



Wisconsin Department of Public Instruction
**PUBLIC LIBRARY SYSTEM ANNUAL
 REPORT** PI-2404-A (Rev. 1-20)

Required by § 43.05(4) and 43.58(6) Wis. Stats.

INSTRUCTIONS: Complete and return the original board-
 approved, signed annual report as a PDF to
 LibraryReport@dpi.wi.gov by February 29, 2020.

FOR THE YEAR 2019

I. GENERAL INFORMATION						
1. System Name Wisconsin Valley Library Service		2. System Director Name Marla Sepnafski		3. Certification Grade Grade 1	4. Date Certification Expires 2022-11-30	
5. Street Address 300 N. First St.				6. Phone Area/No. (715) 261-7250	7. Fax Number Area/No. (715) 261-7259	
8. Mailing Address PO Box		9. System Website URL wvls.org		10. Director System Email Address msepnafs@wvls.org		
11. City / Village / Town Wausau			12. County Marathon		13. ZIP Code 54403-5405	
14. Number of Public Libraries Participating in the System 25	15. Does System Operate a Books-By Mail Program No	16. Number of Book-mobiles Owned 0	17. Estimated System Area Public Library Registered Borrowers 158,206		18. DUNS Number <i>Nine digits</i> 177871365	
II. SYSTEM COLLECTION						
	No. Owned / Leased	Number Added		No. Owned / Leased		No. Owned / Leased
1. Books in Print	241	6	4. Electronic Collections <i>Number available to members</i>	7	7. Licensed Electronic Video Materials <i>Units (copies) available to members</i>	952
2. Audio Materials	0	0	5. Licensed E-books <i>Units (copies) available to members</i>	155,420	8. Subscriptions <i>Exclude those in electronic format</i>	16
3. Video Materials	0	0	6. Licensed Electronic Audio Materials <i>Units (copies) available to members</i>	54,429		
III. SYSTEM SERVICES						
Circulation Transactions <i>Circulation includes items checked out by the system directly to the users. Count one for each item loaned directly to users from the system or any program administered by the system; e.g., bookmobiles, books-by-mail, etc. Do not count direct circulation from the system resource library or system member libraries.</i>				1. Total Circulation 296	2. Interlibrary Loans <i>System interlibrary loan transactions</i>	
					a. Items Loaned 59	b. Items Received 118
3. System Electronic Resources Use <i>Number of uses of system licensed electronic resources</i>						
a. E-book 159,383		b. E-audio 119,155	c. E-video 233		d. Electronic Collection Retrievals 278,771	

IV. SYSTEM BOARD AND ORGANIZATION

List the members of the system board as of the date of this report. List the president first. Indicate vacancies. Report changes to the Division for Libraries and Technology as they occur. When reporting changes, indicate departing board members.

First Name	Last Name	Street Address	City	ZIP+4	Email Address
1. President Tom	Bobrofsky	107 S West St	Loyal	54446	tom.bobrofsky@wvls.lib.wi.us
2. Douglas	Lay	2363 Woodington Way	Suamico	54173	doug.lay@wvls.lib.wi.us
3. Michael	Otten	2504 Teal Ave	Wausau	54401	michael.otten@wvls.lib.wi.us
4. Louise	Olszewski	N15987 County Road T	Withee	54498	louise.olszewski@wvls.lib.wi.us
5. Christy	Janczewski	1179 Highway 8	Armstrong Creek	54103	hristy.janczewski@wvls.lib.wi.us
6. Peg	Jopek	622 1st Ave.	Antigo	54409	peg.jopek@wvls.lib.wi.us
7. Pat	Pechura	6519 E. Manhardt Dr.	Tripoli	54564	pat.pechura @wvls.lib.wi.us
8. Paul	Knuth	1975 Larsen Dr.	Rhineland	54501	paul.knuth@wvls.lib.wi.us
9. Eileen	Grunseth	PO Box 133	Gilman	54433	eileen.grunseth@wvls.lib.wi.us
10. Sonja	Ackerman	830 Fulton Street	Wausau	54403	sonja.ackerman@wvls.lib.wi.us
11. Jim	Backus	R12600 Oak Dr.	Ringle	54471	james.backus@wvls.lib.wi.us
12. Tyson	Cain	5206 Riverfront Place	Weston	54476	tyson.cain@wvls.lib.wi.us
13. Kari	Sweeney	609 Gray Place	Wausau	54403	kari.sweeney@wvls.lib.wi.us
14. Diane	Peterson	707 Cedar St	Merrill	54452	diane.peterson@wvls.lib.wi.us
15. Vacant					
16.					
17.					
18.					
19.					
20.					
21.					
22.					
23.					

