



LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, May 21st, 2025

5:30 P.M.

SIERRA VIEW LIBRARY 4001 S Virginia St, Reno, NV 89502

Library Trustees:

Ann Silver, Chair

Tami Ruf, Vice Chair (Absent)

Gianna Jacks, Trustee

Lea Moser, Trustee

Marie Rodriguez, Trustee

Salute to the Flag - Led by Trustee Jacks

1. Roll Call [Non-Action Item]

- Present – Chair Silver, Trustee Rodriguez, Trustee Jacks, Trustee Moser
- Absent – Vice Chair Ruf

2. Reports

a) Acting Library Director Report by Stacy McKenzie [Non-Action Item]

- McKenzie presented budget statistics, showing that the library is 16% under budget overall between both the general and expansion funds, with 6 weeks left in FY25. She is evaluating current library contracts and considering possible efficiencies. McKenzie is waiting to hear about grant funding to see if it can be used to keep full services. Discussed state funded databases that are being eliminated and possible steps to retain learning access.
- McKenzie discussed the fourth-floor lighting project and asbestos abatement at the Downtown Reno Library that will be funded by county facilities. She and the administrative assistant will be displaced during this time.
- McKenzie shared a report from HR that showed comp time usage for the library staff was minimal and not “overused”. The Senior Center Library is now open which will impact staffing numbers in other branches as the temporary transfers will be sent back to the Senior Center. McKenzie shared her appreciation for Interim Branch Manager Kerry Stendell and Librarian Mitch Winterman for their hard work on the project. Urged everyone to check out the upgraded facility.
- McKenzie announced that the Summer Reading Challenge starts on June 1. She shared that interviews for the open branch manager positions will start tomorrow (May 22) and continue for two weeks. The library is currently down 15 positions, some of which are crucial lead positions. McKenzie explained that two leads are required to be on the floor during open hours. These positions will be filled first, and hopefully the remaining library aide positions will be filled at a later date. She explained the hiring process and current problems due to understaffing (decrease in available programs, branches closed or delayed opening, drive through window closed, low morale). Urgent staffing requests are being sent out most weeks. Local Author Fest won't be happening this year due to staffing problems, but the library is committed to doing it next year.
- McKenzie shared that the duties outlined for acting director don't include seeking grant funding or fundraising.

- McKenzie shared other library news including the success of Staff Day on May 15. The Sparks mural will need to be delayed due to staffing shortages and will hopefully be able to be finished next summer. The treasurer audit was conducted and every library passed. The county audit has closed, meaning it was successful. McKenzie shared that the library is working to fulfill some of the audit's suggestions. The county is requiring a renewed MOU for Community Court.
- Chair Silver requested clarification about Community Court. McKenzie clarified that Community Court is housed in a county building (Downtown Reno Library) and therefore needs to adhere to county policies and have the proper liability coverage.
- McKenzie shared that the current strategic plan is ending this year and will need to be updated before January 31, 2026. She urged the board to get started on this process and mentioned that her current job description does not include this duty. McKenzie mentioned that the Nevada State Library will be conducting a walk through as part of the Library Services and Technology Act grant from IMLS.
- McKenzie addressed several questions that had been raised at the May 7 meeting.
 - i. She approached the BCC about scheduling concurrent meetings with LBOT but, due to the current budget cycle, they requested she inquire at a later date.
 - ii. The cost for additional meetings was calculated and amounted to about \$1000 per meeting. This includes only one security guard (some locations require two), two staff to run the meeting and take minutes, IT staff, and legal counsel. This calculation doesn't include staff time to prepare for the meetings (such as the creation of the agenda, packet, and presentations).
 - iii. Clarified how gate counts are calculated. It cannot differentiate between patrons or employees but McKenzie pointed out that staff use the staff entrances most regularly so they would rarely be included in the gate count numbers.
 - iv. The library website is managed by two staff: an internet librarian and library assistant III. These staff members also support all software, and work in conjunction with Marketing and Communications.
 - v. Addressed recent library technology survey that was used to gear up for the strategic plan. This survey was created to assess patron needs including meeting room usage. It may be used in possible grant

applications. The results are still being compiled and will be shared with the board when completed.

