

**PEABODY PUBLIC LIBRARY
BOARD OF TRUSTEES
November 12, 2025**

The Library Board of Trustees met at 6:00 p.m. with the following in attendance: Mark Parker, Joel Frank, Greg Hockemeyer, Chris Bechtold, Spencer Mize, Angela Bauer and Director Michael Ashby.

CALL TO ORDER

The regular business meeting was called to order by Vice-President Spencer Mize.

MINUTES

Minutes of the regular October Board meeting were approved.

**A motion to approve was made by Chris Bechtold.
Seconded by Mark Parker. Motion carried.**

DISCUSSION

Building Projects

Mike would like to move forward with his proposed building projects/renovations and contact MKM Designs.

There was discussion regarding the facility equipment maintenance and replacement schedule.

It was requested that the MKM Design representative come to the next Board meeting to discuss the scope of service for future projects.

Disaster Recovery Policy

There is some verbage/formatting that needs corrected.

**A motion to approve the policy with the
proposed amendments was made by
Angela Bauer. Seconded by Greg
Hockemeyer. Motion carried.**

Strategic Plan

There was a lot of progress and accomplishments from the previous Strategic Plan.

After discussion it was decided that the Mission, Values and Beliefs, Vision and DEI verbage be removed as it is in the Board policy and is unnecessary in the Strategic Plan.

**A motion was made by Greg Hockemeyer
to remove the verbage from the Strategic Plan.
Seconded by Chris Bechtold. Motion carried.**

**A motion was made by Angela Bauer to include
Equipment Replacement and Improvement
schedules in the Strategic Plan. Seconded by
Chris Bechtold. Motion carried.**

The priority of the Goals listed numerically was discussed and it was decided to list them alphabetically instead.

**A motion to approve the Strategic Plan with the
discussed amendments was made by Chris
Bechtold. Seconded by Angela Bauer. Motion carried.**

DIRECTOR'S REPORT

Mike shared the staffing changes which have taken place. It was requested that the Board receive an updated Organizational chart next month.

CyberTrack recently did an assessment and will be issuing a report with recommendations in November. This assessment is done every 2 years.

The 2026 slate of Board officers will need to be completed soon. Greg Hockemeyer, Angela Bauer and Chris Bechtold will be on the nominating committee and will present a slate of nominees at the December meeting.

NEW BUSINESS

The annual Director's evaluation will need to be done in December or January.

The Library will be switching vendors for the patron print services kiosk.

CLAIMS

A motion to approve the October claims was made by Angela Bauer. Seconded by Mark Parker. Motion carried.

ADJOURNMENT

A motion to adjourn was made by Greg Hockemeyer.

Respectfully submitted,

Mark Parker, Secretary