V. PUBLIC LIBRARY SYSTEM INCOME

1. County Government

a. System Member County Appropriations Received by Library System				b. Other County Payments Received	
County Name	Amount	County Name	Amount	County Name	Amount
Clark	\$3,888	Oneida	\$7,807		\$0
Forest	\$1,381	Taylor	\$2,468		
Langlade	\$2,737				
Lincoln	\$4,177				
Marathon	\$18,727				
			Subtotal 1a	Subtotal 1b	\$0
			\$41,185		\$0

2. State Aid to Public Library Systems \$908,691

3. Other State Funded Programs *List individually. Attach listing if necessary.*

a. TEACH 18-19-1933	\$2,348
b.	
c.	
Subtotal 3	
	\$2,348

4. Federal Aid Program name and, if LSTA, project number. *List each program individually. Attach listing if necessary.*

a. 19-251 Technology	\$82,700	f.	
b.		g.	
c.		h.	
d.		i.	
e.		j.	
Subtotal 4			\$82,700

5. Contract Income from Other Governmental Units, Libraries, Library Agencies, Library Systems, etc. *List names individually. Attach listing if necessary.*

a. V-Cat Annual Maintenance Fees	\$208,518	f. Department of Public Instruction	\$500
b. WVLS Member Receipts	\$212,296	g. School District of Laona	\$2,207
c. IFLS Library System	\$57,813	h. Department of Administration	\$45
d. Northern Water Library System	\$61,172	i. Osceola Public Library	\$40
e. Miscellaneous System Income	\$4,734	j.	
Subtotal 5			\$547,325

6. Other Income

Unexpended State Aid from Previous Year(s)	Interest Earned from State Aid Funds Investments	All Other Unexpended Funds from Previous Year(s)	Interest Earned from Other Fund Investments	Gifts and Endowments to the System	All Other Sources	Subtotal 6
\$0	\$731	\$1,086,289	\$928	\$4,647	\$30,334	\$1,122,929

7. **Total Income** Add 1 through 6 \$2,705,178

VI. PUBLIC LIBRARY SYSTEM EXPENDITURES
Report system expenditures from all sources.

	System State Aid**	Other State and Federal Aid*	All Other***	Annual Total
1. Salaries and Wages	\$406,935	\$0	\$16,105	\$423,040
2. Employee Benefits	\$179,191	\$0	\$0	\$179,191
3. System Collection Expenditures				
a. Printed Material	\$1,481	\$0	\$1,860	
b. Electronic Material	\$37,603	\$0	\$2,369	
c. Audiovisual Material	\$0	\$0	\$0	
d. All Other Material	\$0	\$0	\$0	
Subtotal <i>Collection Expenditures</i>	\$39,084	\$0	\$4,229	\$43,313
4. System Contract Expenditures <i>Attach a brief description of contracts; i.e., recipient, amount, and purpose.</i>	\$153,700	\$20,279	\$187,600	\$361,579
5. System Payments to Member Libraries <i>Attach lists of individual payments.</i>	\$64,156	\$439	\$33,014	\$97,609
6. All Other Operating Expenditures	\$47,254	\$64,330	\$241,775	\$353,359
7. Total Operating Expenditures	\$890,320	\$85,048	\$482,723	\$1,458,091
8. System Capital Expenditures	\$2,944	\$0	\$46,419	\$49,363

* Report expenditures from federal grant funds and state funded programs other than state aid to public library systems.

** Report expenditures from report year public library system state aid, state aid funds carried forward to current year, and any interest earned from those funds.

*** Report expenditures from county appropriations, contract income, gifts and endowments, and any carryover from those sources. Also include expenditures from interest earned from those sources.

