

## **LIBRARY BOARD OF TRUSTEES MEETING AGENDA**

**WEDNESDAY, August 20, 2025**

**5:30 P.M.**

**Sierra View Branch Library**

**4001 South Virginia Street, Reno, NV 89502**

### **Library Trustees**

Ann Silver, Chair

Lea Moser, Vice-Chair

Gianna Jacks, Trustee

Marie Rodriguez, Trustee

Tami Ruf, Trustee

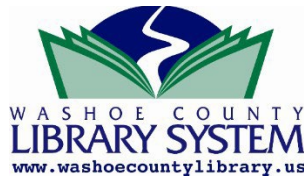
Members of the public may attend this meeting in person or can attend by teleconference by logging into the Zoom webinar accessible through the following link:

<https://washoecounty-gov.zoom.us/j/84224131597> If prompted, use the following passcode:

**lbot!89501** 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, whether listed on the agenda or not, are welcomed during the Public Comment period before any items on which action may be taken are heard by the Library Board and again before the adjournment of the meeting. 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 Sierra Schubach at [sschubach@washoecounty.gov](mailto:sschubach@washoecounty.gov). Must include subject line "For Public Comment". 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 Siera Schubach at [sschubach@washoecounty.gov](mailto:sschubach@washoecounty.gov). Copies of agendas and supporting materials are also posted on the following websites: [www.washoecountylibrary.us](http://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 library administration, 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.

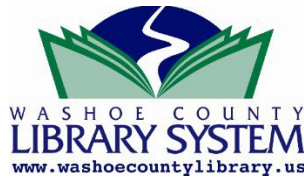
**Posting of Agenda.** Pursuant to NRS 241.020(4)(b), the agenda for the Trustees’ meeting has been posted at the following locations: Washoe County Courthouse, Washoe County Administration building, Downtown Reno Library, Incline Village Library, North Valleys Library, Northwest Reno Library, Sierra 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](http://www.washoecountylibrary.us) and at <https://notice.nv.gov>.

**Land Acknowledgement.** We begin by acknowledging that we gather today on the ancestral homelands of the Waší-šiw (Washoe), Numu (Northern Paiute), Newe (Western Shoshone), Nuwu (Southern Paiute), and Pipa Aha (Mojave), the original caretakers of the land that we now call Nevada. Washoe County, formally named after the Washoe people in 1861, continues to be a gathering place and home for Indigenous Peoples, and we recognize their rich history and deep connections to these lands. May we honor their past, present, and future stewardship by remembering that the health of the land and its people are inextricably linked.

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#### LIBRARY ADMINISTRATION

301 South Center Street Reno, NV 89501 | (775) 327-8341 | [www.washoecountylibrary.us](http://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.

- 0) Salute to the Flag
- 1) Roll Call [Non-Action Item]
- 2) 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.*
- 3) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 4) Approval of Meeting Minutes
  - a) Approval of Minutes from the Library Board SPECIAL meeting on July 30, 2025 [For Possible Action].
- 5) New Business
  - a) Discussion between the Library Board of Trustees and the Office of the County Manger outlining a plan for the successful recommendation of a Washoe County Library operating budget for fiscal year 2027 (July 1, 2026 – June 30, 2027) and possible direction to Finance and Office of the County Manager staff related to Budget needs for the Washoe County Library System. [For Possible Action]
- 6) 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.*
- 7) 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.*
- 8) Adjournment



# WASHOE COUNTY

Integrity Communication Service

[www.washoecounty.gov](http://www.washoecounty.gov)

## STAFF REPORT

TRUSTEE MEETING DATE: August 20, 2025

**DATE:** August 14, 2025

**TO:** Library Board of Trustees

**FROM:** Dave Solaro, Assistant County Manager

**SUBJECT:** Discussion between the Library Board of Trustees and the Office of the County Manager outlining a plan for the successful recommendation of a Washoe County Library operating budget for fiscal year 2027 (July 1, 2026 – June 30, 2027) and possible direction to Finance and Office of the County Manager staff related to budget needs for the Washoe County Library System. [For Possible Action]

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### SUMMARY

The Washoe County Board of Commissioners (BCC) has asked the Washoe County Library Board of Trustees (LBOT) to review operational strategies of the library system and provide a recommended fiscal year (FY) 27 (July 1, 2026 – June 30, 2027) operating budget. The need for review has two main drivers, one the failure of a ballot initiative in 2025 for the ongoing utilization of \$0.02 per \$100 of valuation for property taxes to be used exclusively for library expansion needs, and two the softening of sales tax revenue to Washoe County.

This item is intended to be a discussion between the Office of the County Manager and the LBOT to define the timeline to meet the BCC request for a proposed budget in October of 2026, as well as to discuss the information necessary for the LBOT to assist Finance and the Office of the County Manager in developing budget options for the LBOT to consider.

### PREVIOUS ACTION

Various budget discussions have occurred over the past 12 months regarding the library budget.

### BACKGROUND

During the Washoe County Board of Commission (BCC) Fiscal Year 26 budget cycle the BCC requested that the Washoe County Library work to define the library services

necessary for our community given the discussions throughout the community on the current use of our libraries. The review of services provided to the community through the library system is an important step in determining what funding is necessary and sustainable for the future.

During the BCC budget process funding was identified to assist the Washoe County library system operate in the current fiscal year with the same funding allocated for FY 25, with the understanding that the service level review would be completed by October 2025 to begin the Washoe County FY 27 budget cycle discussion. To meet the October 2025 timeframe the Office of the County Manager (OCM) suggests that the LBOT hold a series of three meetings in the coming months to assist the Finance and OCM team in understanding the appropriate service levels which to assign funding and therefore a suggested budget.

Meetings are recommended to occur on September 17, 2025, October 1, 2025, and October 15, 2025. This schedule includes only one special meeting at this time on October 1, 2025; however, there may be a need for additional meetings depending on time needed for analysis of options.

The 2022-2025 Library Strategic plan outlines the **mission:** to connect people with information, ideas, and experiences to support an engaged community, one person at a time, with the **vision:** that all Washoe County residents benefit from the library's support of literacy and self-education.

The 2022 – 2025 Strategic plan should be the baseline for decisions related to the current service levels and the beginning point for the next five-year plan. It is anticipated that the new library director will update the strategic plan process crafted around the service levels set by the LBOT for the FY 27 timeframe.