- vi. Addressed current legislation that is impacting local libraries, including AB 416 which prevents book challenges in libraries and brings them to the courts.
- McKenzie congratulated the Spanish Springs Library on 20 years and shared about their recent celebration. Shared recent library programs including an information session for seniors about avoiding scams.
 - Chair Silver thanked McKenzie for addressing the board's earlier concerns and for including the lobbying policy in the agenda packet. Asked who is notified when a librarian is going to provide testimony. Stacy answered that the employee would go to their supervisor first and then the county manager. Chair Silver asked if they would go through Acting Director McKenzie. McKenzie clarified that only if she was the employee's supervisor. Chair Silver asked if McKenzie would be notified of the employee's decision. McKenzie said that she would be notified but the final permission comes from the county.
 - Trustee Rodriguez inquired if the scam prevention program was offered regularly. McKenzie answered that the current strategic plan is focused on seniors and so they are trying to incorporate senior specific programming into the schedule. She was unsure if this particular program was presented regularly. Trustee Rodriguez thanked the library for hosting the program.
 - Trustee Moser thanked McKenzie for her report. Asked for clarification about emergency staff requests. McKenzie shared that most requests are made when the branch doesn't have a lead to cover an absence or lunch break. There are special permissions at the Incline Village branch that allow a lead to be absent if the staffing issue doesn't last more than 1 hour. McKenzie shared why staffing requests happen: vacation, sick, programming going on and no one to cover absence. Cancellations and closures also apply to the Bookmobile on occasion due to low staffing. She noted that recent Bookmobile vandalism has put the vehicle out of commission. Trustee Moser expressed her sympathy and asked if library aide positions are part time. McKenzie confirmed that they are. Moser inquired about library assistant II and library assistant III positions. McKenzie clarified that LAII are full and part time but not lead positions. Only LAIII are full-time leads. Moser asked if part time employees can be leads. McKenzie said they cannot.
 - Trustee Moser asked about library volunteers and if their duties overlap with library staff. McKenzie said that their duties occasionally overlap but raised

potential labor issues around volunteers doing the duties of librarians. Volunteers sometimes shelve, put holds away, assist with crafts and programming, and assist the Friends of the Library. McKenzie asked if Trustee Moser would like a more thorough answer about volunteer duties. Moser confirmed that she would and asked about the possibility of internships or apprenticeships. McKenzie shared that the library has had unpaid interns.

- Trustee Moser asked if the treasurer audit was recent. McKenzie confirmed that it was. Trustee Moser asked for clarification about the audit and McKenzie shared the process, indicating it is more of an inspection of the money drawers at each branch.
- Trustee Moser asked about Community Court. McKenzie explained. Trustee Moser asked for further clarification about the relationship between Community Court and the library. McKenzie clarified that Community Court uses the library facility and, because they want to expand their programs and bring in more volunteers, the policies need to be updated for liability reasons.
- Trustee Moser stated she would like to have a patron satisfaction survey to help with the strategic planning process.
- Chair Silver asked if any of the legislative bills have been brought forth by the library. McKenzie stated that none were brought forth by the library. Chair Silver asked if library employees attended in support only. McKenzie confirmed.

b) Sierra View Library Update [Non-Action Item]

- Branch Manager Sarah Jaeck welcomed the board to Sierra View and showcased the new furniture and renovations.
- Jaeck shared a slideshow of pictures highlighting the many partnerships that work with her branch including the Northern Nevada Down Syndrome Network, Nevada Department of Wildlife, Washoe County School District (including partnerships with Duncan Trainer and Gerlach Elementary), Nevada Humanities, and PAWS.
- Jaeck further highlighted several events and programs at Sierra View such as weekly Teen Scene programming, Crafternoon, and LEGO Club. Diverse Abilities was also highlighted – a program that helps support children who have adaptive needs, providing sensory bins, crafts, and alternative puzzles to help strengthen their social skills and allow a space to engage with other children without any pressure. The staff who lead this special program have experience teaching special-ed and parenting neurodivergent children.

