

LIBRARY BOARD OF TRUSTEES MEETING AGENDA

WEDNESDAY, July 30, 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

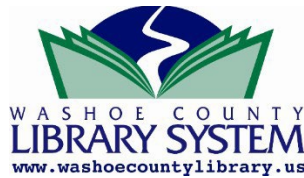
Lea Moser, Trustee

Marie Rodriguez, Trustee

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 Siera Schubach at 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. Copies of agendas and supporting materials are also posted on the following websites: www.washoecountylibrary.us and <https://notice.nv.gov>.

Special Accommodations. We are pleased to make reasonable accommodations for members of the public who are disabled, who need special accommodations or assistance, and wish to attend meetings. Should you require special assistance or accommodations for any Board meeting, please contact library administration, at least 24 hours prior to the date of the meeting.

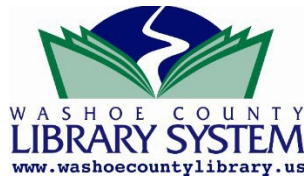
Possible Changes to Agenda and Timing. The Library Board of Trustees may take agenda items out of order, may consider two or more items in combination, may remove one or more items from the agenda, or delay discussion on an item. Items scheduled to be heard at a specific time will be heard no earlier 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 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.

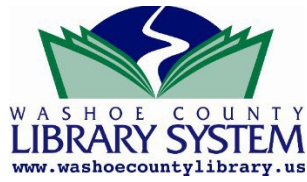
LIBRARY ADMINISTRATION

301 South Center Street Reno, NV 89501 | (775) 327-8341 | www.washoecountylibrary.us



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

- 0) Salute to the Flag
- 1) Roll Call [Non-Action Item]
- 2) Reports
 - a) Acting Director preliminary budget presentation.
- 3) Public Comment – Three Minute Time Limit Per Person [Non-Action Item]
No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 4) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 5) Approval of Meeting Minutes
 - a) Approval of Minutes from the Library Board Meeting of May 21, 2025 [For Possible Action]
- 6) New Business
 - a) For Possible Action: Election of Chair for Library Board of Trustees for Fiscal Year 2026 [For Possible Action]
 - b) For Possible Action: Election of Vice-Chair for Library Board of Trustees for Fiscal Year 2026 [For Possible Action]
 - c) For Possible Action: Appointment of One Library Board Trustee as Friends of Washoe County Library Liaison [For Possible Action]
 - d) For Possible Action: Approval of Library Board of Trustees Meeting Schedule 2025-2026 [For Possible Action]
 - e) For Possible Action: Approval of Library Holidays and Closures for FY 2026 [For Possible Action]
 - f) Discussion and possible action to revise the Library Board of Trustees' Bylaws. [For Possible Action]
 - 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]
- 7) 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.



8) Staff Announcements [Non-Action Item]

No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda.

9) Adjournment

FY27 Budget Proposal

Presented to the Washoe County Library System Board of Trustees

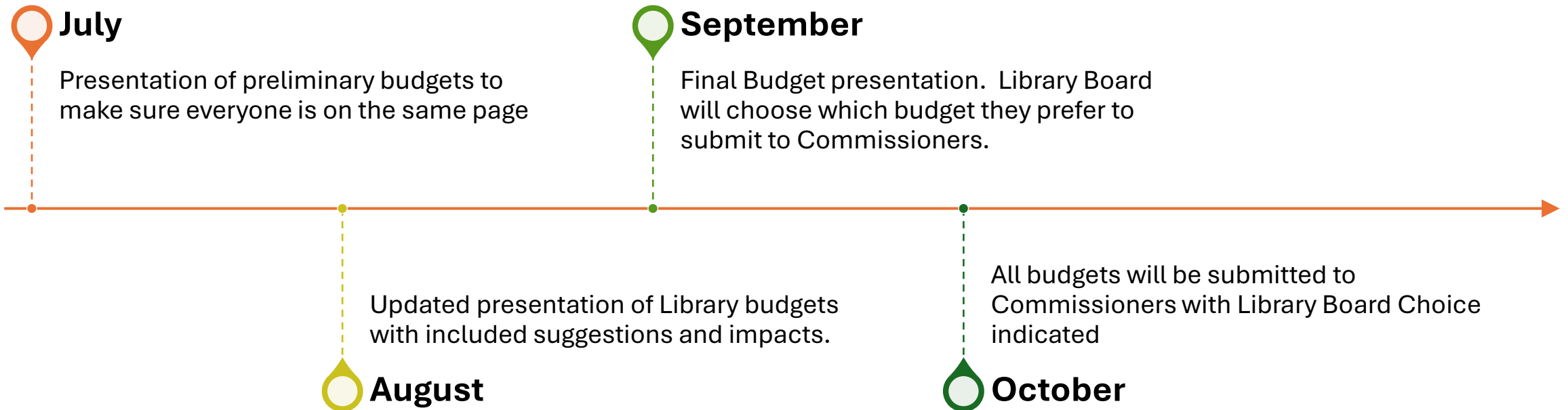
By Acting Director, Stacy McKenzie, MLS

July 30, 2025

FY27 Budget Proposal

- *Three budgets to submit for next LBOT*
 - **Thriving Community Budget Proposal**
 - What we need to help community including expanded hours and staffing
 - **Flat Budget Proposal**
 - To include efficiencies and reallocation of funds to prep for expansion fund exhaustion
 - **County Requested Budget Proposal of 2.5M cut**
 - To include impact statement and new service model with facilities, hours and staffing cuts

Budget Presentation Schedule



Benchmark Libraries

Library Name	State	Pop Served	# Branches	Operating Budget
Jefferson County Public Library	CO	540K	10	48 M
Santa Clara County Library	CA	454K	8	76.28M
Alameda County Library	CA	590K	11	40.M
Fort Vancouver Library	WA	543K	15	29M
Cuyohoga County Library	OH	589K	27	97M
Pierce County Library	WA	555K	19	48M
Ocean County Library	NJ	575K	21	37.7M
Mesa Public Library	AZ	521K	9	9.8M
Long Beach	CA	464K	12	21.6M

Conversion to General Fund Budget

- **Same for all budget options proposed.**
- Combining of the General Fund and Expansion fund for flat baseline starting point
- Adding abeyance amount to baseline (instead of undesignated funds line total)
- Identify addition line items that are arbitrary and cannot be changed or negotiation (Budget says, “Don’t even look at these.”)

