



## LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, MAY 17, 2023 | 4:00 P.M.

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

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

### **1) ROLL CALL**

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

Board Members Absent: None

County Staff Present: Library Director Jeff Scott, Assistant District Attorney Brandon Price, Assistant County Manager David Solaro

### **2) PUBLIC COMMENT**

Edwin Lyngar: Spoke about the last meeting he attended where commenters had been angry; he stated people should respect one another. He supported Drag Queen Story Time (DQST) events.

Gail Townsend: Spoke in support of DQST events and in appreciation of the volunteers and Board members.

Bruce Foster: Discussed his opposition to DQST events and wished to see each Board member have their own email address.

Nichelle Hull: Spoke regarding her opposition to DQST events.

Julie Adams: Spoke about her opposition to DQST events.

Wayne Holland: Spoke regarding the Library's mission and stated the job is being well done.

Bruce Parks: Spoke about his opposition to DQST events and his desire for the Trustees to have access to emails from members of the public.

Mary Jones: Stated tax dollars were not used to pay for DQST events; donations from the Friends of the Washoe County contributed to the programming.

Valerie Fiannaca: Spoke about her opposition to DQST events.

Sandee Tibbett: Spoke about her opposition to DQST events and desire to make sure all emails were being received by the intended party.

James M Benthin: Spoke about his opposition to DQST events.

Nicole Obritsch: She spoke in support of the Library Board and DQST events.

Sara DePaoli: Stated the Libraries looked wonderful since the renovations, thanked the Board and staff for all that they did, and for the different programming being offered.

Gabriela Rentena: She stated it was one of the first meetings she had attended and mentioned it seemed many people were unhappy with the programming; because of this, she believed the Director should resign.

Carmen Quinones: Spoke about her opposition to DQST events.

Daniela Garcia: Spoke about her opposition to DQST events.

Cliff Nellis: Spoke regarding his opposition to DQST events.

Jeff DePaoli: Spoke in support of DQST events and thanked the Board for what they do.

Angela Dunlop: Spoke about her support of DQST events and thanked the Board for providing these opportunities.

David Cnych: Spoke about his opposition to DQST events.

Victoria Meyer: Spoke about her opposition to DQST events and desire to make sure all emails were received by the entire Board and not just the Library Director.

Mary Carmen Medina: Spoke about her opposition to DQST events.

Janet Butcher: Spoke regarding her opposition to DQST events.

Fred Meyer: Stated he agreed with those that felt the Director should resign.

### **3) Approval of Meeting Minutes**

- a. On motion by Vice Chair Perez, seconded by Trustee Medaille, which motion duly carried, the Board approved the minutes of the May 17, 2023, Library Board of Trustees Meeting. All in favor; none opposed.

### **4) Old Business [Non-Action Item]**

None

### **5) New Business**

- a. **Presentation and Discussion: Washoe County Library Strategic Plan Update (Non-Action item)**

Library Director Jeff Scott reviewed a PowerPoint presentation, a copy of which was provided in the Board Packet, regarding updates to the Strategic Plan. Topics discussed or reviewed included:

- Book Machines – installations in the Cold Springs Community Center, and the Sun Valley Neighborhood Center are scheduled for May 22, and May 25
- Sierra View Library Re-opening
- Sparks Library closes for flooring repair May 15-22
- Downtown Reno Library ADA Family Restroom begins
- Welcoming Spaces ‘Best Places to Work Survey’
- Staff Day on May 18
- Lit Fiber to Gerlach
- Celebrate Diversity ‘Older American Month’
- Culture Fest at Sierra View Library
- Drag Story Hour returns
- RainbowFest at the Downtown Library on June 15, North Valleys Library on June 17, and sparks Library June 18
- Spanish Language Strategic Plan

Director Scott was asked what the percentage of employees participated in the Best Places to Work Survey; he responded that approximately 75% of staff had participated.

Trustee Perez thanked staff for their efficiency in getting high speed fiber to Gerlach.

b. **Presentation and Discussion: Collection Development (Library Books & Materials) by Debi Stears [Non-Action Item]**

Debi Stears, Library Collection Development Manager, reviewed a PowerPoint presentation regarding Library Books & Materials, a copy of which was provided in the Board packet.

