

**INSTRUCTIONS:** Complete and return a signed, scanned copy of the original board-approved system annual report by **MARCH 1, 2022,** to:

LibraryReport@dpi.wi.gov

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

			I. GENE	ERAL INFORMAT	TON					
1. System Name			2. System Director Name			3. Certi	3. Certification Grade 4. D		Date Certification Expires	
Wisconsin Valley Library Service			Marla Sepnafski				Grade 1		2022-1	11-30
5. Street Address		Mar Pagar a racifirm on the William State W		r i skolikovana si starov		6. Phor	ne <i>Area/No.</i>	7. F	ax Numb	per Area/No.
300 N. First S	t.					(71	5) 261-7250		(715)	261-7259
8. Mailing Address	РО Вох	9. System Web	site URL			10. Dire	ector System E	mail Addres	ss	Acceptation of the Control of the Co
		wvls.org				ms	epnafs@wvls	.org		
11. City / Village /	Town			12. County		L		13. ZIP 0	Code	erske og skrifte fra for fæ
Wausau				Marathon				544	03-5405	5
14. Number of Pub Participating in		15. Does Syste Books-by-M	m Operate a lail Program	16. Number of E mobiles Ow		- 17. Estimated System Area P Library Registered Borrov				
25		No		0		147,365				177871365
			II. SY	STEM COLLECT	ION					
	No. Owned / Leased	Number Added				Owned / ased				No. Owned /
1. Books in Print	243	2	Electronic Col available to m	llections Number nembers		6	7. Licensed Electronic Video Materials <i>Units</i> (copies) available to members		575	
2. Audio Materials	0	0	5. Licensed E-bo (copies) availa	ooks <i>Units</i> able to members	16	57,739	8. Subscriptions Exclude those in electronic format		13	
3. Video Materials	0	0	Materials Unit	ensed Electronic Audio terials Units (copies) illable to members  65,026						
			111. S	SYSTEM SERVIC	ES					
Circulation Transactive directly to the users	s. Count one fo	or each item loan	ed directly to user	rs from the	tal Circ	ulation	Interlibrary     transaction		tem inte	rlibrary loan
system or any prog by-mail, etc. Do no or system member	ram administe ot count direct	red by the systen	n; e.g., bookmobile	es, books- rce library	68		a. Items L 24	oaned	b. Item:	s Received
3. System Electron	nic Resources	Use Number of t	uses of system lic	1		es				
a. E-book		b. E-aud	io	c. E-ví	deo		d		Collecti	on Retrievals
177,476		142,	117	93				87,642		

## 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 Code	Email Address
1. President Tom	Bobrofsky	107 S West St	Loyal	54446	tom.bobrofsky@wvls.lib.wi.u
2. Mandy	Wright	2016 Ewing Ave	Wausau	54403	mandy.wright@wvls.lib.wi.u
3. Michael	Otten	227580 Teal Ave	Wausau	54401	michael.otten@wvls.lib.wi.u
4. Louise	Olszewski	N15987 County Road T	Withee	54498	louise.olszewski@wvls.lib.wi.u
5. Christy	Janczewski	1179 Highway 8	Armstrong Creek	54103	hristy.janczewski@wvls.lib.wi.u
6. Judy	Peterson	636 Gamble St	White Lake	54491	judith.peterson@wvls.lib.wi.u
7. Pat	Pechura	6519 E. Manhardt Dr.	Tripoli	54564	pat.pechura @wvls.lib.wi.u
8. Paul	Knuth	1975 Larsen Dr.	Rhinelander	54501	paul.knuth@wvls.lib.wi.u
9. Eileen	Grunseth	PO Box 133	Gilman	54433	eileen.grunseth@wvls.lib.wi.u
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.u
12.Jessica	Bernett	216443 Dallman Road	Hatley	54440	jessica.bernett@wvls.lib.wi.us
13.Kari	Sweeney	609 Gray Place	Wausau	54403	kari.sweeney@wvls.lib.wi.u
14.Diane	Peterson	707 Cedar St	Merrill	54452	diane.peterson@wvls.lib.wi.u
15. Vacant					
16.					
17.					***************************************
18.					
19.					
20.					
21.					
22.					
23.					