Impacts to losing Expansion Fund

- Without additional cuts to the library budget, county receives money back to general fund (overaged from 4.5M budget)
 - Library has no saving for capital expenses so any capital needs will have to be applied for funded by the county as needed.
- 123K of fees and overhead saving goes back to general fund automatically. No benefit to library cost savings.



2.5 M Budget Cuts Proposal

2.5M Budget Cut (built-in)

- Identify line items (expenses, fees and overhead) that will be deleted when expansion fund is absorbed.
 - Total of \$123,278.00
- THIS CUT RESULTS IN NO IMPACT TO LIBRARY BUDGET OVERALL

2.5M Budget Cut - Line- item cuts

- Materials Collections Budget – \$600,000
- Office Supplies Budget -\$200
- Travel, Training and Prof Dues - \$30,800
- Advertising - \$800
- Total savings of \$755, 079.00

2.5M Budget Cut - Line- item cuts for review

- Professional Service
- Service Contracts
- Operating Supplies
- Cell phones
- Equipment Non-Capital

Impact to Library – Line-item cuts

- Fewer print and electronic resources for the public including databases, Libby eBooks and Audiobooks, databases, media resources, magazines and of course print resources.
- Fewer opportunities for staff to train at professional conferences
- No budget to provide professional dues to professional organizations such as NLA, PLA etc.
- Fewer opportunities to take professional training classes such as Ryan Dowd training, Youth Services Training or other professional training courses.
- No advertising for library programs and special events.

2.5M Budget Cut - Staffing Cuts

- 1.7M cuts to staffing
- 15-20 library positions eliminate
 - 3-4 administrative staff positions
 - 12-16 branch/front line/programs staff positions
 - Possible reallocation/transfer of some administrative position to other areas/departments in the library.

Impacts of 1.7M staff loss

- 15-20 positions eliminated across the system
- Service Days will have to be cut
- Partner library hours will have to cut or eliminated
- Special services such as Book Mobile and Book a Librarian may have to be cut
- Program and service to all ages will be reduced
- Outreach and Inreach services to community will be eliminated
- Outreach and Inreach to schools will be reduced or eliminated.

2.5M Cuts – Changes

- Close all library branches on Sunday and Monday of each week.
- Evaluate Partner Branch Service hours (Verdi, DT)
 - Seasonal Hours
 - Close Partnerships during Summer and other School Breaks
 - Close all partnership locations
- Evaluation agreement with Gerlach Libraries
 - Eliminate salary and program support
- Evaluation Senior Center library location
 - Provide hold deliveries only
 - Reduce hours for SC libraries

Next Steps for Library Cuts Budget Presentation

- Identify if there are other cost savings in line items to try to save library position or book budget.
- Work with Administration Staff and Branch Managers to see which positions should be eliminated.
- Evaluate options for Partnerships libraries including Senior Center and Gerlach
- Evaluation branches closed on Saturday three-day closures
- Consider any internal transfers or reallocation of duties to save library positions.



Flat Budget Proposal

Flat Budget

- Library Budget would remain at **\$17.8M** (est.) after expansion fund expenses are processes out.
- General Fund Budget would begin at 13.5M (est.)
- Library would submit expanded level request for approximately 4.3M (est.) to maintain the flat budget (this would include both SALARY AND BENEFITS and SERVICES AND SUPPLIES line items.

Impacts of maintaining a flat budget

- Library can continue to maintain quality services to more of the Washoe County Community
- Library will be closer to being able to reach industry standard in service to communities with similar population sizes
- Library will not need to provide as many waivers and explanations to State library concerning our below standard staffing and budget shortfalls
- Library can continue to evaluation efficiencies at current service levels.

Flat Budget Next Steps

- Line item break down and for better fund allocation.
- Work with budget department for best way to combine expansion fund line items
- Assess and implement efficiencies

- Thriving
Communities
Budget

Thriving Communities Budget

- Suggested by Library Board Chair
- Need based on service to community
- Need based on benchmark libraries
- Need based on State Library Standards
 - Square footage per capita
 - Cost per capita
 - Staffing per Square footage
 - Materials budget should be at 10%
 - Staff needed to accomplish state standards
 - Library hours per branch

Nevada State Library, Archives & Public Records Public Library Standards Calendar Year 2025

Library name: _____

If you meet the criteria, check the box to the left and select option if required. If you do not meet the criteria, leave blank.

MINIMUM PUBLIC LIBRARY STANDARDS FOR NEVADA

☐	1. The library must be legally established and operated in compliance with NRS 379 , NAC 379 , NRS 380.153 and NAC 380.010 including having written by-laws and policies for the management of the library board of trustees and the library.
☐	2. The library board of trustees shall have a written master plan designed to extend five years into the future and which must be made current at least every two years. The plan and its updates are filed with the Nevada State Library, Archives & Public Records by January 31 of the year following their adoption by the library board (NRS 379.003).
☐	3. The library collects, provides, and coordinates access to library materials that are organized according to a nationally accepted classification system; the library ensures access to legal materials (NRS 380.153, NAC 380.010) through collections, online resources, or collaborative agreements with other agencies.
☐	4. The library must have a completed annual statistical report for the preceding fiscal year accepted by, and on file with, the Nevada State Library, Archives & Public Records by December 31 to be made available in a timely manner for national reporting.
☐	5. The library has regular and published hours of operation with a "system" wide average of twenty hours per identified branch/outlet per week including some night and/or weekend hours.
☐	6. The library consists of a specific space designated for providing library services with the facilities, equipment, and staff necessary to enable public access to information.
☐	7. The Library Board of Trustees shall select from one of three options as a means by which to validate and document the library's efforts to maintain a collection appropriate to community needs. Local funding must meet or exceed : a. 90% - Local collection expenditures (PLS 11.23) divided by total other operating expenditures (PLS 12.21). b. 30% - Current local collection expenditures (PLS 11.23) divided by total operating expenditures (PLS 13.1) c. 10% - Local collection expenditures (PLS 11.23) divided by total operating expenditures (PLS 13.1)
Option:	

Thriving Communities Budget Impacts

- Additional staff for at least two libraries to extend library hours (weekend and evening)
- Provide more programs and services to community
- Improve and formalize outreach opportunities to the community
- Work with business community to develop partnerships and sponsorships
- Review current programs coordination to assess gaps in underserved communities

Next Steps for Thriving Community Budget

- Synthesize information provided by branch managers about which libraries should extend hours
- Analyze best options for additional staff needed.
- Review and revise budget line items (same as other budgets)
- Analyze and present programs, partners and outreach that we have passed over due to staffing or budget.
- Identify gaps that would not enable us to reach all Nevada State Library Standards

August Meeting

- Updated Budget Options Proposals and numbers
- Strategic Plan Information and Options
- Report on options for extended hours for some library branches
- Report of staffing needs, including library leads, part time staff allocations and staffing level requirements based on duties.
- Report of Used of Volunteers in the libraries
- Partner Library hours change proposal
- Update on hiring for vacancies

- 
- Questions and Comments

Public Comment for Library Board of Trustees meeting, July 30, 2025

From [REDACTED]
Date Mon 7/28/2025 8:13 PM
To Schubach, Siera <SSchubach@washoecounty.gov>

This Message Is From an Untrusted Sender

You have not previously corresponded with this sender.