Topics discussed or reviewed included:

- Art and Science of building a collection
- Mission: Curate a collection that reflects the needs, interests, and demands of our local community
- About a million dollars is spent for new materials in which the General funder covers \$64,000, and the rest is covered by the expansion fund.
- Forecasting New Titles and what's popular
- Monitor Demand by Format and try to make books available when requested
- The price of E-books compared to the price of physical books is high
- 86% of purchases are determined based on these data points, remaining 14% of items come via patron requests
- Shift from Just in case to Just in time
- Providing more hours to the public
- Discover items in the library catalog provided for patrons
- New books make up the 6.7% of adult books, but account for 33% of the checkouts
- Popular titles available on the shelf with no wait
- Book Team- Weekly segments: KUNR, Social Media Posts, lists in the library catalog, Author events, and Displays
- Collection Management- We have about 500,000 visible items, and about 70,000 eBooks, and downloadable audio books
- What should we do with the damaged books, out of date books, and books that no one wants; shrinking overhead
- Floating Collection-Materials move around the system as dictated by patron demand
- Centralized Selection and Deselection-Keeping books updated
- Weeding (culling, deselection) The process of removing books and other materials due to physical condition, contains outdated or inaccurate information, or does not fit the scope of the library's collection
- Data-Driven Collection Management-A report that assesses books, allowing branches to move books to other libraries to provide space for others within their branch
- Past Budget Cuts Hurt our Collections
- Budget Growth-Jeff Scott increased materials budget to 70%, and an additional 42% increase would take effect July 1
- Collection Priorities – Lower wait times, extra copies, create bookmobile collection, increase Spanish collection, Expand Lucy Day collection
- What happens to items withdrawn

Ms. Stears was asked: What happens when you have a 'sleeper' with only one copy, but 74 additional people want this book? Ms. Stears responded staff could run reports to monitor demand.

Ms. Stears was asked if there was any licensing which could be obtained to allow patrons to stream audio books. She explained this was not cost-effective.

c. **Discussion: Washoe County's 2023 Best Places to Work Survey [Non-Action Item]**

Director Jeff Scott reviewed and discussed Washoe County's Best Places to Work Survey, a copy of which was provided in the Board packet. Director Scott felt overall most everyone was happy working in the Library System, with a rating of 4 out of 5 stars and a high number of recommendations from staff who worked in the Libraries. He felt this would encourage more people to apply for jobs within the Library System.

Trustee Perez was curious whether the Assistant Library Director finalists were local candidates or from out of state. Director Scott explained he planned to provide more information regarding the recruitment during Agenda Item 6c.

Trustee Medaille commented the survey had some very useful information and looked positive, but looking at the comments at the bottom, it seemed some staff had anxieties about the homelessness situation. She asked whether Director Scott had thoughts on how to help staff with this.

Director Scott responded that branches were looking at a variety of ways to help the staff, with subscription training services including topics such as "How to Handle the Homeless" and how to de-escalate difficult situations. He hoped this would help because dealing with difficult populations could take a toll on staff. He mentioned that the County provides the Calm App to all County employees at no charge. He also mentioned branches were working on providing employees with a quiet place to de-compress when needed. He concluded management was aware of these concerns and working on them.

## 6) Reports

a. **Library Director Update by Jeff Scott [Non-Action Item]**

Director Jeff Scott went on to answer Trustee Perez's previous question about the Assistant Library Director finalists. He noted both were from out of state, with one from Georgia and the other from Texas. Both had scored high in their interviews, with the panelists including himself, two additional Library Directors (one from Carson City and one from the University of Nevada-Reno) and Assistant County Manager Dave Solaro. Director Scott did not want to publish the finalists' names at that time, but suggested questions could be sent to him directly. He noted Board members were welcome to come to the Meet & Greet.

Director Jeff Scott discussed upcoming interviews for LAIII vacancies, second interviews for the Assistant Library Director vacancy, and future recruitments for LAII (both full and part time) and part time Library Aide openings. 371 candidates had applied for the Library Aide recruitment.

Director Scott mentioned upcoming de-escalation training and technology classes, which would be a great opportunity for staff to meet new employees and other branch staff during the breaks. The Library Explorer had arrived and would be distributed on Monday. Director Scott also discussed book vending machine installations, a Smithsonian Institute Exhibition coming next year, the ALA traveling exhibition “Americans and the Holocaust” coming to the Northwest Reno Library in July, the reading challenge starting on June 1, books damaged with antisemitic or racist comments written inside, high-speed internet projects, and the return of RainbowFest.

b. **Sierra View Library Report by Branch Manager Sarah Jaeck [Non-Action Item]**

Sierra View Library Branch Manager Sarah Jaeck presented slides showing recent renovations at the branch; a copy of the PowerPoint presentation was included in the Board packet.

