



**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, DECEMBER 20, 2023
5:00 P.M.
DOWNTOWN RENO LIBRARY
301 S. CENTER ST, RENO NV 89501**

Library Trustees

Frank Perez, Chair
Gianna Jacks, Vice-Chair
Lea Moser, Trustee
Al Rogers, Trustee
Ann Silver, Trustee

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. Please note: the Zoom link option will require a computer or phone with internet access or the Zoom application with audio capabilities.

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 or presiding officer may order the removal of any person whose statements 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. Examples of disruptive conduct include, without limitation, yelling, stamping of feet, whistles, applause, heckling, name calling, use of profanity, threatening use of physical force, or any other acts intended to impede the meeting or infringe on the rights of the Library Board of Trustees, staff, or meeting participants. 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 others are examples of speech that may be reasonably limited.

Public Comment. Public comments are welcomed during the Public Comment period at the beginning of the meeting for all matters, whether listed on the agenda or not. Additionally, public comment specific to the action item being considered will be heard during individual action items on the agenda. Public Comment is limited to three (3) minutes per person. Persons may not allocate unused time to other speakers. 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. To provide public comment via Zoom, log into the meeting at the above link and utilize the “Raise Hand” feature during any public comment period. Additionally, persons are invited to submit comments in writing by emailing L. J. Burton at



LJBurton@washoecounty.gov. The County will make reasonable efforts to send all email comments received by 4:00 p.m. on the business day before the meeting to the Trustees prior to the meeting.

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. 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.”

How to Get Copies of Agendas and Support Documentation. Copies of agendas and supporting documentation for items on the agenda are 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 ljburton@washoecounty.gov or (775) 327-8341. Copies of agendas and supporting materials are also posted on the following websites: www.washoecountylibrary.us and <https://notice.nv.gov>.

Special Accommodations. We are pleased to make reasonable accommodations for members of the public who are disabled, who need special accommodations or assistance, and wish to attend meetings. Should you require special assistance or accommodations for any Board meeting, please contact L J Burton at LJBurton@washoecounty.gov or (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, may consider two or more items in combination, may remove one or more items from the agenda, or delay discussion on an item. Items scheduled to be heard at a specific time will be heard no earlier than the stated time but may be heard later.

Posting of Agenda. Pursuant to NRS 241.020(4)(b), 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) Salute to the Flag
- 2) Roll Call [Non-Action Item]
- 3) Public Comment – Three Minute Time Limit Per Person [Non-Action Item]
No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 4) Approval of Meeting Minutes
 - a. Approval of Minutes from the Washoe County Library Board of Trustees Meeting of November 15, 2023 [For Possible Action]
- 5) Old Business [Non-Action Item]
None
- 6) New Business
 - a. Washoe County Staff Report, Review and Possible Approval of the Library Director’s Annual Performance Evaluation for the period 2023, and Possible Direction Regarding Future Performance of the Library Director [For Possible Action]
 - b. Select an Option for Meeting the Materials-Expenditure Standard Pursuant to the Minimum Public Library Standards as Set Forth by the Nevada State Library, Archives and Public Records [For Possible Action]
- 7) Reports
None
- 8) Staff Announcements [Non-Action Item]
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.
- 9) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 10) Adjournment



**LIBRARY BOARD OF TRUSTEES MEETING MINUTES
WEDNESDAY, NOVEMBER 15, 2023 | 5:00 P.M.
NORTH VALLEYS LIBRARY
1075 N HILLS BLVD, RENO NV 89506**

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

1. CALL TO ORDER/SALUTE TO THE FLAG

Chair Frank Perez called the meeting to order at 5:00 p.m. and led the meeting in the Pledge of Allegiance. He called a brief recess at 5:05 p.m. and re-convened the meeting at 5:10 p.m.

2. ROLL CALL AND DETERMINATION OF QUORUM

Present:

Frank Perez, Chair
Gianna Jacks, Vice Chair
Lea Moser, Trustee
Al Rogers, Trustee
Ann Silver, Trustee

Absent:

None

County Staff:

Jeff Scott, Library Director
Herb Kaplan, Deputy District Attorney
Dave Solaro, Deputy County Manager

3. PUBLIC COMMENT

William Puchert

I wore my communist party t-shirt tonight for the benefit of some here who have loosely hurled labels of 'communist' and 'Marxist' at me during previous meetings; something that the person who addressed County Commissioners yesterday should remember when she complained about being called a fascist. I don't think these people understand what the labels communist and Marxist really mean as I do.



You see, my late father was born in Vladivostok, Russia, and what was then the Soviet Union. Because my grandfather's profession as a Merchant Marine caused him to have contact with foreigners, a very suspicious Stalin regime held my father's family suspect, and they were forced to flee for their lives and ultimately emigrate to America. While Stalin may be long gone, a relic of that Soviet era still remains in the form of Vladimir Putin, and repression exists to this state and as the former head of the KGB. You can't get more 'commie' than Putin. According to Human Rights Watch LGBTQ you in Russia face formidable barriers to fundamental rights to dignity, health, education, information, and association. The 2013 gay propaganda law signed by Putin to pander to his religious base has increased social hostility, having a stifling effect on access to affirming education and support services with harmful consequences to LGBTQ. Russia's gay propaganda law is a classic example of political homophobia. It targets vulnerable sexual and gender minorities for political gain. Why is this relevant? Because a politically orchestrated homophobia campaign is playing out here, with opposition to Drag Queen Story Hour and certain LGBTQ library materials. As I have mentioned here before, I do not want to see targeting of those who are different, like a high school friend of mine who was bullied and harassed because of his sexual identity back in the late 80s – or God forbid, what happened to Matthew Shephard, a gay student at the University of Wyoming who was beaten, tortured, and left to die near Laramie in 1998. More than 11,600 hate crimes incidents were reported to the FBI in 2022, the highest number recorded since the agency started tracking them in 1991. The Russians have a saying: "The dead remember our indifference, the dead remember our silence." You've heard the benefits of teaching tolerance instead of perpetuating a cycle of hate. Our sources of access to information and ideas – that is the bedrock of a free and democratic society. Do not allow a vocal minority to silence us, or we head down the path of the 'commies' and the fascists.

Bruce Parks

Bruce Parks for the record. There are so many issues I'd like to address but in only three minutes, little bit difficult. First thing I'd like to talk about is the tax plan that is not an action item on the agenda tonight. I would like for you to know that there's a lot of propaganda in the package and very little facts as a board trustee I would be asking questions. Washoe County Libraries South Valleys and Spanish Springs Libraries are two of the newest libraries that we have why do they need renovation I don't understand where's the dollar amounts associated with that renovation where's the dollar amount that this tax plan brings into the library are you the trustees seeing this information have you asked about this information it's that if I was a trustee I would be very interested to see I want to know the numbers there's so much information that you guys are preserving and it's all a dog and pony show nothing is perfectly to what your jobs are your jobs are to hold the library system accountable so that we the people know where our tax dollars are going and we're not standing any of that. Where's the accountability? You know according to this propaganda if the tax plan fails you're going to have to lay off Librarians and the book budget will be eliminated. Oh come on really? Really where's the cost for that, show me the breakdown of how the money's spent so I know whether that's a factual statement or not, otherwise it is exactly that – propaganda. You know one of the programs that save you a whole lot of money, save us tax taxpayers a lot of money is that drag queen story program, that we still do not know what the dollar amount per child is being spent by the library. Why are you not asking for that information?



It's crucial, how can you evaluate the director and know whether or not you're passing or failing him if you don't have the raw data? You need that information folks, I'm quite surprised that we the people have to ask for it, should be coming from you. Thank you.

Bruce Foster

Bruce Foster for the record and you probably know why I'm here I am inquiring about the issue of getting my library card reinstated and I believe all of you have received emails and explanations and bottom line in a reader digest form is that I'm part of a group that we identifying and reading pretty horrific graphic books that are currently in the library and then it spills over into our Public School libraries which we identified quite a few of them and mine that I read for a book report all boys aren't blue which is a book about a black man growing up and finally identified as gay and then it goes through all his graphic escapades which I don't know if any of you read that book but I am going through as Mr. Jeff over here has rescinded my right to be able to use my library card I have gone through the process of going through the appeals process and I submitted this some time ago over a month ago and going through the proper channels and I was supposed to go through Stephanie McKenzie and I am yet to get any kind of feedback from Stephanie and what I find interesting is that with this and I guess my issue is that being a Christian to stay focused and to work on this project and do this book report I have put Bible verses within the books as bookmarkers and apparently that's a major offense and according to some individuals that that damaged the book and when I put in my appeals I'm trying to figure out how I damaged that book and it's fascinating that where is that book today and what's also interesting is that I gave you a sheet censored by your neighbors, and this proved that it was not damaged but it had a note there returned with propaganda up between Pages interesting so I'll leave with that and the other part is that we as a group are opposed to drag queen Story Hour and Christopher Daniels AKA Ginger Divine has a lurid background.

Ursula Frank

I am here because I don't think that there should be any limitations on Story Time. I don't think that there should be any limitations on the books that are in the library. I have worked for an OBGYN in my past. I'm a former nurse and a manager. We had people that transitioned. This was back in 1980s, women that transitioned to be men, and men that transitioned to be women. I work for an endocrinologist here in Reno; we also had a lot of trans patients, and even had youth that were not trans but they were taking medication to help them identify as what they felt their true self was. I don't think that we should be restricting books. In fact, when my son was quite young the worst punishment that I could ever inflict on him was to not be able to have stories.

Valeria Fiannaca

I want to thank you all for your service and happy Veterans Day to all your Veterans in the audience who served. Speaking of veterans, I noticed the absence of the book mobile in the Veterans Day Parade. We can have a presence in the Pride Parade but not the Veterans Day Parade and I'm wondering if that's a funding issue if it is we should solve that. Speaking of funding and fiscal issues, no financial reports are attached to your agendas ever and I find that kind of alarming. Those would go a long way to answering questions the public and for that matter the Board of Trustees may have. They used to be attached monthly.



Mr. Scott's got here that the county library tax is supposed to sunset and they are counting on citizens. Given the interest rate hikes that may put that tax initiative in a precarious position. You mentioned television and radio ads which I know from my personal business are very expensive. I would like to lay eyes on your actual budget and I would also like to be able to compare donations from 2022 and 2023 so that we can see if they've fallen or if they've gone up. It could just be interesting to know. Ms. Silver you've mentioned that you have known Mr. Scott for a long time, I would hope that you in your evaluation of Mr. Scott can set aside your personal relationship or knowledge of him and just evaluate all the recent data that's at your fingertips including three police reports, two internal harassment reports, videos and photos that have been submitted to this board and to the County Commission. Out of over 3500 great programs that this Library sponsors there's one that creates chaos, only one. We need to keep that in the top of our mind. There have been no book challenges by this group, none so far. If that's the only one that brings chaos and I do believe that the outcome that they're desiring is chaos, that can be the only explanation for why they're so obstinate on this single program, I don't understand any other logical reason to bring this much chaos down on the library system which does such a fantastic job for community.

Sandee Tibbett

Explicit books being accessible to our children in our Public Library is not a red or a blue issue, this is an issue that affects all the children in our community and it should be important to every parent no matter what side of the aisle you reside on. It is time for the Board, our Library Director and the community members to come together to create a resolution that will help heal the fractured relationship that is visibly growing within our community. I would like to think we can all agree that material easily accessible to a child should be age appropriate. Doing sexual things in bed is not age appropriate for a three-year-old; the sexually explicit books can be relocated to the adult section in the library for the parents who want to expose their young children to this type of material which is their right, you have that right to do that, we parents, the parents who do not want their children exposed to this type of material, also have rights to bring their child to a safe environment with having without having to worry about their child picking up a book that instructs them on how to have sex but confusing them with complex gender ideology. So I want to thank Vice Chair Jacks, Trustee Moser, thank you, and Trustee Rogers you acknowledge the receipt of my email regarding my idea for the creation of a community standards committee made up of community members appointed by the trustees on this board, and it will follow the Miller test. So the Fresno County California Board of Supervisors approved last week to move forward with their resolution which they called the Parents Matter Act. I am proposing the Washoe County Empower Parents Act modeled after Fresno County's resolution. So I was able to pull a copy of the resolution which I doctored to modify it to Washoe County. It's something we can build on, it's a model right, I ask that each of you read it and please consider moving forward with creating our own resolution committee and I want to note that the school board has multiple subcommittees for everything so this Library Board can do this as well. I would also like to propose the implementation of an email notification sent to parents letting them know the title of the book their child has checked out so this be something a parent can opt in on and I know we have the budget, I'm sure, Jeff could do this with your IT department, but this is just another way to empower the parents and help strengthen the library's relationship with the community. Thank you.



Janet Butcher

Janet Butcher for the record please enter my comments into the record verbatim is that better yeah there go I want to talk a little bit about the bylaws I understand they have not been ratified at this point so I just wanted to talk about on the agendas and it says the director shall ensure the preparation blah blah blah however whether and or when the item is actually placed on the agenda remains in the discretion of the chair if a board member wants to have something on the agenda why is there a dictatorship then underneath the organization and membership in the event a trustee's term expires the trustee shall continue to serve as trustee until such time the replacement is appointed the problem with the highlighted sentence or this highlighted sentence is that this does not help the appointment by the County Commissioners we know they want to drag their feet we need a motivator then under the order of business I would like to see actually in there the Pledge of Allegiance because we know that there was not very need was put back in very efficient of it you're welcome but I think it should be a part should show up in the bylaws also public comment the last public comment was struck out and they started to remove it in July which I don't think is correct if it could do that then because it hadn't been voted on so anyway it should remain and then I want to talk about the request for reconsideration of the library materials it's nice that the public is finally being made aware of the process of pest book to be moved to an audit section or another action I would like to suggest that this form be updated in a more professional way there is no header or marking noting that it is indeed a form for the Washoe County library even a watermark on the page would be nice could the form be found can the form be found in the Washoe County library site I wasn't it could it be set up to be electronically filed could there be a process of transparency for any forms for the public view.

