



**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, MARCH 15, 2023
4:00 P.M.
SPANISH SPRINGS LIBRARY
7100A Pyramid Way, Sparks, NV 89436**

Library Trustees

Amy Ghilieri, Chair
Frank Perez, Vice-Chair
Ann Medaille
Lea Moser
Vacant

Members of the public may attend this meeting in person or can attend by teleconference by logging into the Zoom webinar accessible through the following link: <https://us02web.zoom.us/j/84224131597>. If prompted, use the following passcode: 889408.

Forum Restrictions and Orderly Conduct of Business. The Library Board of Trustees conducts the business of the Washoe County Library system and its citizens during its meetings. The orderly, efficient conduct of the meeting is integral and necessary to allow the Board to conduct business. The Chair may order the removal of any person whose statement or other conduct disrupts the orderly, efficient or safe conduct of the meeting. Warnings against disruptive comments or behavior may or may not be given prior to removal.

Public Comment. Public Comment is limited to three (3) minutes per person. During the “Public Comment” items, anyone may speak pertaining to any matter either on or off the agenda. Anyone wishing to provide live public comment may do so in person, or by teleconference by logging onto the Zoom webinar by accessing the above link.

The viewpoint of a speaker will not be restricted, but reasonable restrictions may be imposed upon the time, place and manner of speech. Irrelevant and unduly repetitious statements and personal attacks, which antagonize or incite are examples of speech that may be reasonably limited.

Response to Public Comment. The Board can deliberate or take action only if a matter has been listed on an agenda properly posted prior to the meeting. During the public comment periods, speakers may address matters listed or not listed on the published agenda. The *Open Meeting Law* does not expressly prohibit responses to public comments by the Board. However, responses from the Board members to unlisted public comment topics could become deliberation on a matter without notice to the public. On the advice of legal counsel and to ensure the public has notice of all matters the Board will consider, Board members may choose not to respond to public comments, except to correct factual inaccuracies, ask for Staff action or to ask that a matter be listed on a future agenda. The Board may do this either during the



public comment item or during the following item: “Board Comment – limited to announcements, strategic plan activity updates, or issues proposed for future agendas and/or workshops.”

Support Documentation. Support documentation for items on the agenda is available to members of the public at the Downtown Reno Library Administration Office, 301 South Center Street, Reno, Nevada, and may be obtained by contacting L J Burton at (775) 327-8343 or by email at ljburton@washoecounty.us.

Special Accommodations. We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend meetings. Should you require special arrangements for any Trustee meeting, please contact our office at (775) 327-8341, at least 24 hours prior to the date of the meeting.

Possible Changes to Agenda and Timing. The Library Board of Trustees may take agenda items out of order, consider two or more items in combination, remove one or more items from the agenda, or delay discussion on an item.

Pursuant to NRS 241.020, the agenda for the Trustees’ meeting has been posted at the following locations: Washoe County Courthouse, Washoe County Administration building, Downtown Reno Library, Incline Village Library, North Valleys Library, Northwest Reno Library, Sierra View Library, South Valleys Library, Spanish Springs Library, and Sparks Library. Further, in compliance with NRS 241.010, this notice has been posted on the official website for the Washoe County Library System at www.washoecountylibrary.us and at <https://notice.nv.gov>.

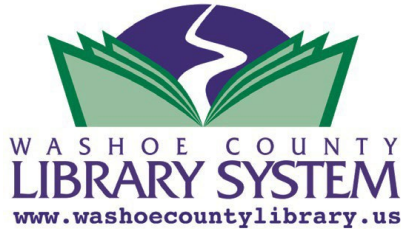
LIBRARY ADMINISTRATION

301 South Center Street | PO Box 2151, Reno NV 89505
(775) 327-8341 | www.washoecountylibrary.us



The Board of Trustees may take action only on the items below that are preceded by the words “For Possible Action.” The Board will not take action on any other items.

- 1) Roll Call
- 2) Public Comment – Three Minute Time Limit Per Person
No discussion or action may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 3) Approval of Meeting Minutes
 - a) *For Possible Action:* Approval of Minutes from the Library Board Meeting of February 15, 2023
- 4) Old Business
 - None
- 5) New Business
 - a) *Presentation: Washoe County Library Strategic Plan Update*
 - b) *For Possible Action: Hours of Operation Change for Downtown Reno Library and Incline Village Library*
 - c) *For Possible Action: Meeting Room Policy*
- 6) Reports
 - a) Library Director Update
 - b) Spanish Springs Library Report
 - c) Maker Team Report
- 7) Staff Announcements - Three Minute Time Limit Per Person
No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda.
- 8) Board Comment – Limited to Announcements, Strategic Plan Activity Updates or Issues Proposed for Future Agendas and/or workshops
- 9) Adjournment



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



Washoe County Library System

March 2023
Strategic Plan Update

1

Inspiring and instilling the joy of reading across Nevada

2023 Nevada Reading Week Kick Off

info@nevadareadingweek.org | www.nevadareadingweek.org

Guest Presenters

Carol Jago
Associate Director of the California Reading and Literature Project at UCLA



This **FREE** webinar is meant for librarians, coaches, literacy specialists and PreK-12th grade educators.

Dr. Darl Kiernan
Northeastern Nevada Regional Professional Development

Certificate for 2 hours of professional learning for all attendees from NDE.

Saturday, February 25, 2023 From 9:00 am - 11:00 am PST

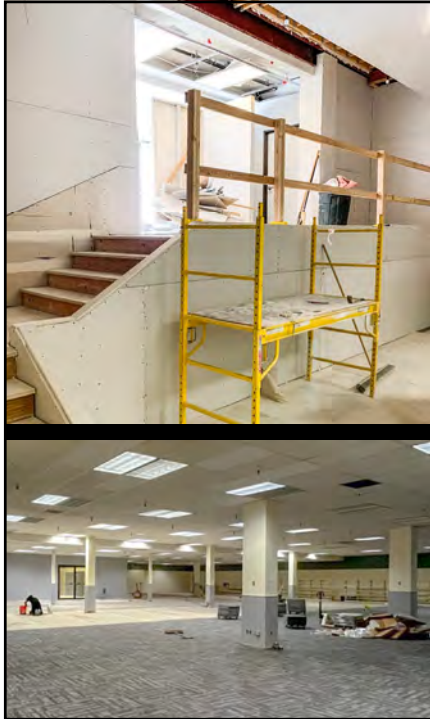
This event is brought to you by:

Stimulate Imagination

Nevada Reading Week

2



Provide Welcoming Spaces

Sierra View Library Renovation completion April 19th Projected reopening

Downtown Reno ADA Restroom May 2023

Downtown Reno Elevator Repair Fall 2023

3

Nevada Humanities @NVHHumanities - Feb 1
 On 2/16, we're hosting a conversation to mark the 81st anniversary of Japanese American incarceration with @meedith_oda, @FrankAbe, and Miya Hannan with a performance by @RenoTaiko. Join us in Reno to explore memory and often untold stories of resistance.