Topics discussed or reviewed included:

- The renovations took 6 months to complete
- She wanted to thank Director Scott, and the Reno Town Mall for allowing them to get their spaces refreshed and renovated
- The ADA lift will be up and running shortly for those patrons who have mobility challenges
- Their biggest challenge was when a fire pipe burst in the middle of the night causing flooding throughout the mall and delayed the reopening of the library by three months as drywall had to be replaced and repaired.
- Sarah thanked her staff for working so hard on preparing to put the library back together and to get it reopened.
- They are still waiting on some furniture to arrive.
- Sarah is hoping to have a small party once everything is completed.
- She is really excited about the new fresh space for the community, and to be able to offer their services again.
- Just before they were ready to do their soft launch, they were committed to hosting Anderson Middle School Literacy night where they had over 100 students and families. They did scavenger hunts, steam activities including tam grams, motley robots, geo string boards
- They hosted a Corbett Kindergarten story time
- Hosted a culture fest to celebrate El Dia de los ninos and El Dia de los libros (Children’s Day, Book Day) and had 397 interactions. They gave out passports for kids and families to collect literary pieces and stamps
- Had performers from Ballet Folklorico Raices del Fuego, Yangqin Zhao-Melody of China, Northern Nevada Scottish Highland Dancers, Kantu Inca, had visits from the Sons and Daughters of Aaron, UNR’s African Student Organization, UNR’s Filipino Culture and Language Club, Black Wall Street Latino Arte, North Valleys library Thanh Nguyen did presentation on Vietnamese culture, Nevada Asian Community Development Council, Foster Read, Northern Nevada Food Bank to offer assistance for books
- Returning and New upcoming programs
- Sierra View Promotions & New Arrivals
- Sierra View Partnerships: Duncan Traner, Gerlach Community Library, Northern Nevada Literacy Council, Family Estate Planning Series

c. **Youth Services and Library Events Team Report by Library Program Coordinator Beate Weinert [Non-Action Item]**

Beate Weinert presented a PowerPoint presentation, a copy of which was included in the Board packet.

Topics reviewed included:

- An overview of what the Youth Services and Library Events Department (YSLE) does (available online, and in the Board packet)
- Stimulate Imagination
- Increase Author Events throughout library system
- Testing out Author Consortium subscription and hosting virtual Authors
- Partnership with Nevada Humanities brings local Authors and Talents
- Nevada Humanities Literary Crawl Poet and Author Aimee Nezhukumatathil
- School Support, families can sign up for online registration, and infinite campus, and be signed up for a library card for their child at the same time
- My First Library Card, we are partnered with Renown and now have our baby library cards
- It's Never Too Early to Read to Your Child billboard to promote the importance of early literacy, and reading to your children early
- School and education outreaches
- Nevada Museum of Art-Education Night
- Celebrating Our Diverse Community Events
- Art in Spanish event at our Sparks Library
- El Dia de los Muertos Celebration event November 1&2
- Events: spellbinders, Woodwind Quartet, TeenTober, Incline Library does Shivery Tales
- Story Time early literacy events
- Teen Engagement Group events
- Art Galleries
- Community Partners: Friends of Washoe County Library, School Districts, Renown, KUNR
- Summer Reading Challenge with 4 different age groups
- Book Bags
- Claim prizes by July 31<sup>st</sup>
- Upcoming Summer Events

Trustee Perez wanted to express to Beate, Judy, and the team that they do a great job with all the events that they do every year, and that the Board appreciated and saw the hard work done by staff. He noted they were obviously supported by Director Scott as well.

Beate Weinert also wanted to take the time to thank Director Jeff Scott, that she has been in this organization several years, and he has been very supportive, and doesn't shy away from doing the right thing in the Washoe County Library, and for our community, and would like to publicly thank you and acknowledge him for those efforts, and our Library Board. She said everyone came to the table with a personal perspective and agendas they checked at the door, because as public employees, the Libraries needed to represent the community served.

## **7) Staff Announcements**

Library Director Jeff Scott wanted to let everyone know a new Rainbow letter had been sent out the previous day.

## **8) Board Comments**

Trustee Perez thanked Chair Ghilieri for running the meeting and apologized that he had been unable to attend in person. He also thanked the public for coming out and sharing their opinions.

## **9) Adjournment**

Chair Ghilieri adjourned the meeting at 6:50 PM.

Pending Board Approval