- Jaeck shared events and activities that are coordinated with Duncan Trainer Elementary School such as a haunted house gingerbread event at Halloween, LEGO Club, and Crafternoon. Jaeck mentioned that staffing for these special events often leaves the branch short staffed due to already low numbers. Other branches help fill in the gaps.
- Jaeck shared photos from the Gerlach partnership library and spoke about their efforts to bring programming to the children in this remote location.
- At the end of her presentation, Jaeck shared several staff anecdotes and positive experiences with patrons, highlighting the impact libraries and librarians have on their communities.
- Chair Silver thanked Branch Manager Jaeck for her report and asked if the food served at events comes from the general budget. Jaeck answered that donation gift funds are used for events, not county funds. Chair Silver offered to sponsor food purchases in the future and asked Acting Director McKenzie to let her know what is needed. Jaeck thanked Chair Silver.
- Trustee Rodriguez expressed her gratitude for the Nevada Humanities sponsored Latino Poetry event. She spoke on how this event provided an opportunity for community bonding and discussion. Thanked Méla Garcia for putting together the event. Shared that she met one of the PAWS reading dogs at Incline Village. Thanked Jaeck for sharing the staff stories and emphasized how important it is for people to hear the impact libraries make on their communities, particularly supporting the most vulnerable members. She shared that she attended the Spanish Springs Library's 20th birthday celebration. Thanked everyone who works at the library.
- Trustee Moser thanked Jaeck and expressed her interest in how diverse each library branch is. Asked how they came up with the Minecraft event. Jaeck shared that her staff with young children suggested it and it made for a good tie in with the movie coming out. Trustee Moser suggested following up the event with a watch party, offering to donate the movie for the event. Jaeck thanked her for the offer and mentioned they would have to make sure they had the license for public viewing. Trustee Moser mentioned that her mentor started the Duncan Trainer library and asked what it would take to keep it fully staffed. Jaeck responded that the library always has two staff. The problems arise due to Sierra View already being down two full-time and one part-time staff members. Trustee Moser shared a word she'd learned while in the Peace Corps that means that all humanity is tied together, and our actions create ripples. She emphasized the ripple effect the library creates. Thanked Jaeck for her presentation. Jaeck thanked Moser for her comments.

3. Public Comment – Three Minute Time Limit Per Person [Non-Action Item]

- Cynthia Reed: Expressed appreciation for the library system and the positive impact it has had on her family. Concerned by agenda item 7b. Shared belief that library is full of professionals who can improve the system without seeking third party help. Questioned cost and use of public funds for third party entity.
- Gail Townsend: Expressed appreciation for the library system and all it provides for the community. Questioned trustee loyalties. Spoke against the privatization of libraries. Mentioned former director Jeff Scott.
 - Chair Silver asked DA Kaplan if public commentators are allowed to say the board “terminated” Jeff Scott. DA Kaplan responded that public comments do not have to be factually accurate. Said he heard the public commenter say “resigned”. Chair Silver emphasized she heard “terminated”.
- Amy Pulver: Shared questions she would like addressed including why appointing Stacy McKenzie was not on the agenda, who will be paying for the third-party consultant, how it will be decided, and who will be considered. Concurred with previous public comments about privatization concerns. Urged board to get started on figuring out the FY27 budget with or without a consultant.
- Debi Stears: Collections Development Manager for WCLS, comments made on her own time. Requested to hold off on agenda items that did not include a staff report and emphasized importance of transparency. Suggested public comment be allowed for each action item. Further suggested a working group or advisory committee be formed to help with the new director search. Mentioned other Nevada library directors who could be consulted. Called for the board to work together with the community.
- Kerry Stendell: WCLS Librarian and Interim Branch Manager at Sparks. Emphasized the positives of the library system and the help it provides to the community. Shared interactions with patrons and positive feedback she has received. Commented on agenda item 7b, sharing that the system already has librarians with decades of experience who can assist.
- Cate Salim: Expressed appreciation for the BCC approving the FY26 budget, and thanked Manager Brown and the county budget team. Mentioned agenda item 7b. Expressed concern that the item was not properly agendized due to there having been no prior public discussion on the topic. Questioned what companies are being proposed. Emphasized that the public should be

involved in the decision and there should be no conflicts of interest with the board. Questioned why the appointment of Stacy McKenzie as interim director was not on the agenda.

