



LIBRARY BOARD OF TRUSTEES MEETING

**MINUTES WEDNESDAY, February 15, 2023
4:00 P.M.**

The Board met in regular session in a hybrid format via Zoom webinar and in person.

Chair Ghilieri called the meeting to order at 4:00 pm.

1) ROLL CALL

Board Members Present: Frank Perez, Amy Ghilieri, Lea Grace, Ann Medaille

Board Members Absent: None

County Staff Present: Library Director Jeff Scott, Assistant District Attorney
Herbert Kaplan, Assistant County Manager David Solaro

2) PUBLIC COMMENT

1. Valerie Fiannaca: Spoke again to the drag queen story time and her opposition to the event. She understands the June schedule for the event is already drafted. Stated she will challenge this in many ways. We will request some people time and will be challenged.
2. Reva Crump: Respectfully requested the library board library remove and refrain from this point forward recommending the wearing of masks to both the staff and the patrons particularly in the most recent study she will provide a copy of the study to the board members regarding the study. Stated the study said it is not the place of the place of the Washoe County library to make health suggestions or recommendations to staff and or patrons ever. The study and evidence found in the study suggests that the use of face masks either by an infected person or a non-infected person does not have a substantial effect on transmission. The most

recent guidance from the Washoe County health district mask mandate goes back to June of 2022. Asked to please do an update and stay up with the times. Also wanted to have the lack use of rainbows. She is looking forward to the book mobile being involved in the fourth of July celebrations, Veterans Day parades, and most of all the Nevada day parade. It would be great to see the book mobile dressed up in other ways.

3. Bruce Parks: Attended a Washoe County school board meeting and one of the board members spoke about a discussion and presentation regarding the drag queen story hour. Why are we still on this well its because the presentation was anything but fair and honest. In fact, it was the opposite of fair and honest. There was nothing about the opposition of the horrendous stuff we were subjected to. None of our oppositions were brought. There were some comments from members of the public who again spoke about the opposition of the drag queen story hour and how it was not beneficial to our children. He stated none of the opposition was brought forward. Stated how this body is not listening to the majority of the community. The majority of the community is apposed to this event. Stated that this had nothing to do with him it was for the protection of the kids. There are no measurable benefits to this program. Feels it should be an agenda item they are opposed to it. Feels like the body is ignoring the voice of the majority of the community.
4. Janet Butcher: Stated that in November she spoke about a child that she had contact with and held in her arms while she attempted to commit suicide as she was subjected to this perversion. Stated one of the trustees smirked at her. Stated there is no reason to want this subjection to children. Stated that they will figure it out once they get older. Does not understand why they have to put this in a small child's place if a parent wants to do this that is their choice, but when they bring it to a public library its all bad. Asked the board what they are planning for fourth of July, Veterans Day, or anything else. Stated that there are many wonderful things that the library is doing but feels why the board wants to take away from that with this event.

3. Approval of Meeting Minutes:

Trustee Ann Medaille suggested a correction to the meeting minutes on page 9. Said the sentence was the question asked to Director Scott regarding the tax initiative was still in the early basis of weapons. Wanted to know what is being asked for and what is going to go on. Stated she felt it is a missed typing. But suggested the minutes be corrected to say something to the effect of saying Trustee Medallia inquired about the nature of the tax initiative. Then on the same page she stated the sentence was where Chair Ghileri stated that Director Scott was on track with the Strategic plan. Stated that was her comment. So suggested those errors be corrected. Board moved to approve the minutes pending corrections.

4) Old Business

None

5) New Business

a) Presentation of the Washoe County Strategic Plan Update:

Director Scott presented a slide on the strategic plan update for February 2023. Stimulate imagination touched base on the book machine at the Cold Springs community center for March as well as the book machine at Sun Valley teen and family resource center. Provide welcoming spaces Sierra View Library renovation is scheduled to be completed in Spring of 2023. Downtown Reno ADA restrooms on the main floor of the downtown Reno library will probably start in February stated that the agenda item went to the BCC for approval on Tuesday. Downtown Reno elevator as well is another project for downtown Reno Library. Provide welcoming spaces. Spoke about staff in service day held in December of 2022 there were some teams building staff was involved in. One of the Trustees asked what the numbers for the participation in the challenge program were. Director Scott responded he did not have the numbers on hand but will investigate it. Trustee Medaille asked what the total size of the staff is. Director Scott responded that he believes as of present staff size is at 140. Workforce Building, Library Director met with the Reno/Sparks Chamber of Commerce, Economic Development of Western Nevada (EDAWN) And Governor Lombardo's policy director. Life long learning touched base on the Senior Technology survey stated they have the results for that survey but will share later on. School Support spoke about baby's first library card program partnership with Renown when a baby is born, they will instantly have access to a library card this is a way to encourage parents to visit the Library after 6 months. A Trustee asked when this would begin. Director Scott replied that hopefully the program will start this summer stated the library cards are ordered and the procedure is in place, so he hopes soon. Celebrate Our Diverse Community Director Scott stated there was a conversation about having a web page that hosts everything they are doing. Including inclusion and statements and diversity statements the County has one now so they would like to have one for the library. City of Reno has one of acknowledgements so the library will mirror something like that. Spoke about the hot spots and chrome books that will be placed in these locations. Shia Szrut holocaust memorial collection will be featured at the Northwest Reno library in February and March 2024. Touched base on drag queen story time as well as the pride parade. Stated they are working on the Spanish language services and outreach which is part of the strategic plan. The library has Spanish/English classes right now. Trustee Perez had mentioned in the last meeting regarding advertising for Spanish speakers regarding using the library. Working on outreach regarding the vulnerable populations, Senior fair at various locations so that the seniors can get connected with assistance and help with what is going on. The library was asked to host an inclusion work club, so the details are being worked

out. Jail outreach services in the jail so that inmates can have access to books. One of the Trustees had a question regarding when would court start. Director Scott stated that it was already in place since 2021. Trustee asked about the venerable population plan. Director Scott responded that there was outreach for that like the book mobile going out to the Cares campus this will have resources available for the homeless population. Incline Village programs and events displays on the Washoe County people the galis dungal or winter shelter display. Spanish Springs library outreach to the Reno/Sparks Indian Colony to provide hot spots and chrome books at Hungry Valley, Pyramid Lake, Nixon, Sutcliff, and Wadsworth. Honoring Our Diverse Community Director Scott spoke on the honoring of the holocaust collection and exhibition. Celebrate our diverse community pride events. Director Scott spoke about the drag queen story time along with the pride parade. That was the update for February 2023 Strategic plan.

b) For Possible action: Select an option for Meeting the Materials-Expenditure standards:

Debi Spears presented a PowerPoint to the Board. Debi stated that the State Board requires every year a checklist of minimum standards for the Libraries in the State of Nevada. The only thing the board must respond to is ensure the allocation of sufficient budget to materials. The State gives the library three different options on how to meet that level of funding. Debi does get a breakdown of the historic trend of funding. She stated that in the fiscal year 2013 they started with \$530,000 budget and since then there has been an increase of almost one million dollars which gave us a better chance to outreach in the community. Debi asked the Board members to look at the three formulas that the State proposes and select which one they are going to meet. The options are that we meet and exceed at 90% the previous five-year average that would put us at an average of eight hundred and sixty-five thousand dollars and some change to materials. Option two is we meet or exceed 30% of the amount spent on collections divided by total services of supply budget it's a lower amount of seven hundred and eleven thousand dollars and some change. Option three is meet or exceed a 10% of the total operating budget and we aren't able to that would put us close to one point five million dollars and there is simply not that sort of money in the budget. Did want to point out that in August of 2015 the library board in that time said they would want to get there. This is a minimum for the State of Nevada but also a benchmark used across libraries all across the Country as you should be spending 10% of your overall budget. We haven't been able to get there yet, but she keeps reminding the Board every year that is a goal they should try to meet. She stated that Director Scott has a plan to hopefully get there so they are not able to report number three at this point and time. So, at this time they could only go with option one or two. Stated that option one is the more aggressive one that we are able to meet. Once the decision has been made, they will file the checklist. A trustee member asked how we could get to option