If the LBOT agrees that the three meeting dates are appropriate the suggestion would be that the meetings focus solely on budget-related needs. The September 17, 2025 would include a presentation to the LBOT to answer some of the questions that have been asked related to the number and type of staff to have a physical building location open, a review of statistics related to usage of physical locations, the use of volunteers, the theory regarding collection expenditure, as well as costs and statistics for programming occurring at the library locations.

The LBOT sets the number of locations and hours of operation through policy and direction will be sought from the LBOT at the September 17<sup>th</sup> meeting for thoughts related to number of locations and hours of operation for those locations. Understanding that the five-member board will have different ideas around what the most appropriate schedule will be the discussion information will be utilized to prepare budget options for consideration and further discussion at the October 1, meeting. The October 17<sup>th</sup> meeting will be utilized for voting on a final proposed budget to present to the BCC.

Additionally, any information that the LBOT members provide about programs necessary to be provided to the community will be considered in the preparation of the budget options.

The Board of County Commissioners have provided guidance that in preparing budgets for their consideration the use of layoffs is a last resort, and it is preferred to review other options to keep Washoe County staff employed. While there is uncertainty as to what the final cost of the recommended budget will be, any recommended budget provided to the

LBOT by Finance and OCM staff, will utilize the BCC guidance. It is important for the LBOT to focus not on the dollar amount, but the services to be provided, Washoe County staff will define the cost of the services utilizing our customary staffing and resource analysis.

### **FISCAL IMPACT**

There is not currently a fiscal impact that can be presented related to this item. Future items will include fiscal notes associated with options to be presented.

### **RECOMMENDATION**

It is recommended by staff that the Library Board of Trustees provide direction to the Office of the County Manager staff related to the proposed schedule of meetings, outline of information to be provided to the board that will be necessary to set service levels for the library, and any additional information needed in preparation for defining options to consider for the budget needs for the Washoe County Library System

### **POSSIBLE MOTION**

Should the Trustees agree with the staff's recommendation, a possible motion would be:  
"Move to provide the following direction to Finance and Office of the County Manager staff related to Budget needs for the Washoe County Library System,

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LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, July 30th, 2025

5:30 P.M.

SOUTH VALLEYS LIBRARY 15650-A Wedge Pkwy, Reno, NV 89511

Library Trustees:

Ann Silver, Chair

Tami Ruf, Vice Chair

Gianna Jacks, Trustee

Lea Moser, Trustee

Marie Rodriguez, Trustee

- 0) Salute to the Flag led by Acting Director Stacy McKenzie
- 1) Roll Call [Non-Action Item]
  - Present: Chair Silver, Vice Chair Ruf, Trustee Rodriguez, Trustee Moser, Trustee Jacks.
- 2) Reports
  - a) Acting Director preliminary budget presentation.
    - Acting Director Stacy McKenzie presented three different budget proposals: thriving communities, flat, and 2.5 million cut. McKenzie outlined the presentation schedule; July – preliminary presentation and information gathering from the board, August – updated presentation, September – final presentation, October – present to the BCC.
    - McKenzie shared comparisons between Washoe County Library System and benchmark libraries from other counties and states. She noted that WCLS is “way below” a thriving communities budget, especially in the area, and she was unable to find another library that served the same population number with the same budget. According to her findings, a budget for 500k people would be around 20 – 42 million dollars, while WCLS operates with 16 million. McKenzie shared that she used AI to gather the information, but fact checked its findings with her own research.
    - McKenzie shared that the FY26 budget included 700k in undesignated funds that were transferred into the book budget line where money had previously been removed and put in abeyance. Even with the transfer, the budget line is currently 600k short of a normal book budget. McKenzie mentioned she will come to the board at a later date to release the abeyance funds for the book budget. She noted that any purchase over 500k will need BCC approval. In September she will know how much will be added to the budget from the left-over expansion fund which ended on June 30<sup>th</sup>, 2025. She assumes that the amount will be small.
    - McKenzie identified other line items that cannot be negotiated such as utilities and overhead costs. She went over the impacts of losing the expansion fund, including the loss of a savings account that funded capital expenses. McKenzie noted that 123k will return to the county.
    - McKenzie outlined the budget proposal with the 2.5 million cut she said was requested by the County. In preparing this budget, McKenzie removed the overhead expenses and fees that were nonnegotiable. The budget proposal included a 6k cut to the collections budget which would result in a loss of electronic resources, magazines, print offerings, and databases provided to patrons. McKenzie listed more cuts including reductions of the office supply, travel and training, and advertising lines. McKenzie noted that she is also looking at cuts to professional services, service contracts, cell phones, operating supplies, and equipment non-capital. McKenzie further outlined where the budget cuts would impact library services such as volunteer applications, security, and public computers. She emphasized that she is looking for ways to cut resources in order to save books and staff positions. Budget cuts would also result in fewer print

and electronic resources, reduced distribution of the Explorer magazine, the elimination of DVDs, reduction in staff training opportunities and conference attendance, and association membership fees. McKenzie noted that this is her “first stab” at the budget and it may evolve in the next month.

- McKenzie went on to outline the 1.7 million dollar cut to staffing which eliminates 15-20 library positions, including 3-4 administrative staff. McKenzie noted that some administrative positions could be relocated to other places within the library. She mentioned the hiring freeze that began in fall of 2024 that resulted in 15-18 vacancies. McKenzie expressed confidence that positions could be frozen, and others eliminated through attrition to avoid full layoffs.
- McKenzie outlined the impact the loss of 15-20 positions would mean, including reduced service days and hours, reductions or elimination of partner libraries, elimination of the Bookmobile, reduced programming, and elimination of outreaches. McKenzie noted that partner branch hours would need to be evaluated, including those of Verdi and Duncan Trainer. Noted that the library’s partnership with Gerlach and the Senior Center may also be cut.
- McKenzie spoke on possible next steps which would include identifying cost savings, working with administrative and branch staff to determine positions that can be eliminated, and the evaluation of partnership libraries. McKenzie noted that the other budgets she provided are not as “well fleshed out”.
- McKenzie continued with the flat budget proposal which would keep the library budget at a 17.8-million-dollar estimate. Maintaining a flat budget would mean current services would continue and no waiver would be needed to explain the “below standard” staffing and budget. McKenzie explained that a waiver is required if a library is 10% below the standard. She further explained the potential for a new Bookmobile, along with a more robust programming schedule.
- McKenzie shared the thriving communities proposal that was suggested by Chair Silver. This proposal would bring WCLS closer to the standards set by the state library. McKenzie noted that she provided a checklist in the packet of what state libraries ask branches to maintain regarding staffing per square foot and open hours. This budget would include funding for additional staff, expanded weekend and evening hours, more programs and services, space for non-profits, and expanded outreach programming. McKenzie shared that the library has applied for a 100k grant to fund a business library at the Downtown Reno branch.
- McKenzie mentioned the January 2026 deadline for the creation of a new library strategic plan. She noted that a waiver will be required if the plan cannot be completed by the deadline.
- McKenzie ended her presentation by noting that her appointment for interim director was not on the agenda. Chair Silver stated that her comment was not related to the agenda item being discussed. McKenzie continued that her comment is budget related and that in an email Chair Silver said she would allow McKenzie to speak. McKenzie stated that the job specs she was given for Acting