[Report Suspicious](#)

Dear Library Trustees –

I am disappointed to see, that while the possible appointment of Stacy McKenzie, MLS, to Interim Director has been on earlier agendas for cancelled meetings, that it is no longer on this meeting's agenda. I believe appointing Stacy to the post of Interim Director would be in the best interest of continuity for the libraries, patrons, and staff as Washoe County searches for a new library director. Is there a reason this item has been removed from the July 30 agenda?

In regard to the search for the new director I have two thoughts: first, it seems the Washoe County Human Resources Department is fully capable of conducting an effective search for candidates. As a taxpayer, I see no reason to hire an outside firm to conduct the search. That is why we have an H.R. department. Second, I believe the confusion and concern over Director Scott's departure can reflect unfavorably on us in Washoe County. It might serve the libraries and the public better to elect a new chair in order to reassure both the public and possible candidates that the library board will pursue a different and more open relationship with the new director.

Thank you for your time and considering my thoughts, Suzanne Williams, Pleasant Valley

For Public Comment

From Eileen Ecklund <[REDACTED]>
Date Tue 7/29/2025 2:44 PM
To Schubach, Siera <SSchubach@washoecounty.gov>

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[Report Suspicious](#)

Library Board of Trustees meeting, July 30, 2025

For the record, my name is Eileen Ecklund and I live in Sparks. I'm writing to once again urge the Board to move ahead quickly with the search for a new library director. Finding the best candidate will take time, and yet three months after former director Scott's resignation, there has been no movement whatsoever toward replacing him. Our libraries need and deserve strong and stable leadership now.

That is why I also urge you to appoint Stacy McKenzie as interim library director. I was very disappointed to see that this item has been removed from the agenda for this meeting. The lack of an interim director hobbles the library in numerous ways. Why are you once again delaying a decision on this important issue? I strongly believe that Ms. McKenzie has the knowledge and experience needed to serve the libraries well while the search for a new director is conducted, and I ask you to appoint her as interim director at your next meeting.

Over the past few years our Washoe libraries have endured a lot of drama and turmoil. The politics and contentiousness have taken a toll on staff even as they have maintained their professionalism and continued to provide a welcoming and safe environment. Many of us in the community believe that during these difficult times the Board has failed to provide the support our libraries need and deserve — support that is part of your job.

Time after time the Board has dragged its feet when it comes to making important decisions about the libraries' future. Some Trustees seem to blame staff for the controversies, even though libraries across the country are facing similar attacks. Some of you seem to believe — without any evidence — that library staff has been fiscally irresponsible, when the real issue is that a sizable chunk of the libraries' funding was lost because a poorly understood ballot measure failed to pass. Where were you when it came to defending that funding? What efforts did you make to explain the measure to voters? Perhaps it's time for some new leadership from the Board. I strongly urge you to choose Trustee Rodriguez as your next Board Chair. It's clear that she cares deeply about the future of our libraries and can bring some fresh ideas and leadership to the Board in the coming year.

It's time to put the drama behind us. Our libraries are an essential resource for all Washoe County residents, and particularly the most vulnerable, from children to seniors. Now more than ever, the libraries and staff need our support. Let's please not drop the ball again.

INITIAL 2.5 Million CUT Budget Proposal FY27 (July 2025)

Accounts	Total	Total	
701110 Base Salaries	7,964,476.38	6,917,523.00	
SALARIES AND WAGES	8,805,902.23	7,758,948.85	
EMPLOYEE BENEFITS	4,803,384.07	4,105,759.95	
710100 Professional Services	146,500.00	146,500.00	
710149 Investment Pool Allocated Expense	1,600.00		
710142 Property Tax Processing Fee	20,470.00		
710200 Service Contract	58,350.00	58,350.00	
710205 Repairs and Maintenance	1,176.00	1,176.00	
710210 Software Maintenance	3,500.00	3,500.00	
710300 Operating Supplies	66,359.00	66,359.00	
710310 Parts and Supplies	700.00	700.00	
710316 Library - Current Titles	1,400,000.00	821,000.00	
710318 Library Inter Loan Replacements	500.00	500.00	
710334 Copy Machine Lease Expense	68,066.00	68,066.00	
710335 Copy Machine-Copy Charges	0.00	0.00	
710350 Office Supplies	10,200.00	10,000.00	
710360 Postage	5,557.41	5,557.41	
710361 Express Courier	500.00	500.00	
710400 Payments to Other Agencies	6,173.12	6,173.12	
710502 Printing	1,800.00	1,800.00	
710507 Network and Data Lines	150,000.00	150,000.00	
710506 Dept Insurance Deductible	400.00	400.00	
710508 Telephone Land Lines	12.00	12.00	
710509 Seminars and Meetings	17,800.00	2,800.00	
710512 Auto Expense	12,085.00	12,085.00	
710585 Undesignated Budget			
710519 Cellular Phone	5,000.00	5,000.00	
710529 Dues	800.00	0.00	
710535 Credit Card Fees	1,000.00	1,000.00	
710546 Advertising	800.00	0.00	
711210 Travel	25,000.00	10,000.00	
711400 Overhead - General Fund	101,208.00		
711504 Equipment nonCapital	198,696.00	198,696.00	
SERVICES AND SUPPLIES	2,972,416.62	2,238,338.62	
EXPENDITURES	16,581,702.92	14,103,047.42	
	Salary and Benefits	Salary and Benefits	Salary and Benefits CUT
	13,609,286.30	11,864,708.80	1,744,577.50
	Other Library Expenses	Other Library Expenses	Other Expenses CUT
	2,972,416.62	2,238,338.62	734,078.00
	16,581,702.92	14,103,047.42	2,478,655.50