Reva Crump

Reva Crump for the record please record my comments into the minutes tonight you'll be hearing about a three-phase plan to be presented this evening um it's more of a reflection of brainstorming than an actual plan it could be implemented because what you have to ask yourself is what is missing in this plan and what you're going to not see is any numbers um here are some suggestions as trustees you might be running through in your head and you maybe should be discussing amongst yourselves how much of this tax that's supposed to be sunset bring in yearly and over the last three years so how much is up with stake for this where is that money what is the estimated cost of base three this media exactly where will the money be obtained but we'll get to that later if the tax passes what loss is expected by the impending housing crash that we are experiencing and we are going right into now the property taxes will now be readjusted and lowered and has this been addressed in the upcoming budget because there's going to be a lack of funding there and where's it going to come from and where's that going to be pet the key to your presentation tonight is to ask yourself what is missing not what you're seeing is there what isn't being told to you the statistical report which is in your packet your 106 page packet compares two sequential months where the data how does that data compare to same time last year don't you wonder page 69 of your handout donation list how does this compare to the same time last year are donations up or donations down and if down how is phase three going to be accomplished by the director getting donations from other people because if donations are already down and he's expecting to solicit even more to enter the



media blitz I don't see the plan for that anywhere in what was being going to be presented if the tax Sunset tax sunsets will the director simply be writing more grants like he did for the bookmobile and the friends of Washoe counties pulled back from the bookmobile and decided not to purchase it and why didn't anyone ask why did that happen no one seems to be asking why that actually happened why did the friends pull the funding back how can you how can this Library not be able to calculate the cost estimated cost of future events and know the cost of events that have actually occurred where are the numbers of people and why are you asking for them and why is it public having to do it that's what I want.

Alona Fitzgerald

Good evening Chair, Vice Chair, my name is Alona Fitzgerald. Very simple here, my point tonight is that I want to say I would like to see our libraries be open welcoming places that are safe for people all people come in and get information, and I am a strong supporter of the drag queen story hours. I've attended those and I have attended other story hours throughout my time here in the Sparks area, and there is nothing insidious with what happens during those story hours. People are not trying to groom our children, they're just engaging individuals who want to teach people to love to read.

Kim Hardin

Kimberly Hardin, thank you for your time, I'm here to speak against Banning books. Growing up in central Nebraska my family cannot afford to buy books so instead on Saturday my parents would drive us to our local library where I developed my lifelong affair with books. My town was mostly white so it was in those books where I learned about people who did not look like me or practice the same Faith as I did and my love of reading didn't stop when I graduated from high school libraries were also a Lifeline for me during my 26 year career in the United States Army at that time Amazon wasn't a thing free shipping was unheard of so the libraries on those military bases fed my appetite for Words especially for the 10 years that I was overseas the American Library Association stated that the most challenged and or restricted reading materials have been books for children however challenges are not simply an expression of a point of view on the contrary they are an attempt to remove materials for public use thereby restricting the access of others even if the motivation to ban or challenge a book well intentioned the outcome is detrimental censorship denies our freedoms as individuals to choose and think for ourselves.

Gail Townsend

I heard things at the last October meeting that were real concerning especially the suggestion that we disaffiliate from the American Library Association. The objection was to their code of ethics and an attack on our right to read. A constitution who guarantees first amendment rights and I don't know that rest of you but I jealously guard my constitutional right and I'd like to know which one of them you want to eliminate and it's not a rhetorical question I really want to answer I noticed that in agenda we can be talking about the acquisition policy at which time trustees you may comment and I'd like to know that you are going to be protected in my constitutional rights and I really don't care what other states do if they want to be dumb and stupid let them be dumb and stupid we don't need and you have the protesters have made it clear that you do not want LGBTQ people in the library you don't want them represented in our collections in our books in our facilities and I just wonder if you accomplish that goal who's the next that you want to and you're not going to be me guys.



I'd like to talk to the fellow who read 'All Boys Aren't Blue' because I started reading that book; it's really very interesting, and you know, there's a chapter that's very sexually explicit, but I also like 'The Clan of the Cave Bear' very much and when it comes to all that sexy stuff if I'm uncomfortable I just pass those pages and get back to the main story, so it's really easy. 'All Boys Aren't Blue' is the story of a fellow who's not like us, who's Black, who's queer, that's his words – and to see life from his point of view, I'm really happy that he shared that book. I guess the last point; I've heard a lot of complaints about financial stuff – but you all left early from the meeting in October so you missed the financial information that you're requesting. I'd also like to know since you want to know how much drag story hour costs – I'd really like to know how much public money and wasted time has been occupied this year by all these long months of protests. Thank you very much.

Susan Vanness

Director Scott has failed his duties and responsibilities as Library director the Washoe County Board of Trustees must evaluate next month Jeff Scott's based on his Merit which you'll see is lacking. Numerous County residents have brought to my attention that members of The Cares Campus are entering the downtown library logging on to computers and watching pornography. The screens of the computers are visible to anyone walking by the enter to make matters worse there are eyewitnesses accounts that these individuals are masturbating and to the pornography exposing their genitals to anyone observing their disgusting Behavior this happened on several occasions as recently as last month County Human Services is located directly across the street from the library which it serves both adults and children eyewitnesses have stated that they have seen porn being played on the computers while they were standing at the Human Services entrance there are Washoe County school buses that drop children off the library after entering the library the children must overcome crossing a catwalk that overlooks the computers being used by these sexual deviants. A few months ago I brought this up to the board of county commissioner I asked the commission meeting and director Scott was present at the end of the meeting I simply asked be Scott what he was going to do about this he came at me hostilely and he said why don't you do something about this go to the library as well the reason I'm here today is to inform you that something can be done about this to this day director Scott has taken no action to stop the children from being exposed to pornography if Jeff Scott his duties and responsibilities then why is the library director a simple solution would be to relocate the library computers to the top floor where a simple no one can an innocent passer by cannot accidentally observe. Jeff Church resists the only conclusion we can arrive is that Jeff Scott is perfectly fine with subjecting children to pornography and section you must investigate this, and we must come up with a solution thank you.

Sandee Shugle

Sandy Shugle, and the reason I'm here today is actually about my son, that indoctrination of what is happening within his school. They have a LGBTQ flag. I have nothing against the trans movement or homosexuality, whatever, but in America we salute the flag, we should be doing that in our schools and we're not. That's number one. Number two, I don't have problems with books, I think everybody should read, but if you're going to have a ban on some of these books, Little Red Riding Hood for Christ's sake is banned because she has a bottle of alcohol.



Shakespeare, some of the major players that in literature everybody knows, are getting banned. The woman – I believe her name was Sandy – that said why aren't you doing appropriate books instead of Red Riding Hood – really some of these things are not necessary. I want a good foundation for my child; you are taking the books away so it's easier for them just to flip on the television so they can see sex going on. What about using the imagination? There's so many kids out there that are not reading and you are making it so they don't want to, with everything that you're doing.

Bill Miller

Good evening, Library Board and fellow citizens, I'm Bill Miller, a veteran, a former marketing creative and retired captain, and I'm here to talk about these coordinated campaigns that are appearing as if locally as if spontaneously, and yet they appear across the nation at the same time a year, year and a half ago. It was about 'woke', which flopped because it was about people being awake, as if that was a bad thing – able to think for themselves. Now around the same time, across the nation, a campaign against LGBTQ surfaced, and one of the targets was the drag queen story time. This is very interesting that this will suddenly be such an explosive issue. I remember in the 1990s, two of the biggest films of that era were Tootsie and Mrs. Doubtfire. Where was the fuss then? Please, this is my time. I'm here to urge you to not be taken under the sway of these national campaigns that are about taking away freedoms and substituting other people's opinions and biases rather than the freedom to choose – which I believe is still a rock-solid American value. These campaigns are based on fear. You hear very little facts and the facts you hear are very twisted. This is an irrational and dangerous movement, and I'm urging you to please vote this suppression down. Thank you.

Drew Reibar

My name is Drew Reibar, I'm a local businessman, I watch a lot of corruption in our government, and I've decided to document and disseminate the information of the public under our first amendment freedom of press rights. Today I'm here to petition my government those same rights. Library director Jeff Scott banned me from participating in social media but we're all included under the social media platforms that Washoe County operates, violating my first amendment constitutional effective rights. Jeff Scott has informed me that I was not special or alone in this violation; he does this regularly as a standard practice and he's blocked many more people. Recognize the courts have looked at this. I waited for this moment because currently United States Supreme Court is considering whether public officials' personal social media pages can be restricted in the case of O'Conor Ratcliffe versus Garnier. Based on the language that I just listened to the other day when I heard the case, or the the government's attorneys and the plaintiffs', it is clear that blocking people from participating in government-run social media is a violation of the First Amendment. You guys have violated my rights and I am going to bring a lawsuit. Director Scott has committed battery against me by laying his hands on me and pushing and trespassing me from Sparks Library. I am still trespassed. We wouldn't want to be exclusive here would we? All of this because I was reporting the transsexual with children's story time. I'm here to inform the Board of these illegal and unconstitutional actions by the Director and request the Board rescind any trespass orders against me,



unblock all of the people that have been blocked from the social media sites, write letters apologizing to the victims that were blocked, make restitution for these acts, and create policies and procedures so these actions never happen again. If you would like to take proactive action you the Board you can reach out to my attorney; his name is Richard Salvatore and his phone number is 775-786-5800. Please retain my public comment on the record. Thank you very much.

Nichelle Hull

Nichelle Hull, please put my comments into the record. I hope that tonight for a huge change the audio will work during this meeting and the Public's comment will be relayed electronically properly. So I'll be emailing each of you a packet tonight sometime with an article that was written a few weeks ago which lists all the states that have severed their ties to the ALA, the American Library Association, plus the states that are in the process of it. So we all discuss month after month the ALA, which has 80,000 members in 53 Nations and that this body is run by a self-proclaimed Marxist and the issue with the ALA is that they have in their stated policy a statement that says children should be allowed to read anything up to and including the sexually explicit material that we share month after month here which includes homosexual acts, rape, and up to pedophilia. That is the issue, that is the reason why states are severing their ties, and we'd asked multiple occasions from Jeff Scott and this Board to do the same. We are not book burners we're not out in the parking lot lighting up pages, does anybody see that happening out here in your little blue T-shirts? Because that that is not what we're doing. Also there month after month we've brought up the alternative to the ALA, there's the Nevada State Library Association, there's that if you wanted to you know be a part of another layer you could be in that Regional Library Association which is called I think it's called Mountain West I'm going to send you guys the information it's a short two-page form that you can fill out on the internet every single person in here can be a part of that whether you're a trustee retired a student a member of a library or not whether you're a library it has a staggered fee system in the first year is not and that Association has conferences it has professional you know development webinars it has podcasts it has committees it has task force on it has an archive science task force it has a professional development task force so it has everything it has everything except the ick and poop that the Ala wants to put out there and we parents grandparents concerned people of every party we're just responsible we're not we're not crazy we're not ERS of the LGBTQ trans nope no we're not ma'am no we're not we're responsible people who care about the safety of our children there is no reason for you to be passing that garbage out to kids you can move that to a trip XXX store if you want. I mean that's where it belongs.

A ten-minute recess was called at 5:53 p.m.; the meeting was re-convened at 6:03 p.m.

Candace Powell

Thank you for the time. We the three of us are proud patrons of Washoe County Library. This summer we attended several events through our library system; we made a goal to visit every library in the County and we got close, we're only missing a couple including this one, so yay! Our visits were more than just checking out books through the libraries' programs; my daughters pet a baby crocodile at Story Time and embraced the joy of learning; they even participated in Drag Queen Story Hour celebrating diversity in a



space that welcomes everyone with Miss Ginger Divine. When has hate and book banning or opposition to diversity ever been on the right side of history? The answer is never. It never has. History has repeatedly shown us that attempting to restrict knowledge and diversity only leads to regress, not progress; to push to ban books and restrict programs like drag queen Story Hour reflects extremist views that don't represent the vast majority the people who want to ban drag queen Story Hour honestly need more drag queens in their lives they need fun and Whimsy they need positivity and love and acceptance and it pains me to know that some were taught hate when they were once just like my kids and filled with love and light and acceptance and I wish I could go back and give each one a hug mom hug that they need and tell them that it's okay that you're enough that you don't have to tear others down to make yourself feel better the different doesn't equal scary I would tell you to ask questions explore the world be kind and Lead With Love I would tell you that everyone is different and that's what makes life beautiful and these attempts to dictate what should or should not be accessible in our libraries is misguided and dangerous this slippery slope of regressive ideologies is what will lead us to a modern-day Dark Age censorship ignorance and suppression of knowledge have no place in 2023 we cannot allow a small minority to dictate the literary landscape for our entire community now more than ever we must nurture understanding empathy and unity I stand here with my daughters whose names come from a band book and we own most of the books you've mentioned in their short lives we've seen a slip backward my daughters were born with fewer rights than Generations before them when I was in school Coline was the exception and now school shootings are the norm I will not be okay with my daughters being robbed the right to read we fought to ensure we they are here with me I brought them tonight crazy idea I know I want them to know that we fought I want them to know that I fought they come with me to everything because they need to see that we fought to ensure that they inherit a better world a world where diversity is celebrated knowledge is embraced and love triumphs over hate thank you.