Celebrate Our Diverse Community

1


Understanding Systemic Racism and White Supremacy in the United States

Saturday, February 11, 1 pm
 Northwest Reno Library

Wednesday, February 22, 5:30 pm
 North Valleys Library



4



Thank You

March 2023

Strategic Plan Update

5

Washoe County Library System Hours**Downtown Reno Library****Current**

S	M	T	W	Th	F	S
10am-2pm	10am-6pm	10am-6pm	10am-6pm	10am-6pm	10am-6pm	10am-2pm

New

S	M	T	W	Th	F	S
10am-5pm	10am-5pm	10am-5pm	10am-5pm	10am-5pm	10am-5pm	Closed

Incline Village Library**Current**

S	M	T	W	Th	F	S
Closed	10am-6pm	10am-7pm	10am-6pm	10am-6pm	10am-6pm	Closed

New

S	M	T	W	Th	F	S
Closed	10am-6pm	10am-7pm	10am-6pm	10am-6pm	10am-6pm	10am-4pm



MEETING ROOM POLICY

The community meeting rooms provided by the Washoe County Library System are for Library-sponsored programs, for carrying out the mission and goals of the Library System and for use by other governmental agencies.

When a Library or other governmental agency is not using these meeting rooms, they are available for use by the public. Social events are prohibited. Use of Library facilities may be subject to special conditions imposed by the Library or by the branch in charge of a meeting room/auditorium facility.

The Washoe County Library System is an institution dedicated to free expression of and access to ideas representing all points of view. Accordingly, subject to all applicable laws and Library policies, the Library System's meeting rooms are available for the activities of individuals or groups. Permission to use Library facilities, in and of itself, does not constitute an endorsement or sponsorship by an individual library, the Library System, the Library Board of Trustees or Washoe County. By submitting a room reservation request, users agree to abide by all applicable laws and library policies, and release Washoe County and Washoe County Library System from all liability.

1. Meeting rooms may be used any time during the regular business hours of the Library. Some Library facilities have separate entrances to meeting rooms and can be reserved for meetings that may begin prior to or end after Library hours. [Confirmation of legal age required to book before and/or after hours use.](#)
2. All programs and meetings must be free and open to the public. Meeting room users, groups and individuals may not charge or solicit fees, dues or donations as a condition of attending, or during any meeting or program.
3. All Library-sponsored and Friends of Washoe County Library-sponsored meetings/programs take first priority on all meeting room schedules. The Library reserves the right to reschedule an existing reservation.
4. Reservations will be on a first-come, first-served basis. Groups may schedule up to 24 meetings per library in a calendar year (January through December). Meeting rooms may be reserved no more than six months in advance; exceptions may be made at the discretion of the Library Manager or designee.
5. More than two no shows or last-minute cancellations within a twelve-month period may result in the loss of privileges. Reservations will be held for 20 minutes, unless the group has notified the Library that it will be late.
6. Groups and individuals using the meeting room may not disrupt the use of the Library by others. Persons attending meetings or programs are subject to all applicable Library and County policies. Washoe County Library System reserves

the right to revoke meeting room privileges when policies or procedures are not followed. Print copies of Library policies are available upon request or at our website.

7. Food and non-alcoholic beverages may be served upon the approval of the Library Manager or his/her designee. Alcoholic beverages may be served outside of the Library's public hours upon the approval of the Library Director or his/her designee.
8. Pursuant to Library policy, no child aged nine or under may be left unattended elsewhere in the Library while a parent or guardian attends a meeting or program in the meeting room. Library staff cannot assume liability for children who are left unattended.
9. Groups must provide proof of adequate liability insurance coverage when any of its meetings or programs has more than 106 attendees.
10. Set-up and clean-up are the responsibility of the group. When scheduling, groups or individuals should include the full time they will need access to the room including set-up and clean-up.
11. Activities that create substantial risk of damage to or destruction of Library property are prohibited in the Library meeting rooms. Meeting rooms must be left in a clean and orderly condition. Groups will pay the cost for repair of any damages to facilities or equipment for which the group is responsible. The Library will not be responsible for materials or equipment left in the building by groups.

APPROVED: February 15, 2006

REVISED: June 21, 2012

REVISED: October 16, 2014

REVISED: February 23, 2017

REVISED: January 1, 2019

REVISED: March 15, 2023

Library Director's Update - March 7, 2023

Korn Ferry Update

I sent out the Korn Ferry results last week and wanted to reshare them here. Please take some time and take a look.

If you have any questions, please email HRKFClassCompStudy@washoecounty.gov

Information is here: <https://washoenv.sharepoint.com/sites/Inside-Washoe-HR/SitePages/Human-Resources-Korn-Ferry-Classification-and-Compensation-Study.aspx>

Hiring

Congratulations to our Library Assistant IIs recently hired. It is great to see some promotions as well as some new faces added to our library team. Here is where we stand with hiring:

Part Time Library Assistant II interviews will happen soon. We have seven vacancies currently.

New recruitment for Library Assistant II's and Library Aides will happen soon.

Assistant Library Director Interviews will happen at the end of March/beginning of April

Drag Queen Storytime in the News

As I mentioned last week, a group attended the Board of County Commissioners meeting on Tuesday.

You can read two articles, one op-ed, and my statement below if you haven't already.

<https://www.rgj.com/story/news/2023/03/01/drag-queen-story-hour-dominates-washoe-county-commission-meeting/69955945007/>

<https://thisisreno.com/2023/02/far-right-assault-on-drag-queen-story-hour-kicks-off-county-commission-meeting/>

<https://www.washoecountylibrary.us/about/directorstatement-dragqueenstorytime.php>

<https://thenevadaindependent.com/article/dozens-of-washoe-county-residents-got-mad-about-an-event-they-dont-have-to-go-to-drive-by-or-otherwise-interact-with>

Library Legislative Day

Library Legislative Day is Thursday March 9th. Thank you everyone who has signed up to meet with your local legislators and work the library table. It is great for them to see our creative and dedicated library team. You can find the schedule, talking points and more on the Nevada Library Association website: <https://nevadalibraries.org/Library-Legislative-Day?emulatemode=2>

Challenge Program

Don't forget to participate in the challenge program! Currently, we have over 60 staff participating. This is a great way to learn about the library system and take advantage of opportunities!

<https://washoenv.sharepoint.com/sites/Library/SitePages/Challenge-Program.aspx>

Human Resources Korn Ferry Classification and Compensation Study

Human Resources understands the information on the Restructure of the Classification and Compensation is important to our valued employees. This draft Classification and Compensation update is being provided to show where job classifications fall in the new salary ranges. Under the Restructure, Washoe County salary ranges will be identified by numbers.

This information is subject to change and will continue to be updated. Please check back regularly for updates.

This does not include the salary information for:

- ER (Early Retirement) Law Enforcement positions
- All clerical and some administrative positions

We anticipate having additional information on the clerical and administrative positions by mid-April

If you have any questions, please email HRKFClassCompStudy@washoecounty.gov

Korn Ferry FAQ's & Alpha List of Salaries

Where does my job classification fall into this proposed range? Please review the posted Korn Ferry Class and Comp Study Alpha List with Salaries effective 06/14/23 on the HR Overview page. This Class and Comp Study is a work in progress and this list is subject to change.

I looked on the posted Korn Ferry Class and Comp Study Alpha List but the salary information is "blanks" next to my classification. If salary information is not noted, the classification is still under review by Human Resources and not finalized.