Director did not include developing or presenting the budget. She said that she was working “out of class” and was not being compensated for it. McKenzie wished to bring this to the attention of the board and stated that she will continue to develop the budget even though she is not being given the compensation she believes she is owed.

- Trustee Moser inquired about the seminars and meetings line of the 2.5 million dollar cut budget. McKenzie clarified that money was allocated for training and meetings such as NLA and ALA. The cut was 17,800 dollars. Trustee Moser asked if this funding was for one staff member or several. McKenzie clarified that it’s for any interested staff member. Trustee Moser asked why 2,800 dollars was saved in this line item. McKenzie explained it was just enough funding to cover meal stipends, incidentals, and possible association dues.
- Trustee Rodriguez clarified that volunteers cannot be brought on in place of staff, especially those that are lead positions. McKenzie affirmed, noting that Library Assistant III or above are considered lead positions. Mentioned urgent staffing requests due to the lack of lead roles. She will present more information on this in August. McKenzie noted that volunteers cannot be used for any tasks that are usually done by a regular employee.
- Vice Chair Ruf asked if any staff assessments have been made, and McKenzie asked if she meant a consultant. VC Ruf asked how managers decide how to staff their branch and what being a lead entails. McKenzie said she’d go more in-depth into that at the next meeting. The minimum is two leads, one if there is a special exception. McKenzie mentioned a previous study that showed the library system did not have enough staff to cover the base square footage. VC Ruf asked if the need for a lead was a County or library policy. McKenzie answered that it was an internal policy and part of best practices. Leads are trained to deal with higher level situations such as suspensions and security calls. VC Ruf stated that the policy may need to change. McKenzie noted that it isn’t common practice to put a lower paid position in place of a higher-class role. HR would need to be involved. VC Ruf requested more information on LAIII classification. McKenzie shared that they are below Librarians and there are only a handful at each branch.
- VC Ruf shared that Commissioner Andriola reached out and offered for the County to pay for an outside consultant. McKenzie said she would agree if it wasn’t a privatization firm, however she’d prefer to hire a director first. VC Ruf asked if the policy regarding volunteer duties was created by HR and noted that volunteers take on staff duties in schools. McKenzie stated that it was federal labor law and part of WCEA rules. VC Ruf asked if volunteers could shelve. McKenzie said they couldn’t if it was part of a staff member’s job duties. VC Ruf asked DA Kaplan if this was correct. DA Kaplan replied that he was unsure but would investigate it.
- Chair Silver commended McKenzie on the inclusion of the benchmark libraries and asked how long WCLS has been behind. McKenzie answered that funding started dwindling after the 2008 recession. Chair Silver asked how many waivers

have been requested. McKenzie explained when waivers are required, and Chair Silver asked again how long WCLS has been below average. McKenzie mentioned that they've been trying to build up the budget over the last few years and haven't had to provide any waivers.

- Chair Silver asked if a contingency plan had been created in case WC1 did not pass. McKenzie replied that a plan had not been created due to the positive assurances of several surveys. Chair Silver asked if McKenzie was involved in the communications about potential layoffs if WC 1 didn't pass. McKenzie said that was the director's role and she wasn't involved.
- Chair Silver recalled Abbe Yakoben's presentation and the 3 million still in the expansion budget. McKenzie clarified that her presentation was for FY27 and that all expansion funds will be used by the end of FY26.
- Chair Silver mentioned the possibility of working with sponsors and asked about grants. McKenzie shared that they have only applied for one LSTA grant for 100k to create the business library. She mentioned this may be the last year that the grant is offered.
- Trustee Moser asked for clarification about the BCC approval amount. McKenzie stated that she thought it was 500k but would need Debi Stears to verify.
- Chair Silver asked if there was anything they, as a board, should be doing to help the BCC meet the library's needs. McKenzie said that public comments to the BCC that outline where the library falls beneath the benchmarks and how the library might thrive in different circumstances would be helpful.
- VC Ruf asked if there are any documents that show county by county what the budgets are and how many people they serve. McKenzie answered that Nevada submits their statistics every year and there is a comparison online. She mentioned that Washoe County is the second largest county in the state and therefore doesn't have a direct comparison but agreed to send the link to the website. VC Ruf mentioned salary studies and the possibility of changing wages. McKenzie stated that the average library has 50-70% of their budget allocated for staffing, but WCLS is at 79% because the rest of the budget is so minimal.
- Trustee Jacks asked McKenzie if her having worked in Jefferson County was the reason why it was included in the benchmark library list, and how long McKenzie worked there. McKenzie replied in the negative and stated that she hadn't worked there since about 2012. Trustee Jacks noted that comparing counties may not be helpful because it's the individual needs of a community that should be considered. Trustee Jacks questioned what McKenzie meant by "fleshing out" the budget and what more numbers she would be able to provide at the next meeting. Trustee Jacks also noted that the budget presentation was long and expressed her belief that it should have been shorter. Trustee Jacks called for a five-minute break.

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

- Bri Schmidt: Thanked librarians. Expressed desire to see the library as part of a thriving community and supported expanded weekend and evening hours. Urged

the board to move towards the “big picture” and support a thriving library system. Asked to hear more about what board members do when they visit the library branches. Expressed appreciation for McKenzie’s budget presentation.

