

*****Public Meeting Notice*****

Washington Parish Library
Library Board of Control
Franklinton Branch
Thursday, September 4, 2025
5:30pm

- I. Call to order by President
- II. Roll Call by Director
- III. Invocation
- IV. Pledge of Allegiance
- V. Approval of Agenda
 - A. Discussion
 - B. Public Comment
 - C. Vote
- VI. Approval of Minutes from July 23, 2025 meeting.
 - A. Discussion
 - B. Public Comment
 - C. Vote
- VII. New Business
 - A. Bogalusa Lions Club - Donation Presented by Mr. Gerald Cameron and Mr. Jim Adams
 1. Comments from Bogalusa Lions Club members
 2. Board Comments
 3. Public Comments
 - B. Food for Fines
 1. Discussion
 2. Public Comment
 3. Vote
 - C. Staff Holiday Luncheon
 1. Discussion
 2. Public Comment
 3. Vote
 - D. Director Evaluation Committee (January 2026)
 1. Discussion
 2. Public Comment
 3. Vote
- VIII. Old Business
 - A. 2026 Budget
 1. Discussion
 2. Public Comment
 3. Vote
 - B. Updated Schedules
 1. 2025 Staff Day
 - a) Discussion
 - b) Public Comment
 - c) Vote
 2. 2026 LBOC Meetings
 - a) Discussion
 - b) Public Comment
 - c) Vote
 - C. Pay Scale Project
 1. Discussion
 2. Public Comment
 3. Vote
 - D. Economic Impact Study
 1. Discussion
 2. Public Comment
 - E. Executive Session - Staff Accommodations
 1. Discussion
 2. Public Comment
 3. Vote
- IX. Director's Report
- X. Adjournment

Washington Parish Library
Library Board of Control
Bogalusa Branch
Wednesday, July 23, 2025, 5:30pm
Meeting Minutes

I. Call to order by Ms. Penny Moses at 5:41pm

II. Roll Call by the Director, Mrs. Sonnet Ireland
Board Members Present: Ms. Kewanda August, Mr. Derek Dantin, Ms. Penny Moses, Mr. Nathan Pierce, and Mr. Perry Talley.

III. Invocation by Mr. Derek Dantin.

IV. Pledge of Allegiance led by Mr. Nathan Pierce

V. Approval of Agenda

A motion was made by Mr. Talley to add the Board officer elections to the agenda; seconded by Ms. August.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Yes

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Absent

Ms. Penny Moses: Yes

Mr. Perry Talley: Yes

Motion passed.

VI. Approval of Minutes from June 4, 2025 meeting.

A motion was made by Mr. Dantin to approve the minutes from the previous meeting on June 4, 2025 at the Franklinton Branch; seconded by Ms. August.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Yes

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Absent

Ms. Penny Moses: Yes

Mr. Perry Talley: Yes

Motion passed.

VII. New Business

A-1. Board Officer Elections

a. President:

With the resignation of Mrs. Betts from the Board for health concerns, the Board needs to elect a new Board President. The Board Vice President, Ms. Ross, expressed interest in serving as the President.

A motion was made by Mr. Talley to elect Ms. Ross to the position of President; seconded by Ms. Moses.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

b. Vice President:

With Ms. Ross' election to President, the Board needs to elect a new Vice President.

A motion was made by Mr. Talley to elect Ms. Moses to the position of Vice President; seconded by Mr. Dantin.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

A-2. FMLA Remote Work Accommodation

Mrs. Ireland detailed the need for an FMLA Remote Work Accommodation for the Head of Technology. The Board questioned if this was something that the Director could approve on her own. Mrs. Ireland said she opted to err on the side of caution in the matter for transparency.

A motion was made by Mr. Talley to approve this accommodation; seconded by Ms. August.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

B. 2026 Holiday and Library Closure Schedule

Mrs. Ireland presented the Board with the proposed 2026 Holiday and Library Closure Schedule. The schedule leaves two days for staff training—one in the spring and one in the fall.

A motion was made by Ms. August to approve 2026 Holiday and Library Closure Schedule; seconded by Mr. Talley.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

C. 2026 LBOC Meeting Schedule

Mrs. Ireland presented the proposed Library Board of Control Meeting schedule for 2026.

A motion was made by Mr. Talley to approve the 2026 LBOC Meeting Schedule; seconded by Ms. August .

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

D. Tech Associate Position

Mrs. Ireland explained the difficulties the Library is facing with limited technology assistance. The Library previously had a full time Head of Technology and a full time Technology Associate. Looking at the budget, Mrs. Ireland believes there is enough money and enough of a need to justify changing the part-time Tech Associate position into a full time position.

A motion was made by Ms. August to approve changing the Technology Associate position from part-time to full-time; seconded by Mr. Pierce.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

E. Updating the Library Website

Mrs. Ireland is looking into options to update the library website. This will happen at the end of 2025 or early in 2026. The Tech Team is currently reviewing products/services to find something that fits the needs of the library, is easy to use, and is a reasonable price.

F. Resolution re Bill Payment

Mrs. Ireland shared that she had learned many library boards in the state pass a resolution each year that officially designates the Library Director to act on behalf of the Board of Control to pay bills. This is a standard procedure that will begin in January 2026 when elections are held. In the meantime, this resolution covers the current year.

A motion was made by Mr. Talley to adopt WPLBOC Resolution 2025-003; seconded by Mr. Dantin.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

G. Budgets

1. 2025 Budget

With all the technology replacements that the Library currently requires, the budget needs to be updated to reflect that. Mrs. Ireland is also asking for an increase in the conference travel fund lines to allow the Tech Team to attend a tech conference in Austin, Spice World. Mrs. Ireland is also asking for money to attend the Association of Rural and Small Libraries conference in September, though she has applied for a scholarship and hopes to need no money.