A previous version of the Korn Ferry Class and Comp Study Alpha List indicated different salary information than what appears posted today. What happened? The Class and Comp Study is a work in progress and the posted list is a "draft" and subject to change. Human Resources is diligently working to finalize the list. A version and revision date has been added to the posting to show the last time it was updated.

Is my salary being decreased? No salaries are being reduced. All salary ranges have increased as a result of this Class & Comp study.

How are the pay rates determined by Korn Ferry? Korn Ferry conducted a market salary study using local and regional courts, public, and private sector agencies.

Is there any correlation between the current "alpha" salary ranges and the posted "numerical" Korn Ferry salary ranges effective 06/14/23? No, there is not. The County is completely restructuring the salary grade system according to the Korn Ferry Class and Comp study.

What are the results of the Korn Ferry study? The results include a restructuring of the current classification and compensation process. Washoe County's goal is to compensate employees

Korn Ferry FAQ's

0610003	ADMINISTRATIVE ASSISTANT I	13	\$36.00	\$43.20
0610003	ADMINISTRATIVE ASSISTANT I	13	\$36.99	\$43.20
0600100	ADMINISTRATIVE ASSISTANT II	13	\$36.99	\$43.20
0600103	ADMINISTRATIVE ASSISTANT II	14	\$33.30	\$43.43
0614003	ADMINISTRATIVE ASSISTANT III	14	\$33.30	\$43.43
0615003	ADMINISTRATIVE ASSISTANT III	14	\$33.30	\$43.43
0615300	ADMINISTRATIVE ASSISTANT III	14	\$33.30	\$43.43
0600177	ADMINISTRATIVE ASSISTANT TRAINEE			
0600000	ADMINISTRATIVE CLERICAL SERVICES OFFICER	19	\$51.50	\$60.64
0613700	ADMINISTRATIVE LEGAL SECRETARY, JUV. SVCS.			
0600003	ADMINISTRATIVE SECRETARY			CLERICAL TRD
0617000	ADMINISTRATIVE SECRETARY			CLERICAL TRD
0613703	ADMINISTRATIVE SECRETARY			CLERICAL TRD
0600008	ADMINISTRATIVE SECRETARY SUPERVISOR			CLERICAL TRD
0610100	ADMINISTRATIVE SUPERVISOR	14	\$33.30	\$43.43
0600005	ADVANCED PRACTICE REGISTERED NURSE			
0600006	ADVANCED PRACTICE REGISTERED NURSE			
0600017	ADVANCED PRACTICE REGISTERED NURSE	16	\$36.30	\$43.73
0600017	ADVANCED PRACTICE REGISTERED NURSE	14	\$33.30	\$43.43
0600000	QUALITY SPECIALIST	17	\$45.67	\$55.13
0600000	QUALITY SPECIALIST	13	\$36.99	\$43.20
0610070	ALTERNATE PUBLIC DEFENDER	22	\$66.79	\$74.31
0610000	ALTERNATE SENTENCING OFFICER	21	\$63.00	\$70.00



Korn Ferry Class & Comp Study Frequently Asked Questions (FAQ's)

What employees are affected by this study? *There are approximately 2,002 employees out of 3,006 included in this study. The Second Judicial District Court, Justice Courts, Commissioned Sheriff's Office employees, and previously studied positions are examples of excluded employees.*

Where does my job classification fall into this proposed range? *Please review the posted Korn Ferry Class and Comp Study Alpha List with Salaries effective 08/14/23 on the HR SharePoint page. This Class and Comp Study is a work in progress and this list is subject to change.*

I looked on the posted Korn Ferry Class and Comp Study Alpha List but the salary information is "blank" next to my classification. *If salary information is not noted, the classification is still under review by Human Resources and not finalized.*

A previous version of the Korn Ferry Class and Comp Study Alpha List indicated different salary information than what appears posted today. What happened? *The Class and Comp Study is a work in progress and the posted list is a "draft" and subject to change. Human Resources is diligently working to finalize the list. A version and revision date has been added to the posting to show the last time it was updated.*

Is my salary being decreased? *No salaries are being reduced. All salary ranges have increased as a result of this Class & Comp study.*

How are the pay rates determined by Korn Ferry? *Korn Ferry conducted a market salary study using local and regional county, public, and private sector agencies.*

Is there any correlation between the current "alpha" salary ranges and the posted "numerical" Korn Ferry salary ranges effective 08/14/23? *No, there is not. The County is completely restructuring the salary grade system according to the Korn Ferry Class and Comp study.*

What are the results of the Korn Ferry study? *The results include a restructuring of the current classification and compensation process. Washoe County's goal is to compensate employees according to market value for work performed.*

- *Bring all employees who are currently below the minimum of the restructured pay range to the minimum of the "recommended pay" structure.*
- *Implement to ensure internal equity and seniority considerations.*
- *Employees whose current salary fall within the new pay structure - pay will remain unchanged.*

May I request a copy of or review the results of the Korn Ferry study? *Job evaluation information/processes to include job evaluation methodology and evaluations/discussions within the JEC and/or Korn Ferry is confidential to the Department of Human Resources.*



Why is the implementation date August 14, 2023? Korn Ferry recommended for a restructure of this magnitude, it be effective after the 3.5% COLA on July 1, 2023, and the PERS adjustment of -1.875% (regular PERS) or -3% (early retirement PERS) on July 17, 2023.

Do the Korn Ferry pay rates effective 08/14/23 include the 3.5% COLA and PERS Adjustment?

Yes, the Korn Ferry pay rates effective 08/14/23 include both the 3.5% COLA effective 07/01/23 and either the -1.875% (regular PERS) or -3% (early retirement PERS) adjustment effective 07/17/23.

How will the restructuring be implemented? Please note this step is still being finalized. It's anticipated that the implementation will be rolled out by job classifications and/or departments over several pay periods; it will be retroactive to the effective date 08/14/23.

I am maxed out in my current pay range. What will happen with my pay effective 8/14/23?

At this time, Human Resources does not have more information on how maxed out employees will be processed. The situation could be different for each employee and we will not know specifics until that employee's action is processed in August.

How will employees be kept informed of the implementation progress? Human Resources respectfully requests that employees be patient and understanding during the roll out. HR will post updates on the progress in the Korn Ferry Study page within HR Inside Washoe.

What if an employee does not agree with the results of the Korn Ferry study? The outcome of the study is final and there is no appeal process in place.

reno gazette journal

NEWS

Drag queen story hour dominates Washoe County commission meeting

Opponents say they don't think the events are appropriate for children while supporters say they teach accepting others and loving who you are.



Mark Robison

Reno Gazette Journal

Published 6:00 a.m. PT March 1, 2023 | Updated 9:51 a.m. PT March 1, 2023

Stretching for about 2 1/2 hours, opposition to drag queen story hour dominated the public comment period of Tuesday's Washoe County Commission meeting.

Usually geared toward kids ages 3 to 11, drag queen story hours typically involve men dressed in exaggerated stereotypical feminine clothes and makeup who read children's books at public libraries.

Although the meeting featured no agenda item related to this topic, dozens spoke in opposition to such events at Washoe County libraries.

Many attendees likely received a mass email sent to a self-described Nevada patriots group by Bruce Parks, Washoe County Republican Party chairman. The email urged people to bring their library cards, carry a small U.S. flag and request the end of drag queen library events.