INITIAL Flat Budget Proposal FY27 (July 2025)

Accounts	Total	Total
701110 Base Salaries	7,964,476.38	7,964,476.38
SALARIES AND WAGES	8,805,902.23	8,805,902.23
EMPLOYEE BENEFITS	4,803,384.07	4,803,384.07
710100 Professional Services	146,500.00	146,500.00
710149 Investment Pool Allocated Expense	1,600.00	
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710546 Advertising	800.00	800.00
711210 Travel	25,000.00	25,000.00
711400 Overhead - General Fund	101,208.00	
711504 Equipment nonCapital	198,696.00	198,696.00
SERVICES AND SUPPLIES	2,972,416.62	2,849,138.62
EXPENDITURES	16,581,702.92	16,458,424.92
	Salary and Benefits	Salary and Benefits
	13,609,286.30	13,609,286.30
	Other Library Expenses	Other Library Expenses
	2,972,416.62	2,849,138.62
	16,581,702.92	16,458,424.92

INITIAL Thriving Communities Budget Proposal FY27 (July 2025)

Accounts	Total	Total	
701110 Base Salaries	7,964,476.38	8,176,220.00	
SALARIES AND WAGES	8,805,902.23	9,017,645.85	
EMPLOYEE BENEFITS	4,803,384.07	4,940,672.07	
710100 Professional Services	146,500.00	146,500.00	
710149 Investment Pool Allocated Expense	1,600.00		
710142 Property Tax Processing Fee	20,470.00		
710200 Service Contract	58,350.00	58,350.00	
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711504 Equipment nonCapital	198,696.00	198,696.00	
SERVICES AND SUPPLIES	2,972,416.62	2,849,138.62	
EXPENDITURES	16,581,702.92	16,807,456.54	
	Salary and Benefits	Salary and Benefits	Salary ADDITIONAL
	13,609,286.30	13,958,317.92	-349,031.62
	Other Library Expenses	Other Library Expenses	Other ADDITIONAL
	2,972,416.62	2,849,138.62	0.00
	16,581,702.92	16,807,456.54	-349,031.62

Nevada State Library, Archives & Public Records
Public Library Standards
Calendar Year 2025

Library name: _____

If you meet the criteria, check the box to the left and select option if required. If you do not meet the criteria, leave blank.

MINIMUM PUBLIC LIBRARY STANDARDS FOR NEVADA	
☐	1. The library must be legally established and operated in compliance with NRS 379 , NAC 379 , NRS 380.153 and NAC 380.010 including having written by-laws and policies for the management of the library board of trustees and the library.
☐	2. The library board of trustees shall have a written master plan designed to extend five years into the future and which must be made current at least every two years. The plan and its updates are filed with the Nevada State Library, Archives & Public Records by January 31 of the year following their adoption by the library board (NRS 379.003).
☐	3. The library collects, provides, and coordinates access to library materials that are organized according to a nationally accepted classification system; the library ensures access to legal materials (NRS 380.153, NAC 380.010) through collections, online resources, or collaborative agreements with other agencies.
☐	4. The library must have a completed annual statistical report for the preceding fiscal year accepted by, and on file with, the Nevada State Library, Archives & Public Records by December 31 to be made available in a timely manner for national reporting.
☐	5. The library has regular and published hours of operation with a "system" wide average of twenty hours per identified branch/outlet per week including some night and/or weekend hours.
☐	6. The library consists of a specific space designated for providing library services with the facilities, equipment, and staff necessary to enable public access to information.
☐ Option: ☐	7. The Library Board of Trustees shall select from one of three options as a means by which to validate and document the library's efforts to maintain a collection appropriate to community needs. Local funding must meet or exceed : a. 90% - Local collection expenditures (PLS 11.23) divided by an average of the past five years' local collection expenditures. b. 30% - Current local collection expenditures (PLS 11.23) divided by total other operating expenditures (PLS 12.21). c. 10% - Local collection expenditures (PLS 11.23) divided by total operating expenditures (PLS 13.1)
☐ Option: ☐	8. Library Certification for Staff a. <i>Population (legal service area) of 1,000 – 14,999.</i> Public library jurisdictions shall have a library director who holds the credential of certified librarian from the State of Nevada (NAC 379.010). b. <i>Population (legal service area) of 15,000 – 49,999.</i> Public library jurisdictions shall have a library director who holds the credential of certified librarian from the State of Nevada (NAC 379.010). Any additional staff holding a full-time library position performing the duties of reference and/or children's services shall hold the credential of certified librarian from the State of Nevada (NAC 379.010). c. <i>Population (legal service area) of 50,000 or more.</i> Public library jurisdictions shall have a library director who holds a master's degree in library or information science from a college or university accredited by the American Library Association. A consolidated library district that serves a population of more than 1,000,000 may establish the educational qualifications of the executive director, which may include, without limitations, holding a master's degree in library and information science. Any additional staff in the position of librarian or other full-time professional library position performing the duties of reference and/or children's services shall hold the credential of certified librarian from the State of Nevada (NAC 379.010). d. Any public Library Board of Trustees that has declined to adopt NAC 379.010, Section 1 and whose librarians are not exempted under NAC 379.010, Section 2 may bring their library into compliance with this standard by adopting a good faith effort to meet the standards for public library employees delineated in NAC 379.020.
☐	9. Public libraries shall agree to lend circulating materials in accordance with the state-wide interlibrary loan program Information Nevada. Postage charges for interlibrary loans are assumed by the library, not the user.
☐	10. Public libraries shall extend to Nevada library card holders the same lending privileges received by their card holders. Nevada card holders will not be charged a non-resident fee when borrowing from any Nevada public library.
☐	11. Public libraries not meeting one or more of the above standards shall submit a "Request for Waiver of Minimum Standards" form to NSLAPR which includes the reason for the waiver, the action taken to comply with the standard, and the projected date for compliance with the standard.

(Amended 11/15/2024)

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

 Signature of Authorized Official

 Date Submitted

 Print Name

 Title



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 Tibbetts (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

Public Comments For May 21 Meeting

Submitted for inclusion in the record

5/21/25
meeting

For the record, I'm Debi Stears. I'm the Collection Development Manager for Washoe County Library but I bring forward my comment this evening on my own time.

I'm here today to kindly ask that you hold off on taking any action on agenda items that don't have a staff report available to the public. Transparency isn't just a nice idea—it's a cornerstone of good government. When decisions get made behind closed doors or without proper documentation, it shakes people's trust. And trust, once lost, is mighty hard to get back.