A motion was made by Ms. August to approve the updates to the 2025 budget; seconded by Mr. Pierce.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

2. 2026 Budget

Mrs. Ireland provided the proposed 2026 budget for Board members to review. A public budget hearing will be held in August, and the Board will vote on the 2026 budget at the September meeting.

VIII. Old Business

A. Ad Hoc Bylaws Committee

Mrs. Ireland reminded the Board that they have mentioned reviewing and possibly revising the LBOC Bylaws for the last few years. She recommended that an Ad Hoc Bylaws Committee be created to do this and bring suggestions back to the Board.

A motion was made by Mr. Talley to appoint Mr. Pierce to lead the Ad Hoc Bylaws Committee and recruit others as needed; seconded by Mr. Dantin.

Mrs. Suzie Betts: Absent

Ms. Kewanda August: Absent

Mr. Nathan Pierce: Yes

Mr. Derek Dantin: Yes

Ms. Emma Ross: Yes

Ms. Penny Moses: Yes

Mr. Perry Talley: Absent

Motion passed.

B. Budget Technology Replacement

Mrs. Ireland noted that this was on the agenda in case the 2025 budget revisions were not approved; this would have allowed a discussion of how to handle the costs of replacing outdated equipment.

C. Pay Scale Project

Mrs. Ireland presented her pay scale recommendation to the Board. The Board would like to see some more adjustments made by possibly increasing the ranges by 3%. Mrs. Ireland agreed to look into that as an option.

D. Angie Land

Mrs. Ireland shared that there had been questions about what the Library was planning to do with the land where the train depot stands. As the Library is still working out the details of renovating the Angie Branch, the Board asked Mrs. Ireland to reach out to the Town of Angie to start a discussion.

IX. Director's Report - See attached.

X. Adjournment

A motion was made by Mr. Talley to adjourn; seconded by Mr. Pierce. All present Board Members agreed. **Motion passed.**
Meeting adjourned at 7:07pm.

**WASHINGTON PARISH GOVERNMENT
LIBRARY FUND 29
PROPOSED 2026 BUDGET
July 23, 2025**

Account #	Name	2025 BUDGET	2026 Budget Proposal
029 3 000.00000	***REVENUE***		
029 3 101.00000	AD VALOREM	1,135,000	1,200,000
029 3 102.00000	PRIOR YEAR TAX	17,500	18,000
029 3 320.00000	STATE OF LA REVENUE SHARING	54,900	55,000
029 3 339.00000	LOUISIANA PROJECT GRANT	5,000	5,000
029 3 340.00000	LITERACY GRANT	3,000	
029 3 343.00000	GRANT IP SUMMER READING	7,500	7,500
029 3 344.00000	ALA GRANT	12,000	
029 3 350.00000	<i>DONATIONS GENERAL</i>	600	1,000
029 3 351.00000	<i>DONATIONS RESTRICTED</i>	1,700	
029 3 352.00000	<i>DONATIONS PROGRAM</i>	2,600	2,500
029 3 501.00000	FINES	2,000	1,000
029 3 502.00000	E RATE REIMBURSMENT	45,000	60,000
029 3 503.00000	SUPPLIES	15,000	15,000
029 3 504.00000	BOOKS	900	-
029 3 602.00000	INTEREST HANCOCK WHITNEY	14,000	14,000
029 3 603.00000	INTEREST REVENUE MASTER BANK	50,000	35,000
029 3 604.00000	INTEREST REVENUE TAXES	1,500	2,000
029 3 610.00000	RENTAL OF FACILITIES	9,600	9,600
029 3 997.00000	***TOTAL REVENUE***	1,377,800	1,425,600
029 4 000.00000	***LIBRARY EXPENDITURES***		
029 4 000.10200	SALARIES	625,000	690,000
029 4 000.10300	MAINTENANCE LABOR	10,500	10,000
029 4 000.13100	PERS RETIREMENT	35,000	39,000

**WASHINGTON PARISH GOVERNMENT
LIBRARY FUND 29
PROPOSED 2026 BUDGET
July 23, 2025**

Account #	Name	2025 BUDGET	2026 Budget Proposal
029 4 000.13500	MEDICARE	9,000	10,000
029 4 000.13600	FICA	21,000	22,000
029 4 000.14000	UNEMPLOYMENT	1,000	1,000
029 4 000.14100	WORKMENS COMPENSATION	3,000	3,500
029 4 000.15000	HOSPITALIZATION INSURANCE	135,000	96,000
029 4 000.16000	UNIFORMS	500	500
029 4 000.20100	TRAVEL/CONFERENCE DIRECTOR	1,250	2,500
029 4 000.20200	CONFERENCE/CONVENTION	10,000	5,000
029 4 000.20300	TRAVEL	500	500
029 4 000.30300	INSURANCE	75,000	75,000
029 4 000.30400	MAINTENANCE OF BUILDING	20,000	20,000
029 4 000.30700	EQUIPMENT MAINTENANCE	2,000	2,000
029 4 000.30800	OTHER MAINTENANCE	23,000	23,000
029 4 000.30900	RENTAL/LEASES	15,000	15,000
029 4 000.31000	DUES/INTERNET SUBSCRIPTIONS	25,000	25,000
029 4 000.31100	POSTAGE	1,500	1,500
029 4 000.31200	TELEPHONE/INTERNET	80,000	80,000
029 4 000.31300	UTILITIES GAS	6,000	6,000
029 4 000.31400	UTILITIES ELECTRICITY	45,000	45,000
029 4 000.31500	UTILITIES WATER/SEWAGE	2,500	2,500
029 4 000.31600	LEGAL DOCUMENT	500	500
029 4 000.31800	GARBAGE	2,000	2,000
029 4 000.35000	PURCHASED PROFESSIONAL SERVICES	10,000	10,000