VII. SYSTEM MEMBER COUNTY APPROPRIATIONS FOR LIBRARY SERVICE

Report the total amount appropriated for public library service for each county in your system. Include all funding, including those paid to a library system or another county's public libraries. Report the amounts for the report year. Attach the page(s) of each county budget that show the amounts below.

County Name	Amount	County Name	Amount	County Name	Amount
1. Clark	\$506,178	5. Marathon	\$3,572,407	8.	
2. Forest	\$102,747	6. Oneida	\$430,676	9.	
3. Langlade	\$323,756	7. Taylor	\$415,823	10.	
4. Lincoln	\$647,324				

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE

The following statement certifies that your public library system complied with all statutory requirements for public library systems for the report year. Indicate, with a check, your system's compliance with each of the system requirements.

s.43.24(2) For a public library system to qualify for and maintain its eligibility for state aid under this section, it shall ensure that all of the following are provided:

Membership Agreements

- (a) Written agreements that comply with s. 43.15(4)(c)4. with all member libraries.
- Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Resource Library Agreement

- (b) Backup reference, information, and interlibrary loan services from the system resource library, including the development of and access to specialized collections, as evidenced by a written agreement with that library.
- Signed copies of the report year and current year resource library agreements have been filed with the division.

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE (cont'd.)

Reference Referral and Interlibrary Loan

s. 43.24(2)(d) Referral or routing of reference and interlibrary loan requests from libraries within the system to libraries within and outside the system.

- Reimbursed member libraries for ILL
- Maintained a shared database of member library bibliographic records and holdings
- Maintained ILL Clearinghouse
- Utilized WISCAT to promote interlibrary loan
- Contracted for ILL Clearinghouse
- Maintained a system interlibrary loan plan

Inservice Training

s. 43.24(2)(e) Inservice training for participating public library personnel and trustees.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- Conducted workshops for member library staff and trustees
- Provided scholarships and grants for member library staffs
- Maintained a calendar of CE events
- Maintained a professional collection for system and member library staffs.

s. 43.24(2)(h) Professional consultant services to participating public libraries.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- Public library administration and governance
- Technical services
- Legal issues
- Adult services
- Interlibrary loan and resource sharing
- Public relations
- Youth services
- Staff development (certification, CE, etc.)
- Reference and information services
- Library automation
- Planning and evaluation, standards
- Special needs
- Building and remodeling
- Collection development

Delivery and Communication

s. 43.24(2)(fm) Electronic delivery of information and physical delivery of library materials to participating libraries.

Indicate with a check those services carried out by your system in the report year in conjunction with this service requirement.

- Had regular courier or van delivery service
- Used fax for document delivery/communication
- Provided an 800 number, phone credit card, or accepted collect calls
- Used mail as primary delivery system
- ILL transactions sent by:
- Email
- OCLC
- Regional automated system
- WISCAT
- Published a newsletter

Service Agreements

s. 43.24(2)(g) Service agreements with all adjacent library systems.

Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Indicate with a check those services provided for in the adjacent library system agreements for the report year.

- Reciprocal borrowing between systems
- Delivery
- Audiovisual services
- Cash payments in cross-system lending
- Newsletter exchange
- Cooperative purchasing
- Continuing education
- Cooperative planning/information exchange

Services to Users with Special Needs

s. 43.24(2)(k) Promotion and facilitation of library service to users with special needs.

The division interprets services to users with special needs as inclusive services. Inclusive library services are holistic, spanning library policies, collections, space, and services. Inclusive services reflect equity and accessibility for all members of the community, including services to individuals or groups for whom using the public library is difficult, limited, or minimized.

Briefly summarize the most significant specific services or initiatives carried out by your system in a special needs area in the report year. Describe the system effort in terms of the way in which the initiative is conducted by the system. Some systems provide direct services, others provide services to support library efforts.

The Northern Waters Library System and WVLS started a collaborative venture in 2018 in which NWLS assumed inclusive services consulting for WVLS, and WVLS assumed continuing education services on behalf of NWLS. Please refer to pages 26-28 in the attached 2019 WVLS Staff Report for activities related to this statute.

VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE (cont'd.)

Services to Users with Special Needs (cont'd.)

Identify the agency(ies) with which the system had the most contact in terms of a planning effort or project collaboration, or with which member libraries worked. Indicate system services or types of materials involved with, or purchased for, the project. Were any accessibility issues involved? Identify any significant marketing done by the system to support library efforts in serving special needs populations.