Wesley Griffin's comments featured language from the mass email.

"I am very much opposed to our tax dollars being spent for the Drag Queen Story Hour, and I would like to see that put on the agenda and then we can really hear from both sides of the issue," said the Air Force veteran who has been a Washoe County resident for about 63 years.

While many mentioned concerns over tax dollars, concerns about children featured in most comments.

Janet Butcher said there are many great programs at the library but that "children have the right to have their innocence protected from sexualization. There's no value – and indeed harms – in exposing children to the proclivities of adults."

She asked that the issue be put on a future commission agenda and not be funded.

After public comment ended, Commissioner Alexis Hill, who led the meeting, said the county doesn't spend money on drag queen story hour.

"The program is actually funded by the Friends of the Washoe County Library," she said. "That is a nonprofit group that supports our library."

Hill then read from Nevada law saying that the county commission "does not have oversight on the programming through the Washoe County Library System."

Commissioner Jeanne Herman asked legal counsel – Nate Edwards from the Washoe County District Attorney's office – what authority the board has over the library.

"This board does have discretion whether or not you do or do not have a county library," Edwards said. "This board does have the discretion how much you decide to fund that library with and whether to continue providing that funding."

Capturing the sentiment of many in opposition, Commissioner Mike Clark said what he heard primarily during the comment period was that people don't want children being read to by men dressed as women in what has traditionally been considered adult entertainment.

"People weren't vilifying anybody's sexual orientation or however they want to conduct themselves as adults," he said. "It's the children that they don't want mixed in here."

In one of the more emotional comments, Valerie Wade spoke in favor of the events and mentioned her brother, who'd graduated from Sparks High School in the 1970s.

She said he committed suicide in downtown Reno after calling a friend and saying there was no place in this world for him.

"If one single child attends a drag queen story even one time and sees one time in their life that there is a place in this world for them, why wouldn't we make that possible?" she said. "What parent wouldn't want to be able to do that for their child?"

Sandee Tibbet commented that the exaggerated makeup and costumes of drag queens was little different than blackface.

"Why is this dehumanizing behavior toward women being socially accepted?" she asked.

According to Jamie Hemingway of the Washoe County Library System, there are no current dates scheduled for drag queen story hour but it is planned again this summer.

Some commenters mentioned that a convicted sex offender had performed a drag queen story hour in Texas. It happened about five years ago. The Houston Public Library admitted it hadn't done a background check on the performer and apologized.

"All library volunteers have a standard criminal background check," Hemingway told the RGJ.

She mentioned Chris Daniels, who performed during drag story hour in Washoe County last year.

“Chris Daniels is a beloved member of our community who previously ran Good Luck MacBeth Theater and who has also been background checked to work with children and the school district,” she said.

The Friends of the Washoe County Library nonprofit paid \$400 for the four story times at libraries last year.

When asked about comments during the county board meeting, Daniels told the RGJ that the commenters must not have seen the Washoe County drag show readings, which are attended by library staff and require that all children be accompanied by an adult – no lone children, no lone adults.

Daniels said the “secret agenda” of drag queen story hour is to get children interested in reading and to sign up for library cards.

Library staff has curated a list of about 30 books for different children’s story hours, and Daniels picks three or four to read from that list.

“There’s no burlesque,” said Daniels. “There’s no sexualized anything. I never talk about being a drag queen. I’m a performer. I’m an entertainer so the children are engaged. If you’ve ever tried to get a roomful of small children to pay attention, it’s very difficult.”

All the books are age appropriate, popular library titles, Daniels said, and the events are voluntary – anyone who doesn’t want their children to attend doesn’t have to.

“They all have themes about acceptance and accepting others and loving who you are,” Daniels said. “These are universal human themes that are so important to teach children.”

Send your comments on this story to mrobison@rgj.com. They will be considered for the free weekly Greater Reno e-newsletter rounding up Mark Robison’s stories and behind-the-scenes peeks.

Mark Robison covers local government for the Reno Gazette-Journal. His wages are 100% funded by donations and grants; if you’d like to see more stories like this one, please consider donating here.

EVENTS FEATURED NEWS

Far-right assault on Drag Queen Story Hour kicks off County Commission meeting

By: **Kristen Hackbarth** February 28, 2023

Downtown Reno library. Image: Bob Conrad / This Is Reno.

The Washoe County Library System was in the crosshairs during public comment at Tuesday's Washoe Board of County Commissioners meeting. In addition to complaints about libraries' leadership and advisory board, the regular Drag Queen Story Hour was attacked as "grooming" children and child abuse.

The commenters are part of Washoe Patriots, a far-right group that claims to support "reclaiming freedoms" and has advocated for parents' rights. The group has also led local culture war campaigns against [critical race theory in schools](#) and a [failed "election integrity" resolution](#) in 2022.

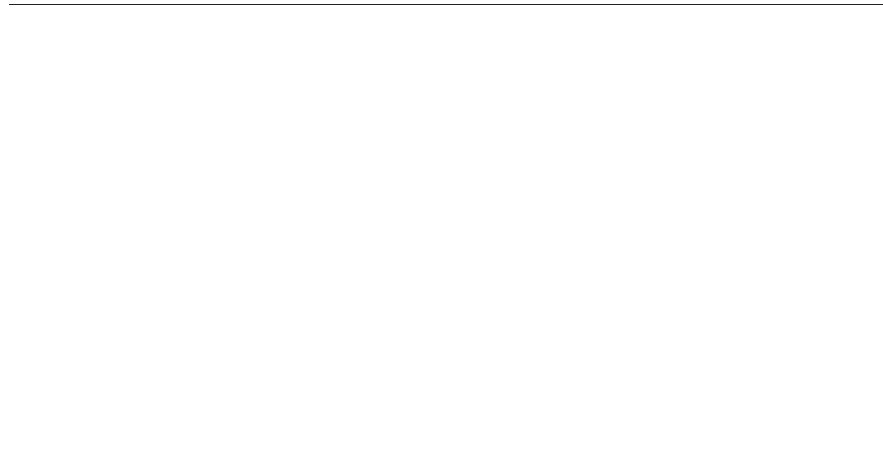
Drag Queen Story Hour launched at Washoe County's libraries in 2019 featuring local drag performers in colorful costumes reading books curated and approved by library staff.



EDITORIAL MEME by Darren Archambault. Darren is a graphic designer, meme artist, musician and political activist. When he is not doing freelance design or music, he is creating political editorial style memes, and co-running Reno/Sparks Mutual Aid.

Children and parents have overwhelmingly said they enjoy the events, and Library System Director Jeff Scott said the events were designed to increase diversity and inclusion.

LATEST VIDEOS



00:00 / 02:03

Washoe County Library's Drag Queen Story Hours are just one of a number of similar Drag Story Hour events across the U.S. and internationally. Advocates of the events say they allow children to enjoy a judgment free zone.

According to drag queen Nina West, "Drag is an opportunity for anyone – including and especially children – to reconsider the masks we are all forced to wear daily."