Janice Jones

Good evening my name is Janice Jones and I've given the Trustees and the director a copy of my public comment if you can please put that into record. Jeff Scott who currently fills a position of Director of Libraries for Washoe County has now become a liability for Washoe County. Most of the communities saw this occurring as much as two years ago and now we hope you see it too. Jeff Scott is a disappointment and has brought unfavorable attention to the Washoe County libraries in the following ways: formal charges filed against him by citizens in the community, unfavorable HR file, has brought shame and disrespect effect contrary to the favorable profile our library should have, has brought turmoil to trustee meetings with upset communities using the library newsletter to identify and label a Community member with a detrimental political tag. Many people do not want drag queen story hour programs in our libraries; with hundreds of programs in place Jeff Scott could have dropped one that offended so many. We made our voices heard through social media, Board meetings, County Commissioner meetings and even scheduled story hours. We thought Jeff Scott would listen and have an interest in developing programs that were well received by the majority in our community; instead we were met with Jeff Scott's anger and increasing aggressions. He bullies and ridicules the many people who speak against that particular program; he has paid with Library funds persons from an organized LGBTQ group to appear at scheduled



story hours for the purpose of intimidating community members who show up for displeasure about the program. It is clear that drag queen story hour is not just a library program to Jeff Scott, but rather a personal agenda that he is pushing and using the library system to do it. Jeff Scott is being paid to manage library programs; it is not up to Jeff Scott to manage and shape young minds or help people fit into lifestyles. Amazingly people will do that on their own and they have for decades. For the money you are spending, Board you can do better. Before all this anger and aggression escalates or someone gets more hurt than they already have please Library Board of Trustees come to the realization that you need to cut Jeff Scott loose and tell him he can pedal his nightclub act somewhere else, but not in our library.

Val White

Val White; just a reminder to the board about what the First Amendment actually is; it's free speech, free meaning that I can speak to the Board as a whole or individually and I can reference previous speakers' comments. Your definition of respect is just as silly as the Chair's ignorant attempt to remove free speech quoting from the Supreme Court case. Justice William Brennan opined that debate on publication should be uninhibited, robust, and wide open, and said that vehement criticism and even mistakes were part of the price of democracy a society must pay for Freedom. Now let's talk about drag queen story hours, LGB, and queer theory. A previous speaker attempted to state, and quite incorrectly – that the LGBTQ agenda including drag story hour has nothing to do with Marxism. He couldn't be more wrong. To put it simply there is an established battle plan to transform this nation into a socialist state; those who support drag queen story hours are simply ignorant about what it really is about LGBs and Queer Theory have different agendas. The LGB community seeks to normalize their lifestyle even though it's dangerous and unhealthy with their 10 to 15 years shortened life expectancies. Queer Theory seeks to destroy everything that is normalized and a part of the dominant culture. Why? To bring in Marxism. They've clearly stated in published documents that they are different from the LGB agenda; they're actually opposites. Queer theory is activism with a Marxist agenda; queer theory activists use LGBs and their diversity and acceptance propaganda to hide their true destructive agenda. Do those of you who consider yourselves to be LGB allies even know this or understand how you're being played? I believe the term 'useful idiots' may be appropriate. So what does this have to do with drag story hour? The event is marketed as family friendly, it is a friendly way of destroying the sexual and behavioral norms of children at their early ages. Public libraries should not be participating in smoothing the way for Marxism and new communism into our County. No more drag queen story times, it's time Director Jeff Scott hit the road; he's brought nothing but problems to this Library System. I will gladly be here at the December meeting to talk about that. Thank you.

Victoria Myer

I wanted to read from drag pedagogy “The Playful Practice of Queer Imagination in Early Childhood” by H Keenan and Little Miss Hot Mess. This article is collaboratively written by an education scholar and a drag queen. “Drag queen story hour provides a generative extension of clear pedagogy into the world of early childhood education and provides a performative approach to queer pedagogy that is not simply about LGBT lives but living queerly. Drag queens have historically been relegated to the realm of the night. In the past few years however drag performers have made their way from the dimly lit bars of gayborhoods



into the-fluorescent lights of libraries and classrooms. We explore the pedagogical contributions of a program called drag queen story hour as a form of queer imagining in an early childhood context through this program. Drag artists have channeled their penchant for quote reading each other to filth into different forms of literacy promoting storytelling as integral to queer and trans communities as well as positioning queer and transcultural forms as valuable components of early childhood education.” So that said, there's a lot of talk about hate of trans people and all this kind of stuff. That's really not what this is about, it's about adult appropriateness. You wouldn't send your kid to see A Clockwork Orange I don't think – maybe some of you would – or Deep Throat or maybe 50 Shades of Gray, yet in our library we have this book. And this is graphic so if you don't want your ears to hear it or your children to hear it I'm giving you a warning right now because this is not only in five of our high schools, in two of our middle schools, it's also in our library and accessible to kids. Why can we put age limits on movies but you guys want to call us haters for putting age limits on books? I don't get it. (Reading) “He did not wait for an answer and still he did not free Aman's hands. Holding them both in one of his he managed to twist his buttons of his trousers then he guided Aman's fingers to the shaft of him. A noise like a hiss escaped from him as he wrapped Aman's fingers around it. It was hard with wet drips as he moved Aman's hands within his grip up and down, up and down, slowly at first and then faster, with a grunt and a groan and a spasm, so tight the knuckles...” ...whatever.

Emily Stewart

I'm Emily Stewart; I am a queer person. I live in your community. I've lived in Reno almost all my life and I plan to raise my kids here too. Love you, my parents are here too, they're watching me do this. So I'm here to support drag story time because I am a caring person in our community and I'm also a business owner of a mental health field style business. I need programs like this to recommend to my clients who are families with kids who are LGBTQ+. They need these resources to feel heard, understood, and to express joy. Libraries are public facilities and should represent the diversity of our communities as a public space. We need clear role models. We need diversity, not just tolerating it, accepting it or allowing it. It needs to be celebrated so the joys of this experience may be passed down for generations to come. Do we want a legacy of celebrating diversity, engaging in it and exploring it, of reflecting the beautiful sparkling cacophony of life in our community? Or the alternative is keeping queer kids isolated and miserable, hidden away and desperate, feeding into the tragic statistics of mental, physical, and spiritual crises that exist in our community. As a mental health practitioner, I see this firsthand. We need representation, we need visibility, to prevent mental health crises. Nobody is asking anyone in this room to change your values or your political affiliations just to extend empathy to persons who are committed to full expressions of joy in our diverse community. If you don't want your kids to experience drag storytelling don't bring them to that particular event. There are many other wonderful opportunities to explore literature with children in our Public Library System; you don't need to shut us down to enjoy it. Just bring them to something that aligns with your values. Have empathy for different experiences – that's all we're asking. I don't want porn in the library either; that's something you can agree on, but drag queen storytelling is not porn, it's a celebration of a diverse lifestyle. As a queer person, talk to me, I'd love to



explain why I use pronouns. I'd love to explain why being fair is so amazing and so much more fun than not being fair. Talk to me about it; I work with families, I work with parents, I work with kids, I work with people exploring their identities, and that's why this is so important in our community, so that there's an outlet for this and a really positive way of bringing it into our community. It's not scary, it's fun. Just go to one! It's so fun – experience the joy. Thank you.

Marie Reynolds

I am a wife, married 40 years and I'm straight. I am a mother, I'm a grandmother of school age grandchildren, and I am a voter, and I am concerned with the behavior of many here. I respect the law including NRS 241.110 regarding open meeting law as well as Robert's Rules of Order. I also respect the Constitution we all know how the Preamble reads We the People of the United States in order to form a more perfect union establish justice ensure domestic tranquility provide for the common defense promote the general welfare and security and secure the blessings of liberty to ourselves and our posterity to ordain and establish this constitution for the United States of America it is for all Americans and not all Americans are raised the same we don't have the same experiences we do not have the same income education Faith or spirituality goals or dreams we are individuals and none of us have the right to impose our beliefs or conscience on others we all however should make it our goal to be a responsible and beautiful Citizen and they should include the qualities of courtesy respect self-discipline and tolerance Chair Perez has asked all of us several times to cease side conversations when someone is making public comment and it is disrespectful and disruptive to not keep quiet and let that person speak NRS 20309 States everyone who without authority of law shall willfully who without authority of law shall willfully disturb any assembly or meeting not unlawful in its character shall be guilty of a misdemeanor I had several times where I could not hear the speaker because of the S conversations going on around me and that was that's not right the person who's speaking up here has the right to have their say without having to try to listen over somebody else making comment that whether they agree or disagree and it's a misdemeanor if it gets to out of hand like it did earlier look if somebody's against drag Story Hour then don't bring your kids or grand kids to it simple as that you don't have the right to impose your beliefs on somebody else who's okay with it that if you're against certain BS being on the shows don't read them or don't allow your kids to read them. Simple. Thank you.

Wayne Cates

Wayne Cates; I was at this forum last year, first one, I stood up and spoke in public. This is the second time I've stood up and spoke in public. I attended drag story hours. Mr. Scott you remember me, we were demanded that we not enter the property with our tents to protect citizens that were there protesting against drag queen story time. I remember that when I remind you this is our property not yours. You let us go but I was constantly shadowed as I walked through the library, shadowed. You hate us, you hate us, you hate us, you just hate us, you just don't like this lifestyle. I walked over the little kids table and said hey you got anything for a female who's military who's gay? That's my daughter, I have nothing against the lifestyle, but when you start indoctrinating two to five year old kids I have a problem with that. I was told countless times that Library this is all voluntary. Someone explain to me how you can get a two to five year old kid to volunteer. Why is it parents want your kids to speak to someone like me if I do shady stuff, do drugs or I do acts that you would never want to see and yet you want your kids to be exposed.



Joe McCoony

Joe McCoony for the record. I wasn't going to speak tonight but I got pretty disturbed. Sick and tired would be a better way to describe it, about people talking about censoring and restricting books. Those of us who want to have our children raised in a normal manner are not Banning books not burning books not restricting books we believe in age appropriate access to books you can't drink before you're 18 or 21 depending on the state you can't own a firearm in some states anymore until you're 21 you can't drive till you're 16 or 18 in some states there's age appropriateness based on the development of the brain and the emotions so that's my big thing and to call us extreme drag king queen Story Hour is extreme, that's extreme sexuality that doesn't belong in a library or a school. I used to love to watch it abroad okay but it's, you know, I was a high school student by then and there's a lot of things that can be done when you're 16 or 18 that don't belong in the two to five year age bracket my brother's he's been married to his husband his partner for 15 years they're a wonderful couple but I don't want that lifestyle imposed on young children let them discover on their own as time goes by as a mature that's all I have to say thank you.

Janice Smith

I don't have any formal speech prepared I would like to start off with Mr. Scott you're very smart a very smart man. Communists tend to be very smart you guys have been infiltrating our institutions for a very long time very quietly making very slow changes that nobody tends to notice I'm just recently waking up to what's going on here and I would argue that being okay with drag queen Story Hour and pornographic materials available to children in their schools and public libraries is not a majority opinion every parent that I talk to is not okay with that and I would just like to counter that if you don't want your children if you would like to have your children go to a Drag Queen story are if you would like to have them look at genitalia in a book or read about sex when they're very young you are more than welcome to do that at home okay nobody is stopping you from perverting your children okay what I would like to also say is that it just seems that the goal of drag queen Story Hour and having sexualized content available to Children is to destroy to destroy children what a better way to do that than to expose them to sex at a very young age I mean do you not understand what that does just a bunch of Communists.

Bri Schmidt

My name is Bri Schmidt I work with Silver State Equality and I'm sorry to make it in person I just want to say thank you everybody for your time to be here and I and our organization is looking forward to the diversity equity and inclusion programs that the library has put forth this year there were a lot of fun programs they were really enjoyable to be at and we're looking forward to what the library has in store for 2024 that's it thank you.

Cena Lloyd

Library Trustees, Chair, thank you for the opportunity to give public comment tonight. My name is Cena Lloyd and I'm a community member and Washoe County Library card holder. As a librarian and former Library director I am here to speak in support of the included County Library collection development and management policy. Policies such as these exist to ensure services to the entire community and not to a



specific group or in service of a specific group's beliefs as the quote goes a truly Great Library contains something in it to offend everyone Joe Goodwin. I am so sure of this that I know that there is at least one if not multiple books collected in Washoe County Libraries as well as libraries all over Nevada that I might find offensive for myself or my family Choice privacy and freedom I encourage each trustee to consider these core values when considering the decisions before you everyone has a choice of what to read everyone has the Privacy to read what they will and in America everyone has the freedom to do so I hope that you approve the included collection development and management policy and of course continue to allow staff to collect something to offend everyone thank you.

Zoe (last name not captured)

I just wanted to speak in support of the inclusion in diverse population and programming that's included at the library I'm really disappointed to see that our community members are not in supportive of including other people from our communities and frankly I've heard more porn here in this meeting than I have a drag queen Story Hour so I think we need to figure out what we can do as a community to meet the needs of everyone while including people not excluding them thank you.

4. APPROVAL OF MEETING MINUTES

a) Approval of Minutes from the Library Board Meeting of October 18, 2023 [For Possible Action]

Reva Crump

I wanted to thank the board very much for including our comments; we've been asking for this for more than a year and not just pumped into someone was for and someone was against was greatly noted and appreciate it that you heard us and our comments were included that's all I wanted to do thank you.

Val White

Just like to say that I appreciate the longer minutes and the reason why is because I've listened to these meetings sometimes at home and the sound system is so bad you can barely hear it. Even this sound system in this room right now it's not sufficient. I've been to other Library meetings too and the sound system is not sufficient I don't know why this meeting can't be held in a venue with the professional adequate sound system I mean why aren't you using like Middle School where they have great sound systems or use the County Chamber someplace because without the adequate sound system and the abbreviated minutes it's impossible to know what's going on at these meetings so either make the minutes verbatim not paraphrase there's plenty of AI programs out there that can do it for you without a large commitment of Staff time or hold it in a venue where it's more professional thank you.

