



Administrative Board of Trustees Meeting Minutes

Date: October 30, 2025

Location: Attala County Library

(Rescheduled)

Meeting Room

Time: 1:00 pm

A rescheduled meeting of the Mid-Mississippi Regional Library System Board of Trustees was held on Thursday, October 30, 2025. Trustees in attendance were Chairperson Rhonda Porter, Winston County; Tim Deason, Attala County; Saddle Stallworth, Holmes County; and Martha Ramzy, Leake County. Also in attendance were staff members: Janelle Snyder, Attala County Librarian; Tammy Bell, System Business Manager; and Josh Haidet, System Executive Director.

CALL TO ORDER

The meeting was called to order by Chairperson Rhonda Porter.

SETTING THE AGENDA

There was one addition to the agenda under New Business: Item H – MMRLS Holiday Schedule. Following that addition, the agenda was set.

APPROVAL OF MINUTES

The board reviewed minutes from the April 28 and August 18, 2025 meetings. Motion by Martha Ramzy to approve minutes from both meetings. Seconded by Saddle Stallworth. Motion approved unanimously.

PUBLIC COMMENTS

One public comment was scheduled for this meeting by Louisville patron Matt Miller regarding adding OverDrive to MMRLS e-book offerings. Mr. Haidet stated he received an email from Mr. Miller shortly before the meeting indicating he was not yet prepared to make a presentation. Mr. Haidet stated he would contact Mr. Miller and inform him of the next scheduled meeting.

REPORTS

- A. **Librarian's Report** – Janelle Snyder, Attala County Librarian (See attached report.)
- B. **Financial Report** – Tammy Bell, Business Manager. The financial report was presented. Motion to approve by Martha Ramzy; seconded by Tim Deason. Motion approved unanimously. The board next reviewed system CDs up for renewal. Motion by Martha Ramzy to keep funds with Renasant Bank at the rate of 4% for five months and to withdraw \$25,000 from the Holmes County CD and \$45,000 from the Montgomery County CD to cover shelving purchases in West and Kilmichael. Seconded by Saddle Stallworth. Motion approved unanimously.
- C. **Director's Report** – Josh Haidet, Executive Director (See attached report.)

OLD BUSINESS

- A. **Durant Public Library Building.** The board revisited concerns regarding the Durant Public Library building and the pending evaluation by the City of Durant. A \$4,000 bid from Smithers Engineers and Consultants (Flowood, MS) was again presented for information. Motion by Martha Ramzy to proceed with the bid from Smithers Engineers pending notification and approval from the City of Durant. Seconded by Tim Deason. Motion approved unanimously.
- B. **Tchula Public Library Temporary Closure.** Director Haidet updated the board on the temporary closure of the Tchula Public Library. Mayor General Vann of Tchula stated that estimates had been received to complete the repairs and that contractors informed him the entire roof needed replacement. He planned to proceed with patching the affected sections and repairing the interior damage. Contractors also noted that the wood siding was rotting and needed replacement. The director stated he again informed the mayor that after repairs are completed, the building must be verified as safe for occupancy through

testing conducted by the Mississippi Department of Health or another qualified organization before services can resume.

