

**Minutes of the Regular Meeting of the
Alpena County George N. Fletcher Public Library
Board of Trustees**

Call to Order: A meeting of the Alpena County Library Board of Trustees was called to order on Wednesday, December 17, 2025, at 4:01 pm by President Dustin Budd.

Present:

Board of Trustees: Dustin Budd, Julie Byrnes, Traci Collins, Jennifer Graham, Joe Fulkerson
Staff: Christina Markowski, Nancy Mousseau, Carmen Grubaugh

Approval of Agenda: It was moved by Graham with support from Fulkerson to accept the agenda with the stipulation Employee Handbook be added as item B. under Old Business. The motion passed.

Review and Approval of November 19, 2025 Meeting Minutes: It was moved by Graham with support from Fulkerson to accept the minutes from the November 19, 2025 meeting. The motion passed.

Financial Reports: The financial reports were reviewed by Markowski.

Approval of Bills: It was moved by Collins and supported by Byrnes that the corrected December 1, 2025 and December 15-16, 2025 bills be approved. The motion passed.

Leadership Team Reports: Markowski shared that Meg Converse and herself cleared the conference room schedule for most of January 2026 so Omega would be able to replace the lighting and ceiling fans on the third floor. She thanked Marlo Broad for doing a display and Bill Powell for his customer service as well as for doing a puppet show for a classroom visit.

Friends of the Library Report: Markowski stated at their last meeting the Friends discussed giving the library staff a bonus of Downtown Dollars and Diane Block planned to revamp the bookstore.

Public Comment: Tom Greko, Alpena, thanked the board and Markowski for doing a fine job. He appreciated Markowski's leadership skills and wished those in attendance a Merry Christmas.

Old Business:

A. Strategic Planning 2026-2028: It was moved by Graham with support from Byrnes for Markowski and Budd to contact Brian Mortimore and get an estimate on how much it would cost for Mortimore's assistance with the development of the Strategic Plan and a Director Evaluation. The motion passed.

B. Employee Handbook: Markowski stated all library staff reviewed the Employee Handbook and signed an agreement form. She noted the Employee Handbook would be posted on the library's website.

Committee Reports: Fulkerson, on behalf of the Facility Committee, stated Omega was selected to complete the electrical work on the third floor and more time was needed to find a solution to fix the damaged siding on the Currier building.

New Business:

A. 2025 Audit Package: It was moved by Collins with support from Byrnes to select Option D for the

County Audit.

Roll Call Vote:

Budd: Yes
Byrnes: Yes
Collins: Yes
Graham: Yes
Fulkerson: Yes

The motion passed unanimously.

B. Bequest: The board decided to leave the bequest in a fund with the County.

C. Staff In-Service Feb 13, 2026: It was moved by Collins with support from Fulkerson to close the library on February 13, 2026 for a staff inservice day. The motion passed.

D. Director Raise: It was moved by Collins with support from Graham to discuss a director raise once Markowski completed one full year as Library Director and a Director Evaluation. The motion passed.

Roll Call Vote:

Budd: Yes
Byrnes: Yes
Collins: Yes
Graham: Yes
Fulkerson: Yes

The motion passed unanimously.

The board discussed that following the initial Director Evaluation in June the director's raise should be considered annually along with other staff raises.

E. 2026 Board of Trustees Meeting Time: It was moved by Graham with support from Collins to retain the third Wednesday of every month at 4:00 pm as the designated time for the regular meeting of the Alpena County Library Board of Trustees. The motion passed.

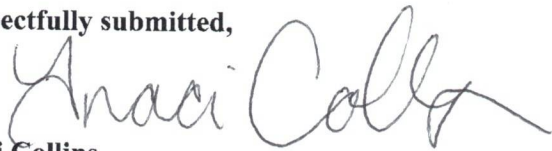
F. Board Comment: Collins thanked Markowski for her transparency in putting the Director raise before the board and she thanked Mousseau for attending the meeting while on vacation.

Graham stated she was approved to serve another term as a member of the board and Budd stated he would request term lengths for all the board members.

Public Comment: Diane O'Connor, Alpena, disagreed with some of the board member's comments about the Strategic Plan. She stated emotions such as discussing feelings when working with children or accessing comfort were valid measurement factors. She questioned why the words "demographic" and "accessibility" should be avoided and noted they should be included because these words conveyed inclusivity.

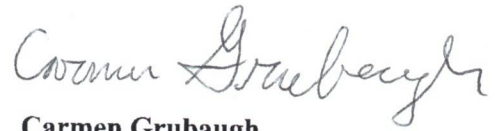
Adjournment: It was moved by Fulkerson with support from Byrnes to adjourn the meeting. Budd declared the meeting adjourned at 5:23 pm. The next meeting will be Wednesday, January 21, 2026 at 4:00 pm.

Respectfully submitted,



Traci Collins

Secretary



Carmen Grubaugh

Recording Secretary