Bruce Parks

I too would like to express my appreciation for the inclusion of the public comment as it appeared on these minutes that you're about to approve because I have no doubt you're going to approve I would like to state that when it comes to the public comment yes we do have the right as Citizens to speak our



minds here I would every time I hear somebody say I have a constitutional right one of my pet peeves. I teach a class on the Constitution every week you have no constitutional rights there's no such thing what you have are God-given rights that are protected by the Constitution just wanted to clear that up when NRS 241 it specifically states that this supplemental material and this will come up under your one of the other agenda items about the bylaw but supplemental material has to be made available at the same time that the agenda is made available and again who does we had that information at the same time that is not then what we're used to so I'm sure you can understand our surprise and our appreciation and make no mistake we the people do appreciate it when we are heard and you take us seriously you have no idea how much support you garner when you do that we appoint civilians to our boards and committees so that we have a modicum of civilian oversight on our government entities when it comes to making public comment and then it being recorded properly indicates to you the people that you're doing your jobs thank you.

Will Purchert

I actually researched the NRS regarding the minute taking and contrary to people who have said that you have to record things verbatim which is really a waste of taxpayer dollars it says the substance of the remarks made by any member in general who addresses the public body, that person can submit a copy of their remarks for inclusion. So it's up to them, it shouldn't be on you, and if there's concern about taxpayer dollars that should be one place they look. Thank you.

On motion by Trustee Lea Moser, seconded by Trustee Ann Silver, which motion duly carried, the Board approved the minutes of the Library Board Meeting of October 18, 2023.

5. OLD BUSINESS

None

6. NEW BUSINESS

- a) Presentation and Discussion: Washoe County Library Tax Renewal Plan by Library Director Jeff Scott [Non-Action Item]

Director Scott reviewed the Washoe County Library Tax Renewal Plan, a copy of which was provided within the Board packet.



b) Review and Possible Revision of Library Board of Trustee Bylaws [For Possible Action]

This agenda item was tabled by Chair Perez.

c) Review and Approve: Collection Development Policy Presentation by Debi Stears, Library Collection Development Manager [For Possible Action]

This agenda item was tabled by Chair Perez.

d) Review and Approve: Interlibrary Loan Policy Presentation by Debi Stears, Library Collection Development Manager [For Possible Action]

Bruce Parks

Thank you Mr chairman, Bruce parks for the record. I think it's a great policy hold people accountable if they actually do damage a book they need be paid for it if the book is overdue there should be a f Associated that way spend my entire life whenever I checked out a book from the library that I used when I was growing up if I didn't get back on time I incur the fine and if I didn't pay that fine in a timely manner well I lost my library prison as it should be but I would caution this board to make sure that what constitutes damage is very specific not subjective don't use any ambiguous language in your policy because when you do that you open yourself up you don't need that make sure there specificity as previous speaker informed us all tonight putting bookmarks in a book I don't believe damages that book and I would challenge anybody to show me how a bookmark now I have very specific bookmarks that I use I read a lot but yeah they could damage a book but I would never use one of them with a book that I don't own however a slip of paper is a bookmark damaging a book oh my gosh was that book withdrawn from circulation was it damaged so bad that you know it had to be replaced no that's why I caution you in your policies please be specific I agree if the book is damaged beyond the point where it can't be in circulation you you broke it you bought it way it should work least be very specific

Nichelle Hull

Nichelle H for the record my public comment is also specific to this item because Bruce Foster um a County resident um with a library card was denied any kind of um appeal process from this board of trust he repeatedly emailed Jeff Scott and the trustees and others regarding having his library card yanked and why was it yanked because he put slips of paper was it six slips of paper in a book um that was full of naughty stuff in the children's area what was on those slips of paper scripture so apparently scripture is far worse than what was in that book we're not going to remove the book but we're gonna remove Bruce Foster's ability to check out a book because he put slips of paper six slips of paper in a book and Jeff Scott's email to Bruce Foster was the book is damaged Beyond use the book is damaged and because you have damaged one of our books you now have your library card yanked that's what



Director Jeff Scott does okay and he works in the dark apparently with Debbie Stears because Debbie just got and said hey this has all been received public comments ready to go it's done it's done no none of us have given public comment on this this change on the item 6b whatever that was so anyways that's my public comment it kind of echoes Bruce Parks thank you.

Valerie Fiannaca

Valerie Fiannaca for the record I would like to do a shout out to Ms. Stears I have found her to be one of the most likable decent human beings on the planet we don't agree on most anything but we can carry on a conversation for an hour without slinging names without killing each other now we still like each other I think she does a great job I think she probably should be your PR person just thank you.

Victoria Myer

I also want to address the comment about Debbie Stears made and did all you're a lovely going to sit and chat with and have good conversations but her comment about damaged books and collecting fees for that and all but Mr Foster got this library card hold for a year and the policy the conduct policy noted was number five damage destruction of Library property including not to mention furniture or I can't read the last thing is prohibited so but it doesn't say anything about putting slips of paper in a book warranting have library book library card taken away for a year and Mr Foster deserves a hearing on his appeal on this item because there is no basis for that removal of his Library cards's comment about damages the books and it didn't seem to be super consequential I'm sure it's a sad day when a library book is lost but that's not the case when it comes to Mr Foster so I would ask you all to consider hearing his appeal thank you.

Janice Jones

I think I'm going to reformat my question to Mr Parks as rather a suggestion. I think what's missing that what happened to Mr Foster stays intact and in place what's missing is that you need to make an addition to the policy that any piece of paper found in the book henceforward will be deemed a bookmark and the bar room shall be punished to the full extent of the law.

William Puchert

William Puchert for the record and I just wanted to say I want to get that Patrick Stewart kind of big such. I would just advise the board this defacing the book today could lead to book burning tomorrow my and retire librarian and I just wanted to clarify that we're not talking about the policy of people paying fines and losing cards on books that are damaged that belong to this Library this is an Interlibrary Loan policy that's being changed and it seems totally reasonable and the other libraries would be the ones that would decide whether a book is damaged and charge the person or in this case the library, just wanted to clarify that; thank you.

On motion by Trustee Al Rogers, seconded by Trustee Lea Moser, which motion duly carried, the Board approved the Interlibrary Loan Policy Presentation by Debi Stears, Library Collection Development Manager.



7. REPORTS

- a) Library Financial Report and Donations by Director Jeff Scott and Development Officer Jamie Hemingway [Non-Action Item]

Director Scott reviewed the Library Financial and Donations Reports, copies of which were provided within the Board packet.

- b) Library Statistical Report by Director Jeff Scott [Non-Action Item]

Director Scott reviewed the Library Statistical Report, a copy of which was provided within the Board packet.

- c) North Valleys Library Presentation [Non-Action Item]

Branch Manager Jonnica Bowen presented the North Valleys Library Report, a copy of which was provided within the Board packet.

- d) Book Team Report: KUNR On the Shelf/On the Kids Shelf Partnership Presentation by KUNR and Rebecca Reed, Jennifer Cole, Méla Garcia [Non-Action Item]

Librarians Rebecca Reed, Jennifer Cole, and Méla Garcia presented the KUNR Book Team Report, a copy of which was provided within the Board packet.

8. STAFF ANNOUNCEMENTS

None



9. BOARD COMMENT

Trustee Lea Moser asked whether Wi-Fi was available at libraries after hours. Director Scott confirmed but stated he would also verify.

Vice Chair Gianna Jacks stated she had attended the National Library Association (NLA) conference and complimented the event. She shared suggestions she had observed from other libraries at the conference. She wanted the opportunity to discuss more library policies and had questions regarding the Korn Ferry study recently implemented by Washoe County Human Resources, web issues, the Regional Transportation Commission (RTC) bus route, library kiosk usage, and Book a Librarian attendance. She praised the diversity of the library's book collection and stressed the importance of neutrality. She wanted to see more information on services for homeschoolers and library partnerships, and also wanted to ensure the Board was responding to concerns from the public.

Chair Frank Perez thanked everyone for attending, recognized local author Marie Rodriguez, discussed Trustee Moser's Fun Run Fundraiser idea, and called for respect at Library Board meetings.

Trustee Al Rogers praised North Valleys Branch Manager Jonnica Bowen and her staff for hosting the Library Board meeting. He stated he had also attended the NLA and praised the conference, thanking staff for opportunity to attend. He wanted to discuss all library policies before introducing new ones and review financial and statistical reports ahead of the next reporting period.

10. ADJOURNMENT

There being no further business to discuss, Chair Frank Perez adjourned the meeting at 9:38 p.m.



WASHOE COUNTY

Integrity Communication Service

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STAFF REPORT

BOARD MEETING DATE: December 20, 2023

DATE: November 29, 2023 – **Updated December 18, 2023**

TO: Library Board of Trustees

FROM: Dave Solaro, Assistant County Manager
775-328-3624, dsolaro@washoecounty.gov

SUBJECT: Recommendation to conduct a performance evaluation of Washoe County Library Director Jeff Scott including a discussion of the results of the 2023 Performance Feedback Survey and adoption of priorities and expectations for the Library Director.

SUMMARY

Chapter 379 of the Nevada Revised Statutes section 379.025-1.b states that the trustees of any county library shall appoint, evaluate the performance of and, if necessary, dismiss a librarian. In this instance the Librarian referenced is the Washoe County Library Director.

PREVIOUS ACTION

November 17, 2021, the Library Board of Trustees provided direction to the Assistant County Manager related to the process and questions for evaluation of the Director.

December 15, 2021, the Library Board of Trustees conducted a performance evaluation of the Washoe County Library Director.

BACKGROUND

The Library Board of Trustees has given direction that the annual evaluation of the Washoe County Library Director occur at the December Board meeting in each year. In 2021 the Board determined that it was important for the Director to be provided clear direction and expectations on the performance that the Board wanted to see in the Library system and provided direction on the process for evaluating the Director. The process developed for the evaluation included:

Assistant County Manager (ACM) assigned to the Library System will provide the Trustees through an e-mail link a questionnaire developed by Washoe County Human Resources with input from the Board of Trustees on November 17, 2021. The Trustees will have two weeks to work through the survey and provide their feedback. This survey will be utilized for all future reviews unless changed by the Board of Trustees in the future.

To assist the Trustees with gauging staff interaction, the ACM will provide a high-level report from data gathered from the Washoe County Human Resources Department that outlines the following data:

- Number of direct report complaints filed
- Number of direct report grievances filed
- If complaints were filed, what the current disposition of those complaints are
- Number of library related complaints filed
- Number of library related grievances filed

The employees of the Library System are Washoe County employees and work within the policies set by the Board of County Commissioners. Information provided by employees related to personnel concerns are filed as official complaints to Human Resources which is why the report will come from the Washoe County ACM.

In October, the Director will provide the Trustees a list of accomplishments for the prior 12-month period for their review and will provide two personal and two operational goals for the following 12-month period. The accomplishments should include key performance indicators that provide the Board with quantitative data for their review.

The Washoe County Human Resources Department created the agreed upon survey, a link to which was provided to all members of the Board on October 26, 2023, with a survey close date of November 22, 2023. All surveys were completed by November 30, 2023.

Survey responses were provided by 4 of the 5 Trustees; however, not all provided comments for all questions. The public meeting is a chance for the Board to provide direction to the Library Director and discuss the comments provided in the survey if they are meant to be considered as instruction. The survey results indicate Director Scott is in a position for growth with the Trustees. This is to be expected as the average length of service on the Board for the board members is small as can be seen in the following table of member start dates with the Board:

Chair Perez:	July 2021
Vice Chair Jacks:	October 2023
Trustee Moser:	September 2022
Trustee Rogers:	July 2023
Trustee Silver:	October 2023

The participant responses were anonymous. (See Attachment A for all survey responses.)

On December 1, 2023, Chair Perez and ACM Solaro, in accordance with NRS 241.033, notified Mr. Scott that the Board would be discussing his performance and professional competence as the Washoe County Library Director in a public session at their December 20, 2023, Board meeting.

The Board is being asked to discuss with Director Scott the next evaluation period and specific priorities and expectations they would like for the Library Director over the period.

RECOMMENDATION

It is recommended the Library Board of Trustees conduct a performance evaluation of Washoe County Library Director Jeff Scott including a discussion of the results of the 2023 Performance Feedback Survey and adoption of priorities and expectations for the Library Director.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

“Move to acknowledge the performance evaluation of Washoe County Library Director Jeff Scott and adopt the following priorities and expectations for the Library Director _____.”