**WASHINGTON PARISH GOVERNMENT
LIBRARY FUND 29
PROPOSED 2026 BUDGET
July 23, 2025**

Account #	Name	2025 BUDGET	2026 Budget Proposal
029 4 000.37000	LOUISIANA PROJECT GRANT EXPENSES	5,000	5,000
	LITERACY GRANT EXPENSES	3,000	
	ALA GRANT	12,000	
029 4 000.39000	IP SUMMER READING GRANT EXPENSES	7,500	7,500
029 4 000.39100	RESTRICTED DONATION EXPENSE	1,700	
029 4 000.39200	PROGRAM DONATION EXPENSES	2,600	2,500
029 4 000.39900	OTHER	2,000	1,500
029 4 000.40100	OFFICE SUPPLIES	12,000	12,000
029 4 000.40200	PROGRAM SUPPLIES	2,000	2,000
029 4 000.40400	BUILDING MAINTENANCE SUPPLIES	4,000	4,000
029 4 000.40500	BOOK SUPPLIES	1,000	1,000
029 4 000.41000	AUTO EXPENSE	1,500	2,500
029 4 000.50100	ACCOUNTING/AUDITING	5,000	6,000
029 4 000.50500	MEDICAL	1,500	1,500
029 4 000.50900	AD VALOREM PENSION DEDUCTION	34,000	40,000
029 4 000.60600	FURNITURE/EQUIPMENT	1,750	1,500
029 4 000.60700	BOOKS	25,000	25,000
029 4 000.60800	PERIODICALS	1,000	1,000
029 4 000.60900	A/V MATERIALS	5,000	5,000
029 4 000.73000	ADDITIONS TO CAPITAL ASSETS	220,000	150,000
029 4 000.73200	TECHNOLOGY	65,000	35,000
029 4 000.80000	ADMINISTRATIVE FEE	51,000	55,000
	Tax Election	5,000	

**WASHINGTON PARISH GOVERNMENT
LIBRARY FUND 29
PROPOSED 2026 BUDGET
July 23, 2025**

Account #	Name	2025 BUDGET	2026 Budget Proposal	
	MARKETING	5,000	5,000	
029 4 995.98000	***TOTAL EXPENDITURES***	1,632,800	1,550,500	
029 4 999.00000	***OPERATING TRANSFERS***			
029 4 999.90000	***TOTAL OPERATING TRANSFERS***	-	-	
029 4 999.98000	***TOTAL EXPENDITURES AND OPERATING TRANSFERS***	1,632,800	1,550,500	2023 Fund Balance Transfer for Angie:
029 4 999.99000	*EXCESS REVENUE OVER EXPENDITURES*	(255,000)	(124,900)	\$150,000.00
PROPOSED BEGINNING FUND BALANCE		2,281,323	2,281,323	
PROPOSED ENDING FUND BALANCE		2,026,323	2,156,423	



Resolution of the Washington Parish Library Board of Control

On the motion of _____, and seconded by _____ the following resolution is hereby submitted to the Washington Parish Library Board of Control.

RESOLUTION TO ADOPT, FINALIZE AND IMPLEMENT THE 2026 WASHINGTON PARISH LIBRARY BUDGET.

WHEREAS, the Director of the Washington Parish Library System prepared the Proposed 2026 Washington Parish Library Budget, which was accompanied by a budget adoption resolution; and

WHEREAS, the Proposed 2026 Washington Parish Library Budget adoption resolution has been submitted to this Library Board of Control for review and consideration; and

WHEREAS, notice of a public hearing on the Proposed 2026 Washington Parish Library Budget, and notice of the availability of the proposed budget for review at such hearing has been timely published in the official journal of Washington Parish, The Era-Leader; and

WHEREAS, a public hearing on the Proposed 2026 Washington Parish Library Budget has now been reviewed and considered;

Now, THEREFORE BE IT RESOLVED by the Washington Parish Library Board of Control that the Proposed 2026 Washington Parish Library Budget is hereby approved, adopted, and finalized subject to the following changes (if any).

	Pres. Emma Ross	Yes ___	No ___	Absent ___			
Kewanda August	Yes ___	No ___	Absent ___	Nathan Pierce	Yes ___	No ___	Absent ___
Derek Dantin	Yes ___	No ___	Absent ___	Emma Ross	Yes ___	No ___	Absent ___
Penny Moses	Yes ___	No ___	Absent ___	Perry Talley	Yes ___	No ___	Absent ___

We hereby certify the above vote to be true and accurate and held in open session of the regularly scheduled WPLBC meeting this 4th day of September, 2025.

Emma Ross
President, WPLBC

Sonnet Ireland
Ex-officio Secretary, WPLBC



Washington Parish Library Library Board of Control **2026 Meeting Schedule**

Regular meetings of the Washington Parish Library Board of Control (LBOC) are held at 5:30pm on the third (3rd) Thursday of every other month and are rotated amongst the branches of the Library. Locations of the meeting are tentative until the agenda for that meeting is published with the correct locale. Special meetings of the LBOC may be called as needed to conduct special Library business.