- Cliff Nellis: Mentioned WC1 and why some community members do not wish to visit their local libraries. Called himself an “American Traditionalist” and expressed opinion that the libraries are “anti-traditionalist”. Called for new leadership. Mentioned privatization, the current library budget, and how changes may improve the system. Spoke out against sexualization of children.
- Amy Pulver: Expressed shock at not seeing the appointment of McKenzie as Interim Director on the agenda. Urged board to appoint McKenzie. Suggested that the edit to the bylaws regarding the review of monthly bills should be removed and that the board can do their work without “getting into the weeds” of the library’s processes.
- Carol Cooke: Questioned why McKenzie’s appointment as interim director was not on the agenda. Expressed distrust of the board due to perceived obfuscation. Emphasized the library’s need for an interim director. Mentioned that former Director Jeff Scott was criticized by the board for not presenting enough budget details but after McKenzie’s thorough presentation a trustee expressed that it was a waste of time.
- Naseem Jamnia: Congratulated Trustee Ruf on her reappointment. Expressed desire for board to take proper trainings to understand their roles. Acknowledged that they are in a volunteer position and have busy lives. Mentioned bylaw section 3 and questioned how the trustees would have enough time to review all expenditures. Urged the board to turn towards finding a director and address why the interim director appointment was not agendaized.
- Tara de Queiroz: Questioned when the board will show support for the library and library employees. Mentioned a certain trustee’s stance against Drag Story Hour and WC1, the resignation of Jeff Scott, and their failure to appoint a director or interim director. Urged board to understand their roles and responsibilities. Expressed confidence that the majority of the board is working to support and not tear down the library.
- Cate Salim: Addressed the void in leadership, citing how quickly an interim county manager was appointed after Manager Brown retired. Urged the board to appoint McKenzie as interim director and direct HR to post the director’s position. Mentioned how the BCC are reviewing their conduct and hopes the library board does the same. Expressed concern over the bylaw edit about reviewing expenditures. Included what she would like to see in the bylaws.
- Sandee Tibbett: Mentioned the cancellation of the July 16<sup>th</sup> meeting. Questioned McKenzie’s ability to lead and expressed concern at her potential appointment. Mentioned a letter with claims regarding McKenzie’s employment history and conduct. Expressed concern about “collusion” between McKenzie and Trustee Rodriguez. Supported reappointment of Trustee Silver as Chair and the appointment of Trustee Jacks for Vice Chair.

- Kit Waite: Thanked board for their time. Shared support for Trustee Jacks as Vice Chair. Expressed opinion that McKenzie's comment regarding compensation for performing out of class duties was "unprofessional" following her budget presentation.
- Cynthia Perine: Urged the board to appoint Trustee Jacks as Vice Chair and shared her support.
- Cynthia Reed: Washoe County teacher. Emphasized the library's importance in educating children outside of the classroom. Expressed desire for the community to recognize the library's importance. [Time stopped for mic battery replacement] Refuted the claim that library staff sit around and "do nothing". Shared how library staff "wear many hats". Urged the library system to keep the STEAM program.
- Alanna Fitzgerald: Thanked the Chair and Vice Chair and Acting Director. Shared appreciation for the range of services and resources the library provides. Expressed hope that the board follows ALA and NRS statutes about the goal of libraries. Cross-referenced NRS statutes with bylaw edits. Requested that the board work to keep the library as a welcoming space that provides resources to a diverse community.
- Janet Butcher: Repeated DA Kaplan's previous comment that the board is under "no obligation" to appoint a director. Expressed concern that if McKenzie is appointed as interim that her union membership will make it difficult to unappoint her. Mentioned a board member's affiliation with the democratic party. Shared the libraries she visited on a recent trip and how they were devoid of any "cult-like atmosphere". Suggested each branch be set up as its own cost center.
- Krysta Flanagan: Requested the board take ethics training and agendize their findings. Reminded the board of Trustee Jacks' past behavior as board chair. Urged the board to elect someone who will follow board bylaws and understand their role. Claimed recent actions by the board show gaps in "ethics understanding" per NRS.
- Virginia Larmore: Thanked board. Mentioned the wording of WC1 and why some community members viewed it as a new tax. Urged all board members to be supportive of the library and to work with the BCC. Pointed out that McKenzie's budget presentation would not have been necessary had WC1 passed. Suggested the creation of a library liaison position and joint meetings between the library board and the BCC. Expressed desire to see the board succeed and work with the library.
- Douglas Miller: Addressed budget concerns. Mentioned WC1 and its original purpose. Expressed opinion that WC1 funding was used for items that weren't related to building or expansion needs which caused the library to rely on it, citing "mission creep". Shared that libraries will have to make a case for their importance. Urged caution if viewing privatization as a "cure all".

- Andrew Maurins: Library Assistant II at South Valleys. Shared family Storytime experience and the joy his job brings him. Expressed his appreciation for positive experiences that remind him why he is a librarian, and his feelings regarding those that led to the cancellation of Drag Story Hour.
- Yolanda Knoff: Supported Trustee Jacks to be appointed Vice Chair. Expressed disagreement with public commentators who support McKenzie becoming interim director. Mentioned WC1 and the perceived sexualization of children. Shared concern about pornography.
- Bruce Parks: Urged the board to hire an outside agency to make recommendations for changes to the library system. Claimed he has not received information about the policy that banned him from the library. Encouraged board to hire an outside agency to find and hire a director from outside Washoe County. Expressed appreciation for the current board.
- Laura Wetherington: Expressed appreciation for South Valleys staff. Shared recent positive library experiences and the many services the library provides to the community. Thanked Chair Silver for requesting a thriving community budget.

4) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops

- Chair Silver shared her appreciation for public comments and reminded the public that Open Meeting Law prohibits the board members from gathering outside of the meetings. She emphasized that all board members are committed to their task and requested the public refrain from “criticizing” the board’s hard work.
- Trustee Rodriguez shared that she participated in a mock trial earlier in the month and brought back brochures on Community Court for any interested board member. Thanked Andrew Maurins for his comments and shared her agreement with his assertion of the great work libraries do. Requested a copy of the organizational charts that were sent out to other board members. Chair Silver asked if McKenzie could share the document. McKenzie agreed but noted that it had been Chair Silver who had sent the charts on May 5<sup>th</sup>.
- Trustee Rodriguez questioned why appointing an interim director was on the previous July agenda but not the current one. Requested to have the agenda item listed for the August meeting.
- Trustee Jacks requested a review of the approved April 16<sup>th</sup> meeting minutes to be added to the next agenda. Mentioned agenda item 6b and her appreciation for the chance to nominate herself for Vice Chair.
- Trustee Moser thanked the public. Requested the Incline Village and South Valleys branch reports to be agendaized. Shared her agreement with increased evening and weekend hours to accommodate those who cannot visit during the current hours. Trustee Moser shared that she reached out to other library trustees and library directors in the south and learned that more training is needed on the specifics of the trustee role. Requested a permanent financial

officer from the county to liaison with the director and board about the budget. Spoke on municipality vs county branches. Requested that board members be briefed two at a time on the agenda so they can ask clarifying questions beforehand.

- Trustee Moser shared that she shadowed Acting Director McKenzie on June 16<sup>th</sup> and thanked everyone who allowed her to participate in their meetings. Encouraged more discussion on ways to generate income for the library and suggested charging for meeting room use, creating a passport office and in-house testing centers, circulating casino donations, and the possibility of removing non-County residents from being able to access collections. Shared her appreciation for Debi Stears. Mentioned she would like to make some changes to her bylaw edit suggestions based on public comments.

#### 5) Approval of Meeting Minutes

- a) Approval of Minutes from the Library Board Meeting of May 21, 2025 [For Possible Action]
  - Trustee Jacks asked Administrative Assistant Siera Schubach if the meeting minutes for May 21<sup>st</sup> had been altered since they had originally been posted in the board packet. Schubach replied in the negative. Trustee Jacks inquired about the program Schubach used to create the minutes. Schubach replied that she doesn't use any program and types all notes and minutes by hand. Trustee Jacks claimed that the format for the minutes was uncommon and that it did not match the YouTube transcript she used for comparison. She further claimed that the minutes were out of order. Schubach explained that the minutes were written chronologically. Trustee Jacks continued to interrogate Schubach as to the validity of the meeting minutes. Chair Silver joined the questioning and agreed that the minutes weren't chronological. Schubach reiterated her process and the accuracy of the minutes and suggested that the board use an AI service if they are not pleased with the current minutes. Trustee Jacks continued her claims and was unable to specify the exact instances where the minutes were inconsistent. Schubach mentioned that her meeting minutes had been previously approved and expressed her confusion for Trustee Jacks's accusations. Trustee Moser noted that she has openly applauded the minutes in the past but would refer to DA Kaplan to the legality of the minutes. Trustee Jacks called for a two-minute recess.
  - Trustee Jacks continued her earlier claim that the meeting minutes were not correct with "Robert's Law" and that she maintained the proof in the YouTube transcription. Asserted that there would be "problems" if the minutes were approved. Chair Silver requested McKenzie review the minutes. Trustee Rodriguez noted that transcriptions and meeting minutes are two different things and said she found no issues with the minutes. Chair Silver expressed her opinion that alterations needed to be made and would consider this a "teachable moment".

- On motion by Trustee Rodriguez, seconded by Trustee Ruf, which motion duly carried on a 4-1 vote, with Trustee Jacks voting no, the meeting minutes for May 21<sup>st</sup> were approved.

#### 6) New Business

##### a) For Possible Action: Election of Chair for Library Board of Trustees for Fiscal Year 2026 [For Possible Action]

- Trustee Jacks nominated Chair Ann Silver to continue as Board Chair. Trustee Moser seconded. Trustee Rodriguez nominated Vice Chair Ruf given her background in libraries. Vice Chair Ruf emphasized the need for continuity and supported Chair Silver.
- On motion by Trustee Jacks, seconded by VC Ruf, which motion duly carried on a 3-1 vote with Trustee Rodriguez voting no and Chair Silver abstaining, Chair Ann Silver was reappointed as Board Chair for FY 2026.

##### b) For Possible Action: Election of Vice-Chair for Library Board of Trustees for Fiscal Year 2026 [For Possible Action]

- Vice Chair Ruf nominated Trustee Moser based on her board tenure and research abilities. Chair Silver moved for a motion to appoint. Trustee Moser seconded but mentioned that she would also support Vice Chair Ruf for reappointment. Thanked Vice Chair Ruf for her nomination.
- Trustee Jacks nominated herself for Vice Chair. Moser questioned if that was allowed after a motion had been made. DA Kaplan clarified that they were confusing nominations with motions. Chair Silver asked if they could have more than two candidates. DA Kaplan confirmed. Chair Silver clarified that they had a motion and a second. Trustee Rodriguez pointed out that Chair Silver must ask if there are any opposed. DA Kaplan explained the nomination and voting process.
- On motion by Chair Silver, seconded by Trustee Moser, which motion duly carried on a 4-1 vote, with Trustee Rodriguez voting no, Trustee Moser was appointed Vice Chair for FY 2026.

##### c) For Possible Action: Appointment of One Library Board Trustee as Friends of Washoe County Library Liaison [For Possible Action]

- Trustee Moser nominated Vice Chair Ruf to continue her position as liaison to the Friends. Vice Chair Ruf shared she completed the training but only attended one meeting. She would like to continue in the role unless another Trustee volunteers. Trustee Rodriguez and Trustee Jacks declined.