Library Director Review 2023

December 20, 2023

Evaluation Parameters





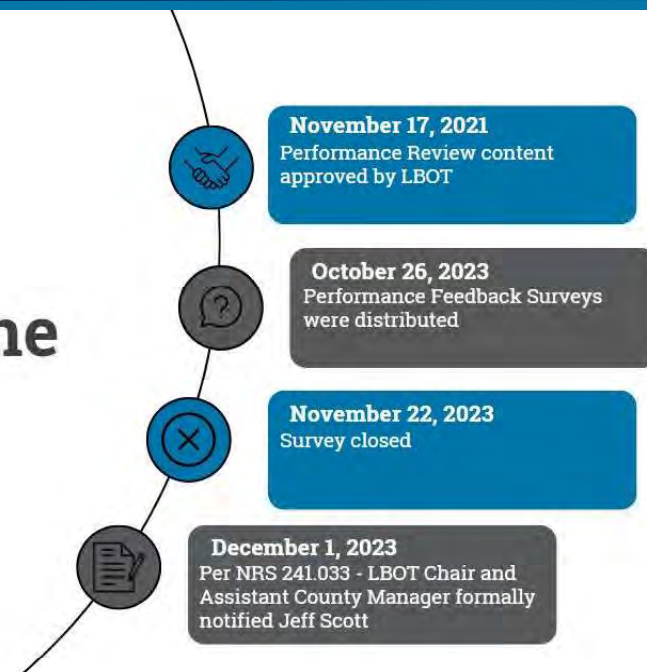
Performance Evaluation Requirements

- **Nevada Revised Statutes section 379.025-1.b :**
- the trustees of any county library shall appoint, evaluate the performance of and, if necessary, dismiss a librarian

- **NRS 241.033 requires:**
- Written Notice to employee of time and place of meeting at least 5 working days before the meeting
- Written Notice of a list of general topics to be discussed



Timeline





Survey Criteria



Question Categories

- Leadership
- Integrity
- Communication
- Board Support
- Management
- Strategic Plan
- Overall Evaluation

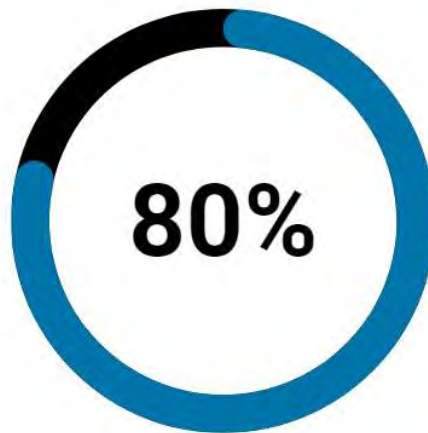


Response Options

- Exceeds Expectations
- Meets Expectations
- Area For Growth
- Evaluator has no basis for judgment



Survey Response Rate



4 of 5 Library Board of Trustees members responded

Survey Results



Washoe County: Library Director Review 2023



Survey Results: Integrity, Leadership, and Communication

Integrity

Sets an effective example of high personal standards and integrity, inspiring staff to do the same.



Meets or Exceeds Expectations



Area for Growth



No Basis

Leadership

Functions as an effective leader of the organization; gaining trust, respect, and cooperation.



Meets or Exceeds Expectations



Area for Growth

Communication

Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.



Meets or Exceeds Expectations



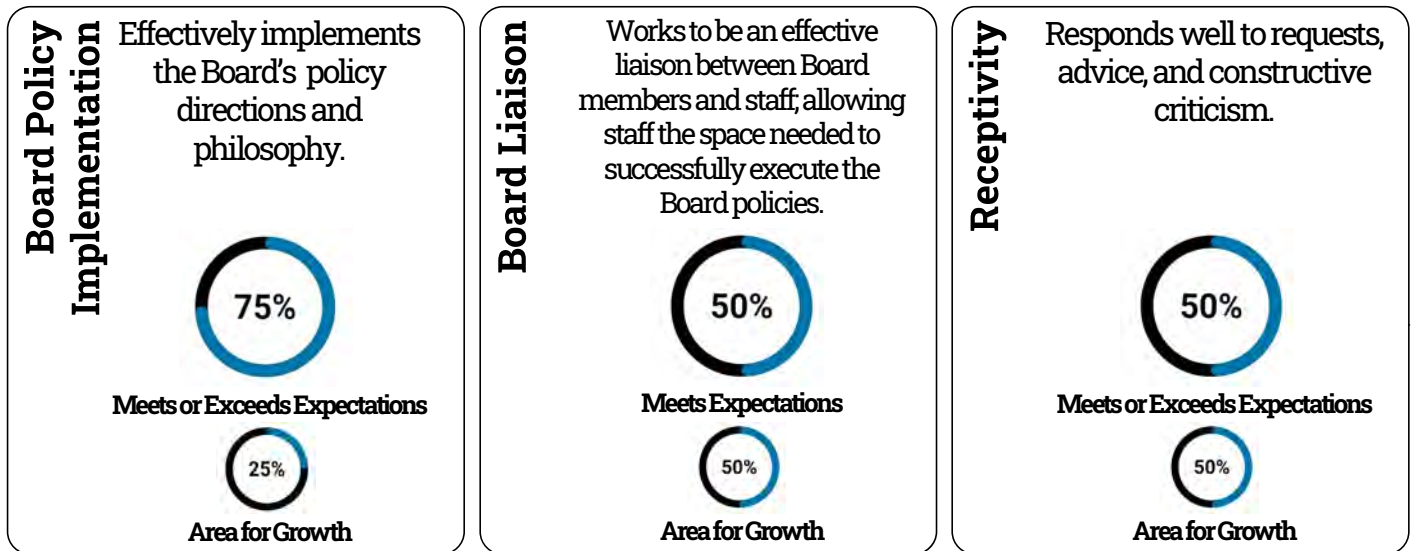
Area for Growth



No Basis



Survey Results: Board Support and Receptivity



Survey Results: Strategic Plan

Has made consistent progress in meeting the initiatives of the Strategic Plan as approved by the Board.





Survey Results: Overall Performance

Select the best statement for the overall evaluation of Library Director Jeff Scott.



Meets or Exceed Expectations



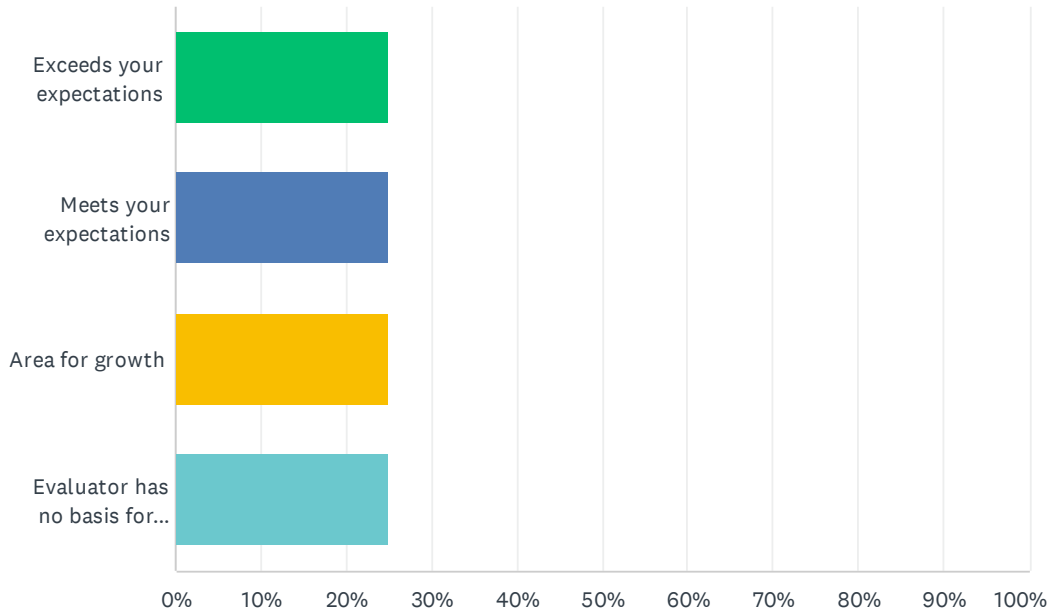
Below Expectations



Thank you.

Q1 Sets an effective example of high personal standards and integrity, inspiring staff to do the same.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	25.00%	1
Evaluator has no basis for judgment	25.00%	1
TOTAL		4

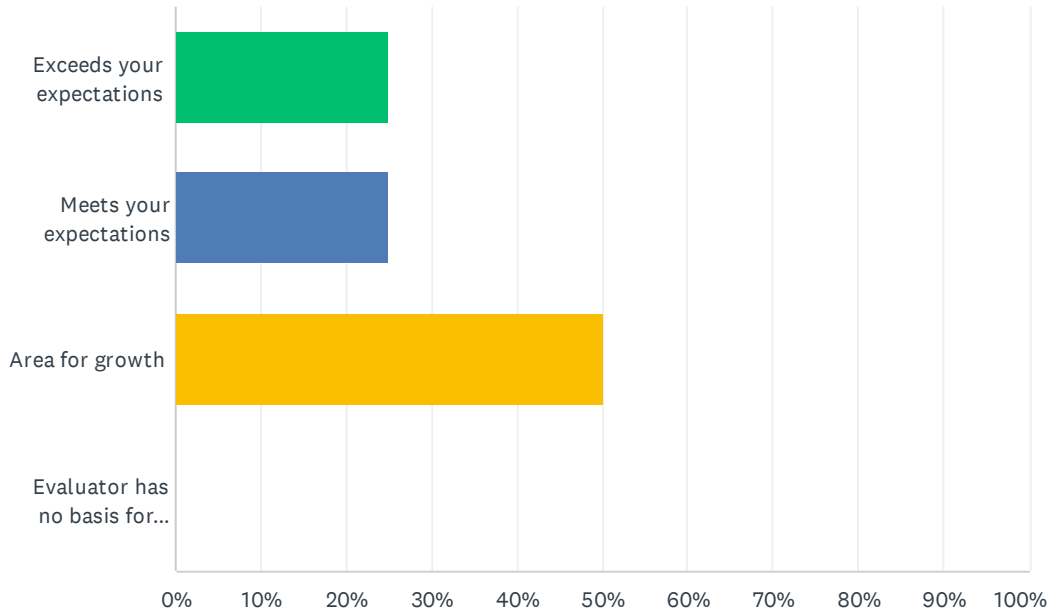
Q2 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Director has high personal standards of integrity and his staff are firmly behind him in library operations. The organization is united behind the Director.	11/30/2023 1:36 PM
2	Librarians seem to like him and the Trustees, and feel a team aspect to being part of the Washoe county library system.	11/27/2023 8:48 AM
3	Director Scott has high expectations for the library system and the staff which I believe gives the staff motivation to achieve high standards. In my short time I have had limited time with the director and staff together but in talking with both director and branch managers I see a connection and good synergy.	11/21/2023 1:27 PM
4	Jeff is not always easy to work with or responsive to constructive feedback.	11/3/2023 12:48 PM

Q3 Functions as an effective leader of the organization; gaining trust, respect, and cooperation.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	50.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

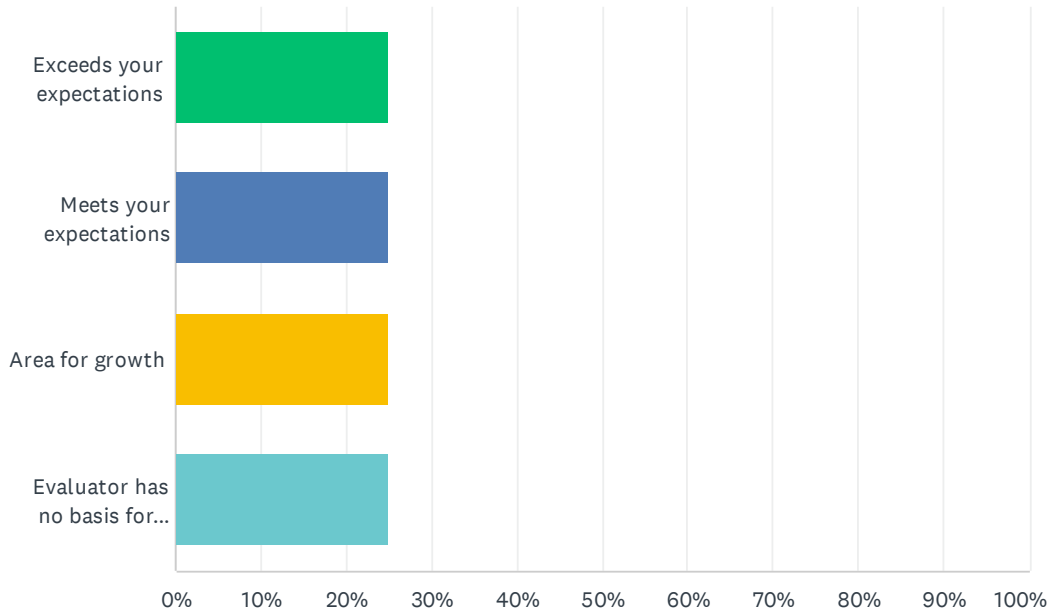
Q4 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Is a leader and demonstrates this by supporting his staff and pushing for new initiatives.	11/30/2023 1:36 PM
2	His lack of inclusion of the Trustees in library events needs attention.	11/27/2023 8:48 AM
3	During my first few months the leadership exhibited by Director Scott appears consistent and the staff in the library system works consistently and effectively under his leadership.	11/21/2023 1:27 PM
4	Jeff has created controversy and needs to understand how to negotiate his way through it with grace and dignity rather than anger.	11/3/2023 12:48 PM

Q5 Practices timely and effective communication with all stakeholders and staff across the organization on emergency issues within the County.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	25.00%	1
Evaluator has no basis for judgment	25.00%	1
TOTAL		4