NEW BUSINESS

- A. **Executive Session.** Motion to enter executive session by Saddie Stallworth; seconded by Tim Deason. Motion approved unanimously. Motion to return to open session by Tim Deason; seconded by Saddie Stallworth. Motion approved unanimously. No actions were taken following return to open session.
- B. **Updating Bank and CD Authorized Signers.** Motion by Martha Ramzy to remove former Attala Assistant Librarian Melissa Simpson as an authorized signer on the library checking account and to add Assistant Librarian Alyssa Hays. Seconded by Saddie Stallworth. Motion approved unanimously.
- C. **Pickens Library Furniture Quote.** The board discussed the in-progress renovation of the former Pickens United Methodist Church into the new home of the Pickens Public Library. Work for phase two was in progress, and upon completion the library would be able to move into and begin operations. Almost no furniture currently in use could be reused, as shelving and the circulation desk were attached and custom-made for the current building. Director Haidet was working with a vendor to obtain quotes for needed furniture. Motion by Martha Ramzy to set a budget of \$75,000 for the purchase of furniture and \$10,000 to construct a custom circulation desk, with Director Haidet and Holmes County Board Member Saddie Stallworth forming a committee to approve purchases related to the project. Seconded by Saddie Stallworth. Motion approved unanimously.
- D. **MMRLS Incentive Payment Program.** The board discussed the FY2025 Incentive Payment Program, which saw 29 employees meet eligibility criteria with a total payout of \$27,255.25. Motion by Martha Ramzy to disburse the required funds to eligible employees and set the criteria for the FY2026 program to match FY2025. Seconded by Tim Deason. Motion approved unanimously.
- E. **System Meeting Dates for 2026.** The board reviewed a draft of meeting dates for calendar year 2026. Mr. Haidet noted that, as always, these dates were subject to change. Motion by Martha Ramzy to approve the draft; seconded by Tim Deason. Motion approved unanimously.
- F. **MMRLS FY2026 System Budget.** The board considered the system's FY2026 budget. The director noted the following details:

Total system support from funding authorities will increase by **\$60,573.85**, as follows:

- **Attala County:** +\$25,504.00
- **Holmes County:** +\$8,320.00
- **Montgomery County:** **-\$301.00**
- **Leake County:** +\$6,000.00
- **Winston County:** +\$9,250.00
- **City of Louisville:** +\$10,000.00
- **Town of Walnut Grove:** +\$1,800.00

Notable Funding Updates

- Increases from Attala and Holmes Counties are due to higher millage values.
- Requested increases from Leake County and the City of Louisville were fully approved.
- Partial increases were approved by Winston County and the Town of Walnut Grove.
- No increase was granted by the City of Carthage or the City of Lexington.

State of Mississippi

- Personnel Incentive Grant funding will decrease by **\$3,577.00**, bringing the total to **\$100,988.00**.

Montgomery County

- The millage rate for Montgomery County was reduced from **2.8 to 2.39**, resulting in a funding decrease of **\$301.00**.
- The 2.8 millage level had been maintained since FY2015.

City of Carthage

- Our request for a **\$32,681.00** increase to offset prior-year funding cuts was denied.
- As a result, the library was forced to reduce hours of operation on **October 6, 2025**.

City of Lexington

- The City of Lexington will again provide no funding for the Lexington Public Library, continuing a pattern since **FY2009**.
- Our annual budget confirmation letter received no reply, and our request to be placed on millage remains unanswered.

Level Funding

- All other funding authorities will maintain level support for **FY2026**.

Other Key Budget Details

- **Headquarters Staffing:** Following the retirement of Acquisitions Coordinator **Pam Chadick** in November 2025 after 26 years of dedicated service, headquarters staffing will be reorganized to reduce the total number of positions. This restructuring will allow for selective salary range adjustments to address pay disparities that had developed between headquarters roles and other positions in the system with comparable or lesser responsibility.
- **PERS Employer Contribution:** Effective **July 1, 2026**, the employer contribution rate for the Mississippi Public Employees' Retirement System (PERS) will again increase by **0.5%** to **18.9%**.
- **Maintenance and Operations:** Costs will decrease by **\$13,721.00** compared to FY2025, primarily due to adjustments in system internet and programming line items based on actual usage.
- **E-Services Budget:** The system's **\$85,000.00** e-services budget will be supplemented by **\$8,897.00** in grant funding from the Mississippi Library Commission to support Hoopla usage.
- **Cost of Living Adjustments:** Due to restructuring and increased funding levels, many employees will be eligible for cost-of-living and salary range increases this year.

Motion by Martha Ramzy to approve the budget with included raises retroactive to October 1. Seconded by Saddle Stallworth. Motion approved unanimously.

- G. **FY2026 Board Chair and Vice Chair.** Motion by Martha Ramzy to nominate Holmes County Board Member Saddle Stallworth as FY2026 Board Chairperson and Winston County Board Member Rhonda Porter as Vice Chairperson. Seconded by Rhonda Porter. Motion approved unanimously.
- H. **MMRLS 2025 Holiday Schedule.** Motion by Saddle Stallworth, seconded by Martha Ramzy, to amend the system administrative leave policy by adding the language indicated below. Motion approved unanimously.