- Robert McGinty: Shared that he'd seen a flyer claiming that ridding Washoe County of its director would "save the children." Expressed concern about the "anti-library virus" and urged the board to keep the library system public. Asked that the board ensure the next director is experienced, qualified, and has a record for serving public libraries.
- Tara de Queiroz: Thanked the board. Asked the board to appoint Stacy McKenzie as interim director, to begin the search for a new director, and to not hire a third-party entity. Spoke on the importance of public trust. Concerned by agenda item 7b and asked board to name the third-party entity they are considering.
- Eileen Ecklund: Thanked BCC and board trustees. Urged the board to be transparent in their search for a new director. Concerned that hiring a third-party consultant was on the agenda, but appointing an interim director was not. Spoke on the problems other libraries have had with privatization.
- Bri Schmidt: Expressed disappointment that a search for a new director was not on the agenda. Concerned for the future of libraries and the removal of diverse programming and books. Denounced the privatization of libraries. Urged the board to agendaize a search for a new director to help secure library funding.
- Adrienne Santiago: Expressed appreciation for ongoing partnership between WCLS and NNLC. Spoke on the importance of literacy and how the library provides safe and supportive places for youth to learn.
- William Mantle: Vice President of WCEA. Expressed willingness and availability to any staff or board member who wants to discuss how to maintain the quality working experience county employees expect. Offered assistance as a "symbiotic" partner with the county.
 - Trustee Jacks asked for Mantle's contact information.
- Kathie Maestas: WCEA board member. Present due to library staff concerns. Shared willingness to listen and support union members and board trustees and answer any questions they may have. Urged board members to reach out as needed.
- Sandee Tibbett: Urged the board to move forward with third-party consultant to evaluate the FY27 budget. Mentioned perceived propaganda.

- Chair Silver reminded Tibbetts to address the board, not the audience.
- Sandee Tibbets (cont.): Mentioned failure of WC1. Expressed distrust of Acting Director McKenzie and belief that third-party would provide an unbiased opinion. Urged the board to prioritize “family friendly” services. Thanked the board.
- Kat Olson: Thanked the board. Expressed concern for agenda item 7b and asked the board not to hire an independent third-party, concerned it would be a step towards privatization. Shared that the focus should be on the needs of the community, not profits. Urged the board to rely on institutional knowledge within the library. Cited the Riverside Library System in California.
- Chris Moreno: Thanked the board. Urged the board to find a qualified candidate for library director from within the community. Expressed appreciation for the library and the safety and services it provides to community members. Denounced privatization.
- Linda Sinclair: Expressed support for Stacy McKenzie being appointed as interim director. Urged the board to find a consultant from within the library and not spend county money for an outside entity. Mentioned other systems where privatization did not work.
- Mark Pritchard: Expressed appreciation for library services and staff. Objected to hiring outside consultant and shared concern that they would insert their own bias and opinions. Emphasized that library staff and board members have enough expertise.
- Virginia Larmore: Thanked the board. Spoke on the “calculated campaign” to discredit the library. Mentioned recent BCC budget decision and expressed concern that the library will have to appeal for funding each year. Urged the board to rebuild trust and appoint Stacy McKenzie as interim director. Questioned why the board is considering a third-party entity instead of looking within the system, how the search would be funded, and why it is happening when the WCLS has no director.
- Andrea Tavener: Thanked the board, library staff, and the public who show support for the library. Expressed concern about Acting Director McKenzie’s abbreviated duties and inability to work on grant applications. Mentioned NRS 379 regarding the library masterplan. Concerned that funding will be lost if the plan is not submitted in time. Asked about steps involved in plan creation. Thanked BCC for providing funding for the next year.