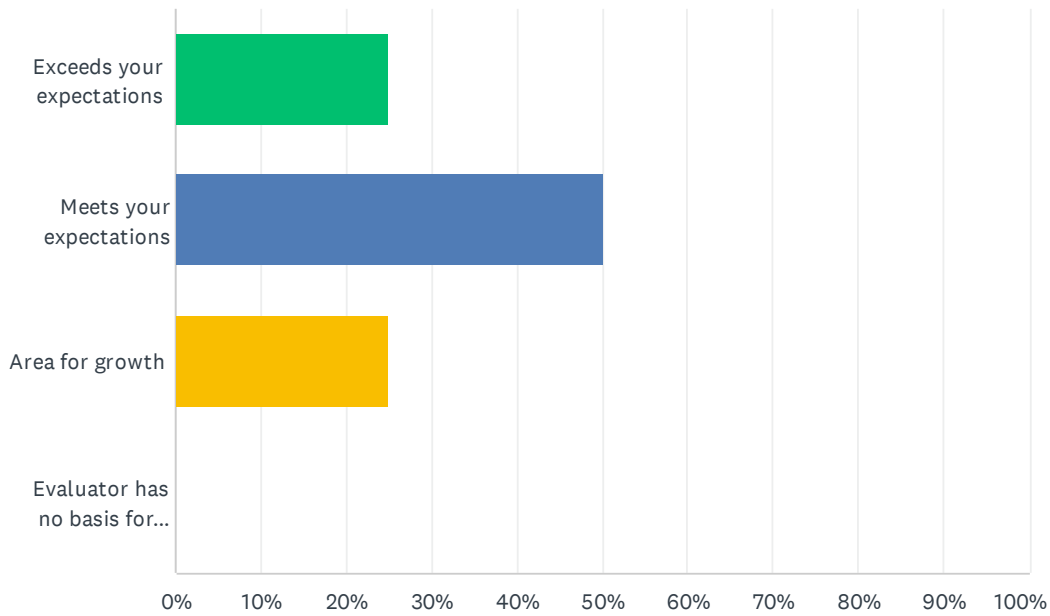
Q6 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Board packets have not been delivered with agenda items. Packets have not had complete information to fully evaluate the material. There are at times a lack of respect given to the Trustees. At times, Mr. Scott will, when unable to understand a question, rather than admit to that fact, he will obfuscate his lack of preparation, knowledge, or understanding.	11/27/2023 8:48 AM
2	There have been no emergency situations during the last few months in the libraries. I trust Director Scott based on past experience to communicate information, should they arise, both effectively and in a timely response to all trustees, staff and stakeholders	11/21/2023 1:27 PM

Q7 Effectively implements the Board's policy directions and philosophy.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES
Exceeds your expectations	25.00% 1
Meets your expectations	50.00% 2
Area for growth	25.00% 1
Evaluator has no basis for judgment	0.00% 0
TOTAL	4

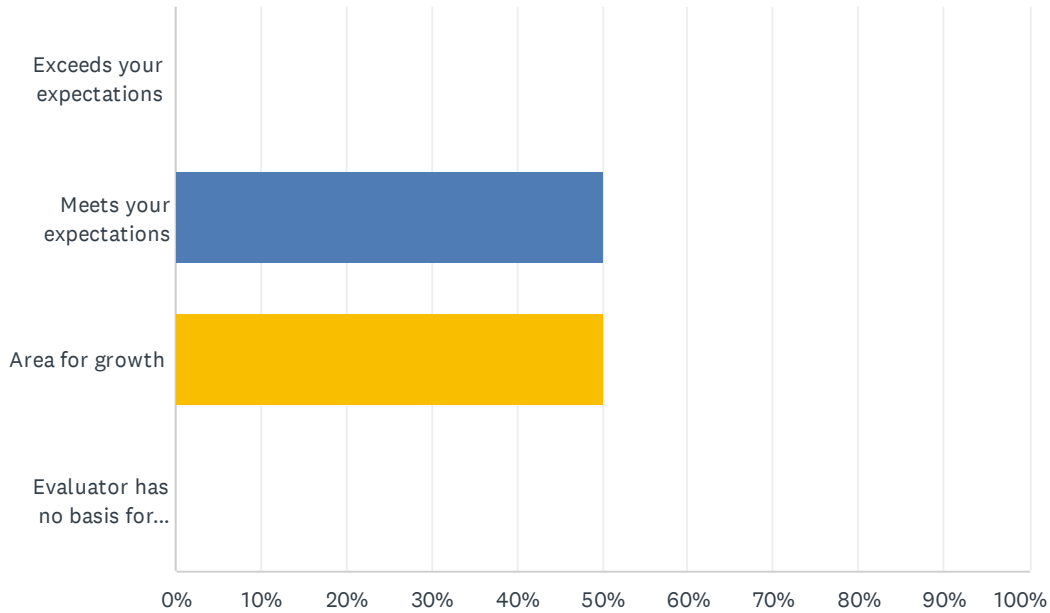
Q8 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	I believe this area needs the most attention. I have repeatedly asked for various materials, answers, and agenda items and my requests have been stonewalled or disregarded entirely. Director Scott appears to feel unaccountable to the Trustees. I find this alarming. This area needs immediate improvement.	11/27/2023 8:48 AM
2	Director Scott listens to individual trustee and board suggestions on policy and issue discussions so far. I don't believe this Board with several new members has established any philosophy or direction as a whole at this time.	11/21/2023 1:27 PM
3	I assume he takes direction for the Board and implements board decisions in a timely and respectful manner. To do otherwise would be inappropriate.	11/3/2023 12:48 PM

Q9 Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	0.00%	0
Meets your expectations	50.00%	2
Area for growth	50.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

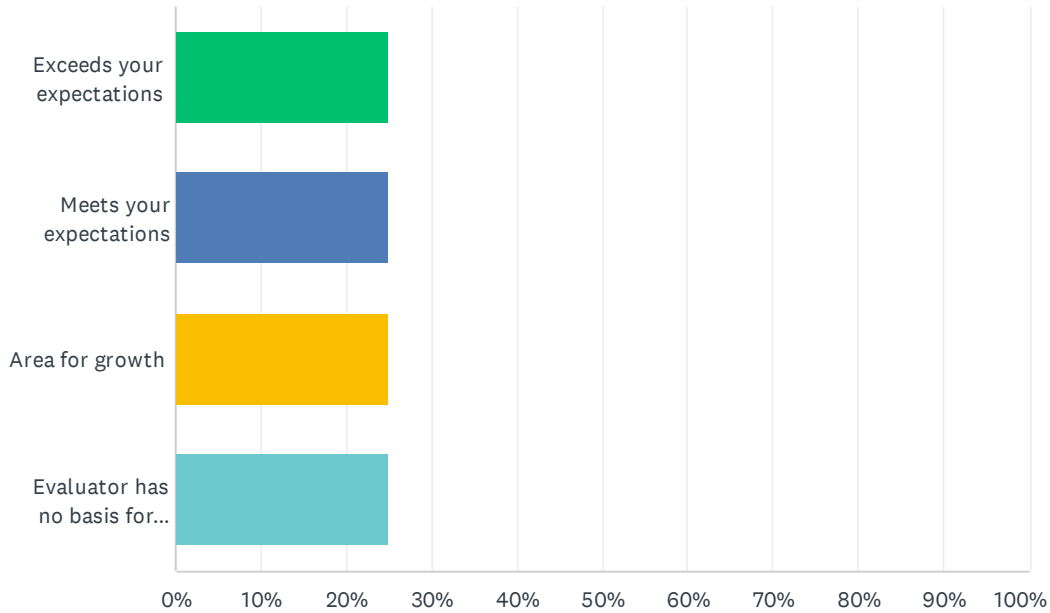
Q10 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Needs to be in stronger communication with the board and its entirety.	11/30/2023 1:36 PM
2	Staff are able to present their wonderful activities at board meeting and he does a good job of getting them ready to present good mater. But I find there is a lack of facilitation in introducing staff to Trustees or inviting Trustees to library events.	11/27/2023 8:48 AM
3	I believe Director Scott functions effectively in his role as liaison between staff and the Board. He understands the board role in policy and planning and effectively implements this with staff. I also appreciate that he is open and encourages trustees to interact with all library staff to assist trustees in understanding the library system and its operations.	11/21/2023 1:27 PM
4	Jeff cannot create a strain between the staff and the board.	11/3/2023 12:48 PM

Q11 Communicates complete and accurate information to all Board members in a timely manner.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	25.00%	1
Evaluator has no basis for judgment	25.00%	1
TOTAL		4

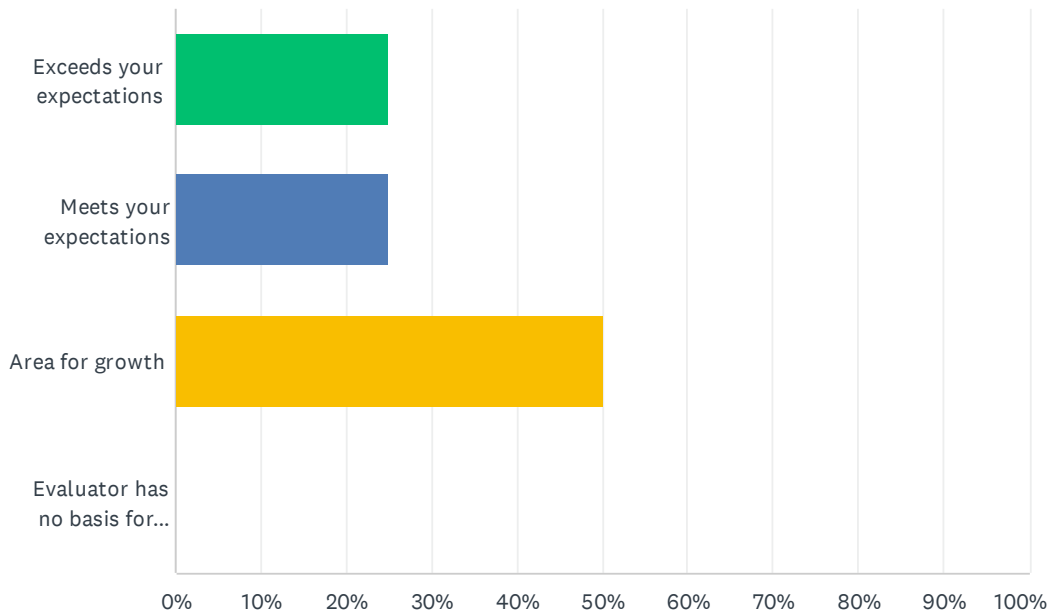
Q12 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Please see question 8 for overlap in answer.	11/27/2023 8:48 AM
2	Director Scott's information and reports are thorough and complete. In my time as a trustee, he has been timely in responses to questions and is open to suggestions and alternative ideas.	11/21/2023 1:27 PM

Q13 Responds well to requests, advice, and constructive criticism.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	50.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

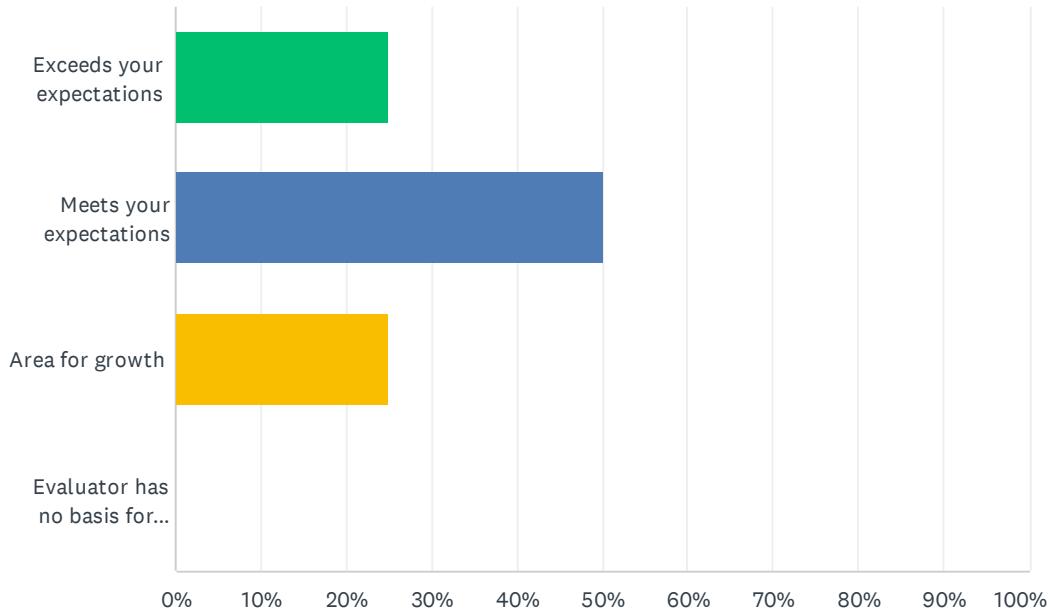
Q14 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Every question I have asked the Director has been answered. However, there are board members who have expressed that a request was not responded to.	11/30/2023 1:36 PM
2	Director Scott does not respond well the above listed. In fact, he was dismissive at a public meeting in which video has circulated, showing disrespect towards Trustees.	11/27/2023 8:48 AM
3	Director Scott is always open to my suggestions and requests. I respect his experience and knowledge in the library system and he is open to input from trustees and staff alike. 6. As mentioned before, he is positive and responds to questions and requests in a timely manner.	11/21/2023 1:27 PM
4	Not from what I can tell.	11/3/2023 12:48 PM

Q15 Provides support to the Board's meeting process that allows for open, transparent decision making.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	50.00%	2
Area for growth	25.00%	1
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