		V. PUBLIC LIBRA	RY SYSTE	W INCOME			Page 3
County Government	t						
	County Appropriations Re					nty Payments Recei	ved
Clarity Name		County Name	9	Amount		nty Name	Amount
Clark	\$3,888	3 Oneida		\$7,80	7		\$(
Forest	\$1,381	Taylor		\$2,46	8		
Langlade	\$2,737	7					
Lincoln	\$4,177	7					
Marathon	\$18,727	7					
		S	ubtotal 1a	\$41,18	5	Subtotal 1b	\$(
2. State Aid to Public I	Library Systems						\$908,691
B. Other State Funded	l Programs <i>List individual</i>	ly. Attach listing if necess	ary.				*
a.							\$0
b.							
C.							
						Subtotal 3	\$(
	n name and project numb	er. List each program ind	ividually. Att	ach listing if r	necessary.		
a. 3-255 Digital	l Library Collection	\$21,875	5 f.				
b. 3-161 CARE	ES Act	\$158,250	5 g.				
c. 3-251 Techno	ology Sparsity Aid	\$69,650	) h.				
d.			i.				**************************************
e.	9899 - Karamana Andrew II.		j.				
						Subtotal 4	\$249,781
	m Other Governmental U	nits, Libraries, Library Ag	encies, Libra	ary Systems,	etc. <i>List names in</i>	dividually. Attach lis	ting if
necessary. a. V-Cat Annual N	Maintenance Fees	\$205,32	0 f. De	partment of	Public Instruct	ion	\$1,000
b. WVLS Member	r Receipts	\$139,57	1 g. Scl	nool District	t of Laona		\$2,206
c. IFLS Library Sy	ystem	\$53,50	5 h.				
d. Northern Water	s Library Service	\$50,31		***************************************	7		placement of the second
e. Miscellaneous S	System Income	\$3,71	·				an in the second
						Subtotal 5	\$455,626
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 Ea from Othe Investmen	r Fund E	Gifts and Endowments to he System	All Other Sources	Subtotal 6
\$1,239,075	\$4,144	\$6,337	\$6,337		\$0	\$16,507	\$1,272,400
	through 6						\$2,927,683

### 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	\$420,351	\$26,056	\$61,660	\$508,067			
2. Employee Benefits	\$219,767	\$0	\$7,010	\$226,777			
3. System Collection Expenditures							
a. Printed Material	\$1,964	\$0	\$0				
b. Electronic Material	\$33,525	\$21,875	\$11,518				
c. Audiovisual Material	\$0	\$0	\$0				
d. All Other Material	\$52	\$0	\$0	The second secon			
.Subtotal Collection Expenditures	\$35,541	\$21,875	\$11,518	\$68,934			
4. System Contract Expenditures Attach a brief description of contracts; i.e., recipient, amount, and purpose.	\$159,114	\$0	\$178,208	\$337,322			
<ol> <li>System Payments to Member Libraries Attach lists of individual payments.</li> </ol>	\$54,213	\$0	\$33,078	\$87,291			
6. All Other Operating Expenditures	\$32,082	\$302,351	\$232,002	\$566,435			
7. Total Operating Expenditures	\$921,068	\$350,282	\$523,476	\$1,794,826			
8. System Capital Expenditures	\$0	\$20,000	\$20,817	\$40,817			

<sup>\*</sup> Report expenditures from federal grant funds and state funded programs other than state aid to public library systems.

#### 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	\$561,254	5. Marathon	\$3,783,209	8.	
2. Forest	\$110,784	6. Oneida	\$437,628	9.	
3. Langlade	\$316,080	7. Taylor	\$457,641	10.	
4. Lincoln	\$662,912				

### 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 your system's compliance with each of the system requirements.

Wis. Stat. § 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 Wis. Stat. § 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.

<sup>\*\*</sup> Report expenditures from report year public library system state aid, state aid funds carried forward to report year, and any interest earned from those funds.

<sup>\*\*\*</sup> 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.