- On motion by Chair Silver, seconded by Trustee Moser, which motion duly carried on a 5-0 vote, Vice Chair Ruf was reappointed Friends of Washoe County Library liaison.
- d) For Possible Action: Approval of Library Board of Trustees Meeting Schedule 2025-2026 [For Possible Action]
- Chair Silver moved to approve the meeting schedule, Trustee Ruf seconded the motion. Trustee Jacks asked who decided on the branch updates noted on the schedule. Acting Director McKenzie explained the decision process and mentioned that other departments will present to avoid branches presenting twice. Trustee Jacks questioned if they should approve the branch update schedule. Chair Silver mentioned there could be flexibility. Trustee Jacks questioned if they were locked into the presentation schedule. Trustee Rodriguez noted that the schedule states that the presentations are tentative. Chair Silver moved to approve the meeting schedule and Trustee Rodriguez seconded the motion. Trustee Moser abstained. DA Kaplan questioned her basis for abstaining. Trustee Moser explained that the meetings are often cancelled around major holidays and wished to discuss the December and July items. DA Kaplan explained that this was not a basis to abstain. Trustee Moser reiterated her desire to abstain. DA Kaplan reiterated that her explanation was not a basis to abstain. Chair Silver mentioned that the items were tentative. Trustee Moser declared a nay vote in protest.
  - On motion by Chair Silver, seconded by Trustee Rodriguez, which motion duly carried on a 4-1 vote, with Trustee Moser voting no, the Library Board of Trustees Meeting Schedule 2025-2026 was approved.
- e) For Possible Action: Approval of Library Holidays and Closures for FY 2026 [For Possible Action]
- On motion by VC Ruf, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, the Library Holidays and Closures for FY 2026 was approved.
- f) Discussion and possible action to revise the Library Board of Trustees' Bylaws. [For Possible Action]
- Trustee Moser appreciated public comments regarding reviewing monthly bills and agreed the wording was “inappropriate”. Suggested instead of reviewing bills, they may request a presentation or review of financials to stay consistently informed of the budget. Chair Silver agreed that it would be “in the weeds” to review all bills and didn’t feel that was within the purview of the board. Trustee Rodriguez agreed that it was not necessary

to review monthly bills to be paid. Requested to go through the bylaw edits section by section.

- Trustee Rodriguez suggested the word “improve” be changed to “support” in Section 1. On motion by VC Ruf, seconded by Trustee Moser, which motion duly carried on a 5-0 vote, edits to section 1 provided by Trustee Moser were accepted with the wording change noted by Trustee Rodriguez.
- On motion from VC Ruf, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, edits to section 2B item 5 provided by DA Kaplan were accepted.
- Trustee Rodriguez asked DA Kaplan for clarification if the suggested edit should be in the bylaws since it’s an NRS statute. DA Kaplan clarified that it is contrary to the NRS statute. On motion from Trustee Rodriguez, seconded by Chair Silver, which motion duly carried on a 5-0 vote, suggested edit to Section 2B item 7 provided by Trustee Rodriguez was removed.
- Trustee Jacks suggested the bylaws were not a place for Washoe County guidelines. Trustee Jacks then began discussion of Section 2D item 1 at which point Chair Silver moved to the discussion to D1, but DA Kaplan noted that it was not a suggested edit and could not be discussed without proper public notice. The conversation turned back to Section 2D item 5. Trustee Ruf raised her concern that the job description may not accurately match the director’s current role. Trustee Moser and Chair Silver agreed that the wording was outdated and should match the wording on the evaluation. On motion of Trustee Ruf, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, suggested edits to Section 2D item 5 provided by Trustee Rodriguez were removed.
- On motion of Trustee Rodriguez, seconded by Trustee Moser, which motion duly carried on a 5-0 vote, suggested elimination of “and” in Section 2D item 8 was accepted.
- On motion of Trustee Moser, seconded by Vice Chair Ruf, which motion duly carried on a 5-0 vote, suggested addition of “as necessary” in Section 3A item D was accepted.
- Trustee Moser moved for a block motion to approve any typos in the bylaws. On motion by Trustee Moser, seconded by Trustee Ruf, which motion duly carried by a 5-0 vote, all typos were approved.
- Trustee Silver asked DA Kaplan for clarification on how the suggestion in Section 3A item F would work. DA Kaplan answered that the chair has no

authority to act on behalf of the board unless given authority by the board. He gave the example of speaking at the BCC; the chair can comment as an individual but not as a spokesperson for the board unless previously approved. In his opinion, the addition was unnecessary. Trustee Rodriguez asked if they should say “all trustees” rather than just the chair. DA Kaplan replied that would be acceptable. Trustee Moser noted that the wording might be helpful for new trustees. Trustee Rodriguez suggested the item move to D10. Chair Silver asked if the wording should include “to a public body” and DA Kaplan suggested the wording should stay as is. Vice Chair Ruf expressed her opinion that the addition would be redundant. On motion by Trustee Rodriguez, seconded by Trustee Moser, which motion carried on a 4-1 vote with Vice Chair Ruf voting no, it was ordered that Section 3A item F be moved to Section 3D item 10.

- On motion by Trustee Moser, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, suggested edit of Section 3A item L was removed.
- Trustee Rodriguez asked DA Kaplan if Section 4A required the addition of “who agrees”. DA Kaplan explained that traditionally the library director only needs to consult with the board chair about a meeting cancellation, and agreement is not required. On motion by Trustee Rodriguez, seconded by Trustee Moser, which motion duly carried on a 5-0 vote, the removal of Trustee Rodriguez’s proposed edit was approved.
- Trustee Moser noted that Trustee Rodriguez’s addition was acceptable and should also include that the library director and DA will brief trustees on agenda items. No clear motion was made but it was seconded by Trustee Moser, and on a 4-1 vote with Trustee Jacks voting no, Trustee Rodriguez’s suggested edits for Section 4 item C were approved. Trustee Moser asked if her suggested addition was also approved and Chair Silver said it appeared to be a separate item.
- Trustee Rodriguez clarified that she added Section 4 item E for “transparency” and asked if Teams messages were considered a quorum. DA Kaplan said the same rules apply to any communication; trustees cannot converse if there is a quorum. Trustee Rodriguez suggested that the county provide board members with laptops or iPads to use their county appointed email. Trustee Ruf suggested taking out the mention of Teams. On motion of Trustee Moser, seconded by Vice Chair Ruf, which

motion duly carried on a 5-0 vote, the addition of Section 4 item E was approved with the elimination of “Washoe County Outlook Teams”.