- Maureen McElroy: Thanked the board. Expressed concern about agenda item 7b and surprise that it had not been discussed previously. Echoed other public commentors about privatization concerns and lack of interim director appointment. Spoke to McKenzie's qualifications. Urged the board to begin national recruitment for a library director.
- Cliff Nellis: Thanked the board. Spoke on Jeff Scott's resignation. Asserted that the library needs a "culture change" and urged the board to find a new director who is not currently associated with WCLS. Spoke on benefits of privatization and independent audit.
- Ilya Arbatman: Questioned why there wasn't a staff report for agenda item 7b. Urged the board to forgo an external entity and instead rely on the resources they already have. Asked what specific problems the board sees with the current system. Questioned past trustee actions in regard to WC1. Spoke on the importance of library funding and questioned trustee motives.
- Andrew Maurins: Shared opinion that library colleagues believe in leadership and are open to improvements. Urged the board to only consider third-party entity if they are unbiased and credible. Questioned why this possibility had not been discussed prior to being agendized. Emphasized that hiring an outside consultant is a "huge and expensive" decision to make without staff input. Urged the board to table the issue.
- Janet Butcher: Thanked the board. Shared that outside consultants were brought in to look at county elections and said the library might benefit from the same. Shared positive experiences at the library. Spoke on WC1.
- Nora Constantino: Expressed support for the library. Stated that agenda item 7b has "no transparency" and that the issue needs to be open to community discussion. Urged the board to look for internal help instead of spending money on a third-party consultant.
- Laura Weatherington: Thanked library staff. Spoke against accusations of the library having porn. Urged community to come together. Mentioned Chair Silver's past suggestion of a mediated discussion group and expressed support for the idea.
- Joni Hammond: Expressed support for a third-party consultant to evaluate the library. Questioned why others are concerned. Expressed appreciation for library staff.

4. Board Comment [Non-Action Item]

- Trustee Jacks thanked the public commenters. Mentioned the future revision of the bylaws might address some items the commentors brought forth.

Suggested the board work with community members and host a public town hall. Requested this be a future agenda item. Thanked Chair Silver.

- Chair Silver requested a vote in June to appoint Stacy McKenzie as interim director. Supported Jacks' request for a town hall to discuss the qualifications and desired competencies of the next director.
- Trustee Rodriguez addressed emailed communication between her and Chair Silver regarding the removal of the appointment of interim director from the agenda. Trustee Rodriguez mentioned that Chair Silver requested this herself and spoke on the importance of not leaving McKenzie "in limbo." Concerned that her current job duties do not include being able to monitor safety measures for the employees. Requested clarification on who supervises McKenzie as acting director, the board or the county. Asserted that the board should not "micromanage" the budget and instead leave that to the interim director. Urged her fellow trustees to prioritize finding a new director.
- Chair Silver thanked Trustee Rodriguez for her comments and requested DA Kaplan to clarify the obligations of the interim director. DA Kaplan noted that the board is under no obligation to appoint an interim director and that restricted duties may be included but it's a case of semantics.
- Trustee Moser thanked the board and public commentators. Outlined what other library boards do in similar circumstances and requested that her fellow trustees start with "the basics" and focus on the job description for the director. Asked if the strategic plan and masterplan are the same. Acting Director McKenzie confirmed that they are. Trustee Moser asked for clarification on agenda item 7b. Requested that the board find a retired library director to serve as a consultant and "set the groundwork". Asserted she is not in favor of privatization. Urged fellow board members to make fiscally responsible decisions that positively impact the library system.

5. Approval of Meeting Minutes

a) Approval of Minutes from the Library Board Meeting of April 16, 2025 [For Possible Action]

- Trustee Moser stated that she appreciated the minutes and how they were "effective" and caught the "general conversation" of the meeting. Thanked Administrative Assistant 1 Siera Schubach for her minute taking. Chair Silver also thanked Schubach and appreciated the "clarity" of the minutes.

b) Approval of Minutes from the Special Library Board Meeting of May 7, 2025 [For Possible Action]

- Both sets of minutes were approved unanimously.

6. Old Business

None.

- Chair Silver requested the board skip 7a for the moment and move on to 7b.

7. New Business

b. Discussion and direction from the Library Board of Trustees to Washoe County Manager's Office for the purposes of hiring an independent third-party library expert to assist in mapping of existing library operations and providing recommendations to the Washoe County Library System. It is anticipated that the information provided will be utilized for developing scenarios necessary for determining the operational strategy and budget requirements for the Fiscal Year 2027 budget proposal to the Washoe County Board of County Commissioners. [For Possible Action] (Out of Agenda Order)