I'd also like to suggest that you bring back public comment for each individual action item. When folks can't speak to what's actually being voted on, it leaves a lot of room for guesswork. And let's be honest—rumors have been flying because people are trying to read between the lines of the agenda. A clear staff report would go a long way in calming the waters. It would give the public a sense of what's being proposed, what research has been done, and why it's being considered in the first place.

This Board has a serious job to do, and the community expects it to be done with honesty, fairness, and care.

One of the biggest things on the horizon is hiring a new Library Director. I hope you'll make that decision thoughtfully, and choose someone who really understands what a library means to a community—someone who believes in public service and in building strong local partnerships.

And if you're bringing in outside consultants to help chart our path forward, please make sure they're truly independent—not just looking to land a long-term contract or sell us something down the road. The public needs to know that any advice you're getting is in the best interest of our libraries—not some company's bottom line.

Once you've got stable leadership in place, I'd strongly encourage you to form a working group or advisory committee, and talk directly with folks here in Nevada who've walked this road before. Two leaders come to mind:

Director Forrest Lewis, who turned things around at the North Las Vegas Library District with fresh ideas and deep community involvement.

Director Jessica Anderson, who steered the Humboldt County Library through tough funding challenges—without giving away control to private interests.

These are real success stories, right here in our own backyard. They show what's possible when you've got the right people at the helm and a commitment to keeping our public institutions truly public.

Washoe County has a chance to strengthen its library system—not by handing it off, but by rolling up our sleeves and doing the work together.

Thank you kindly for your time.

5/21/25 meeting
Sarah Jaek

Last year I felt good helping a patron who had recently been released from a 20-year prison sentence. He didn't have an email, a cell phone, or any internet skills to speak of. His most pressing needs were to get an email and cell phone so he could find a job. I worked with him during a Book a Librarian appointment to obtain these two items, and he was not only so appreciative of the help I gave him, but that he was received with kindness and non-judgement. I emphasized that our resources were free and that we would try our best to get him the information and access to resources he needs whenever he comes in.

There was an older patron who would come in every month or so who would always ask the same questions. It was obvious that she was facing some memory issues, and I had bookmarked the info she was asking for so I could relay it each time she came in. While she would forget her questions, she always remembered me and would make a beeline straight for me and say hello. While I might've written down the same information for her countless times, the smile and greeting she gave each time was something neither of us will ever forget.

I helped an older woman learn to post her photos on Facebook. She was so happy she nearly cried because she wanted to share her granddaughter's college graduation and photos of her son who had passed away.

A patron came to me saying she had her hearing tested and needed hearing aids which were going to cost between \$3000-6000. She did not have this money. I know this patron works with clients with disabilities. Knowing this, I pointed out that it is a work-related expense. It's imperative that she be able to understand her clients. I referred her to EmployNV, knowing they help cover costs related to vocation. She was able to get her hearing aids covered at absolutely no cost to her. Later when she needed replacement dentures, she was able to return to EmployNV for financial assistance so she could continue with her important work assisting her clients.

A family attended a LEGO club I was hosting. Towards the end of the day, they approached me and asked if there was a private room/space available where they could pray. We offered the meeting room in the library to them, and they were extremely grateful. They also even came back to the LEGO club the following week with more kids. I think this is a great illustration of the library promoting a safe and welcoming environment for diverse communities.

We serve many unhoused citizens. Recently, an unhoused senior citizen came into the library and needed help accessing her email and local resources. She was living in her car with her pet. Looking at her, one would not suspect that she had fallen on such tough times. Our staff worked to connect her with community resources, including those available at Community Court at the Downtown Reno Library. Sometimes we help unhoused folks and never know if they secured the help they needed. We serve them with kindness, patience, and resourcefulness, and hope for the best.

As I was setting up for family story time one day, a mom struck up a conversation with me. It seemed she just wanted to talk to someone. She comes to story time regularly with her 3-year-old son and seemed eager to talk parenting with another parent. She relayed that she is a single mom, had recently been wrongfully terminated from her job, and had simultaneously received an eviction notice without cause. I asked her if she had a support network—friends or family—in the area. She does not and is getting by the best she can. For having been through so much, she maintained a positive attitude. I was struck, yet again, by how often vulnerable patrons open up to us. I am honored that this woman and so many other struggling patrons feel safe enough in our space to just be.

Last year, a homeschooling family regularly came to a variety of Sierra View programs, including story times and arts and crafts sessions. They had not been in Reno long and were slated to leave the area again to follow a job prospect. Because they had made no real friends in the area, they asked to celebrate their son's 6th birthday at the library with us. They brought cake, and we all sang Happy Birthday to the kiddo. Our manager also got him a little gift, and we all signed his birthday card. He was so excited, and his family was so touched that we took time out to celebrate their little guy. We were all smiles.

5/21/25
meeting
Sarah Jaek

On our Diverse Abilities program:

Depending on the level of support a neurodivergent child may need, it can at times be daunting for parents to find spaces that feel safe and welcoming. Diverse Abilities is a library program created to provide this space, along with an opportunity to introduce neurodivergent families to the library and its resources. Activities and crafts available are geared towards kids in the pre-k-5th grade range, and easily adaptable to varying abilities, support needs, and sensory issues.

Many kids on the autism spectrum struggle with social skills. While attending Diverse Abilities, kids can engage with others in no-pressure environment while still being themselves. Parents and caregivers have the opportunity to exchange information and talk to others with similar situations and experiences. This builds community for neurodivergent families, and is a relief for many, knowing they are not alone in their struggles.

As with all library events, Diverse Abilities is inclusive...kids of all abilities are invited and encouraged to participate. Leading staff members have experience in teaching, special education, and parenting neurodivergent children. They work hard to create fun and dynamic activities that all young learners will enjoy.

5/21/25
meeting

Washoe County Libraries Board of Trustees Meeting

Good Evening, Chair Silver and Members of the Board of Trustees,

My name is Adrienne Santiago, and I serve as the Executive Director of the Northern Nevada Literacy Council (NNLC), and a board member for the Nevada State Council on Libraries and Literacy. I want to take a moment to express our sincere appreciation for the ongoing partnership between NNLC and the Washoe County Library System. Your commitment to providing inclusive, accessible learning environments aligns closely with our mission to expand literacy opportunities across our community.

