Freedom Manual* published by the Office for Intellectual Freedom of the American Library Association. The manual is updated frequently, and your library should have a copy of the latest edition. Other resources are listed at the end of this *Trustee Essential*. (See also [Trustee Essential #22: Freedom of Expression and Inquiry](#).)

In This Trustee Essential

- The need to have a written policy to deal with challenges
- Your responsibility as a trustee in a challenge

⁵ While this *Trustee Essential* focuses primarily on complaints or challenges to materials, a similar procedure can be used for objections to library policies such as those governing use of meeting rooms, the Internet, etc.

The Trustee Role in Dealing with Challenges

So what is your role when a complaint against a specific book, music CD, DVD, or policy is made? In many communities (especially smaller ones) you may receive the complaint personally through a phone call or a face-to-face conversation rather than as an item of business at the next board meeting. If this happens, you will be better able to respond appropriately if there is a policy and procedure already in place.

An important first step is to communicate with the library director about the complaint, since you and your fellow trustees have, no doubt, delegated to the director the responsibility for selecting materials. This means that you should not express your own personal views to an individual citizen, but should instead refer the complaint to the director promptly. Inform the citizen that there is a policy for handling objections, and explain that you are not individually responsible for deciding what will be done. Make sure the objector understands there is a process, and that he/she has the right to use that process. See the attached *Sample Complaint/Concern Form*, which includes a sample policy for dealing with complaints.

In other instances, the complaint may be made directly to the library director, either orally or in writing. In both cases, the objection may become a formal challenge if it cannot be resolved through informal dialog. You and your fellow trustees should be informed by the director that a challenge has been received and kept informed of the steps in its resolution. Or the trustees may receive a challenge as a formal item of business, and the process will start from that point.

If a formal challenge has been received, it may become known to the general public, sometimes generating debate in the media and among other public officials. This can create great stress for library trustees, for you may be contacted for your opinion by members of the public or by the media, or even by members of the municipal board which confirmed your appointment. Again, it is your responsibility not to engage in public debate as an individual. Your library's policy for dealing with challenges should specify that all deliberations involving trustees will be made at open board meetings; it should also specify that there is an official spokesperson (often the library director, sometimes the board president) through whom all information will be given out, especially to the media.

Public Hearings

Most challenges are resolved before they become issues of public debate. Depending on your challenge policy, occasionally the library board may decide to hold a public hearing at which testimony is taken. This process must be carefully and thoroughly crafted to allow both sides of the issue to be heard, and to prevent (as much as possible) undue sensationalism. (The *Intellectual Freedom Manual* has an excellent section on planning a public hearing.) While the steps of this process need not be spelled out in your library's policy, there should be a statement that refers to the process.

If a hearing is held, it is important for trustees to listen as carefully as possible and not to participate in the debate. They should also defer any decision on the challenge until a later meeting. This meeting should be scheduled fairly soon after the hearing but allow enough time for trustees to consider the issues that have been raised in a less emotional atmosphere.

Regardless of how the challenge ultimately arrives before the trustees, it is probable that you will eventually make your views known through a vote that will decide the outcome. This is the time to make a public statement giving the reasons for your vote. Such a statement is not obligatory, but it gives trustees a forum to reiterate the principles of intellectual freedom, and why you do (or do not) support them in this instance. Once the board has decided the outcome, there is usually no further recourse for action by the challenger except a court case.

A formal challenge can be an opportunity for growth for all parties: the challenger, the library director and staff, and perhaps most of all for trustees. Having a policy in place that describes the process to be followed and the responsibilities of the various participants in a challenge will make it much easier for you and your fellow board members to deal with attempts at censorship.

Discussion Questions

1. Why is it important for a library to have a policy for dealing with challenges to library materials and policies?
2. Does your library have an adequate policy and procedure for handling challenges? Are there any ways your policy and procedure could be improved?