Thursday, January 15, 2026

Thursday, March 19, 2026

Thursday, May 21, 2026

Thursday, July 23, 2026

★ *Thursday, August 20, 2026* (Library Budget Hearing)

Thursday, September 17, 2026

Thursday, November 19, 2026

**Locations to be announced.*

Washington Parish Library Salaries and Benefits Budget

Positions	Hourly Pay Rate			Pay Periods	Annual Salary		
	Current	Proposed Update	3%		Current	Proposed Update	3%
LIBRARY FULL TIME EMPLOYEES	Hourly rate			FT			2080
Library Director	31.25	34.06	35.08	26	65,000.00	70,844.80	72,970.14
Assistant Library Director	18.00	23.34	24.04	26	37,440.00	48,547.20	50,003.62
Head of Technology	16.00	20.21	20.82	26	33,280.00	42,036.80	43,297.90
Bogalusa Branch Manager	16.50	18.02	18.56	26	34,320.00	37,481.60	38,606.05
Franklinton Branch Manager	15.50	17.50	18.03	26	32,240.00	36,400.00	37,492.00
Bogalusa Assistant Branch Manager	15.30	17.31	17.83	26	31,824.00	36,004.80	37,084.94
Franklinton Assistant Branch Manager	12.67	15.15	15.60	26	26,353.60	31,512.00	32,457.36
Tech Associate	11.00	15.15	15.60	26	22,880.00	31,512.00	32,457.36
LIBRARY PART TIME EMPLOYEES	Hourly rate			PT			1404
Enon Library Branch Manager	17.30	17.83	17.82	26	24,289.20	25,033.32	25,017.88
Thomas Library Branch Manager	12.67	15.15	15.60	26	17,788.68	21,270.60	21,908.72
Angie Library Branch Manager	12.67	15.15	15.60	26	17,788.68	21,270.60	21,908.72
Enon Library Assistant Branch Manager	14.55	15.20	14.99	26	20,428.20	21,340.80	21,041.05
Thomas Library Assistant Branch Manager	10.00	13.12	13.51	26	14,040.00	18,420.48	18,973.09
Angie Library Assistant Branch Manager	10.20	13.12	13.51	26	14,320.80	18,420.48	18,973.09
Program Coordinator (Bogalusa)	10.00	13.12	13.51	26	14,040.00	18,420.48	18,973.09
Program Coordinator (Franklinton)	10.20	13.12	13.51	26	14,320.80	18,420.48	18,973.09
Business Manager	16.56	16.56	17.06	26	23,250.24	23,250.24	23,947.75
Cataloger	12.00	13.51	13.92	26	16,848.00	18,968.04	19,537.08
Administrative Assistant	10.00	13.12	13.51	26	14,040.00	18,420.48	18,973.09
Library Associate (Bogalusa)	14.00	14.00	14.42	26	19,656.00	19,656.00	20,245.68
Library Associate (Bogalusa)	10.00	11.36	11.70	26	14,040.00	15,949.44	16,427.92
Library Associate (Franklinton)	10.00	11.36	11.70	26	14,040.00	15,949.44	16,427.92
Library Associate (Franklinton)	10.00	11.36	11.70	26	14,040.00	15,949.44	16,427.92
Custodian (Franklinton)	10.00	11.14	11.47	26	14,040.00	15,640.56	16,109.78

Washington Parish Library Salaries and Benefits Budget

Positions	Hourly Pay Rate			Pay Periods	Annual Salary		
	Current	Proposed Update	3%		Current	Proposed Update	3%
LIBRARY SUBSTITUTES	Hourly rate			SUB			800
Library Substitute	10.00	10.50	<i>10.82</i>		8,000.00	8,400.00	<i>8,652.00</i>
Library Substitute	10.00	10.50	<i>10.82</i>		8,000.00	8,400.00	<i>8,652.00</i>
Library Substitute	10.61	10.61	<i>10.82</i>		8,488.00	8,488.00	<i>8,656.00</i>
Library Substitute	10.00	10.50	<i>10.82</i>		8,000.00	8,400.00	<i>8,652.00</i>
Library Substitute	10.00	10.50	<i>10.82</i>		8,000.00	8,400.00	<i>8,652.00</i>
Library Substitute	10.00	10.50	<i>10.82</i>		8,000.00	8,400.00	<i>8,652.00</i>
					598,796.20	691,208.08	712,355.26

PERS RET	FICA	Medicare	UI	W/C
11.50%	6.20%	1.45%	\$462.00	
8,391.57		1,058.07		
5,750.42		725.05		
4,979.26		627.82		
4,439.70		559.79		
4,311.58		543.63		
4,264.77		537.73		
3,732.60		470.63		
3,732.60		470.63		
	1,551.11	362.76		
	1,358.34	317.68		
	1,358.34	317.68		
	1,304.54	305.10		
	1,176.33	275.11		
	1,176.33	275.11		
	1,176.33	275.11		
	1,176.33	275.11		
	1,484.76	347.24		
	1,211.30	283.29		
	1,176.33	275.11		
	1,255.23	293.56		
	1,018.53	238.20		
	1,018.53	238.20		
	1,018.53	238.20		
	998.81	233.59		

PERS RET	FICA	Medicare	UI	W/C
11.50%	6.20%	1.45%	\$462.00	
	536.42	125.45		
	536.42	125.45		
	536.67	125.51		
	536.42	125.45		
	536.42	125.45		
	536.42	125.45		
39,602.48	22,678.48	10,297.19	1,000.00	3,561.78