"The Administrative Board of Trustees may also authorize administrative leave with pay for other circumstances it deems appropriate and in the best interest of library operations. The Board shall record such action in its official minutes."

Motion by Saddle Stallworth to authorize administrative leave with pay for all full-time MMRLS employees for Wednesday, December 24, 2025. Seconded by Martha Ramzy. Motion approved unanimously.

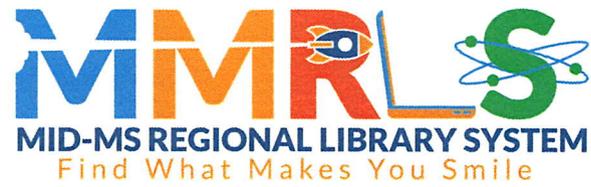
ADJOURNMENT

Motion to adjourn by Martha Ramzy; seconded by Rhonda Porter. Motion approved unanimously.

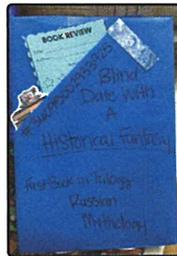
NEXT MEETING: Monday, January 26, 2026 at 2:00 p.m. at the Carthage-Leake County Library.

Attala County Library Trustee Meeting November 6, 2025

Janelle Snyder
Attala County Librarian
and Branch Manager



Attala County Library



New in the Library



We are thrilled to welcome Alyssa Hays as our new Assistant Librarian and Brittany Williams as a Part-Time Clerk.

Additionally, we have installed a beautiful new sign above the Huntington Street entrance. In the Teen Lair, we're enhancing the atmosphere with a fresh countertop workspace and a vibrant new area rug.



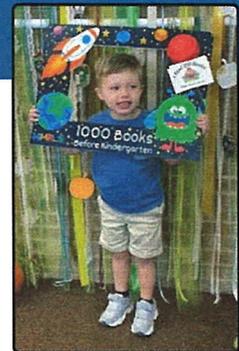
NEW



Little Readers

For ages 0-5, we host four programs each month aimed at promoting enrichment and healthy play among peers.

School-aged kids can participate in a variety of regular and specialty programs monthly. From our delightful Teddy Bear Workshop and Pirate & Princess party to the interactive Kids Creations, we prioritize creativity and self-expression in all our children's activities.



The Bottom Line:

Preschool attendance grew in the past fiscal year, accounting for 30% of overall program attendance. Circulation in kids and juvenile books and audio books makes up 35% of total materials circulated.



Teen programs



Teens in the library this year have experienced Manga Club, Young Writers Society, Youth Collective and several specialty programs.



The Bottom Line

On average, four programs take place each month, attracting between 7-20 students at each event. The circulation of materials for young adults remained consistent throughout the year, with between 180 to 325 items being checked out monthly, alongside daily interactions with in-house kits and games.

Adult Programs

Quality and fun programs for adults has quickly become a hallmark of the library.



The Bottom Line

Circulation of materials for adults remains overall flat to FY 2024, as we continue to add new authors and new genres to our collection.

We provide four ongoing adult programs each month, along with occasional specialty events. As the number of programs for adults has grown, participation has surged by 54% in FY 2025.



Family Programs

Celebrating families and offering quality entertainment is one of our greatest passions as we strive to create programs that strike a perfect balance between fun and education.



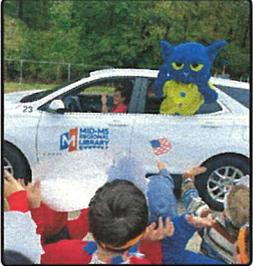
Outreach

Youth Services Librarian Mandi meets monthly, with eight day cares and schools in the area for storytime as well as STEM activities.

In addition we work meet with Life Help, Hudspeth and Pineview Recovery for outreach programs.



COMMUNITY



Looking Forward

November



FAMILY VIDEO GAME NIGHT
NOVEMBER 25TH
4:00 P.M.