We recognize and commend the work of this Board in maintaining strong and effective library operations during the current vacancy of the Library Director position. Your leadership during this transitional time is critical, and we applaud your continued focus on community access, education, and literacy.

Now more than ever, it is vital that we stand together to ensure every member of our community has access to literacy and educational services. With the Washoe County School District's RISE Academy no longer accepting high school dropouts under the age of 18, a critical gap in services has formed. At this moment, only NNLC and Truckee Meadows Community College are positioned to serve these vulnerable youth, many of whom are seeking a second chance at education and a pathway to a better future.

Together, our partnership with the libraries provides safe, supportive spaces for learning, and we believe that expanding this work is essential. From English Language Acquisition to High School Equivalency programs, our shared goals remain the same: to uplift individuals, families, and the broader community through literacy and lifelong learning.

Thank you for your continued support, dedication, and service to the people of Washoe County. We look forward to continuing this important work together.

Respectfully,
Adrienne Santiago
Executive Director
Northern Nevada Literacy Council
775-230.1906 (cell)

5/21/25
meeting

Good evening, Board, Staff,

My name is Carol Cooke. I have some questions for the board for which I'd like answers on the record.

Before I get to my questions, I want to state that the Washoe County Library System is robust, healthy, and professional. Listening to the CC meeting yesterday among other meetings, some seem to think the Library System is the unwanted stepchild of the county in this budget crisis.

How can that be?

It's only 1% of the total budget. Its employees are happier than all other county employees. It is beloved and supported by the wide community. It serves a wide and diverse public as a knowledge center and community center.

Every business or government department can benefit from some improvements, new ideas. But nothing I've heard or seen suggests that the Washoe County Library System itself is suffering from inefficiency, poor planning, poor service delivery.

The problem is political, and from what I've read and heard, the problem stems from a lack of board leadership. Politics is what it is, and the board failed to stand up to it. So here we are, treating our library like a sick annoying child. It doesn't need fixing; it needs and deserves respect and thanks. *I hope this new study will help the board and the system to move forward*
Questions:

1. What is the exact timeline for progression of the Study?
When will that be made public?

2. Who exactly will establish the MQ's and the mission? What standards will be used?

3. Will the public have an opportunity to comment on the RFP before it is let?

4. Will the RFP preclude any person or organization tied in any way to public library privatization from consideration?

Before you today is an item for the Library Board of Trustees to consider hiring an independent third-party library expert to assist our community, staff, and the trustees propose a budget that mirrors the best practices associated with library operations. The role of this expert would be to provide valuable insights and recommendations on the appropriate staffing needed to operate branch libraries efficiently. This includes ensuring that our libraries are staffed to effectively administer the policies set forth by the trustees and respond to the evolving needs of our community. By leveraging the expertise of an independent consultant, I am hopeful we can come together to propose an adequately funded library that meets our community's needs.

The independent expert could offer guidance for community engagement practices as well. This includes evaluating current practices, identifying areas for improvement if they exist, and recommending strategies to align our library services with the community's needs if they are indeed out of alignment. The goal is to create a library system that not only meets but exceeds the expectations of our patrons and continues a culture of continuous improvement and excellence. I believe that with the support of an independent library expert, we can achieve these objectives and ensure that our libraries continue to be a cornerstone of our community.

To ensure that the independent library expert is well-qualified to assist the community and trustees, they should possess a combination of education, experience, and certifications. Some key qualifications to consider are:

1. **Educational Background:** The expert should hold a master's degree in library science (MLS) or library and information science (MLIS) from a program accredited by the American Library Association (ALA). This ensures they have a solid foundation in library principles and practices
2. **Professional Experience:** They should have extensive experience working in public library management or administration, preferably with a track record of successfully implementing best practices in library operations. Experience in public libraries and familiarity with community engagement strategies is highly desirable
3. **Certifications:** Relevant certifications, such as the Certified Public Library Administrator (CPLA) credential offered by the Public Library Association (PLA), can demonstrate their expertise in public library administration. This certification requires mastery of knowledge, skills, and abilities necessary for successful library management

4. **Continuing Education:** The expert should be committed to ongoing professional development, participating in continuing education programs and specialized workshops to stay current on new developments in the field
5. **Consulting Experience:** Experience as a library consultant or advisor, providing guidance to libraries on improving operations, staffing, and community engagement, would be beneficial. This demonstrates their ability to offer practical and actionable recommendations

By ensuring that the independent library expert meets these qualifications, we can be confident that they will provide valuable insights and recommendations to enhance the library system's operations and responsiveness to the community's needs.

A possible motion would be: I move to request the County Manager's Office staff create and publicly release a Request for Qualifications (RFQ) for professional services related to optimization of library operations utilizing the process and procedures customary of Washoe County Purchasing. The scope shall include the five items above: Education, Experience, Certifications, Continuing Education, Consulting Experience (to include public engagement experience) in addition to a proposed timeline with milestones and any other qualifications that would demonstrate proficiency. It is anticipated that once results are available appropriate staff will determine which responses are "responsive and responsible" to the solicitation, and return to this Board with those results and a scoring sheet for the Board to score and choose the most qualified respondent.