- Trustee Moser requested her additions to Section 4 item H be removed. On motion by Trustee Moser, seconded by VC Ruf, which motion duly carried on a 5-0 vote, the removal of Section 4 item H1 and H2 was approved.
- On motion by Trustee Rodriguez, seconded by Trustee Ruf, which motion duly carried on a 5-0 vote, the suggested edit to Section 4 item J by DA Kaplan was accepted.
- Trustee Rodriguez clarified that her suggested edit to Section 4 item L was to improve readability. On motion by Trustee Moser, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, Trustee Rodriguez’s suggested edit to Section 4 item L was approved.
- On motion by Trustee Moser, seconded by VC Ruf, which motion duly carried on a 5-0 vote, Trustee Moser’s suggested edit to Section 4 item L was approved.
- In reference to Section 4 Item L additions on subcommittees, DA Kaplan told the board that subcommittees and working groups would be subject to Open Meeting Law and require public agendas if the group includes at least two board members. He further noted that his office has said no subcommittees are authorized based on the additional cost to the County. Trustee Moser expressed her confusion, citing her experience speaking with other boards who utilize subcommittees. She further encouraged DA Kaplan to reach out to other Nevada boards, as they are all under the same NRS statutes. DA Kaplan said additional research on his part was not needed and noted that his phrasing in the bylaw edit came from the Attorney General’s Office. He reiterated that whenever two members of a board are on a subcommittee, it is subject to Open Meeting Law. Trustee Moser disagreed with DA Kaplan’s statement. Chair Silver mentioned that citizen committees or committees with one trustee could still be appointed. Trustee Moser expressed her displeasure with DA Kaplan’s statement regarding additional research and called Kaplan “unprofessional”. DA Kaplan explained that he can do more research but what he has outlined is law. He can withdraw the addition from the bylaws, but the sentiment remains law. Chair Silver supported the withdrawal of the addition. DA Kaplan agreed to withdraw the suggestion. No vote was taken.

- VC Ruf mentioned the date at the bottom of the bylaws should be changed.

g) Discussion and possible action regarding the process and timeline to move forward in hiring a new Library Director. Possible action could include exploring internal candidates, and directions to staff to use of an executive search firm to conduct a national search for candidates, a combination of both internal and national candidates. [For Possible Action]

- Trustees moved to ask Washoe County to proceed with a search for a new director when DA Kaplan pointed out that HR Manager for Compensation and Recruitment, Julie Paholke, was standing at the podium waiting to make her presentation.
- Julie Paholke proposed the search for a new Library Director begin in January 2026 with an expected appointment by March 2026. Chair Silver noted that she would like public input to start the process and to hear recommendations from public comment. Paholke said they can look for public input early in the process. Trustee Rodriguez suggested that if a survey is sent to the public then a timeline should be given for feedback. Paholke clarified that a search firm would put out the survey based on what the board requested. Trustee Moser asked about updates to the job description. Paholke replied that HR would make the updates and share with the board. She noted that HR works with the Chair and Vice Chair on behalf of the board to avoid a quorum. Chair Silver wondered how they would interview the candidates without creating a quorum. DA Kaplan explained that the interviews could take place in a public meeting. Chair Silver suggested the next meeting have an agenda item for public comment regarding library director qualities. Trustee Rodriguez pointed out that the public will have opportunities to voice their opinions with the survey and during meet and greets. Trustee Moser asked that they reach out to ALA. Paholke thanked Trustee Moser for her suggestion. Chair Silver reiterated that she is not looking to privatize.
- On motion by Trustee Rodriguez, seconded by Trustee Moser, which motion duly carried on a 5-0 vote, the board authorized Washoe County HR to move forward with the search for a library director.

7) Public Comment – Three Minute Time Limit Per Person [Non-Action Item]

- Janet Butcher: Apologized to Chair Silver for a previous misunderstanding regarding public comment. Read through concerns regarding the suggested bylaw edits. Expressed opinion that the minutes paraphrase her words and “take the meat” out of the comments. Addressed the library budget proposals and claimed other libraries survive on smaller budgets.
- Carol Cook: Sympathized with the difficulties of understanding Open Meeting Law and expressed appreciation for Trustee Moser’s research. Urged the board to trust DA Kaplan’s advice. Expressed concern with asking McKenzie to act as interim director without proper appointment or compensation. Urged the board to consider McKenzie’s position.
- Joanie Hammond: Expressed appreciation for Trustee Rodriguez’s suggestion of a survey. Urged the board to be careful about how they word questions to make sure they are not biased.
- Cynthia Reed: Questioned why McKenzie’s appointment as interim director was not on the agenda. Asked if the board could comment on their reasoning. [Chair Silver interjected that they cannot].

#### 8) Staff Announcements [Non-Action Item]

- South Valleys Branch Manager Julie Ullman shared the many positives going on at her branch. She drew attention to the new meeting room and the photographs that lined the walls. These were provided by a patron, along with a generous donation that was used to replace the benches in the front of the building. Shared some of the other areas of the library that would benefit from improvements, including the Teen Zone. Thanked her staff for all their help and thanked everyone in attendance at the meeting.
- North Valleys Branch Manager Jonnica Bowen asked the board to imagine her branch; a library in a strip mall, unequipped for library service, with a service floor barely larger than the meeting room they are all seated in. Bowen shared they had 62 people attend their recent Toddler Time program, along with a representative from Children’s Cabinet who worked with families afterwards about engaging with their children and meeting developmental milestones. Meanwhile front-line staff were helping job seekers. Emphasized the need to celebrate how librarians help their communities during hard times. Even as Branch Manager, Bowen wiped down tables to prepare for the distribution of free food in partnership with the NV Food Bank. She shared that they served 29 meals and had to call for more to be delivered for the next day. Bowen said that being able to share these stories with the board is important, but that staff safety and wellbeing is just as important. After witnessing the board’s behavior to staff, she urged the board to realize how unsafe and unwelcoming the meetings have become. She shared her support for library staff and urged the board to make the meetings a safe space.

#### 9) Adjournment

- Chair Silver adjourned the meeting at 10:21pm.

PUBLIC COMMENT  
FOR JULY 30<sup>th</sup>  
MEETING

Submitted for  
inclusion in the record

✓  
Sandee Tibbett for the record:

July 30, 2025  
7/16/25

Our acting director's failure to post the correct Zoom password for the July 16 meeting follows her late posting of June's agenda, signaling a pattern of incompetence. These mistakes recklessly delayed our library's vital operations, while imploding our community's confidence in her leadership. It's part of a pattern that includes unchecked authority and division that was fostered under past leadership. The acting director's inability to execute basic responsibilities raises serious questions about her capability to lead, even temporarily. Appointing her as interim will not improve her performance.

A Lubbock high school and Texas Tech graduate, she served as Lubbock's Library Director from January 2019 to October 2022, earning \$95k her first year. Seems like a librarian's ultimate dream career, serving in their hometown, doesn't it? So, why take a demotion to Assistant Library Director for Washoe County, relocating to an unfamiliar region? Washoe's job listing posted December 2022, two months after her Lubbock exit, ruling out an immediate job offer as her motive. Was she fired for multiple conduct violations, as claimed in the anonymous letter widely shared in Washoe? Maybe she would like to enlighten us?