three. Director Scott stated the request was made for a bigger budget. Having a budget increase in 2021 was for libraries being open 7 days a week which also raised that gap. Stated he has a budget meeting this week and another one in March. A Trustee member asked if there was a noticeable increase in budget need given the two-year license expiration thing? Debi responded that there is, and it continues to grow stated she saw a big uptake when Covid hit they had lots of users who enjoyed checking out the books on CD's and navigating CD's in the car. When the time came to end the program, those users didn't want to give up using the CD's so we had them download the app. And they noticed an uptick of people reading the people were happy to have a downloaded book to listen to instead of reading it due to lack of time. Really wants to be responsive to the Communities needs. Spoke on the high demand of e-books and purchasing various licenses for checkout of these e-books. Trustee Ghileri asked what is the best way to advocate for a budget increase? Director Scott responded to the Trustee that the best way is to contact the Commissioner as a Trustee or email them with a request for a larger budget. Second question from Trustee Ghileri was when they would hear from Debi again regarding the collections. Debi responded that probably its time to do some homework on the outdated procedures and revisions to recommend and come back and discuss that. Trustee Ghileri wants an agenda item on this topic when it is convenient. Debi did remind the Board that they had to choose an option with three not being an option at this time so the Board would have to choose either option one or option two as a budget formula so that we could be compliant with the State. Trustee Medaille would like to hear a little bit more about the policies and collections, but she had a question about material budget. She wanted to know if the funding of e-books audio books include money for the data bases, she wanted to know if the funding was coming from the State or elsewhere. Debi responded that in the budget is periodicals both imprint and electronic. There will be a survey of community members its time to start thinking about what periodicals we want for 2024 rather than just throwing more money at it we would be finetuning are they purchasing for the branch's wide users in those branches. Data bases come out of the State. The State provides a data base package for all users so public libraries, Public Schools, University's then they augment that form the collection of databases and then all of the materials physical and electronic. Trustee Medaille also asked if the materials budget as it stands currently does it allow you to keep pace with the annual price increase from publishers? Debi stated the answer is not There are two buckets of funding for the library one is the general fund where the Board of County Commissioners designates to the library and then there is the expansion fund that is a tax override it's a 30 year override. The County general budget that goes to materials is 64,500 or 64,900 it will buy very little and so the rest of that all comes out of the expansion fund when we find out that the expansion fund will expire it will be put on a ballet in the future we would have no materials budget if it wasn't for the expansion fund so it's something important that the County pay attention to that is why she tracks very carefully

not only the number of checkouts. The takino trust did allow for the remodeling of three branches and some money went to the children's materials. Another area that is severely underfunded is the Spanish language selection. Sierra View and North Valleys account for almost all of the Spanish circulation we really want that are to grow and because they are pulled in so many directions of how do we meet the need we buy a single copy of something in Spanish place it in a branch and hope that it checks out. With more money she would like to expand a broader selection of Spanish materials. They currently have someone who compiles a list of best sellers in Mexico because currently they do a lot of guessing as to what is popular in the United States and also available in Spanish so we can buy that but we are ignoring what is popular in Spanish in the Country's so we are trying to finetune that. A Trustee member asked if the grant was specifically for that? Debi responded that the State has a DIA grant available for that but we have never tackled that so she would like to look into that since its an area they would like to improve but really don't do enough to see improvement. They are working on a few things like having Spanish signage and creating list in Spanish. Trying to make it more appealing but they know that having a better collection would help.

Trustee Perez made a motion to accept the recommended suggestion as to go with option one as stated in the agenda. Second by Trustee Medaille. The board voted for option one with approval.

c) Presentation Senior Technology Survey Report:

Reference and Technology team. This is just a summary of the survey reports. Director Scott spoke about the survey that was available online and at Senior living centers and other senior centers throughout Washoe County so there would be a well-rounded sample so that technology services was not only using a computer. The survey was done around September 12th to October 16th with over 800 responses several response was from seniors 60 or older one of the things that they looked at during the survey is how to communicate with family and friends. The second was banking, and entertainment purposes as well. Access to technology and access to high speed internet but technology is always changing and moving so fast that most can't keep up and that is one of the challenges we are seeing. Last year they had a program where a senior could have one on one time with a librarian which was nice so they could get assistance with the device and sort out any certain issue. And that is an example of what they are seeing across the board. The top one was communicating with friends the second one was banking there were a ton of really good response. Technology is changing every day and with that we leave a lot of seniors behind. A Trustee member asked if there were any sort of tutorials available? Director Scott replied that there are tutorials available. A Trustee member asked if there is a list of workshops? Director Scott stated that we have them available on the brochures and then the book the librarian. Trustee Medaille stated that she thought the