Level	Position	Starting Pay	Maximum Pay
1	Substitutes	\$10.50	\$14.11
1.5	Custodian		
2	Branch Associate	\$11.36	\$15.56
3	Coordinator	\$13.12	\$17.97
3	Administrative Associate: <i>Business Manager, Cataloger</i>		
3	Assistant Branch Manager 1: <i>Small Branch Assistant Manager</i>		
4	Technology Associate	\$15.15	\$20.75
4	Assistant Branch Manager 2: <i>Large Branch Assistant Manager</i>		
4	Branch Manager 1: <i>Small Branch Manager</i>		
5	Assistant Branch Manager 3	\$17.50	\$23.97
5	Branch Manager 2: <i>Large Branch Manager</i>		
6	Branch Manager 3	\$20.21	\$27.69
6	Head of Technology		
7	Assistant Director	\$23.34	\$31.98
8	Director	\$26.96	\$40.00

Level	Position	Starting Pay	Maximum Pay
1	Substitutes	\$10.80	\$14.51
1.5	Custodian		
2	Branch Associate	\$11.68	\$16.00
3	Coordinator	\$13.49	\$18.48
3	Administrative Associate: <i>Business Manager, Cataloger</i>		
3	Assistant Branch Manager 1: <i>Small Branch Assistant Manager</i>		
4	Technology Associate	\$15.58	\$21.35
4	Assistant Branch Manager 2: <i>Large Branch Assistant Manager</i>		
4	Branch Manager 1: <i>Small Branch Manager</i>		
5	Assistant Branch Manager 3	\$18.00	\$24.66
5	Branch Manager 2: <i>Large Branch Manager</i>		
6	Branch Manager 3	\$20.79	\$28.48
6	Head of Technology		
7	Assistant Director	\$24.01	\$32.89
8	Director	\$27.73	\$45.00



Resolution of the Washington Parish Library Board of Control

On the motion of _____, and seconded by _____ the following resolution is hereby submitted to the WASHINGTON PARISH LIBRARY BOARD OF CONTROL.

RESOLUTION TO SET THE NEW PAYSCALE FOR THE WASHINGTON PARISH LIBRARY SYSTEM AS OUTLINED HEREIN

WHEREAS, the Washington Parish Library pay scale has not been updated since 2020; and

WHEREAS, the country, state, and parish have seen multiple points of inflation since 2020; and

WHEREAS, upon the direction of the Library Board of Control, the Director has spent months researching salary trends in libraries and in Washington Parish and is proposing an updated pay scale based on this research;

Now, THEREFORE, BE IT RESOLVED that the Library Board of Control approves this updated pay scale, to be implemented for the 2026 fiscal year.

Emma Ross	Yes ___	No ___	Absent ___
Kewanda August	Yes ___	No ___	Absent ___
Derek Dantin	Yes ___	No ___	Absent ___
Penny Moses	Yes ___	No ___	Absent ___
Perry Talley	Yes ___	No ___	Absent ___

We hereby certify the above vote to be true and accurate and held in open session of the regularly scheduled WPLBC meeting this 4th day of September, 2025.

Emma Ross
President, WPLBC

Sonnet Ireland
Ex-officio Secretary, WPLBC



Resolution of the Washington Parish Library Board of Control

On the motion of _____, and seconded by _____ the following resolution is hereby submitted to the WASHINGTON PARISH LIBRARY BOARD OF CONTROL.

RESOLUTION TO SET THE NEW PAYSCALE FOR THE WASHINGTON PARISH LIBRARY SYSTEM AS OUTLINED HEREIN

WHEREAS, the Washington Parish Library pay scale has not been updated since 2020; and

WHEREAS, the country, state, and parish have seen multiple points of inflation since 2020; and

WHEREAS, upon the direction of the Library Board of Control, the Director has spent months researching salary trends in libraries and in Washington Parish and is proposing an updated pay scale based on this research;

Now, THEREFORE, BE IT RESOLVED that the Library Board of Control approves this updated pay scale, to be implemented by the 2nd of November, 2025.

Emma Ross	Yes ___	No ___	Absent ___
Kewanda August	Yes ___	No ___	Absent ___
Derek Dantin	Yes ___	No ___	Absent ___
Penny Moses	Yes ___	No ___	Absent ___
Perry Talley	Yes ___	No ___	Absent ___

We hereby certify the above vote to be true and accurate and held in open session of the regularly scheduled WPLBC meeting this 4th day of September, 2025.

Emma Ross
President, WPLBC

Sonnet Ireland
Ex-officio Secretary, WPLBC



The Economic Effects of Library Expenditures in Washington Parish: An Economic Impact Study



Published February 2025

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Executive Summary

This study analyzed the estimated economic contribution of the Washington Parish Library (WPL) during 2023, which includes 4 brick and mortar buildings with 17,205 square feet of space. A fifth branch is expected to open soon and the WPL pays for public Wi-Fi access at six business locations in the parish.

The economic impacts from the library's expenditures on employee compensation in addition to operating expenses were estimated using an input-output model with economic structural data in IMPLAN® Cloud software and NAICS code 519120 – Libraries and Archives.

Key Findings

- The direct economic benefits that communities receive from the libraries in Washington Parish are significantly greater than the cost to operate the libraries.
- Washington Parish communities received \$1.65 in direct economic benefits for each dollar of cost.
- The Washington Parish Library salaries and expenditures generate an additional \$466,532 in economic activity in the parish.
- The Washington Parish Library accounts for 26.1 jobs in the parish:
 - 21 are employed by the libraries
 - 5 additional jobs in industries that support libraries and their staff.