Some public commenters felt differently. Claiming to be the majority, they demanded the county cancel the Drag Queen Story Hour events and remove the library system's director. Several threatened lawsuits and



In addition to falsely claiming that drag queens expose children to sexuality and sexually explicit topics during the story hours, they cited a case in Texas in 2017 and 2018 where a convicted sex offender was allowed to participate as a drag queen reader.

Washoe County resident Tyler Colton disagreed with those demanding an end to the story hour.

"What you're hearing today is a group targeting the LGBT community with hate. They're a minority," Colton said. "Looking around you can see that many of these individuals are older and are living in a time that has passed."

He cited movies and TV shows many people have likely watched that included drag, including "Some Like It Hot," "Bosom Buddies," "Tootsie" and "The Birdcage," and noted that drag queens are merely actors playing fictional characters.

Colton said their arguments are based on fear and intolerance and not worthy of the county's focus.

Another commenter, who called themselves Kat, said that if safety of children was what the Washoe Patriots were concerned about, they would be demanding background checks rather than canceling the event.

"The goal for these folks is not to protect anyone. Instead the goal is to exclude some people, a specific group of people," Kat said. "The goal for these folks is to eventually use laws to cause trans folks to cease to exist. The red herring about a drag performer is intentionally just the tip of the iceberg."

Kat tied the Washoe Patriots' effort Tuesday to efforts in nearly half of states to put anti-transgender laws into the books.

Miss Ginger Devine, a local queen that reads during the events, told KUNR radio last year, "I am just a drag queen who is reading books that the library staff curated and approved of. To anyone out there who thinks there's some subversive agenda happening, well I guess literacy, respect and equity are now subversive agendas."

Commenters asked commissioners to defund the Drag Queen Story Hour. The county doesn't fund the program. It's paid for by Friends of Washoe County Library, a separate non-profit organization.

Commissioner Alexis Hill also noted that, "by Nevada statute, the Washoe County Board of Commissioners does not have oversight on the programming through the Washoe County Library System."

She cited and read Nevada Revised Statute 379.027, which outlines the powers and duties of the librarian and the library board of trustees.

Commissioner Jeanne Herman, who also supported the Washoe Patriots' "election integrity" issue, sought from Assistant District Attorney Nate Edwards more information on what powers the county did have related to the libraries and Drag Queen Story Hour.

Edwards said the commission's power was limited to funding the libraries and determining whether the county would have a public library.

"So we know what we have to do," Herman said.

No items affecting Washoe County Libraries were included on Tuesday's commission meeting agenda.

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Dozens of Washoe County residents got mad about an event they don't have to go to, drive by, or otherwise interact with



David Colborne

March 5th, 2023 at 2:00 AM

Opinion

SHARE



Drag Queen Story Hour at the Sparks Library in Sparks, Nev. on Saturday, July 20, 2019. (David Calvert/The Nevada Independent)

For more than two hours, dozens of people demanded that the Washoe County Commission [stop Drag Queen Story Hour](#) from happening at the county library.

Was Drag Queen Story Hour on the [agenda](#)? No.

Is Drag Queen Story Hour scheduled to occur at a Washoe County library anytime soon? No. The library might host the event [again](#) in the summer, but no dates have been established.

Was anything related to the library even on the agenda? Well, actually — yes. The winning bid for the [Reno Downtown Library Elevator Modernization Project](#), which will replace the original elevator installed when Reno's [garden-library](#) was first built in 1965, needed approval. That approval, however, was received unanimously without any objecting public comment.

Does the county commission have any authority over library programming? No. Statutorily, per [NRS 379.020](#), county commissions have the authority to do one thing and one thing only: Appoint five trustees to oversee the county library system, who each serve four year terms. Additionally, there is only one listed statutory criteria under which county commissioners may remove a trustee — if a trustee fails to attend three successive meetings, the county commission may (or may not) remove the chronically absent trustee.

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Those trustees, by the way, aren't the ones who determine whether or when Drag Queen Story Hour will be scheduled, either. Their job, as defined in [NRS 379.025](#), is to appoint a librarian — whose job, as defined in [NRS](#)

[379.027](#), is to “administer all functions of the library.”

Yes, trustees also have power to define the regulations under which the librarian works, so, theoretically, they could pass a “No Drag Queen Story Hour” [policy](#). However, if the policy were actually strict enough to keep Drag Queen Story Hour, or a similarly themed group event, from simply reserving meeting space and holding their own event outside the promotional aegis of the county library system, it would not only violate the content neutrality clauses of the existing [Collection Development and Management Policy](#) and [Meeting Room Policy](#), it would also likely run afoul of the [First Amendment](#).

That, incidentally, is why gun enthusiasts get to hold [events](#) in libraries, too. Sorry, East Las Vegas residents.

Does the county commission even have authority over library budgeting? Debatably not. [NRS 379.010](#) states that county commissioners may — or may not — set money aside to maintain public libraries. On the other hand, subsection 5 of [NRS 379.021](#) states that county commissions shall — not may, but *shall*, meaning it’s not optional — maintain the library fund through a dedicated property tax.

So, to recap, nobody was talking about Drag Queen Story Hour and nobody was planning Drag Queen Story Hour. Even if anyone was, the county commission isn’t the body to bring an objection to Drag Queen Story Hour to since it has no authority to do anything about it. Additionally, even if the protestors went to the correct body to complain about Drag Queen Story Hour, the Constitution likely forbids any governmental body from stopping it anyway.

Then why did the protestors show up?

The technical answer is Bruce Parks, Washoe County Republican Party chairman, told them to via email (apparently people read mass emails, by the way). That explanation, however, just raises further questions — namely, why did he do it?

There are multiple possible explanations, each more unsatisfying than the last.

One possible explanation is that the chairman of a major county political party has absolutely no idea how his county government works or where the levers of power are located. This is deeply unsatisfying since one might expect a basic understanding of county government to be a requirement for someone whose job is to help change how said county government operates.

One might further expect that, if said chair lacks that basic knowledge and understanding, they could communicate directly with county commissioners from their own party to learn and better understand how their county government works so their organizational efforts support their elected officials. One might finally expect that said party’s county commissioners possess a basic understanding of the county government they were elected to govern themselves.

If one has these expectations, one can expect to live a life of perpetual disappointment — especially in Washoe County, where one Republican county commissioner [voted against her own election](#) and another Republican county commissioner was elected into the position after committing [mail fraud](#) to sexually harass a female county employee.

Another possible explanation is that every single protestor in that room was confused about which state they live in.

For those who somehow missed the name of this very publication, this is Nevada, not [Tennessee](#), [Florida](#), [Texas](#), [Arizona](#), [Nebraska](#), [Montana](#), or any of the other states seeking to [ban drag performances](#) this year. In this state, if

adults are keeping their clothes on in public, regardless of which clothes they choose to wear at any given moment, *that's mildly miraculous*. Adults in drag reading to parents and children in a library is not beyond the pale in a state which publicly advertises, to adults and children alike, scantily clad pool parties, dance clubs, strip shows, and — my personal favorite dodge around [NRS 201.440](#), which prohibits advertising of brothels — “[brothel museums](#).”

Frankly, the only thing beyond the pale about Drag Queen Story Hour in this state is that our libraries are [statutorily prohibited](#) from monetizing the event for every cent it's worth.