Northern Waters Library System - WVLS partnered with in the second half of 2018 to expand the depth and breadth of the WVLS Inclusive Services program; and, the Northeast Wisconsin (NEWI) libraries to obtain an LSTA grant to provide "Creativity and Aging: Arts Education for Older Adults" workshops throughout the area in 2019.

If the system provided any continuing education programs in the report year on special needs topics, identify the topic(s) and speaker(s)
 A "Creativity and Aging: Arts Education for Older Adults" workshop was held in Rice Lake in April 2019. Inclusive services was presented as one of the three table topics at this year's WVLS Director's Retreat held in September 2019.

Other Types of Libraries

- s. 43.24(2)(L) Cooperation and continuous planning with other types of libraries in the system area which results in agreements with those libraries for the appropriate sharing of library resources to benefit the clientele of all libraries in the system area.**
- An advisory committee or planning group including representatives from other types of libraries met and established objectives relating to this requirement for the plan year.
- The system has agreements with other types of libraries, or if the system participates in a cooperation agreement with a multitype organization to meet the purposes of this goal, there is established a clear link between the system and the individual members of the multitype organization. Copies of the most recent agreements have been filed with the Division for Libraries and Technology.

Indicate with a check system services provided to other types of libraries in the report year.

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Consultation | <input type="checkbox"/> Union list of serials | <input checked="" type="checkbox"/> Back-up reference services |
| <input checked="" type="checkbox"/> Continuing education / workshops | <input type="checkbox"/> Directory of libraries | <input checked="" type="checkbox"/> Newsletter |
| <input type="checkbox"/> ILL (Direct) | <input checked="" type="checkbox"/> Delivery services | <input checked="" type="checkbox"/> Technical services |

Library Technology and Resource Sharing Plan

- s. 43.24(2)(m) Planning with the division and with participating public libraries and other types of libraries in the area in regard to library technology and the sharing of resources. By January 1, 2000, and every 5th January 1 thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.**
- Member public libraries and other types of libraries in the system area had an opportunity to review and comment on the plan.
- The public library system's current technology and resource sharing plan has been filed with the Division for Libraries and Technology.

Other Service Programs

- s. 43.24(2)(i) Any other service programs designed to meet the needs of participating public libraries and the residents of the system area, as determined by the public library board after consultation with participating public libraries.**

List and evaluate each service program carried out under this statute in the report year. Do not lump miscellaneous activities under a single "other" program.

Other Service Programs include Collection Development and Youth Services. Please refer to pages 23-26 in the attached 2019 WVLS Staff Report for activities related to this statute.

Administration

- The system did not expend more than 20 percent of the state aid received in the report year for administration.

IX. COLLABORATIVE ACTIVITIES

Summary of Activities *Briefly describe collaborative activities with other libraries, public library systems, and other organizations. Exclude services and activities listed in the system's report year resource library contract.*

The 2019 Collaborative Activities Summary is in a report attached to this document.

Cost Benefit. *For each activity above, list the activity name and estimated cost benefit realized.*

Activity	Amount
1. Technology: LEAN WI Services Partnership	35,383,000
2. Technology: Advanced Networking	725,900
3. WPLC Collaboration	1,086,568
4. Databases / Professional Materials	782,500
5. V-Cat/ILS Administration	747,000
6. Continuing Education and Training	342,500
7. Courier	82,500
8. 1,000 Books Before Kindergarten App	5,000
9.	
10.	
Cost Benefit Total	39,154,968

X. PUBLIC LIBRARY SYSTEM ANNUAL PROGRAM EXPENDITURES

Program Expenditures Provide a summary of your public library system expenditures by system service program and fund source for the report year.