Introduction

Once considered a pure public good, for many reasons, public libraries are now under a microscope with respect to demonstrating the bang for the buck that is provided by the substantial investments in facilities, services and technological capabilities of these public entities. To address the growing interest in library valuation, in 2007 the Americans for Libraries Council (ALC) issued a report that provides an overview of tools and methods for valuation.¹ Also, in 2007, the Indiana Business Research Center released “*The Economic Impact of Libraries in Indiana*,” which was commissioned by the Indiana State Library and funded from the Institute of Museum and Library Services, a federal agency. This report follows the methodology used in the Indiana report to confirm a list of market-based goods and services demanded by consumers and business owners that are also provided by the Washington Parish Libraries and therefore act as substitutes with no prices attached.²

In addition to the library expenditures and local library staff salaries that are re-circulated in the local economy, there are also economic benefits that relate specifically to business and economic development. Considering,

- Information services and business support,
- Job-seeking assistance,
- Opportunities for investments in human capital, including growth in productivity,
- Introduction of new technology for the community,
- Library materials for patrons “free of charge,” which allows for more spending in the community, and
- Reduces cost for small business owners and potential firms with free goods and services that are resources to these entities,

this report intends to provide the Washington Parish Library and other interested parties with an analysis that identifies and quantifies the economic benefits in an efficient and objective manner.

The first section of this report analyzes the economic impact of the WPL’s expenditures. Using IMPLAN Cloud® software, the indirect and induced impacts from the library’s *expenditures and employee compensation* are presented. The next section presents the *market value of library events* in the parish using data provided by the WPL for 2023. This includes detailed annual figures for library usage and finances that is compiled and submitted to federal and state regulators. With the results from this section, the *total market value of the WPL’s services* is provided in the final section, which also includes and a *benefit-cost summary* with a *benefit-cost ratio* for 2023 based on the 2023 population in Washington Parish.

¹ *Worth Their Weight: An Assessment of the Evolving Field of Library Valuation*. 2007. Americans for Libraries Council.

² The authors of *The Economic Impact of Libraries in Indiana* note in their post script that their report “stands up well in light of *Worth Their Weight* and the valuation studies that it chronicles.”

The Economic Effects of Library Expenditures

Direct economic effects are assessed in terms of the library's local spending on employee compensation and on goods and services. This type of economic impact can be thought of in terms of the additional local jobs that are attributable to the spending of a library. In addition to salaries paid to staff that are spent on items such as housing, groceries and utilities, libraries also make purchases for repair services, software acquisition and utilities. These purchases have ripple (multiple) economic effects. In short, library spending helps support the network of local economic transactions.

Input-output analysis is a common tool for measuring the ripple economic effects of a firm or government agency's employment and spending on inputs (materials and services) used in production. While libraries don't make profits like companies engaged in producing furniture or providing health care services, their expenditures on salaries and inputs do have indirect and induced effects on the area's economy in the same way that private companies do.

The **indirect** effects represent the purchases of goods and services that libraries make in the local (or regional or state) economy and thus, the output and employment that the firms producing those goods and services contribute to the local economy. To the libraries, these are considered intermediate goods and services, or inputs used in production by the libraries. For example, the indirect effects associated with purchases by the Washington Parish libraries were estimated to result in over **\$168 thousand** in economic activity and **2.08** jobs.

The **induced** effects represent the spending on goods and services by households of both the library staff and of the additional employees of companies that provide goods and services to the library that result from the library's business with those firms. The total induced effects associated with the Washington Parish libraries was estimated to be almost **\$300 thousand** and supported **3.03** jobs.

Contribution to Economic Output

The Washington Parish Library spent just over \$1.13 million in operational expenses, including employee compensation and benefits of over \$700 thousand for 2023. Table 1 provides a list of the WPL's expenditures for 2023. Based on the detailed expenditure patterns of consumers and the various intermediate inputs used by the libraries, with the multipliers built into the IMPLAN model, the \$1.13 million of expenditures by the WPL contributed an estimated total output effect of almost **\$1.6 million** to the Washington Parish economy in 2023. The difference between the WPL's direct expenditures - \$1,132,424 - and the total effect on spending and output - \$1,598,956 - is the additional (indirect and induced = \$466,532) spending that takes place in the parish due to the WPL's operations in the parish.

The indirect and induced impacts, or ***output from other businesses and industries supported from the WPL's normal operations***, are presented in Table 2. The WPL's operating expenditures throughout Washington Parish supported an additional \$168 thousand of economic activity indirectly in the parish, and another of just below \$300 thousand of induced economic activity for a total of \$466 thousand in *supported* economic activity. Industry breakdowns of the total indirect and induced activity is provided in Table 3, listed as the top-15 expenditures, or ***output***, within these industries.

Table 1. Washington Parish Library Expenditures in 2023

Category	Expenditure
Personnel services	
Salaries, benefits and payroll taxes	715,229
Operating services	
Contracts, licenses and permits	8,307
Insurance	66,957
Professional services	6,279
Miscellaneous	2,017
Postage	1,014
Repairs and maintenance	41,436
Rentals	13,323
Software purchases	15,172
Telephone	74,849
Utilities	47,748
Travel	4,335
Library materials and supplies	
Databases	14,507
Books, periodicals and A/V materials	32,599
Office supplies	12,085
Reading program	21,946
Intergovernmental expenditures	
IE Total	50,000
Capital outlay	
CO Total	4,620
Total Expenditures	1,132,424

Table 2. Estimated Output Contributions in 2023

Type of Contribution	Output
Direct	
Employee Compensation	\$715,229
Intermediate Inputs	\$417,194
Total Direct	\$1,132,424
Indirect	\$168,098
Induced	\$298,434
Total Output Contributions	\$1,598,956