Public Comment for Library Board of Trustees May 21 2025

From [REDACTED] <[REDACTED]>

Date Wed 5/21/2025 8:01 AM

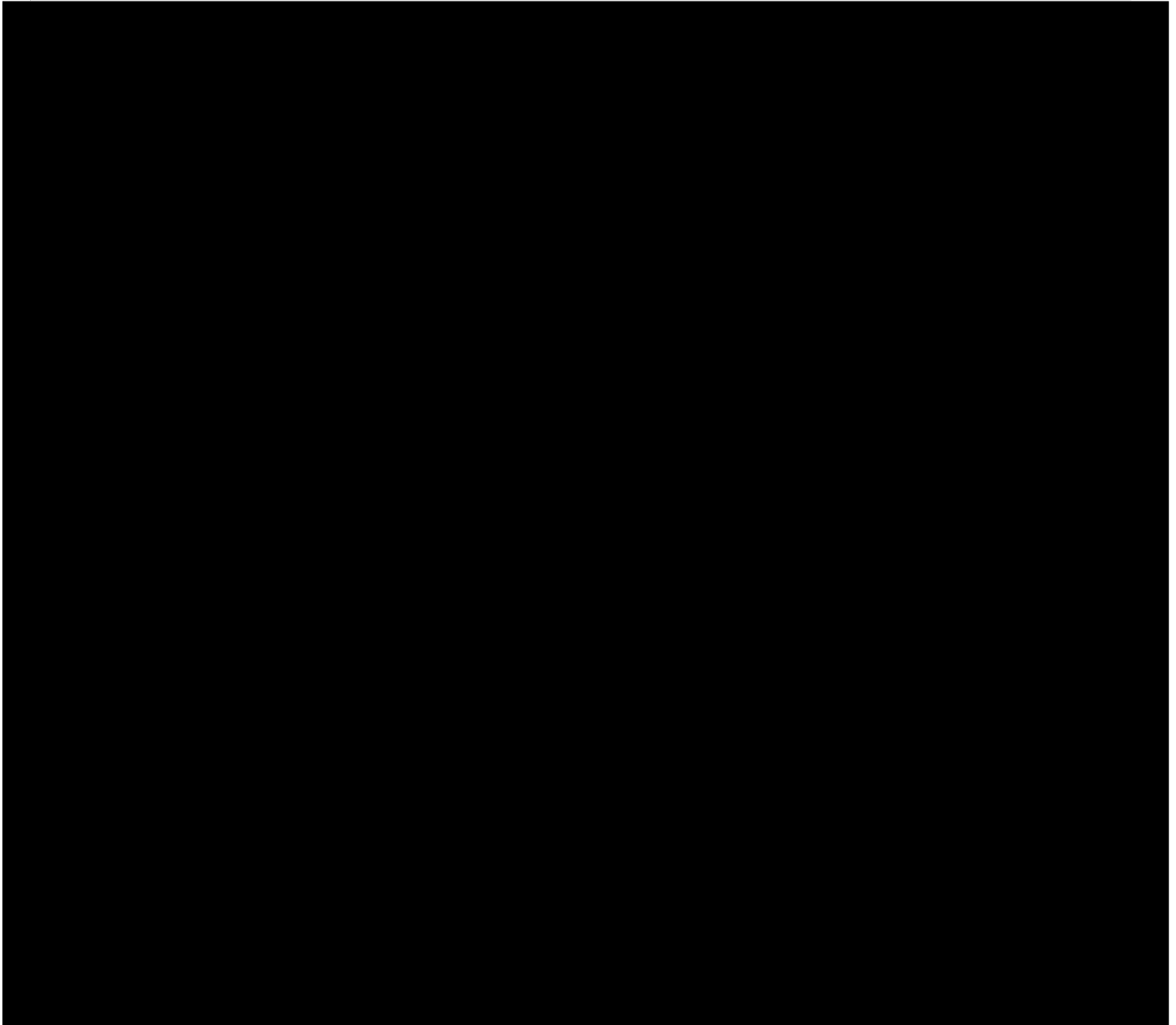
To Schubach, Siera <SSchubach@washoecounty.gov>

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[Report Suspicious](#)

Dear Library Trustees, as a resident of Washoe County and a frequent and satisfied library user, I urge you to appoint Stacy McKenzie as interim library director. This is the most efficient way to continue the functions of the library without undue interruption. Ms. McKenzie can work with you on the upcoming 2027 library budget and be an effective liaison to the library staff and patrons. There is no need to spend additional county money – in a year where funding is uncertain at best – on outside consultants. These type of consultants are expensive. Local library decisions should be made by local people. Listen to people from Washoe County. Don't hire an expensive outside group to do your job. Cooperation with the library and county staff is the key. Thank you, Suzanne Williams 89521



From: [REDACTED]
Sent: Wednesday, May 21, 2025 3:35 PM
To: Rodriguez, Marie L. (Board Member) <MLRodriguez@washoecounty.gov>
Subject: Concern about Library Board looking at hiring outside commission to advise board and library on budgets.

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Dear Commissioner Rodriguez, at tonight's Library Board of Trustees meeting a new item on the agenda is to consider hiring an "outside consultant" to advise on the 2027 library budget. An agenda item to approve Stacy McKenzie as interim director DOES NOT appear. One outside consultant is LS&S, Library Systems and Services, a corporate group known for privatizing library services under its own direction (and profit.) Here is a quote from the Library Journal, and American Library Association publication [Residents Sue Escondido Over Library Outsourcing](#), [Library Journal](#) about a law suit over this move in Escondido California. This is from 2017:

"The coalition turned up a number of facts that gave city residents pause, including a poor performance review of the LS&S-run library system in Jackson County, OR, which included a lack of transparency about how funds were allocated and a minimal collection of Spanish-language materials. "[LS&S is] known for cutting corners, they are known for hiring minimum wage workers and not degree-certified librarians—that's one way that they save money," Ressler told *LJ*. "They also seem to take advantage of volume discounts and volume purchasing, which means that their libraries, in whatever cities they're in, regardless of the makeup of the communities, seem to have very similar collections of books. In Escondido, our community is more than 50 percent Hispanic. Yet what we've learned about other libraries that LS&S manages is that they don't have an adequate number of resources, whether it's Spanish-speaking staff or materials printed in Spanish, for those members of the community. That would be a huge disservice to our community here in Escondido."

I depend on our libraries not only for books to read but for expert help in research, access to free meeting rooms, and a variety of interesting community programs. How many of these services will be cut or reduced by a private, for-profit company? Others in our community depend on libraries for internet services, various community services, and as safe places. Perhaps most important, we need to have local, certified staff and librarians curating our county collections to be sure they serve OUR community without censorship or political influence. A one-size fits all private company is not the answer.

Thank you for your time –

Suzanne Williams

Author

Author's Guild

Member of the Year Society of Children's Book Writers and Illustrators (SCBWI)

Regional Advisor Emerita SCBWI Nevada Region

Steering Committee SCBWI Impact and Legacy Fund

Literacy advocate

Nevada Arts Council and Sierra Arts Foundation teaching Artist

Fw: concerns about agenda item

From Rodriguez, Marie L. (Board Member) <MLRodriguez@washoecounty.gov>

Date Tue 5/20/2025 10:25 PM

To Schubach, Siera <SSchubach@washoecounty.gov>

Cc Kaplan, Herbert <HKaplan@da.washoecounty.gov>

Siera,

I believe this email is meant to be a comment on agenda item 7b.