- Chair Silver asserted that she has not engaged in any discussion about privatization and this meeting was the first time she was hearing about it. The wording and placement of the item was included on the agenda after speaking with Assistant County Manager Dave Solaro.
- Assistant County Manager Dave Solaro apologized for the confusion caused by the agenda item and passed out a document to the board and read it aloud. Solaro asserted that it would be helpful to have someone to facilitate the creation of the FY27 budget. Clarified that this item was not for voting on a specific entity, but for the board to vote on if they are interested in pursuing a third-party consultant at all. It is the role of the board to help the BCC understand that the budget is one they can rely on. Solaro apologized that a staff report had not been attached. His meaning was clear in his mind but after hearing public comments he realized the wording might have been unclear.
- Trustee Rodriguez requested the name of the company Solaro had in mind. Solaro responded with a list of names including Godfrey's and Associates who helped with the 2015 masterplan, Aaron Kohn and Associates, ReThinking Libraries, The Ivy Group, and LS&S.
- Trustee Rodriguez expressed concern over hiring a consulting group. She understands that Acting Director McKenzie has been a library director previously and is "more than capable." Asserted that it is the role of trustees to accept or not accept her budget, but not to be involved in the process.

Questioned why there is a general feeling that the acting director isn't up to the task of creating a new budget. Shared that she has visited all of the libraries and believes they are doing well. Questioned the role of trustees in requesting to bring in a management group, and where the funding will be coming from.

- Solaro clarified that his thought was to provide assistance to the board in providing a budget to the BCC by October. For the last two years he has heard battling opinions during public comment about what "appropriate services" the library should provide. His thinking was that an outside entity would help clarify. Staff can certainly help in the process, a third-party is just another option.
- Trustee Rodriguez asked who will be paying for the consultation. Solaro responded that the taxpayers will be funding the consultation. The money will come from the BCC budget and the library funds won't be impacted by the process.
- Chair Silver questioned whether Solaro has ever recommended or considered privatization. Solaro replied in the negative. Chair Silver asked DA Kaplan if it is within the purview of the board to discuss privatization. DA Kaplan replied that it is.
- Trustee Jacks thanked Solaro for his time and effort. Expressed her support for an outside consultant given the circumstances; no director, budget concerns, WC1 failure. Believes it will be helpful to have an outside opinion.
- Trustee Rodriguez suggested the board wait to vote on this topic until McKenzie is officially voted in as interim director. Expressed again her belief in McKenzie's credentials and skills. Shared that some companies actively reach out when a library's director leaves.
- Solaro reiterated that the decision is in the hands of the board, he was just asking if they wished to go through the process.
- McKenzie thanked Solaro for his presentation. She noted that one of the companies he listed does do privatization although they use the term "management" instead. Suggested that the board act in some outreach efforts and town halls to work out the details of what the community wants. Based on public comment, the issues are "cultural" or "financial", but those terms are general and more details are needed. Emphasized that it will take time to find a consultant and the library needs leadership in the meantime. Hopes the board will look for a truly independent consultant and not a company who will try to sell them a service.

- Chair Silver expressed her confusion regarding McKenzie's "sweeping statements." McKenzie clarified that she was hearing these from public comment and not the board. Chair Silver emphasized that the board worked hard to get the library their budget.
- Chair Silver asked Trustee Rodriguez if her suggestion was to wait to take action on Solaro's motion and vote for an interim director first. Trustee Rodriguez stated that Solaro told her that he doesn't trust the current organization structure and she is unsure why. Chair Silver questioned who she was quoting. Dave Solaro stated that Rodriguez's comment was in reference to an email he sent where he stated that, based on his observations, it seemed the board did not trust the current organization. It was his opinion.
- Trustee Rodriguez questioned why the board wouldn't trust the library organization. She further questioned why the board would pursue an outside consultant without first seeing if McKenzie was up to the job. Urged fellow board members to wait before taking a "drastic" step and spending county money when a capable alternative was available. Their attention should be focused on finding a new director.
- Trustee Moser thanked Solaro for his clarification. Asserted that, based on her research, she does not support the hiring of an independent consultant. She would rather have an interim director who can look at the budget and system in general and make changes based on what is seen day to day. Prefers a "bigger view" of the entire system instead of just the budget. Suggested hiring a retired library director who has experience with a larger library system who can prepare McKenzie to take over. Chair Silver requested clarification. Trustee Moser reiterated that she would like an outside hire for interim director. Mentioned she spoke with McKenzie about this idea and that other library boards have adopted this approach. She is looking for a "holistic" approach. Suggested another board be created with other library directors who can offer advice. She expressed hesitancy to follow through without more information. Emphasized that the board needs to find the best direction and work quickly.
- Trustee Jacks asked Solaro about the company he mentioned was used in 2015. Solaro replied that it was a company that put together the library portion of the facilities masterplan. Trustee Jacks thanked Solaro and stated that the WCLS should be considered to be in a "crisis scenario" due to time constraints. Asked if the City Manager's Office prepared Solaro's document in conjunction with the board chair and if it was presented at the BCC. Solaro

replied in the negative. He requested that the item be added to the agenda, and it was approved by Chair Silver.