survey was great and the comments were very rich there is a lot of information there a lot to go through she was wondering if there was a plan to categorize them or tackle all of the feedback. Director Scott responded that the Technology team will tackle all the information received and will adjust what we need to. A Trustee asked if the survey was incentivized. Director Scott responded with a no. The Trustee stated that the response was great. Director Scott stated that the survey was part of the strategic plan.

6) Reports:

a) Library Director Update:

Spoke about the hiring process for LAll. Staff is currently conducting interviews to bring on more people on board stated one of them will be for Incline Village. They have some candidates for the Assistant Library Director the interviews will take place after the LAll interviews are completed. Received OSHA complaints one of the complaints were regarding the railings are to short and we are out of compliance. The County is looking for a process to work with OSHA to expand the railing by welding an extension to the railing. And also the ACT that was mentioned in the strategic plan he would like to get that going. Best places to work survey trying to get a 60% response rate. After the data was sent out, we went from a 27% rate to 62% response rate, so we met our goals. Did the best places to work survey for working parents we found some things from the working parents such as daycare, time off, healthcare, parental leave, flexible schedules. Some of the negatives is that there is no personal pay leave for working fathers, we don't offer onsite childcare. Will see what we can do to help new parents and or parents. Washoe County has the impact awards coming up, so we submitted for a couple of things. Spoke about the park passes received for the State parks. Trustee Ghileri asked if there was a way to know who has the pass or how they can check one out. Director Scott let him know to look online and there will be a tracking system so they could see if someone has the park pass and check it out as well. Trustee Perez told Director Scott if the best places to work for working parents could be part of the upcoming strategic plan as he would like to see us improve as the library system. He read the article with the Treasurers office and he thought it was Excellent. He understands we are in the middle of the plan now and we need to finish it up. Director Scott responded that it was already part of the strategic plan as welcoming spaces and staff support so it is sort of in there, he feels it's a win for us to do programs like that. Feels we have to find solutions and find ways to support staff.

b) Downtown Reno Library Report:

Kristen Ryan Downtown Reno library branch manager presented PowerPoint to the Board. As part of the strategic plan, they are doing school support with the

honors academy of literature. Most of the visitors do come to the Discovery Museum then to the library. Have a great partnership with UNR family engagement class they come to the library once a semester they get to see the bomb shelter and then we present a data base presentation to let the future teachers know what resources the library has for them and their students. We let them know that these are free resources for the students. Last summer we had a pop-up event it's a way to teach children hands on. School support we provide a children's core collection. Last summer we had our summer reading challenge program event for the kids. Last summer we stepped it up for the summer reading program we saw a huge increase in registrations. Another way we are supporting the strategic plan is being part of the Celebrate diverse community we partnered with the Washoe County sheriffs Hopes team, have community court and the food bank come every second and third Wednesday to help the venerable population. Also had a small urgent care clinic in the downstairs area of the library. Reno downtown library also hosted the drag queen story time. Dia de los Muertos was also part of the program this year. Supporting lifelong learning for adults and kids. Stimulate imagination had a partnership with Nevada Humanities and did a poetry workshop. Working on getting some Spanish books in the library as well. Welcoming spaces has the Truckee room and zoom rooms that were remodeled. Staff training has been big for them regarding first aid and the challenge program along with the team building program. Another way they are supporting the strategic plan is by promoting the library with the tax initiative by having the news there and having some events. Feels the staff has done amazing things but there are also a lot of challenges. Since the library re opened from Covid there have been an uptick in incidents at the downtown Reno library but have a good relationship with Allied security. She feels staff is working not as librarians anymore they are more in a Social Services role with the homeless crisis. Another challenge is being short staffed. Since September 2021 the Downtown Reno library has been down about 75 hours a week in staffing hours after being open 7 days a week. Downtown Reno library is a large building so there are higher levels of incidents requiring more staff on the floor. One thing they did was combine three part time Library Assistant II into one full time Library Assistant II in hopes to retain employees. Also combined 2 library Aides position to one part time Library Assistant II. Gave a shout out to the Sparks Library and Northwest library for having some staff help during the remodels for adequate coverage. Also presented four new members of the team. Trustee Perez had a comment stating that in his professional world they have similar kind of issues, but the priority is making sure staff is safe. Her role as a staff manager is to make sure staff is safe as well as herself. Trustee Ghileri thanked Kristen for putting the challenges in the report. Sparks has a Karma box wanted to know if the Downtown Reno library had one. Kristen responded that there is currently no Karma box. But they do have a tree that is put up around the Holidays and put toiletries and other stuff. Trustee Ghileri asked Kristen if she would be interested in getting a Karma box. Kristen