Oh yes, Reno, I know, a lot of our state's publicly risqué image is supposedly more of a “Las Vegas thing,” but let's not kid ourselves. I am not the only one in this area who passes lingerie store billboards while I drive my child to school. Reno and Northern Nevada more generally aren't opposed to “sin” and never have been. We're just more old money — less gauche, less déclassé — about it than our more numerous and commercially amorous cousins to the southeast. Our state's [best-subsidized](#) industrial area, and one of the largest employers in Northwest Nevada, is owned by a local brothel owner. That brothel, the Mustang Ranch, is considerably closer to Reno than any licensed brothel is to Las Vegas. When *USA Today*, the publishers behind *The City* podcast, dedicated a season to [Reno](#), what did they cover? Working conditions throughout the region, with a heavy focus on the borderline-exploitative working conditions in local strip clubs.

We even host Burning Man, which is considerably more risqué and libertine than anything that'll ever happen in a public library — and yes, parents bring their children to that, too.

No, Northern Nevada isn't opposed to adults looking sexy in public, as anyone who's spent more than five seconds with their eyes open while they drive through the Truckee Meadows can attest — not that sexiness is even remotely the point of Drag Queen Story Hour in the first place unless you get your rocks off to [Mrs. Doubtfire](#).

Now look, I'm not going to kink shame — in Nevada, shame is beyond the pale (and bad for business). If Robin Williams playing a divorced father who reads bedtime stories to his children while dressed as an old woman excites your prurient interest, I'm not going to judge. I will, however, judge you if you show up to a county commission meeting to demand that our libraries become less sexually exciting to you in particular because the thought of children in the same room as your kink disrupts your flow state or whatever.

By the way, did you know *Mrs. Doubtfire* was released to theaters thirty years ago? That means many of the children who watched that movie are now grandparents. There — *now* you're traumatized.

The final, least satisfying explanation of all, though, is that the chairman of a county party cynically exploited the sort of low information voters who open mass emails to lazily gin up some earned media. If this is the real explanation, the goal was never to change policy or keep Drag Queen Story Hour out of Washoe County's libraries. Instead, ironically enough, the goal was theater — to act like they have thinner skins than [Utahns](#), who invited conservative drag performer Lady MAGA USA to a state committee hearing, while they publicly performed their latest [Two Minutes Hate](#) for the county commission's cameras.

If this explanation is correct, it paints a horrifying picture for the future of local government. Imagine a spam email reader screaming into a mic on camera — forever.

David Colborne ran for office twice. He is now an IT manager, the father of two sons, and a weekly opinion columnist for The Nevada Independent. You can follow him on Mastodon [@DColborne@techhub.social](#), on Twitter [@DavidColborne](#), or email him at david@colbornemmx.com.

SHARE

Sierra View Library Closed for Renovations

The Sierra View Library is closed for renovations and is expected to reopen later this spring.

Please take a moment to complete our Author Events Survey (<http://washoelibrary.org/authoreventssurvey/>)!

Get a Card (<https://catalog.washoecountylibrary.us/MyAccount/SelfReg>) Account (<https://catalog.washoecountylibrary.us/MyAccount/Home>) Contact ([contact.php](#)) Español ([/espanol/](#))



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HOME (/) » ABOUT (INDEX.PHP) » DIRECTOR'S STATEMENT ON DRAG QUEEN STORY TIME

Director's Statement on Drag Queen Story Time

I wanted to take a moment to address the public comment at the Washoe County Board of County Commissioners Meeting on Tuesday, February 28th. The same group that has attended our board meetings since September decided to go to the County Commissioners to request that our Drag Queen Storytime be placed on a County Commission agenda.

The Library Board of Trustees sets policies, hours, and agendas. The Library Director sets programs, events, hiring, budget, etc. The Washoe County Commissioners can appoint Trustees and provide funding for the library. The appropriate body to address questions about the library is the Library Board and the Library Director. Washoe County has posted this information on the county website to minimize confusion.

Powers and Duties of a Librarian

(<https://washoecountylib.qscend.com/311/knowledgebase/article/32511#:~:text=NRS%20379.027%20Powers%20and%20duties,recommend%20>)

I have already provided a presentation on Drag Queen Storytime. That presentation is available as a PDF and a recording from the November Library Board of Trustees.

Download the presentation slides as a PDF

(https://www.washoecountylibrary.us/_files/pdf/WCLS%20Drag%20Queen%20Storytime%20Presentation%20and%20Discussion%202022.pdf)

| Watch the recorded presentation (<https://www.youtube.com/watch?v=McQC2BiB2hI>)

Drag Queen Storytime is beneficial for children and teaches them many early education and literacy lessons that have proven invaluable for their growth and development. This information is provided in the presentation in detail. We will continue to offer programs and services that benefit our community.

If you have any questions or concerns, please let me know. You may contact me at jscott@washoecounty.gov (<mailto:jscott@washoecounty.gov>).

Thank you,

Jeff Scott, Washoe County Library Director



Tutorials

WASHOE COUNTY LIBRARY USERS

benefit from Nevada State Library support!



Recent Washoe County Library support from NSLAPR:



\$34,000 for new materials in all formats



\$73,192 for Zoom ROOMs



\$108,850 for book lending kiosks in Cold Springs and Sun Valley



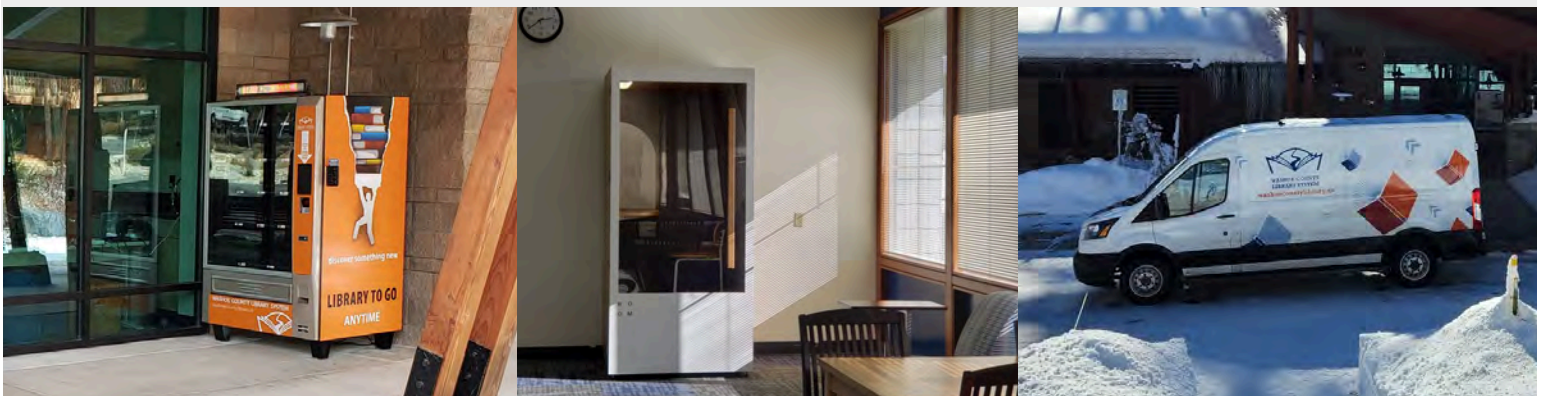
New vehicles for deliveries and outreach



\$28,500 for ebooks & audio



Expanded library services at the Washoe County Jail



Questions?