- Trustee Jacks asserted that the board is in a time crunch and doesn't have time to hire an outside interim director. Suggested that no one within WCLS would have an independent third-party perspective. Supported a motion to have Solaro return at the next meeting to discuss the issue further.
- Chair Silver took exception to the motion. She asked McKenzie to clarify Trustee Moser's comment about speaking with her about agenda item 7b. McKenzie clarified that she wanted to speak with Moser about having to delay the mural and they discussed their confusion in relation to agenda item 7b. Trustee Moser suggested the retired director idea at that time. Mentioned Solaro's presentation helped clear up her confusion about 7b.
- DA Kaplan commented that the public, Trustee Moser, McKenzie, and Solaro all mentioned 7b was unclear. Noted that Open Meeting Law requires that all agenda items be "clear and concise." Suggested that item 7b be tabled and addressed at a future meeting so that it may be properly agendaized. Chair Silver questioned DA Kaplan on this point as he had seen the agenda prior to its approval. DA Kaplan clarified that he had indeed seen the agenda item prior to its approval and thought the wording was clear, however he had also read Solaro's handout. He expressed that without this document he can see how the wording of 7b may have been unclear, and what was in the document wasn't how it was worded on the agenda.
- Chair Silver thanked DA Kaplan for his clarification. Announced she would be moving forward with putting an action vote on the next agenda to appoint McKenzie as interim director. Any action on 7b was tabled for future discussion. Expressed her hope that after Solaro's presentation public fears were quelled. Emphasized that there have been no conversations about privatization. Questioned why McKenzie cannot participate in grant writing. Suggested the vote for McKenzie as interim director be put on the agenda for the next meeting. Requested Solaro return and provide clarification on the process for finding a consultant. Reiterated that lay offs would not be happening. Requested information about volunteer duties. Expressed desire to hear efficiency strategies from McKenzie and library staff. Emphasized that there are not any "backdoor conversations" going on.
- Trustee Jacks withdrew her earlier motion.
- Chair Silver tabled agenda item 7b for next month. Requested that McKenzie come prepared to address comments about efficiencies.

- Trustee Moser offered to spend time shadowing McKenzie to better understand her role. McKenzie agreed. Suggested she and McKenzie plan a town hall meeting.
 - Trustee Rodriguez addressed limits of McKenzie's job duties and her concern that McKenzie's hands were "tied." Stated that if she is not made interim director then her role will need to be expanded in order to cover all needs, including safety of staff. Chair Silver asked Solaro what duties McKenzie was prohibited from doing. Solaro replied that his answer would be better served during public comment as this wasn't an agenda item. Chair Silver thanked him.
 - Trustee Jacks moved to table agenda item 7b for the record. Chair Silver withdrew 7b for possible action.
 - Chair Silver addressed Trustee Rodriguez's concerns stating that the library "looks out for each other" and no workers comp claims have been submitted. Thanked Solaro and asked DA Kaplan if he had any concerns on this topic. DA Kaplan clarified how the agenda item for the interim director vote should be worded on the agenda.
 - Chair Silver asked if the board has the authority to create a job description. Solaro replied in the negative. Chair Silver expressed her confusion to DA Kaplan who responded that only certain duties can be expanded in the job description, but not fully changed.
- a) Discussion of potential changes to the LBOT Bylaws [Non-Action Item] (Out of Agenda Order)
- McKenzie invited the trustees to submit their proposed changes. These changes will be compiled and presented at the next meeting for discussion. Trustee Rodriguez asked when the changes should be sent. McKenzie said the first Wed in June.
 - Trustee Jacks mentioned she has been through bylaw edits before. Mentioned what is already included in the bylaws and focused on the chair's ability to call special meetings.
 - Chair Silver discussed the possibility of a special meeting before the next scheduled June meeting. Asked fellow trustees for their input. Trustees Jacks and Moser both agreed. Trustee Rodriguez asked which agenda item the special meeting would be covering. Chair Silver replied that it would be to take action on the interim director vote and to discuss bylaw changes. Trustee Rodriguez stated she felt this discussion should have happened during "board comment" and they are going out of agenda order.