Program	System Aid, Carryover, and Interest Earned	Other State and Federal Library Program Funds	All Other Income	Total
Technology, Reference and Interlibrary Loan See note				
1. ILL/WISCAT/Reference	18,910	0	843	19,753
2. ILS/V-Cat	146,783	0	126,451	273,234
3. Technology Support	142,794	85,048	315,119	542,961
4.		0		0
5. Electronic Resources	75,881	0	20,792	96,673
Subprogram Total	384,368	85,048	463,205	932,621
Continuing Education and Consulting Service See note				
1. Continuing Education	72,056	0	21,709	93,765
2. Consulting	115,809	0	7,945	123,754
Subprogram Total	187,865	0	29,654	217,519
Delivery	162,716	0	8,594	171,310
Library Services to Special Users	7,491	0	214	7,705
Library Collection Development	19,928	0	12,829	32,757
Direct Payment to Members for Nonresident Access	0	0	0	0
Direct Nonresident Access Payments Across System Borders	0	0	0	0
Library Services to Youth	49,314	0	2,128	51,442
Public Information	5,487	0	420	5,907
Administration	76,094	0	12,099	88,193
Other System Programs				
1.	0	0	0	0
2.	0	0	0	0
3.	0	0	0	0
4.	0	0	0	0
Grand Totals	893,263	85,048	529,143	1,507,454
Estimated Expenditures for Technology-Related Services Provided by the System	318,612	85,048	440,812	844,472

NOTE: Technology, Reference and Interlibrary Loan, and Continuing Education and Consulting Service Program areas may be divided into subprograms at the discretion of the system.

XI. SYSTEM STAFF

1. Personnel Listing

a. Employees Holding the Title of Librarian as of December 31 of the report year. *Include vacancies if they will be filled within one year*

First Name	Last Name	Position	MLS (ALA)	Annual Salary	Hrs. Worked per Week
Marla	Sepnafski	Director	<input checked="" type="checkbox"/>	\$82,488	40.00
Anne	Hamland	Public Library Services Consultant	<input checked="" type="checkbox"/>	\$55,115	40.00
Katie	Zimmermann	ILS Administrator	<input checked="" type="checkbox"/>	\$59,640	40.00
Rachel	Metzler	ILS & Database Support Specialsit	<input checked="" type="checkbox"/>	\$55,735	40.00
Kris	Adams Wendt	Local and State Advocacy Consultant	<input checked="" type="checkbox"/>	\$7,397	4.00
			<input type="checkbox"/>		
			<input type="checkbox"/>		
			<input type="checkbox"/>		
			<input type="checkbox"/>		
			<input type="checkbox"/>		
			<input type="checkbox"/>		

b. Other Paid Staff *Include plant operation, maintenance, and security.*

Position	Total Annual Wages	Hrs. Worked per Week	Position	Total Annual Wages	Hrs. Worked per Week
Deputy Director / CIO	\$64,183	40.00			
Technical Support	\$37,149	40.00			
Accounting-HR Specialist	\$10,732	15.00			
Administrative Assistant	\$19,829	15.00			
Education Consultant	\$61,837	40.00			

2. System Staff Full-Time Equivalents (FTEs) *Divide the total hours worked per week for each category by 40 to determine full-time equivalents.*

a. Persons Holding the Title of Librarian

i. Master's Degree from an ALA Accredited Program FTE	ii. Other Persons Holding the Title of Librarian FTE	Subtotal
4.10	0.00	4.10

b. All Other Paid Staff FTE *incl. maintenance, plant operation, and security*

3.75

c. Total Library Staff Full Time Equivalents *Add Subtotal 2a and 2b*

7.85

XII. SYSTEM MEMBERSHIP

Attach a listing of all current public library and county members of the system.

Indicate whether your public library system members have indicated compliance with the following membership requirements. If any of these conditions have not been met, attach a written explanation of the circumstances resulting in noncompliance and a description of actions to be taken to achieve compliance (include timelines). *A check indicates that all members have indicated compliance with the requirement.*