Attala County Library
201 S. Huntington
662-289-5341



FAMILY MOVIE NIGHT AND TOY SLEEP-OVER

Bring a doll, plush or action figure so they can have a slumber party in the library, and pick them up the next morning.

Friday November 21st 6:00pm

Attala County Library
201 S. Huntington
662-289-5341



ATTALA COUNTY LIBRARY

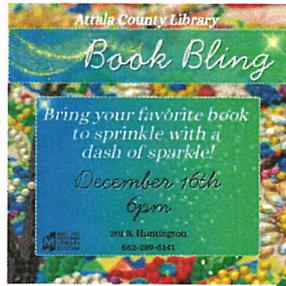
CHRISTMAS OPEN HOUSE

SANTA • FOOD • CRAFTS • MUSIC

THURSDAY
DECEMBER 4TH
5PM-7PM

201 South Huntington
662-289-5341

MMR 5



Attala County Library

Book Bling

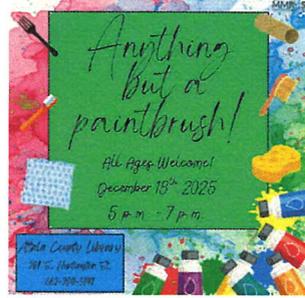
Bring your favorite book to sprinkle with a dash of sparkle!

December 16th
6pm

201 S. Huntington
662-289-5341



December



Anything but a paintbrush!

All Ages Welcome!
December 18th 2025
5 p.m. - 7 p.m.

Attala County Library
201 S. Huntington St.
662-289-5341

And SO MUCH MORE!!

MMRLS Admin Board Meeting

Director's Report – October 2025

MMRLS Acquisitions Coordinator Pam Chadick

- Retiring at the end of October
- Pam has dedicated a total of 26 years to our library system—serving from 1991 to 2003, and again from 2011 to the present
- Pam has done more to guide and support the development of collections across all thirteen of our branch locations than perhaps anyone else in our system's history

Headquarter Restructuring

- Lisa Breazeale
 - Acquisitions and Marketing
- Raine Beckman
 - Mobile Library and Programming
- Overall reduction of one part-time position