Table 3. Top 15 Industry Impacts on Output in 2023

Industry	Direct	Indirect	Induced	Total
News syndicates, libraries, archives and all other information services	\$1,132,424	\$0	\$0	\$1,132,424
Owner-occupied dwellings	-	\$0	\$61,372	\$61,372
Employment services	-	\$53,284	\$1,136	\$54,421
Hospitals	-	\$0	\$31,934	\$31,934
Office administrative services	-	\$29,569	\$614	\$30,182
Electric power transmission and distribution	-	\$9,843	\$8,354	\$18,196
Retail - Nonstore retailers	-	\$1,042	\$16,206	\$17,248
Limited-service restaurants	-	\$1,122	\$15,508	\$16,629
Monetary authorities and depository credit intermediation	-	\$3,342	\$10,814	\$14,156
Facilities support services	-	\$11,798	\$329	\$12,127
Other real estate	-	\$5,542	\$5,665	\$11,207
Electric power generation - Fossil fuel	-	\$5,311	\$4,505	\$9,816
Retail - General merchandise stores	-	\$291	\$8,631	\$8,922
Other local government enterprises	-	\$1,444	\$6,454	\$7,897
Retail - Food and beverage stores	-	\$8	\$7,567	\$7,576
All Other Industries	-	\$45,503	\$119,345	\$164,848
Total	\$ 1,132,424	\$168,098	\$298,434	\$ 1,598,956

Contribution to Employment

The Washington Parish Library employed an average of 21 people in full and part-time positions in 2023. Because of the local expenditures by the libraries that are outlined in Table 1, an additional 5.11 positions in various industries were supported through indirect and induced effects in 2023, for a total combined employment contribution of **26.11 full and part-time jobs** in Washington Parish. A breakdown of the total indirect and induced contribution to employment is provided in Table 4, listed by supported (top-15) industry and sorted by employment.

Table 4. Top 15 Industry Impacts on Employment in 2023

Industry	Employment
News syndicates, libraries, archives and all other information services	21.0
Employment services	0.6
Office administrative services	0.43
Limited-service restaurants	0.19
Hospitals	0.18
Individual and family services	0.15
Retail - Food and beverage stores	0.09
Retail - General merchandise stores	0.09
Retail - Nonstore retailers	0.08
Facilities support services	0.08
Other real estate	0.08
Private households	0.07
Elementary and secondary schools	0.06
Retail - Miscellaneous store retailers	0.06
Nursing and community care facilities	0.06
All Other Industries	2.89
Total	26.11

Market Value of Library Events

The greatest economic benefit provided by the Washington Parish Library includes the services made available to the public at no cost. In this way, the library provides an economic return for each tax dollar that the community appropriates. Using the assumptions and estimated market values prepared by the Indiana study, in addition to data provided by the Washington Parish Library, Table 5 provides a list of the estimated market values for the goods and services provided by all of Washington Parish’s public libraries in 2023.³ For example, the demand in Washington Parish for both adult and youth **library collections** included over 1.4 million volumes for an estimated market value of \$15.12 million.

³ *The Economic Impact of Libraries in Indiana*. 2007. Indiana Business Research Center.

Table 5. Washington Parish Library Services in 2023 - Equivalent Market Price and Estimated Value

Service	Annual Number of Uses	Equivalent Market Price	Estimated Value
Circulation: Adult Collection	17,134	\$18.64	\$319,378
Circulation: Electronic Devices	2,291	\$272.06	\$623,289
Circulation: Serials	293	\$4.66	\$1,365
Circulation: Audio	6,473	\$47.38	\$306,691
Circulation: Video	5,625	\$20.19	\$113,569
Circulation: Youth	15,997	\$16.36	\$261,711
Circulation: Teen	2,034	\$16.52	\$33,602
Circulation: E-book	2,570	\$7.99	\$20,534
Circulation: E-audiobook	88	\$7.99	\$703
Reference Questions: Traditional	1,576	\$10.00	\$15,760
Meeting Room Bookings	149	\$75.00	\$11,175
Program Attendance: Adult	2,188	\$8.00	\$17,504
Program Attendance: Youth & Teen	20,695	\$1.50	\$31,043
Program Attendance: Virtual Adult	95	\$1.00	\$95
Program Attendance: Virtual Youth	479	\$1.00	\$479
Computer & Wireless Usage	109,312	\$1.00	\$109,312

The Washington Parish Libraries also offer many **services** that provide value to a community, including special programs and events, computer access, and expert assistance on complex research questions. Reference librarians perform an important service by efficiently guiding patrons through vast library holdings and Internet resources to locate the materials that best suit their specific need. For the public, this service saves time and provides useful results. A **reference inquiry** is a reference transaction if the questions calls on the professional training of library staff to locate, navigate, and/or interpret specific library offerings. The libraries in Washington Parish assisted with an estimated 1,576 reference questions in 2023. At \$10 per reference “transaction,” reference services represent over \$15 thousand in market value.

The Libraries in Washington Parish also offer many **educational programs and events** as well as those for **entertainment** purposes. In 2023, more than twenty-three thousand (23,457) people attended adult and youth programs sponsored by the Washington Parish Library for a combined market value of almost \$50 thousand.

The importance of **electronic resources** such as computers, software, and the Internet in Washington Parish grows each year. The number of computer uses for 2023 was 109,312.

Assuming each session lasts 2 hours at a cost of \$0.50 per hour, the estimated market value for electronic resource usage in 2023 was \$109,312.