Visit www.washoecountylibrary.us to learn more about Washoe County Library System.

Spanish Springs Library

*Report to the
Library Board of Trustees*
March 15, 2023



11,501 votes cast during Early & Election Day Voting







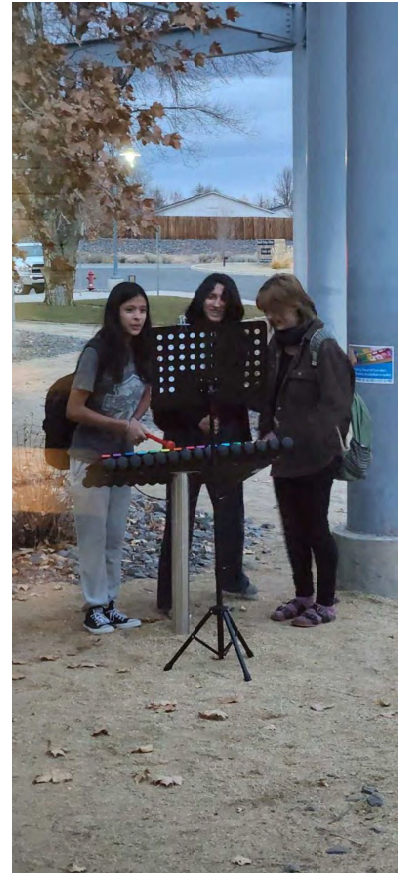


STEAM, Thursday Craft Studio & Gingerbread Houses

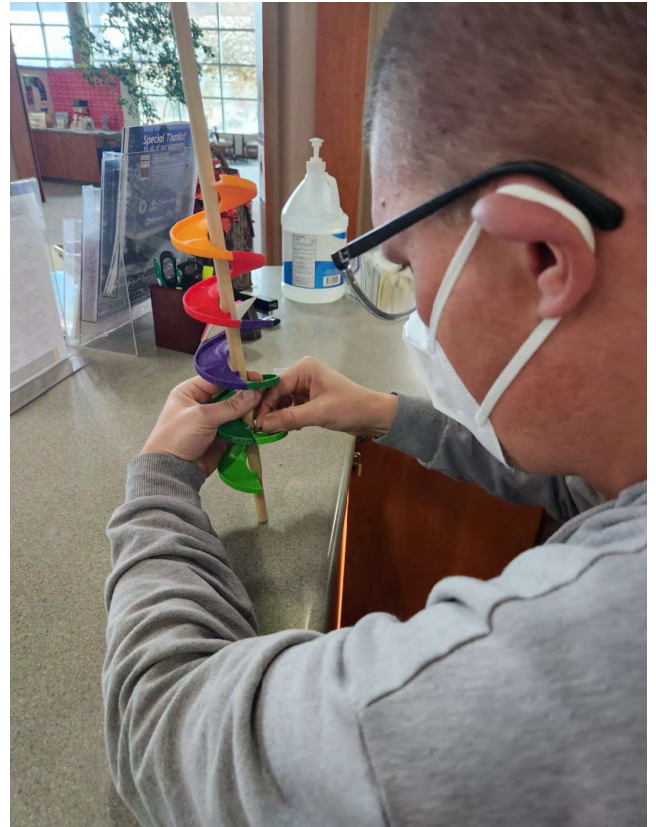


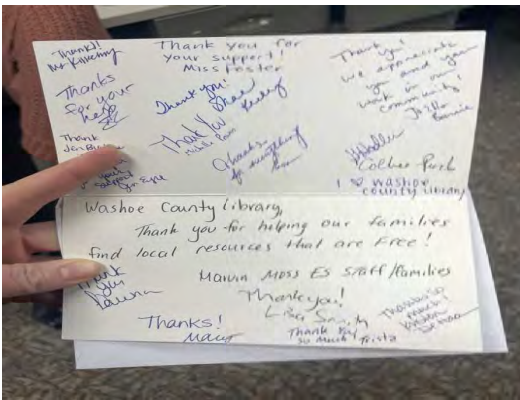
Stay & Play and Lego Robotics





Launching a new Wishing Well...





Homeschool, Public School & Parent University Tours





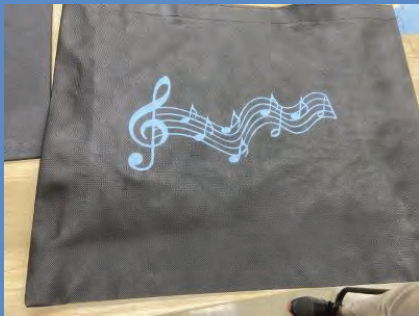
Spanish Springs Library Staff





Maker Services Team Report

March 2023





**Mini Maker
Paper Bag
Puppets
Verdi Library**



**Mini Maker
Paper
Pumpkins
Verdi Library**



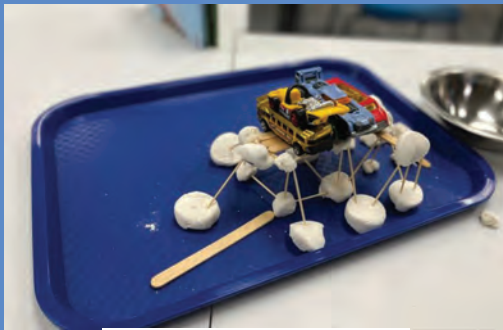
**May the Fourth-Sunday Funday
Northwest Reno Library**



**LEGOs Sunday Funday
Northwest Reno Library**



**Holiday Maker Session
Spanish Springs Library**



STEAM - Build a Bridge
Sparks Library



Fall Coding Camp
Sparks Library



**Cup Towers-
Sunday
Funday
Northwest Reno
Library**



Robotics



LEGO Robotics Winter Camp-Soccer Challenge
Spanish Springs Library



LEGO Robotics Winter Camp-Mazes
Spanish Springs Library



LEGO Robot
Spanish Springs Library



LEGO Robot Testing
Spanish Springs Library

Spanish Springs Library had our first 3 Day LEGO Robotics Camp for ages 5 to 8 in December 2022. The goal was to teach our young patrons the basics of coding with LEGO Robotics using Scratch coding language. Our weekly LEGO club meetings tend to attract both older and younger patrons, but the younger ones need more support. We wanted to give them special time so that they could engage in similar activities as the older groups but with more guidance and support.

Ben-Spanish Springs Library

Robotics



LEGO Robotics Winter Camp
Spanish Springs Library



LEGO Robotics Camp
Incline Village Library



In July 2022 and February 2023 – Incline Village hosted a LEGO Robotics camp for a total of 17 attendees who enjoyed two days' worth of learning the basics of how to code robots. We work with a homeschool First LEGO Team who comes in the second day and helps our patrons complete the more complicated challenges on the map (fun to have the First LEGO Team kids help our patrons). As of right now we have camps during school breaks so the patrons can have access to the technology outside of the school year.