stated she likes the idea but feels like the challenge would be manning the box.

c) MarCom Team Report:

Jaime Hemenway presented a PowerPoint to the Board what the MarCom mission is. Basically, it is to provide clear, concise, professional marketing and cohesive branding for the library system and improve library recognition, create trust, build financial value, and inspire both internal and external customers. MarCom is a system wide team she presented the current team members of the team. The team makes library signage, event marketing, social media, videos, and podcasts. Current projects are working with the babies cards the cards were redesigned also worked on the book kiosks design banner. Current projects working on the new card promotion working on some videos to promote the library. Library Park passes MarCom is helping to get the word out on this program. Explorer is a huge way of promoting the library events and resources all year. Spring issue should be on the way. There is a Spanish page in the Explore as well to promote the program to Spanish speakers. New projects they are working on is the summer reading challenge collateral, art town event promotions, and the visual style guide. Social media currently has a web page with links to follow the library.

7) Staff Announcements:

None

8) Public Comment:

Bruce Parks- Brought up things that were not mentioned in the November meeting that he felt needed to be mentioned. He said that he feels that the Drag Queen Story Time confuses and exposes children to pedophiles. He feels that any woman who attended this meeting should feel deeply offended, and if you aren't offended you should have more respect for yourself. He said this whole thing started with the Queer Theory which was born in 1984 by Gayle Rubins when he wrote an essay. His goal was to remove restrictions on technical activity, including pedophilia, and that the fear of child sex was erotic hysteria. Bruce went on to say that this is Marxism's way to destroy America and our way of life. This is one of their goals normalizing these behaviors and destroying traditional gender roles. He then asked the audience. How many of you have heard of an organization called Gays Against Groomers? He explained they oppose events involving children, queer and gender theories being taught in the classroom & propagandizing youth with LGBTQ. He mentioned the media, and how during the November presentation there was a Blues Clue picture, and in this picture was a little float showing the M.A.P. (Minor Attracted Person) flag, he then asked the Trustees of the board. When do you think the M.A.P. stuff will find its way into the libraries? And then said, I guess I got my answer back in November when it made its appearance courtesy of the presentation. He said pure and simple, bottom line "If you think we are going away, we are not". I caution you to please reconsider your position on this issue. He concluded by saying, this is bad for our

kids, and we are concerned for our children, and we don't want it in our libraries.

Valerie Fiannaca: started off by saying that she wanted to correct a statement made by one of the employees. She stated that the services provided are not provided by the library, that they are bought and paid for entirely by the taxpayers. She then brought up that the Trustees still do not have their own emails through the county, and that is a problem because your personal email can be subpoenaed and this is a very intrusive event, because it is all of your emails not just Washoe County emails. The only one protected is the director. She then said you may want to press the County Manager, or whoever you need to, to get your own email address to protect yourself. Her next comment was about the Karma Boxes, she does not have a problem with Karma Boxes in general, and that she would be willing to donate to them randomly. She does feel that these boxes are a bad idea for this branch, because of the horrific homeless problem, and that these boxes would just attract more homeless. She mentioned the issues with the homeless bringing needles into the library, and some breaking into the locked boxes to steal used needles. So, this idea should be trashed immediately.

9) Board Comment:

Trustee Perez thanked Director Scott for a great meeting and thinks that we are moving on nicely with the strategic plan. He appreciates the updates on the initiatives that are going on around the county, and he looks forward to the next meeting.

10) Adjournment:

Chair Ghileri adjourned the meeting at 6:10 pm