The libraries in Washington Parish offer **meeting space** to organizations and individuals free of charge. In 2023, there were 149 bookings for meetings. Based on an estimated market rate of \$75 for meeting rooms, the market value in 2023 was \$11,175.

Another important service that the WPLs provide is access to **newspapers and periodicals**. Because these resources are consumed during a visit, they are not counted as an official circulation transaction. Assuming the same number of periodical readers as computer users, at a rate \$0.25 per use, access has a market value of \$27,328.

Total Market Value and Benefit-Cost Summary

From the benefits calculated in this analysis, the total market value of the goods and services provided by the libraries in Washington Parish in 2023 were about \$1.87 million. The population in the parish in 2023 was estimated at about 45,025 thousand. The market value of library services per capita is therefore almost \$41.45. Because taxes finance the operations of the WPLs, operating expenses per capita indicate the average cost to taxpayer for these goods and services.⁴ The bang for the buck, or benefit-to-cost ratio, is \$1.65, which implies that for every \$1 in WPL expenditures, the WPL provided an *additional* \$0.65 in value for market-equivalent goods and services.

Table 6. Benefit-Cost Summary, Washington Parish Library (2023)

Variable	Value
Total Market Value of WPL Services	\$1,866,210
Washington Parish Population	45,025
Market Value of WPL Services per Capita	\$41.45
Total WPL Operating Expenses	\$1,132,424
Operating Expenses per Capita	\$25.15
WPL Benefit-Cost Ratio	\$1.65

Conclusion

This report is intended to provide meaningful answers to Washington Parish residents as they ask what benefits they receive by continuing to invest in a strong public library. We consider these estimates to be conservative to the extent there are other intangible benefits of the WPLs that we are not able to quantify. Moreover, if someone benefits from the WPLs even if they do

⁴ Not all taxpayers in Washington Parish utilize WPLs, and not all users of WPLs pay taxes that support the libraries. However, public goods such as libraries exist under the assumption there are free-riders of library goods and services, but the number is not significant that it takes away from use by others. The taxes generated to finance the WPLs come from property taxes. A free-rider would exist if they use the WPLs but do not pay property taxes via home ownership or rent (i.e., someone from another parish uses the WPLs).

not use or pay taxes for them, the total social benefit of the WPLs will be understated. Indeed, this is one of the underlying arguments for having public libraries.



Washington Parish Library
 Director's Report
 Thursday, September 4, 2025

Library Statistics

January - August 2025							
Branch	Programs	Attendance	General Checkouts	Tech Checkouts	Computer Use	Wifi	Patron Count
Bogalusa	264	5,354	7,629	274	5,446	37,571	19,777
Franklinton	165	5,163	12,343	404	2,679	17,103	14,982
Enon	102	3,837	5,040	187	345	7,513	4,204
Thomas	46	1,018	827	64	46	3186	621
Total	1,842	49,598	77,975	2,966	23,854	185,952	115,683

July							
Branch	Programs	Attendance	General Checkouts	Tech Checkouts	Computer Use	Wifi	Patron Count
Bogalusa	38	437	1,171	38	840	5,970	2,848
Franklinton	27	1,031	1,790	51	355	2,397	2,444
Enon	10	791	793	32	57	1,509	572
Thomas	17	246	290	18	22	540	216
Total	92	2,505	4,044	139	1,274	10,416	6,080

August							
Branch	Programs	Attendance	General Checkouts	Tech Checkouts	Computer Use	Wifi	Patron Count
Bogalusa	14	74	832	25	822	6,069	2,220
Franklinton	20	627	1,270	43	413	3,187	2,218
Enon	17	448	729	16	70	1,299	532
Thomas	16	164	181	25	16	607	158
Total	67	1,313	3,012	109	1,321	11,162	5,128

Buildings:

Angie

- Moving one of our community hotspots to the Center on Aging in Angie.
 - Reaching out to the architect contracted by the Parish to create a proper scope of work for Angie that can be used for quotes or bids.
 - Goal is to move forward after the millage is renewed.
 - Start having some outreach in Angie and Varnado in the fall months.
-

In the News

“Donald Keith Westmoreland, 64.” *The Era-Leader*. Thursday, August 21, 2025.

<https://www.era-leader.com/donald-keith-westmoreland-64>

“Obituary - Donald Keith Westmoreland.” *Mt. Hermon WebTV*. Monday, August 18, 2025.

https://www.mthermonwebtv.com/2025/08/obituary_26.html

“Franklinton Branch Library Celebrates Summer Reading Champions.” *The Bogalusa Daily*. Thursday, August 14, 2025.:

<https://bogalusadailynews.com/2025/08/14/franklinton-branch-library-celebrates-summer-reading-champions/>

“Franklinton Branch Celebrates Colorful End to Summer Reading Program.” *The Bogalusa Daily*. Friday, July 25, 2025.

<https://bogalusadailynews.com/2025/07/25/franklinton-branch-celebrates-colorful-end-to-summer-reading-program/>

“Franklinton Library Celebrates Week Six of Summer Reading with Dazzling Dance, Art, and Community Fun.” *The Bogalusa Daily*. Friday, July 18, 2025.

<https://bogalusadailynews.com/2025/07/18/franklinton-library-celebrates-week-six-of-summer-reading-with-dazzling-dance-art-and-community-fun/>

“WPCHS Hosts June Meeting with Library Director Who Announces New Angie Branch and Expanded Services.” *The Bogalusa Daily*. Friday, July 11, 2025.

<https://bogalusadailynews.com/2025/07/11/wpchs-hosts-june-meeting-with-library-director-who-announces-new-angie-branch-and-expanded-services/>