Jackie-Incline Village Library

Robotics



**First LEGO League
Competition-
Savage Bricks
Robotics Team
Spanish Springs Library**



**Outreach to Robert Mitchell ES
Sparks Library**

The Sparks Library is using VEX Go robotics with young patrons to create mazes, and then they teach their robot how to escape using coding. For repeat attendees, classes offer custom tweaks that kids can make to their VEX Go robot, and how to assemble it themselves. When we took a VEX Go robot to Robert Mitchell Elementary, we drew several visitors to the booth with our display. We believe that this program will build with time and by word of mouth.

Colin-Sparks Library

Cricut



**February Maker Weekend
South Valleys Library**



**3D Letters Biography Sign
South Valleys Library**



Patrons have thoroughly enjoyed the Cricut demos we do for the public under our Trendy Tech program. Jennifer, our resident Cricut guru, loves introducing it to patrons and always ends the demonstration with a mug for them to take home. Patrons also love crafting original stickers for projects at home. Thanks to the Cricut, we've also been able to add special customized flourishes to our interactive movie series grab bags.

Colin-Sparks Library

Cricut



Teen Tuesday – During three of our Teen Tuesday events, staff brought out the Cricut Maker to create and design stencils for bleach t-shirts, custom stickers, and personalized mugs. A total of five teens participated in the t-shirt event. Six teens designed and/or found their own images to use for their custom mug and seven teens created custom decal stickers. We also had 22 patrons use our Cricut machines during weekly IV QUAD sessions to create mugs, stickers, and more since September 2022.

Jackie-Incline Village Library



Cricut-designed Bleach T-shirts Teen Tuesday Incline Village Library

Since getting our Cricut, Incline Village Library has seen a growing interest in what it can do. Our Teen Tuesday program has been popular, with teens using the Cricut Maker to design t-shirts, mugs, and stickers. During our Book-a-Librarian program we had one patron come in to use the Cricut to design two shirts for her 40th wedding anniversary!

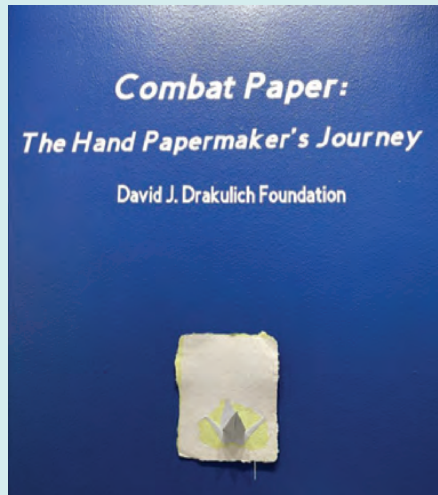
Jackie-Incline Village Library



Cricut



Mugs
Northwest Reno Library



Vinyl Gallery Sign
Northwest Reno Library

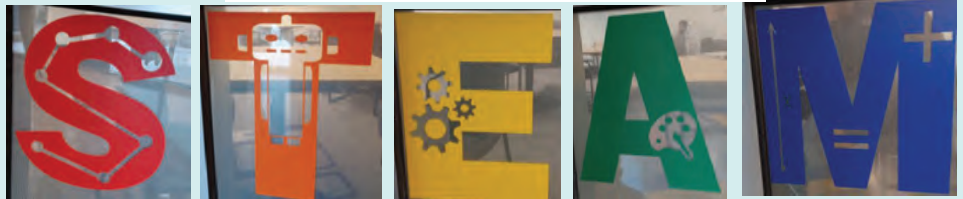


Vinyl Signs
Northwest Reno Library

My favorite class by far was the first one we did with infusible ink mugs. We set up sessions so we could have one-on-one time with the makers to teach them first how to design the mugs, then how to infuse them with the mug press. The patrons really seemed to enjoy making them. Our classes are always full, with people on the waiting list, so I think it was a great investment.

Lysa-South Valleys Library

Vinyl Window Stickers for STEAM Spot
South Valleys Library



Cricut

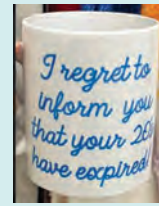


Wood Slice Ornaments
South Valleys Library



We've been using the Cricut equipment for everything! We've decorated the YPL with vinyl, and we made new signage (using paper for YPL and vinyl for the Teen Zone). We've used it for program prep for many of our craft programs (adults & children). We've used it for thank you cards and gifts for the Friends and the Fiber Guild, and we've taught classes on using them.

Lysa-South Valleys Library





NASA Astro Camp presented by The Phoenixes Northwest Reno Library



Build a Race Car w/ The Discovery Museum Downtown Reno Library



Community Collaborations

From March to June 2022, the Downtown Reno Library hosted a 5-part series called "Invention Fiction and Science Fiction Pop-Up Events with The Discovery".

Each month featured a different STEAM project paired with a monthly literary theme and book display. This series was also presented at the Sierra View Library.

Build a Race Car-Patrons got very creative with their designs. With guidance from Chris from The Discovery, participants had fun building, decorating, and then testing out their cars.

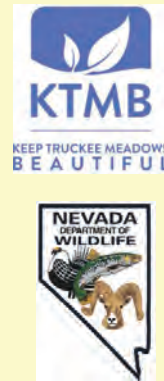
Melissa Wilson-Downtown Reno Library



**Northern Nevada
STEAM &
Technology
Festival
Outreach at
The Discovery
Museum
April, 2022**



**KTMB Weed Warriors
South Valleys Library**



**KTMB Watershed Warriors
South Valleys Library**



**NASA Astro Camp
Stomp Rockets
South Valleys Library**



**NDOW Aquatic Animals
South Valleys Library**

**Community
Collaborations**



NV Beekeepers
South Valleys Library



Retired NASA Astronaut, Loren Acton
South Valleys Library



**COLLEGE OF
ENGINEERING**
Making a world of difference.™



UNR-Bones and Feathers
South Valleys Library



THE PHOENIXES
TEAM 2117



Ranger Andy w/bear scat
South Valleys Library



Northern Nevada Beekeepers Association



PBS Reno



**WASHOE
COUNTY**
REGIONAL PARKS
AND OPEN SPACE

**Community
Collaborations**



nbmg



NBMG Minerals
South Valleys Library



Ranger Andy w/snake
South Valleys Library



Ranger Red w/coyote pelt
South Valleys Library



Earth Day Wildlife Habitat Box
Incline Village Library



UNR-Turtle Shells
South Valleys Library



Earth Day Wildlife Habitat Box
South Valleys Library

Incline Village partnered with Sustain Tahoe to create engaging and mindful habitat boxes. Eleven participants took part in putting together their boxes to remind themselves of our environment and its 10,000-year legacy of Wašišiw (Washoe Tribe of Nevada and California) stewardship.
Jackie-Incline Village Library

(South Valleys Library also hosted this fun event)





**Spark the Imagination
Sparks Library**



**Spark the Imagination
Sparks Library**

Spark the Imagination has been a pivotal partnership for our weekend programming. Every Sunday we have a presenting artist come in, then we can anticipate dozens of kids lining up at the Sparks Library. Ranging from pressed botanicals that kids turned to framed art, to textile artists creating puppets with patrons, the staff is always amazed to see what the local artists have prepared for the community. We are very grateful for this monthly, collaborative effort between The Generator, the City of Sparks, and the Washoe County Library.

Colin-Sparks Library

**Community
Collaborations**