Sources of Additional Information

- Attached [Sample Complaint/Concern Form](#)
- Intellectual Freedom Manual, latest edition, published by the Office for Intellectual Freedom, American Library Association
- Your library system staff (See [Trustee Tool B: Library System Map and Contact Information](#).)
- Children's Cooperative Book Center Intellectual Freedom Information Services, University of Wisconsin-Madison (for challenged children's materials) at <http://ccbc.education.wisc.edu/freedom/ifservices.asp>
- Division for Libraries and Technology staff (See [Trustee Tool C: Division for Libraries and Technology Contact Information](#).)

Trustee Essentials: A Handbook for Wisconsin Public Library Trustees was prepared by the DLT with the assistance of the Trustee Handbook Revision Task Force.

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Sample Complaint / Concern Form *

Your complaint or concern is about (please check):

- ☐ Book
- ☐ Audio item
- ☐ Video item
- ☐ Internet website
- ☐ Library policy
- ☐ Other, please explain:

Please indicate (if relevant):

Title:

Author/Producer/URL:

What is your concern about this material, resource, or policy? (Please tell us all you can to help us understand your concerns.)

Please print your name and address:

Signature: _____

[On the back of the form, include the board-approved policy for dealing with written complaints about materials. See the next page for an example.]

* Sometimes called a material reconsideration or challenge policy.

Library Director's Report – December 21, 2022

Events

For all upcoming events, see <https://tbscottlibrary.org/events>

- Holiday Music with Mary Ament: Thursday, December 22, 11:30AM - 12:30PM
- Critic's Choice Movie: December 28, 1:00PM - 3:30PM – December's movie is **PRANCER (1989)**. What is more Christmas than a young girl who still believes in Santa Claus and a real-life reindeer? This heartwarming movie brings a whole town together, but not before big problems and conflicts arise for her family and the reindeer she nurses back to health. Rebecca Harrell and Sam Elliott star in this feel-good holiday classic. I encourage you to stop in and enjoy the movie if your schedule allows.
- Author Chat with Greta, Thursday, December 29, 5:30PM – An exciting, young sci-fi author is coming to T.B. Scott Free Library on December 29. Greta Kurth, a freshman at Tomahawk High School, has already written two books in a utopian/science fiction trilogy titled **Divided** and **Grounded** with the third book in the series, **Lived**, close on their heels. Both published books will be available to purchase at the event.

WVLS

- There is nothing to report from WVLS representative Diane Peterson.
- Marla Sepnaski, WVLS Director, the WVLS orientation team, and I met for my New Director Orientation. There was a great deal to cover including information surrounding the creation of the Wisconsin Valley Library System. The team encouraged me to use the resources that are made available to all system libraries and to reach out to WVLS staff.

Friends of the Library

- The Friends held their annual Poinsettia Sale with several organizations and churches taking advantage of the sale. Pickup was Saturday, December 10.

Library Director's Report

- Wow, we are to end of 2022! It has been quite the year. I have learned a great deal and will continue to do so as we move into 2023.
- The Merrill Historical Society has graciously accepted the donation of the T.B. Scott Free Library Board of Trustees Minutes and miscellaneous correspondence dating back to 1898 and will now retain ownership of the same. In accordance with Wis. Stat. §16.61, the Library is required to retain seven years of library records with the option to retain for longer periods. The Library will retain ten years of records. A letter recognizing this donation will be sent to the Merrill Historical Society as documentation of the transfer.
- The search for a new Assistant Director/Head of Adult Services continues. To date, we have received letters with accompanying resumes from a number of applicants and the search will continue until the position is filled with a qualified candidate.

- Outdoor announcement sign: Graphic House has ordered the announcement sign. The installation is scheduled to take place in the first few months of 2023 based upon weather conditions.
- I continue to work with Derek Krzanowski on the completion of the Elm Tree Cookie Table. Images have been selected and will be sent on to Derek when he is ready to complete the project.
- We are closing out the year looking forward to a great 2023!
- A special thank you to each of you serving on the T.B. Scott Free Library Board of Trustees. Your support of the library and advocacy out in the community is truly appreciated. Your representation of the library in the public is extremely valuable. We could not do it without you.