More troubling is the unethical collusion between our acting director and Trustee Rodriguez. Evidence suggests Trustee Rodriguez has worked behind closed doors to advance our acting director's agenda, undermining our board's collective efforts. This backstabbing behavior betrays the trust of fellow trustees and the community. The board's role is to ensure accountability, transparency, and compliance with bylaws and NRS codes—not to enable personal agendas. Such collusion threatens the unity and fairness our library system desperately needs.

I commend Vice Chair Ruf's reappointment. It is a testament to her value, but unfortunately, the board's leadership faltered during the July 16, canceled meeting. DA Kaplan, rather than Vice Chair Ruf, addressed the public about the cancellation, exposing the board's failure to lead.

Trustee Jacks has proven her leadership, as demonstrated by her 2023 appointment as chair and her fearless push for transparency in library finances and programming. Her extensive community outreach, including hosting public coffee meetings, and her diverse background equip her to bridge divides and strengthen board unity. Jacks' resilience against criticism and commitment to accountability make her the strongest candidate to support the chair and advance the library's mission. *We also need to keep Chair Silver as chair.*

Alanna Fitzgerald, for the record. Thank you, Madam Chair, Madam Vice Chair, Trustees and Acting Director for the work you do for all of us in Washoe County.

I continue to be amazed by the range, creativity and quality of services and resources offered by the branches of our libraries.

As I have said before, I hope that every trustee believes in and follows the guidelines of the American Library Association and the Nevada Revised Statute (Title 33, Chapter 379), specifically 379.002, the very first item: **Goal of public libraries and information centers. It is the goal of the State's publicly supported libraries and information centers to provide the resources and trained staff to meet the informational needs of ALL citizens.**

This evening I would like to briefly touch on the proposed changes to the Bylaws. After review and cross reference to the NRS - both 281 and 379, I am happy to see some tweaks to the language that help clarify/tighten up information, while I am also concerned that multiple additions seem to be unnecessary and much of this is already covered in the NRS and/or the library director's job description. Those additions are in I. Purpose (unnecessary addition), III Officers A. Chair. item 2.I (lower case L) Duties (unnecessary – the County reviews these), and IV. Meetings, item H.2.3, and item L additions 1,2, 3 and 4.

**So, I ask each of you to continue working to keep our Libraries as community hubs that welcome and provide resources for everyone, EVERY ONE... of the wonderfully diverse people who are our community. Thank you.**

Janet Butcher for the Record, ~~July 16, 2025~~ July 30, 2025

In the May meeting the following was noted: “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.” There is concern that since the Union (WCEA), along with Library staff and an activist group came out in mass to request that Ms. McKenzie be appointed as the Interim Director (although not required). Noting that the Library Director position is not a Union position currently. Since Ms. McKenzie is a current member of the Union, would she keep her membership thus making it difficult for the board to interact with her if she were to wield the same chaos as the previous director that resigned?

A public commenter said they had an Objection to hiring outside consultants and shared concern that they would insert their own bias and opinions. – Couldn’t the same be said for the current board? One of the board members was appointed to the board while they were 2<sup>nd</sup> vice chair to the Democrat Party and is a current AT Large executive member of the Democrat Party. Not to mention that this board member has called out those expressing concern for the safety and innocence of children as Bullies during a school board meeting on June 25<sup>th</sup>, 2024. MARIE

I had the luxury of visiting a few libraries during a recent trip. It was refreshing to enter those libraries and not be faced with a cult-like atmosphere. I spoke with the library staff and sometimes the director of the library. Some of the libraries were part of a “COUNTY” Library system while many were within Municipalities. I am not the original thinker about this, however in conversation with a knowledgeable person they suggested that each library branch within Washoe should be set up as its own cost center. Thus allowing for a concise tracking of areas.

July 30, 2025

Janet Butcher for the record.

BY LAW Changes:

Agenda 5: New Business; f) Discussion and possible action to revise the Library Board of Trustees' Bylaws. [ForPossible Action]

Under Officers; A. Chair; it was suggested to add verbiage titled f. Will speak – suggest that since the existing document utilizes “SHALL” for consistencies sake if it is determined to keep the statement it should state **f. ~~Will~~ Shall speak on behalf of the board only on topics that have been approved by the board in an open meeting. (MR),**

Under Officers; A. Chair; d. Appoint committees **if necessary:** **who and how is it determined if it is necessary?**

#### IV. Meetings

A. Regular meetings: The Board of Trustees will normally meet monthly, on the third Wednesday of each month. The time of the meetings will be set at the discretion of the Chair of the Board of trustees. The Chair shall have the authority to cancel a regularly scheduled meeting in the event it is determined, after consultation with the Library Director, **who agrees (MR)** that there is insufficient business to come before the Board or that other good cause exists to cancel the meeting.

**If “who agrees” is added it should be detailed out what the procedure would be if the Director does not agree and any process of remediation that should take place.**

C. Nevada Open Meeting Law: All meetings of the Board are subject to the provisions of state and federal open meeting laws and shall be conducted in accordance with the applicable laws. The Library Director shall be responsible for ensuring the proper public notice is made for each meeting of the Board. Trustees ~~should endeavor to will~~ **(MR)** refrain from discussing agenda items or actions by the Board outside of public meetings in groups, **including phone tree calls or multiple individual meetings, (MR)** that may constitute a quorum.

**Again, here if it is necessary to change “should endeavor to”, for consistencies sake please use “Shall”. Think twice about beginning to add “includings”. There are many other possibilities that could be added - this could begin to be a long list.**

**E. All e-mail correspondence pertaining to library and/or LBOT business shall be via trustee assigned Washoe County e-mail. Messages may also be sent via Washoe County Outlook Teams. (MR).**

**There was a time when the Trustees did not have emails until the public outcry that all correspondence went directly to the Director. Now that they do, there are times when their emails have not been functioning or access to the email is not possible. Provisions for those times should be outlined if adding this to the bylaws. Would this stifle any outreach to the community?**

J. Order of Business: To the extent possible, and at the discretion of the Chair, (DA K) the order of business at any regularly scheduled meeting of the Board shall be:

**Why remove old business? What if old business has not been resolved?**