Audiovisual services

Cooperative purchasing

#### VIII. LIBRARY SYSTEM EVALUATION AND CERTIFICATION OF COMPLIANCE (cont'd.) Reference Referral and Interlibrary Loan Wis. Stat. § 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 Wis. Stat. § 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. Wis. Stat. § 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 X Technical services X Legal issues Adult services Interlibrary loan and resource sharing Public relations X Youth services Staff development (certification, CE, etc.) Reference and information services X Library automation Planning and evaluation, standards Inclusive services X Building and remodeling X Collection development **Delivery and Communication** Wis, Stat, § 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. Used fax for document delivery/communication Had regular courier or van delivery service Provided an 800 number, phone credit card, or accepted collect calls Used mail as primary delivery system ILL transactions sent by: Nublished a newsletter Regional automated system X Email OCLC Service Agreements Wis. Stat. § 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.

Continuing education Inclusive Services

Reciprocal borrowing between systems

Cash payments in cross-system lending

## Wis. Stat. § 43.24(2)(k) Promotion and facilitation of library service to users with special needs.

X Delivery

The Division for Libraries and Technology 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.

Cooperative planning/information exchange

Newsletter exchange

Briefly summarize the most significant specific inclusive services initiatives carried out by your system 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 on behalf of WVLS, and we assumed continuing education on their behalf. Please refer to pages 30-32 in attached 2021 WVLS Staff Report for a summary of services and initiatives in this area. Highlights include: DPI's "What Does it Mean to Be Inclusive?" and "Inclusive Services Assessment and Guide" were shared and reviewed with new member library directors; frequent "Inclusive Services Updates" were shared with member libaries through the year; the IDEA (Inclusive, Diversity, Equity and Access) Team of 4-5 members from both NWLS and WVLS met 3-4 times to address member libraries' inclusive services needs; and webinars and Digital Bytes training videos were offered on inclusive services topics.

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

Inclusive Services (cont'd.)

Administration

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 inclusive library service efforts. Primary contact was with other systems and with DPI.

If the system provided any inclusive services continuing education programs in the report year, identify the topic(s) and speaker(s). Two webinars were offered in 2021: "Diversifying Your Collection as a Small Library" and "Actively Anti-Racist Library Service to Leisure Readers." One pre-recorded webinar, "The Only Thing More Exhausting Than Mental Illness is Pretending You Don't Have One," was also offered. Two Digital Bytes inclusive services training videos were produced: "Any IDEA?" and "Taking Pride in Who We Are." A third video, "Indigenous Peoples," will be ready for release in early 2022.

🔀 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 2021 Collaborative Activities Summary is shared 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		46,239,500
2. Technology: Advanced Networking		725,900
3. Digital Content		1,370,000
4. Databases / Professional Materials		403,000
5. V-Cat/ILS Consortium		1,200,000
6. Continuing Education and Training		195,725
7. Courier		108,500
8. N/A		
9.		
10.		
	Cost Benefit Total	50,242,625

# 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		, and the second		
1. ILL/WISCAT and Reference	48,023	1,850	5,827	55,700
2. ILS/V-Cat Administration	170,797	6,286	240,955	418,038
3. Technology Support	117,726	53,135	138,354	309,215
4.				0
5. Electronic Resources	40,152	29,201	79,422	148,775
Subprogram Total	376,698	90,472	464,558	931,728
Continuing Education and Consulting Service See note				
1. Continuing Education	62,828	1,946	16,627	81,401
2. Consulting Services	134,439	5,188	15,780	155,407
Subprogram Total	197,267	7,134	32,407	236,808
Delivery	158,577	330	19,121	178,028
Inclusive Services	5,646	266,820	643	273,109
Library Collection Development	37,244	978	2,974	41,196
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	41,436	1,461	9,318	52,215
Public Information	350	0	3,852	4,202
Administration	103,850	3,087	11,422	118,359
Other System Programs				
1.				
2.				
3.				
4.				de en entre por la companya de la c
Grand Totals	921,068	370,282	544,295	1,835,645
Estimated Expenditures for Technology-Related Services Provided by the System	376,698	90,472	464,558	931,728

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.