- The public library members are established under the provisions of Chapter 43 of the Wisconsin Statutes. [s. 43.15(4)(c)1]
- The public library members are authorized by the municipal governing board to participate in the public library system. [s. 43.15(4)(c)3]
- The public library members have entered into a written agreement with the public library system board to participate in the system and its activities, to participate in interlibrary loan of materials with other system libraries and to provide, to any resident of the system area, the same library services, on the same terms, that are provided to the residents of the municipality or county that established the member library. This shall not prohibit a municipal, county, or joint public library from giving preference to its residents in library group programs held for children or adults if the library limits the number of persons who may participate in the group program or from providing remote access to a library's online resources only to residents. [s. 43.15(4)(c)4]
- The member public library's head librarian holds the appropriate grade level of public librarian certification from the Department of Public Instruction and is present in the library for at least 10 hours of each week that the library is open, less leave time. [s. 43.15(4)(c)6 and Administrative Code Rules PI 6.03]
- All counties participating in the system have entered into written agreements with the system as required under [s. 43.15(4)(b)3]
- All counties participating in the system have adopted and maintained the plan of library service submitted and approved under s. 43.11(3) and s. 43.13(1). [s. 43.15(4)(b)1]. **On the membership listing to be attached to this report, indicate the year of the last plan revision.**
- Each public library member, beginning in 2008, annually is open to the public an average of at least 20 hours each week except that for a library in existence on June 3, 2006, annually is open to the public an average of at least 20 hours or the number of hours each week that the library was open to the public in 2005, whichever is fewer. [s. 43.15(4)(c)7]
- Each public library member, beginning in 2008, annually spends at least \$2,500 on library materials. [s. 43.15(4)(c)8]

XIII. CERTIFICATION OF STATUTORY COMPLIANCE

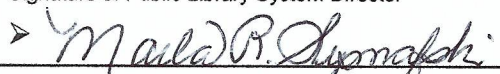
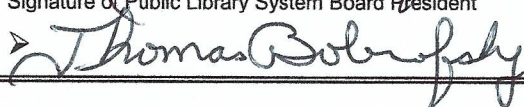
As of the date of this report, indicate whether the following statutory requirements are being met by the system. If any of these requirements were not met, attach a written explanation of the circumstances resulting in noncompliance and a description of the actions to be taken to achieve compliance (include timelines). Any current written contracts or agreements not previously filed with the division providing evidence of compliance must be enclosed with this report. This report is for compliance as of the date of this report. If compliance is later not maintained in any area reported as being in compliance, notify the Division for Libraries and Technology.

Indicate compliance with the requirements below with a checkmark. Unchecked statutes indicate noncompliance.

- Library system board is constituted and operated in compliance with s. 43.17(1) and (2) and s. 43.19(1)(a) and (b).
 - Library system board has appointed a head librarian who is responsible for administration of the public library system. [s. 43.17(4)]
 - Library system is organized and operated in compliance with Wis. Stat. s. 43.15 Standards for public library systems.
- S. 43.24(2) For a public library system to qualify for and maintain its eligibility for state aid under this section, it shall ensure that all of the following are provided.
- (a) Written agreements that comply with s. 43.15(4)(c)4. with all member libraries.
 - (b) Backup reference, information, and interlibrary loan services from the system resource library, including the development of and access to specialized collections, as evidenced by a written agreement with that library.
 - (d) Referral or routing of reference and interlibrary loan requests from libraries within the system to libraries within and outside the system.
 - (e) Inservice training for participating public library personnel and trustees.
 - (fm) Electronic delivery of information and physical delivery of library materials to participating libraries.
 - (g) Service agreements with all adjacent library systems.
 - (h) Professional consultant services to participating public libraries.
 - (i) Any other service programs designed to meet the needs of participating public libraries and the residents of the system area, as determined by the public library system board after consultation with participating public libraries.
 - (k) Promotion and facilitation of library service to users with special needs.
 - (L) Cooperation and continuous planning with other types of libraries in the system area, which results in agreements with those libraries for the appropriate sharing of library resources to benefit the clientele of all libraries in the system area.
 - (m) Planning with the division and with participating public libraries and other types of libraries in the area in regard to the library technology and the sharing of resources. By January 1, 2000, and every 5th January thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.
 - (n) That, if the system reimburses a participating public library for the costs of providing interlibrary borrowing services to an individual who holds a valid borrower's card of another participating public library, the reimbursement shall not exceed the actual costs incurred by the public library in providing such services. The department shall promulgate rules defining "actual costs" for the purposes of this paragraph.

CERTIFICATION

I CERTIFY that to the best of my knowledge the information provided in this annual report and any attachments are true and accurate.

Signature of Public Library System Director 	Name of Public Library System Director Marla Sepnafski	Date Signed 2/24/2020
Signature of Public Library System Board President 	Name of Public Library System Board President Tom Bobrofsky	Date Signed 2/24/2020

	COMMENTS	
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