Kilmichael Renovation Update



Kilmichael Renovation Update



MID-MS
REGIONAL
LIBRARY
SYSTEM

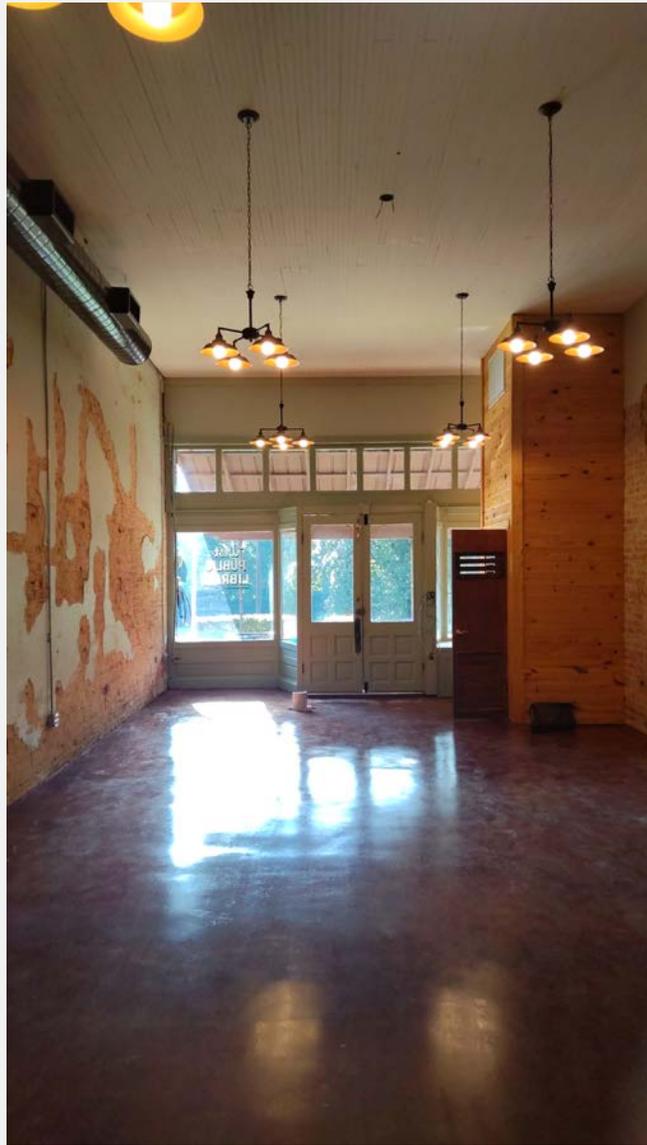
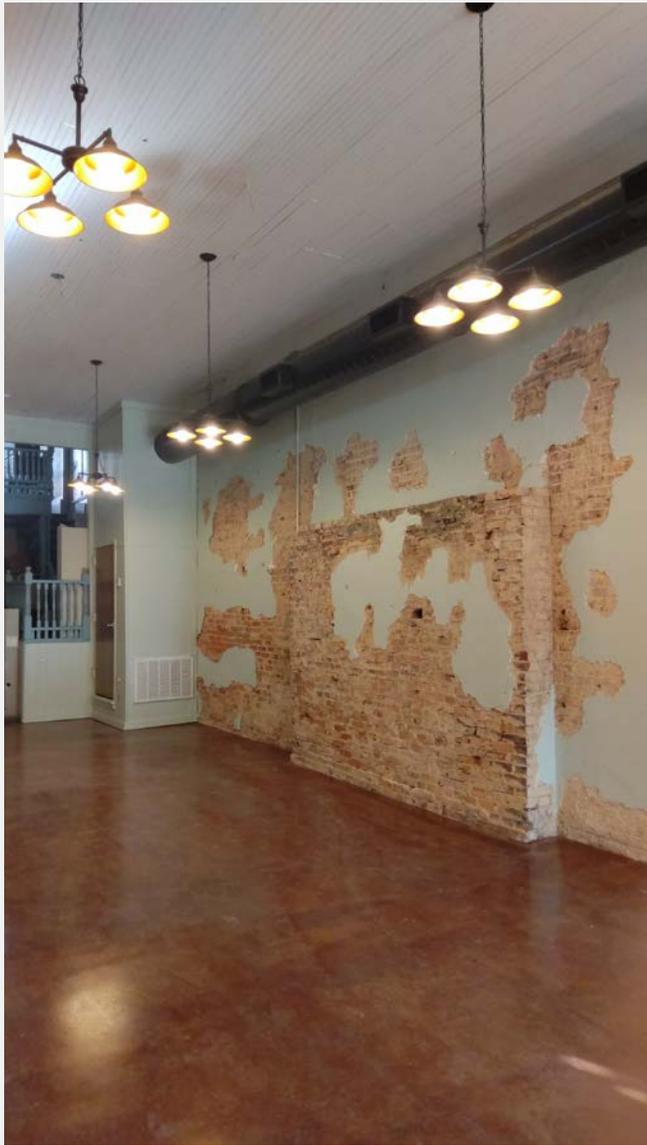
Kilmichael Renovation Update