7.48

1-2404-A				<del></del>				Page 9
			XI. SYSTE	M STAFF				
Personnel Listi     a. Employees	ng Holding the Title of Libraria I	an as of Decem	per 31 of the re	port year. <i>Incl</i> e	ude vacancies if the	y will be filled	d within one yea Annual	ar Hrs. Worked
First Name	Last Name			Position		(ALA)	Salary	per Week
Marla	Sepnafski	Director					\$92,510	40.00
Anne	Hamland	Public Libra	ry Services C	onsultant		×	\$60,272	30.00
Katie	Zimmermann	ILS Adminis	trator			×	\$63,243	40.00
Rachel	Metzler	ILS & Datab	ase Support S	Specialsit		X	\$62,857	40.00
Kris	Adams Wendt	Local and St	ate Advocacy	Consultant		X	\$11,851	4.00
							and the second s	
						Ш		
	Staff <i>Include plant operatio</i> Position	n, maintenance Total Annual Wages	, and security.  Hrs. Worked per Week		Position		Total Annual Wages	Hrs. Worked per Week
Deputy Directo	r / CIO	\$73,049	40.00					
Technical Supp	ort	\$44,459	40.00					
Accounting-HR	Specialist	\$14,550	10.00					
Administrative	Assistant	\$18,572	15.00					
Education Cons	sultant	\$66,704	40.00					
					00000			
a. Persons Ho i. Master's	Full-Time Equivalents (FTE olding the Title of Librarian Degree from an ALA ii. ed Program FTE		Holding Su	d per week for	b. All Other Paid S incl. maintenant operation, and s	itaff <i>FTE</i> ce, plant	c. Total Libra	ry Staff Full valents <i>Add</i>

3.85

0.00

3.85

3.63

### 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. [Wis. Stat. § 43.15(4)(c)1]
- The public library members are authorized by the municipal governing board to participate in the public library system. [Wis. Stat. § 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. [Wis. Stat. § 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. [Wis. Stat. § 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 [Wis. Stat. § 43.15(4)(b)3]
- All counties participating in the system have adopted and maintained the plan of library service submitted and approved under Wis. Stat. § 43.11(3) and Wis. Stat. § 43.13(1). [Wis. Stat. § 43.15(4)(b)1]. On the attached membership listing, 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. [Wis. Stat. § 43.15(4)(c)7]
- Each public library member, beginning in 2008, annually spends at least \$2,500 on library materials. [Wis. Stat. § 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 Wis. Stat. § 43.17(1) and (2) and Wis. Stat. § 43.19(1)(a) and (b).
- Library system board has appointed a head librarian who is responsible for administration of the public library system. [Wis. Stat. § 43.17(4)]
- Library system is organized and operated in compliance with Wis. Stat. § 43.15 Standards for public library systems.

Wis. Stat. § 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 Wis. Stat. § 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 5<sup>th</sup> 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 p	provided in this annual report and any attachments are true	and accurate.
Signature of Public Library System Director	Name of Public Library System Director	Date Signed
> Marla Dypnayski	Marla Sepnafski	2.19.262
Signature of Public Library System Board President	Name of Public Library System Board President	Date Signed
Thomas Borolshy	Tom Bobrofsky	2/19/22

### COMMENTS

### d. Electronic Collection Retrievals

#3d is comprised of usage data for Novelist Plus (measured by Total Item Investigations), Ancestry (measured by Searches), EDS Research Starters (measured by Total Item Investigations), EDS Additional Resources (measured by Total Item Investigations) and Gale Courses (measured by Enrollments). In years prior to 2020, WVLS mistakenly reported #3d as the total usage of Overdrive digital resources.—2022-02-17

Amount

Gave you 2021 information in 2020. Should have been \$570,035,--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$93,445.--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$316,807.--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$647,528.--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$3,766,665.--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$437,634.--2022-02-16

Amount

Gave you 2021 information in 2020. Should have been \$462,752.--2022-02-16

Are the member libraries' head librarian certified at the appropriate grade level? [s. 43.15(4)(c)6 and Administrative Code Rules PI 6.03]

The Westboro Public Library Board is undergoing a director search. The interim director does not have the credits required for temporary Grade III certifications.—2022-02-17