- Trustee Moser requested to have board comment after public comment and then again at the end of the meeting. Questioned why the board can't change the job description if they have a part in hiring and evaluation.
- Chair Silver called to have a special meeting on Wednesday, June 4. McKenzie stated that she was fine to wait on the vote and reminded the board that extra meetings impact the library budget. Chair Silver appreciated McKenzie's comment and retracted her special meeting request.
- Trustee Jacks outlined potential changes to the bylaws including clarifying the attendance policy and needing to be "less aloof". Mentioned special meetings. Thanked Chair Silver.
- McKenzie clarified that she needs the changes in writing so they can be added to the agenda packet.
- Chair Silver asked if they will be voting or just discussing the changes in June. DA Kaplan replied that the changes will be presented at the next meeting for discussion and followed by a vote. Mentioned procedure from the previous year. Chair Silver replied that the procedure will be followed at the next meeting on June 18.

8. Public Comment – Three Minute Time Limit Per Person [Non-Action Item]

- Cate Salim: Noted that the vote for board chair should also be on the next meeting's agenda, in addition to scheduling the next year of meetings. Library hours and closures for FY26 also need to be approved. Mentioned previous board decision that trustees could not attend via Zoom, and claimed it was not "properly recorded." Requested clarification on trustee manual and mentioned how to file a violation. Hopes the board has studied Open Meeting Law and understands the need for transparency.
- Bri Schmidt: Acknowledged that McKenzie might be at risk for liability if certain items aren't in her job description. Discussed concerns around privatization and mentioned Huntsville, Texas. Encouraged the board to look at online resources that outline how privatization impacts libraries. Agreed that an independent third party sounds good, but that many are "predatory" and offer their services to library systems they deem "in trouble."
- Debi Stears: Suggested a staff report be made for all action items, that the board work with the interim to figure out a timeline for agenda review so that all items are clear, and to bring back public comment for each agenda item. Expressed support for an independent consultant to evaluate how WCLS compares to other library systems with one caveat: eliminate anyone who has a product to sell.

- Naseem Jamnia: Expressed disagreement with Solaro's suggestion. Explained how the company LS&S works in privatizing libraries. Mentioned that the library is the only Washoe County department that will have its money withheld. Questioned how there is money for an outside consultant. Reiterated McKenzie's qualifications.
- Dave Solaro: Clarified that the highlighted duties was his way of protecting McKenzie and not overburdening her with roles that weren't part of being an acting director. Read the highlighted items aloud. Addressed the safety item brought up by Trustee Rodriguez by saying it was already part of McKenzie's duties as assistant director and that's why it was not highlighted on her job duty sheet. Emphasized that he does not want anyone to be at risk, including the board.
- Tara de Queiroz: Reiterated reasons for concern in regard to privatization. Addressed Solaro's report. Emphasized that the WCLS already exceeds and an outside evaluation is not necessary. Expressed disapproval of board chair.
- Andrew Maurins: Thanked the board for tabling agenda item 7b. Clarified that he was speaking out against the suddenness of this agenda item and the concern surrounding its appearance on the agenda. Expressed concern that LS&S was being considered.
- Gail Townsend: Mentioned a trustee's recommendation for private or corporate funding at the June 2024 meeting where Panasonic and Tesla were mentioned. Shared that her conclusion that the trustee was interested in private funding came from these comments. Urged the board to start the process of finding a director and questioned why it hadn't already been done.
- Andrea Tavener: Thanked the board. Reminded the board that anything that may be voted on in the future cannot be discussed privately. Mentioned Open Meeting Law. Urged the board to establish a director for WCLS and clarify future goals.

9. Staff Announcements [Non-Action Item]

- None

10. Adjournment

- Trustee Rodriguez asked for clarification if the vote for chair and vice chair would be on the agenda for the next meeting. Chair Silver confirmed they would be.
- Chair Silver adjourned the meeting at 9:37pm