West Renovation Update



West Renovation Update



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REGIONAL
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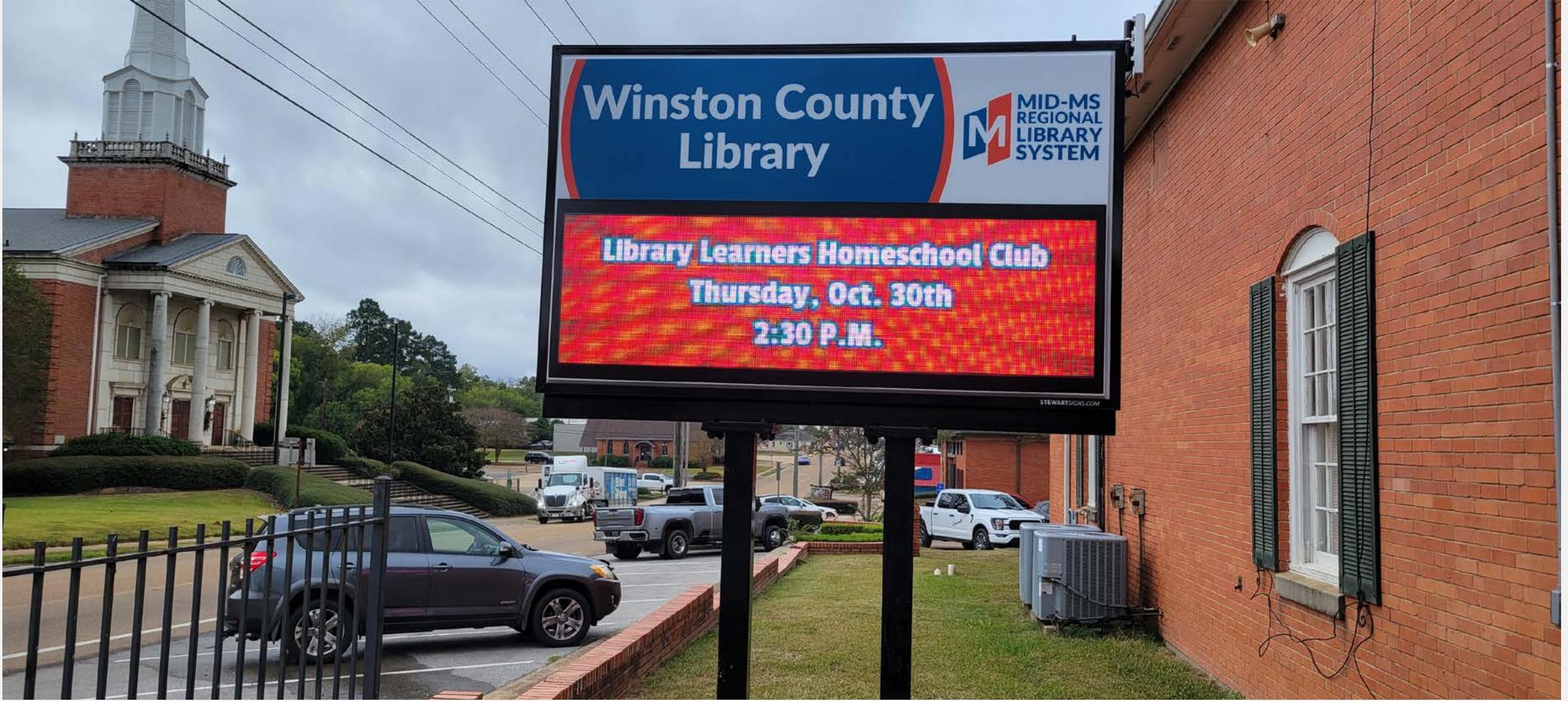
West Renovation Update



Attala County Library Sign



Attala County Library Teen Area



Winston County Library Digital Sign



Winston County Library Digital Sign



**Renovation of the Future Home of
the Pickens Public Library**





- LSTA: \$5,000.00 for Hoopla, \$2,500.00 for mobile library materials
- Lois Lenski: \$3,000.00 for mobile library children's materials
- Mississippi Humanities Council: \$1,200.00 (with 1:1 matching funds provided by MMRLS)
American 250 Grant to create a community time capsule

- In process: ALA LTC Access4 Grant to attempt to procure an accessibility ramp at the new Pickens Public Library (\$20,000.00)
- In process: Ellard Family Foundation Grant Application to assist with purchasing new patron computer desk for Winona (\$5,000.00)

- November: Advisory Board Meetings
- November 5-7: MLC Director's Symposium
- November 11: MMRLS Closed (Veteran's Day)
- November 14: MMRLS Orientation
- December 5: MMRLS Staff Meeting

Tentative 2026 Meeting Dates:

- January 26, 2026 at 2:00 pm at the Carthage-Leake County Library
- April 27, 2026 at 2:00 pm at the Winston County Library
- August 17, 2026 at 2:00 pm at the Winona-Montgomery County Library
- October 26, 2026 at 2:00 pm at the Attala County Library