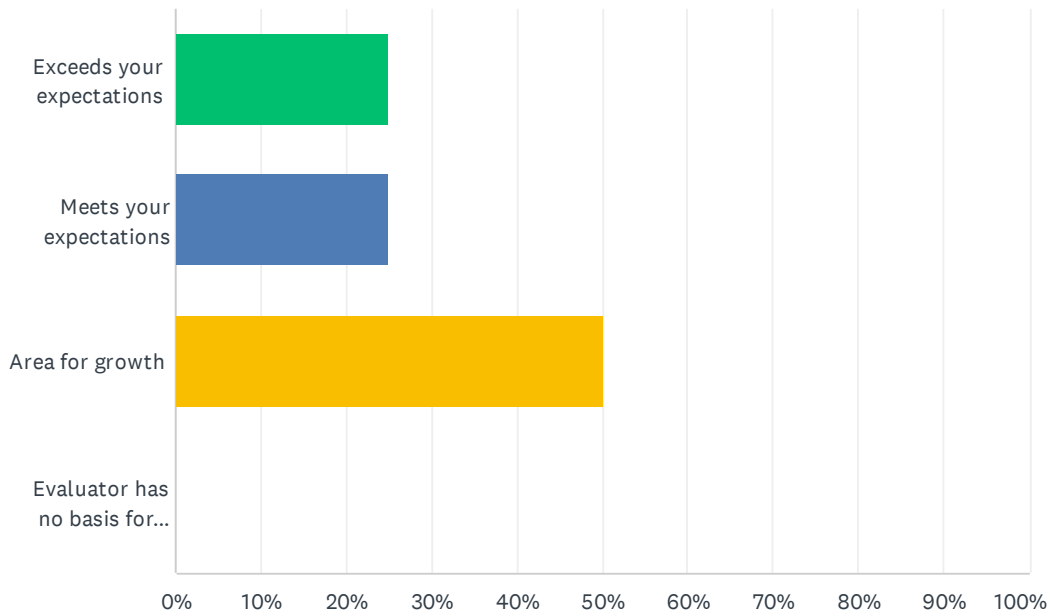
Q16 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Previously addressed in various questions.	11/27/2023 8:48 AM
2	The board meetings are open and very transparent. I think the meetings are informative and styled to be productive in establishing policy, library system updates and metrics and having staff provide program and initiative updates. I think this board with Director Scott can improve the meeting process and dynamics in the near future. I do think the Director needs to assume a different role during meetings and not function as the clerk at meetings. I think he can be more effective as the leader of the library system at meetings along with the Chair and legal counsel and not coordinating logistics of the meeting.	11/21/2023 1:27 PM

Q17 Facilitates the Board's decision making without usurping authority.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	50.00%	2
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

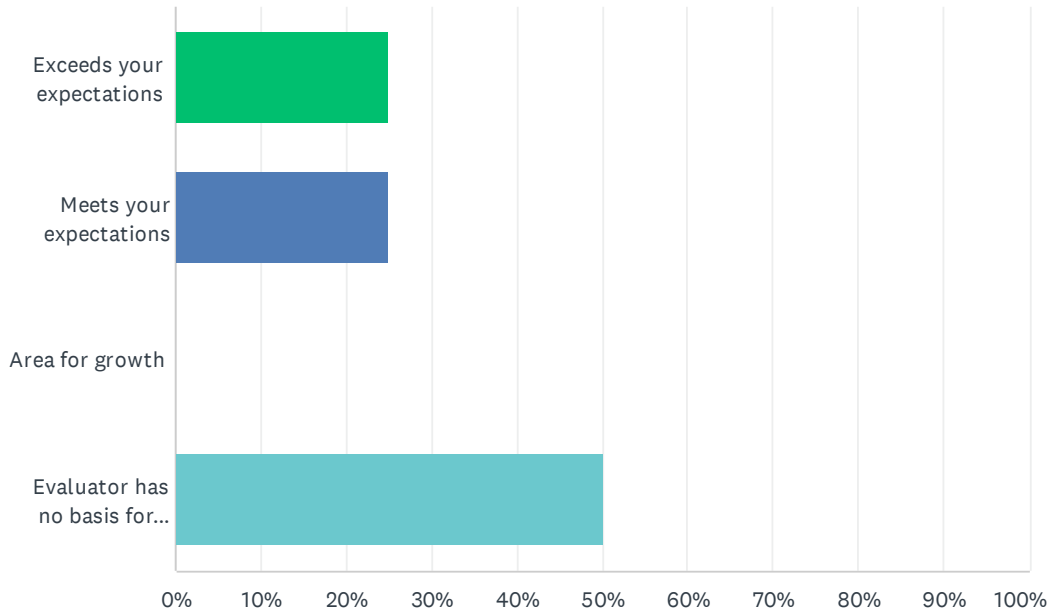
Q18 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Please see above comments. Additionally, I don't think it is appropriate for him to be should sitting at the table with the Trustee members. We have requested this, and it should be respected.	11/27/2023 8:48 AM
2	Director Scott provides good information and access to staff to assist the Board in its decision making and good working relationship.	11/21/2023 1:27 PM
3	Jeff needs to actively listen to the Board and find a way to work collaboratively without defensive barriers.	11/3/2023 12:48 PM

Q19 Has launched effective initiatives that have influenced Library staff morale.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	0.00%	0
Evaluator has no basis for judgment	50.00%	2
TOTAL		4

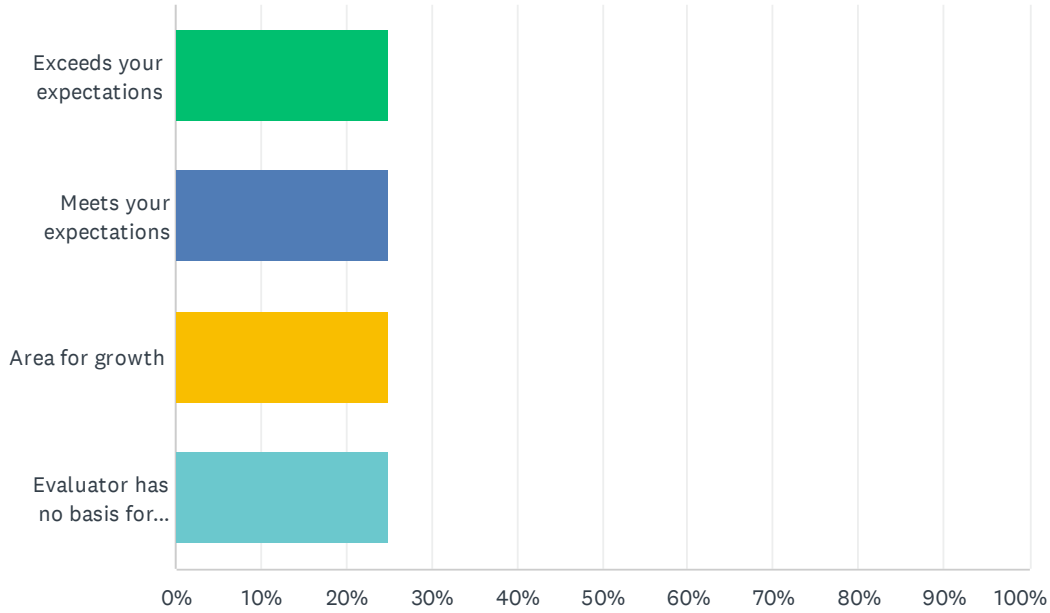
Q20 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Supports staff and their initiatives.	11/30/2023 1:36 PM
2	I don't have enough connection to the staff to adequately answer or make judgement on this question. I would like to see staff reviews of Director Scott. I am unable to answer this question.	11/27/2023 8:48 AM
3	Director Scott's use of staff in cross functional teams is to be commended. Staff appear to function well in their respective branches but excel and work great on various teams and events that cross into system wide programs.	11/21/2023 1:27 PM
4	I'm concerned that Jeff has positioned the staff to think and behave a certain way and the morale is a reflection of controversies of his own making.	11/3/2023 12:48 PM

Q21 Encourages creativity, reasonable autonomy, and problem-solving among Library staff.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	25.00%	1
Evaluator has no basis for judgment	25.00%	1
TOTAL		4

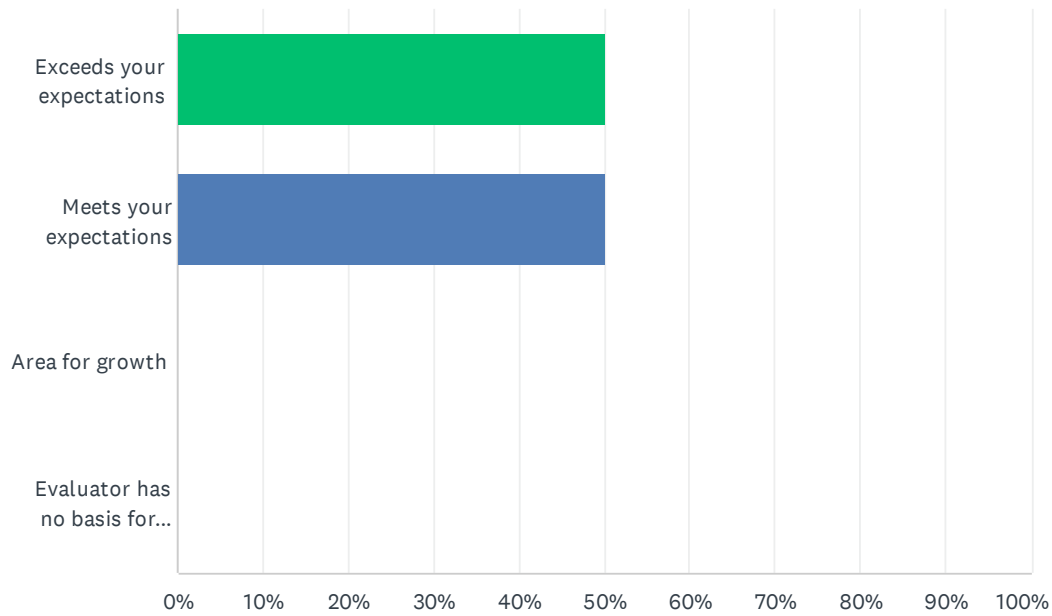
Q22 Comments: Provide details of success and/or needed improvement.

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	I see autonomy with all the lead librarians. They are all proactive and take care of the library they are in charge of.	11/30/2023 1:36 PM
2	I don't have enough connection to the staff to adequately answer or make judgement on this question. I would like to see staff reviews of Director Scott. I am unable to answer this question.	11/27/2023 8:48 AM
3	Director Scott's use of staff in cross functional teams is to be commended. Staff appear to function well in their respective branches but excel and work great on various teams and events that cross into system wide programs.	11/21/2023 1:27 PM
4	It seems that Jeff may have accorded the staff more authority and autonomy than appropriate and uses them as a shield against criticism directed at himself.	11/3/2023 12:48 PM

Q23 Recognizes achievements and accomplishments of Library staff.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	50.00%	2
Meets your expectations	50.00%	2
Area for growth	0.00%	0
Evaluator has no basis for judgment	0.00%	0
TOTAL		4

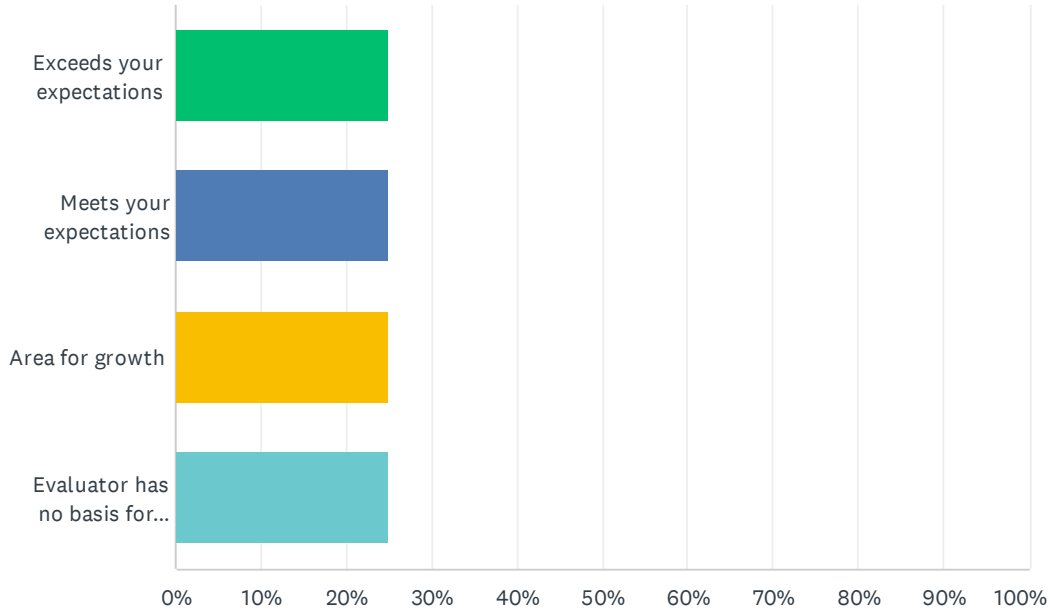
Q24 Comments: Provide details of success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	Director Scott does a good job of recognizing library staff and it is apparent through board meetings and his genuine relationships with all staff.	11/21/2023 1:27 PM
2	Jeff seems very proud of library staff.	11/3/2023 12:48 PM

Q25 Has made consistent progress in meeting the initiatives of the Strategic Plan as approved by the Board.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations	25.00%	1
Meets your expectations	25.00%	1
Area for growth	25.00%	1
Evaluator has no basis for judgment	25.00%	1
TOTAL		4

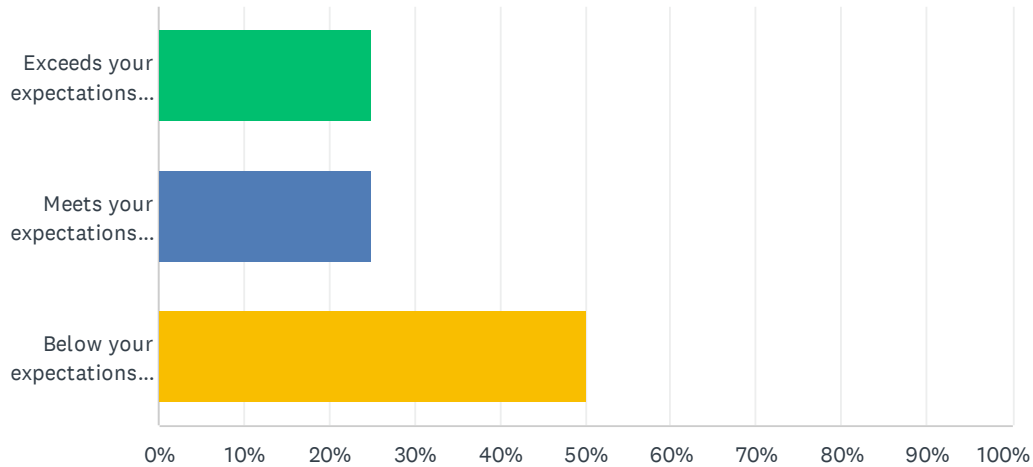
Q26 Comments: Provide details of success and/or needed improvement.

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Yes, has followed the strategic plan and this is my main reason for the high ratings. There are some disgruntled individuals regarding 1 library initiative.	11/30/2023 1:36 PM
2	The Tax Initiative was something I felt should have had more initiative there.	11/27/2023 8:48 AM
3	He does a very good job with the Library Strategic Plan and communicating the plan and its progress to the board. It appears that staff is aware, educated and on board with the plan and its implementation.	11/21/2023 1:27 PM

Q27 Select the best statement for the overall evaluation of Library Director Jeff Scott.

Answered: 4 Skipped: 0



ANSWER CHOICES	RESPONSES	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	25.00%	1
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	25.00%	1
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	50.00%	2
TOTAL		4

Q28 Comments: Provide details of overall success and/or needed improvement.

Answered: 2 Skipped: 2

#	RESPONSES	DATE
1	In order of importance, his interactions with the Trustees needs to be improved. He needs to be inclusive of the Trustees at library events so that we can meet and interact with the library staff to understand how he is as the Director. The Trustees should consider adding a 360 review process for Director Scott with the opportunity to review these reviews and understand his abilities more succinctly. Overall, my experience with him has lacked the level of excellence needed to manage our library system.	11/27/2023 8:51 AM
2	Overall in my short time (5 months) as a trustee, I believe that Director Scott does a very good job leading the library in all aspects and he continues to grow professionally in his position. I think in the public meeting area he needs to appear more "Director-ly" and less like support staff to improve his standing with all groups who appear at meetings and the community as a whole. I look forward to the next several months as a trustee and the work in all areas of the library most notably the Expansion Fund Tax issue.	11/21/2023 1:27 PM



Minimum Public Library Standards for Nevada

Annual Checklist of Library Standards

List of requirements such as

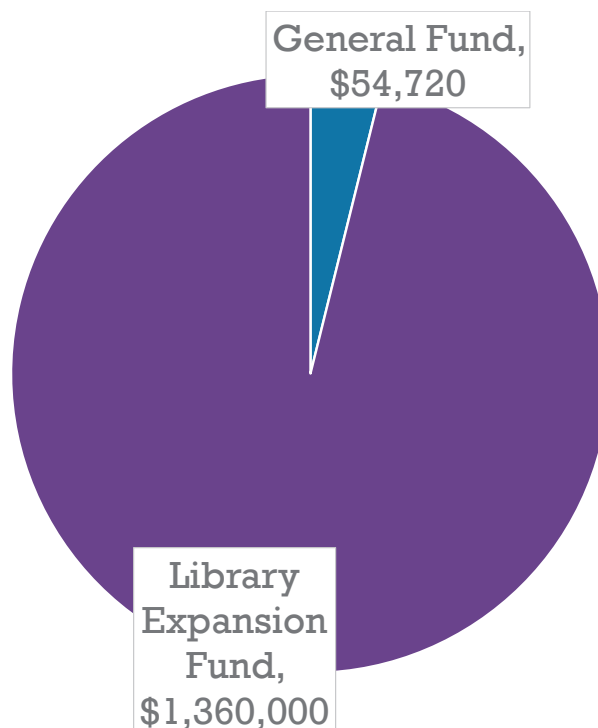
- Written policies
- Librarian certification for staff
- Written master plan every 5 years
- Completes annual statistical report
- Library organizes materials according to nationally accepted classification system
- Library provides and publishes regular operating hours
- Library provides interlibrary loan free of charge
- Extend borrowing privileges to non-resident Nevada library card holders

AGENDA ITEM # 6B

Library Board of Trustees selects one of three collection funding formulas:

- Option I: Meet or exceed at 90% - The five-year average of amounts spent on collections.
- Option II: Meet or exceed at 30% - Amount spent on collections divided by Total Services and Supplies budget.
- Option III: Meet or exceed at 10% - Adjusted total operating budget divided by collection budget. Exclude from TOB rent for facility(s), motor pool/vehicle charges, technology = Adjusted TOB

**Total Materials
Budget
\$1,414,720**





Option 1

Meet or exceed at 90% five year average of amount spent on collections

Fiscal Year	Materials Budget
2018-2019	\$984,720
2019-2020	\$1,017,970
2020-2021	\$856,812
2021-2022	\$1,014,720
2022-2023	\$1,014,720
FIVE YEAR AVERAGE	\$977,788
90% FIVE YEAR AVERAGE	\$880,009



Option 2

Meet or exceed at 30% Amount spent on collections divided by Total Services and supplies Budget

- Collections = \$1,414,720
- Services and Supplies = \$3,148,822
- 30% of services and supplies= \$944,647
- **Collections/services and supplies = 44.9%**



Option 3

Meet or exceed at 10% Adjusted total operating budget divided by collection budget

Total Operating Budget	\$16,051,780
Collection Budget	\$1,414,720
10% Minimum	\$1,605,178

Historical Collections Budgets

Fiscal Year	Adj. Total Budget	Collections Budget	Percentage
FY 2014-2015	\$9,895,527	\$645,320	6.5%
FY 2015-2016	\$10,937,279	\$860,320	7.9%
FY 2016-2017	\$11,807,964	\$884,720	7.5%
FY 2017-2018	\$12,460,440	\$934,720	7.5%
FY 2018-2019	\$11,991,826	\$984,720	7.5%
FY 2019-2020	\$12,857,560	\$1,017,970	7.9%
FY 2020-2021	\$12,708,477	\$856,812	6.7%
FY 2021-2022	\$14,349,798	\$1,014,720	7.1%
FY 2022-2023	\$14,761,412	\$1,014,720	6.8%
FY 2023-2024	\$16,051,780	\$1,414,720	8.8%



Comparing the Options \$1,414,720 Collections Budget

Option 1	Option 2	Option 3
90% of five-year average	30% Collections / svc & supplies	10% total operating budget
\$880,009	\$944,647	\$1,605,178

Thank you



Minimum Public Library Standards – Funding Collections

The Nevada Library and Archives requires Library Boards of Trustees to select one of three minimum funding standards annually.

- Option I: Meet or exceed at 90%- the five-year average of amounts spent on collection
- Option II: Meet or exceed at 30% - Amount spent on collections divided by Total Services and supplies budget
- Option III: Meet or exceed at 10% - Adjusted total operating budget divided by collection budget

For Washoe County Library System, the corresponding minimum standards for FY 2023/2024 are:

- Option I Minimum - \$880,009
- Option II Minimum - \$944,647
- Option III Minimum - \$1,476,141

At the August, 2015 Library Board of Trustees meeting the Board set a goal that by FY2017/18 we would meet the 10% minimum established in Option III. We have not been able to reach that goal, but the table below demonstrates Director Scott’s dedication to increasing the materials budget each year. Even with increases in revenue from the expansion fund, we will be unable to meet the 10% minimum without a significant increase from Washoe County.

At the August 17, 2023 meeting of the Washoe County Board of County Commissioners, Commissioner Andriola expressed interest in seeing that the BCC increase library funding in the next budget cycle to ensure that the library could meet the 10% minimum funding standard.

Fiscal Year	Adjusted Total Budget	Materials Budget	Percentage
FY14-15	\$9,895,527	\$645,320	6.50%
FY15-16	\$10,937,279	\$860,320	7.90%
FY16-17	\$11,807,964	\$884,720	7.50%
FY17-18	\$12,460,440	\$934,720	7.50%
FY18-19	\$11,991,826	\$984,720	7.50%
FY19-20	\$12,857,560	\$1,017,970	7.90%
FY20-21	\$12,708,477	\$856,812	6.70%
FY21-22	\$14,349,798	\$1,014,720	7.10%
FY22-23	\$14,761,412	\$1,014,720	6.87%
FY23-24	\$16,051,780	\$1,414,720	8.81%

Recommendation and Suggested Motion: Approve recommendation and select Option II as described in this staff report.

Check	MINIMUM PUBLIC LIBRARY STANDARDS FOR NEVADA
	1. The library must be legally established and operated in compliance with NRS 379 , NAC 379 , NRS 380.153 and NAC 380.010 including having written by-laws and policies for the management of the library board of trustees and the library.
	2. The library board of trustees shall have a written master plan designed to extend five years into the future and which must be made current at least every two years. The plan and its updates are filed with the Nevada State Library, Archives & Public Records by January 31 of the year following their adoption by the library board (NRS 379.003).
	3. The library collects, provides, and coordinates access to library materials that are organized according to a nationally accepted classification system; the library ensures access to legal materials (NRS 380.153, NAC 380.010) through collections, online resources, or collaborative agreements with other agencies.
	4. The library must have a completed annual statistical report for the preceding fiscal year accepted by, and on file with, the Nevada State Library, Archives & Public Records by December 31 to be made available in a timely manner for national reporting.
	5. The library has regular and published hours of operation with a “system” wide average of twenty hours per identified branch/outlet per week including some night and/or weekend hours.
	6. The library consists of a specific space designated for providing library services with the facilities, equipment, and staff necessary to enable public access to information.
	7. The Library Board of Trustees shall select from one of three listed options as a means by which to validate and document the library’s efforts to maintain a collection appropriate to community needs. The option selected by a jurisdiction may be revised each year. a. Option I: Meet or exceed at 90% - The five-year average of amounts spent on collections. b. Option II: Meet or exceed at 30% - Amount spent on collections divided by Total Services and Supplies budget. c. Option III: Meet or exceed at 10% - Adjusted total operating budget divided by collection budget. Exclude from TOB rent for facility(s), motor pool/vehicle charges, technology = Adjusted TOB
	8. Librarian certification for staff: a. <i>Population (legal service area) of 1,000 – 14,999.</i> Public library jurisdictions shall have a library director who holds the credential of certified librarian from the State of Nevada (NAC 379.010). b. <i>Population (legal service area) of 15,000 – 49,999.</i> Public library jurisdictions shall have a library director who holds the credential of certified librarian from the State of Nevada (NAC 379.010). Any additional staff holding a full-time library position performing the duties of reference and/or children’s services shall hold the credential of certified librarian from the State of Nevada (NAC 379.010). c. <i>Population (legal service area) of 50,000 or more.</i> Public library jurisdictions shall have a library director who holds a master’s degree in library or information science from a college or university accredited by the American Library Association. A consolidated library district that serves a population of more than 1,000,000 may establish the educational qualifications of the executive director, which may include, without limitations, holding a master’s degree in library and information science. Any additional staff in the position of librarian or other full-time professional library position performing the duties of reference and/or children’s services shall hold the credential of certified librarian from the State of Nevada (NAC 379.010). d. Any public Library Board of Trustees that has declined to adopt NAC 379.010, Section 1 and whose librarians are not exempted under NAC 379.010, Section 2 may bring their library into compliance with this standard by adopting a good faith effort to meet the standards for public library employees delineated in NAC 379.020.
	9. Public libraries shall agree to lend circulating materials in accordance with the state-wide interlibrary loan program Information Nevada. Postage charges for interlibrary loans are assumed by the library, not the user.
	10. Public libraries shall extend to Nevada library card holders the same lending privileges received by their card holders. Nevada card holders will not be charged a non-resident fee when borrowing from any Nevada public library.
	11. Public libraries not meeting one or more of the above standards shall submit a “Request for Waiver of Minimum Standards” form to NSLAPR which includes the reason for the waiver, the action taken to comply with the standard, and the projected date for compliance with the standard.

(Amended 02/14/2023)

Certification: I certify to the best of my knowledge and belief that the information above is correct.

 Signature of Authorized Official

 Date Submitted

 Typed (printed) Name and Title

AGENDA ITEM # 6B

Dear Library Board of Trustees,

Authoritarian groups like Moms 4Liberty and their allied politicians are building power in divisive and destructive ways, stoking fear, and mobilizing resentment against the full inclusion of Black, indigenous, people of color, and LGBTQ communities. They are purging and defacing books about these communities and their experiences from library shelves. They are harassing educators and advocating for laws designed to intimidate and limit teaching to content approved by right-wing ideologues.

As a Reading Specialist, I rely on libraries to find the “right” book for struggling readers. These books need to relate to the reader and make a remarkable difference in their skills. Readers often rise to the reading levels of the books they **want** to read (or those that relate to their lives). With school districts cutting costs and limiting the materials their media centers can purchase, teachers like me rely on local libraries to house a variety of multicultural materials to provide for children and their teachers.

I respect our teachers, librarians and school board members and expect them to make appropriate decisions about inclusive materials and teachings for our children and the community at large.

We can't allow Mom's for Liberty to dictate what our children should learn, by banning books that would exclude many members of our community or defacing the books and spreading fear! These books are vital to our community and need to stay in the libraries.

Thanks for keeping libraries safe and a place for everyone.

Susan Franckel

Good evening.

I love our libraries, I use the Spanish Springs library, and I have been growing fearful hearing how people with extreme views against minority members in our community are attacking our libraries to get books and events banned.

I believe that books open the world to readers and help us connect, learn and imagine. I do not want libraries and books limited to events and books that one small hateful and uninformed group of people want. Libraries and books are for everyone. They are for entire community.

If people do not want to read certain books or attend certain events they dont have to but they shouldnt be allowed to dictate what any other individual should have access to.

Trustees of our libraries should not limit their support to some small section of our community even if they personally support their views. If a trustee doesnt want to support the entire varied and inclusive community then they should step down from the position because they have lost their way.

Sincerely
Francine Healy