Thank you,

Trustee Rodriguez



Marie Rodriguez

**Board Trustee
Washoe County Library System**

mlrodriguez@washoecounty.gov

From: Diane Macauley <[REDACTED]>

Sent: Tuesday, May 20, 2025 9:25 PM

To: Rodriguez, Marie L. (Board Member) <MLRodriguez@washoecounty.gov>

Subject: concerns about agenda item

This Message Is From an Untrusted Sender

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[Report Suspicious](#)

Hi Marie,

Below are concerns raised about the role of the library board and the possibility of selecting an "expert" who might be trying to sell privatization of library service:

National Precedents Where Privatization Failed

Communities that reversed LS& contracts after poor outcomes:

- Santa Clarita, CA – Returned to public ops after reduced service and staff issues
- Calabasas, CA – In-house proved cheaper and more effective

- Escondido, CA – Encountered hidden costs
- Linden, NJ – Saved \$300K annually by switching back
- Fargo, ND – Terminated due to financial mismanagement
- Jackson County, OR – Restored public control after funding stabilized

These cases reveal a pattern: privatization promises savings, but often results in diminished services, rising costs, and community distrust.

Leadership & the Path Forward

- Washoe County doesn't need privatization, it needs leadership:
- Transition to a new Board Chair who values due process, transparency, and accountability.
- Hire a qualified Library Director who champions public service and community partnerships.
- Form a working group to engage directly with successful peer systems:
- North Las Vegas Library District – Director Forrest Lewis led a major turnaround through public trust and innovation.
- Humboldt County Library – Director Jessica Anderson improved services through strong community collaboration.

Final Thought

This is not the first Nevada library system to face a financial challenge—and it won't be the last. But Washoe County can lead with transparency, strategy, and community. Privatization is extreme and irreversible. Let's fix what's fixable. Let's protect what is public. Let's move forward together—not hand over our libraries to the highest bidder.

End of Public Comments for May 21

Washoe County Library Board of Trustees Meeting Locations
Department and Branch Presentations tentative schedule
Schedule 2025-2026

July 16 South Valleys Library / SO library update

August 20 Sierra View Library / Library Collection Update

September 17 Sparks Library / Marketing and Communications

October 15 Northwest Reno Library / NW Library Update

November 19 North Valleys Library / NV Library Update ** Stacy is out of town.

December 17 Sierra View Library / SV Library Update

January 21 Downtown Reno Library / Library Development report

February 18 Sparks Library / Sparks Library Update

March 18 Sparks Library / Youth Services and Library Events Team

April 15 Spanish Springs Library / SS Library Update

May 20 Downtown Reno Library / DT RN Library Update

June 17 Incline Village Library / Incline Village Library Update

Washoe County Library Holiday/Closure Schedule FY 2025/2026

Independence Day – Friday, July 4

Labor Day – Monday, September 1

Nevada Day – Friday, October 31

Veterans Day – Tuesday, November 11

Wednesday Before Thanksgiving – Close at 4 pm

Thanksgiving – Thursday, November 27

Family Day – Friday, November 28

Staff Day – Thursday, December 11 (half day/full day depending on service models)

Christmas Eve – Wednesday, December 24 (all branches close at 4 pm)

Christmas – Thursday, December 25

New Year's Eve – Wednesday, December 31 (all branches close at 4 pm)

New Year's Day – Thursday, January 1

Martin Luther King Jr. Day – Monday, January 19

Presidents Day – Monday, February 16

Staff Day – Thursday, May 14 (half day/full day depending on service models)

Memorial Day – Monday, May 25

Juneteenth – Friday, June 19

~~Washoe County Library Board of Trustees~~The
Board of Trustees of the
Washoe County Library
System (GJ) Bylaws

The Board of Trustees of the Washoe County Library System, pursuant to the authority vested by Nevada Revised Statutes 379.025, hereby establishes the following bylaws:

I. Purpose

The Washoe County Library Board of Trustees shall, consistent with provisions of applicable state and federal law, exercise the powers and duties granted pursuant to NRS 379.025. The Board shall endeavor to administer and manage the resources of the Washoe County Library System in a manner consistent with the public trust, the Library Mission Statement, and the Library Vision Statement. To improve the function of the Washoe County Public Library. (LM)

II. Organization and Membership

A. The name of the organization shall be "The Board of Trustees of the Washoe County Library System"

B. Membership:

1. The Board of Trustees will be comprised of five (5) members.
2. Trustees will be appointed by the Washoe County Board of Commissioners.
3. Trustees will meet the minimum requirements as determined by the Washoe County Board of Commissioners.
4. Trustees will be appointed to serve a 4-year term, as provided in NRS 379.020.
5. Trustees will be eligible to be appointed for no more than two full consecutive four-year terms. Any initial (DA K) appointment for the remainder of a term of less than 2 years will not count toward this limitation. In the event a Trustee's term expires, the Trustee shall continue to serve as Trustee until such time a replacement is appointed pursuant to NRS 379.020(1). ~~Notwithstanding the term limitation set forth herein, nothing in this provision shall be construed to prohibit the reappointment of a trustee for additional terms to be served after a break of one term of non-service prior to re-appointment. (DA K)~~
6. Resignation: If any Trustee resigns at any time, written notice must be provided to the Board of Trustees Chair and the Library Director. Any such resignation shall take effect at the date of receipt of such notice or at any later

date specified therein. Unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

7. Removal: The board of county commissioners may remove any trustee who fails, without cause, to attend three successive meetings of the trustees or who violates duties/ethics of appointed officer per NRS 281- (MR)
- C. Trustees are public officers as defined in NRS 281.005(1) and NRS 281A.160(1). Accordingly, Trustees are subject to the Ethics in Government Provisions codified in NRS 281A.010 et. seq. Trustees shall comply with the Code of Ethical Standards of NRS 281A.400 et. seq.
- D. Duties of a Trustee:
 1. Regularly attend meetings in person unless otherwise provided in these bylaws and actively participate in such meetings and actions.
 2. Review meeting materials prior to each meeting.
 3. Be attentive to the needs and concerns of library patrons, volunteers, library staff, library administration, county staff, county commissioners and the general public.
 4. Set policies governing the operation of the library system as appropriate.
 5. Hire and evaluate the job performance of the Library Director in accordance with Washoe County job description and qualifications. (MR)
 6. Work with the Director, library staff and community members, and political leaders to plan for the future of the library system.
 7. Acknowledge the annual budget for the library system, and monitor expenditures.
 8. Monitor and evaluate library effectiveness. ~~and~~
 9. Advocate for the Washoe County Library System within the community and political organizations, as appropriate.

III. Officers

A. Chair

1. Selection.
 - a. The Chair will be elected by a majority vote of the Board of Trustees who are present at the meeting.
 - b. The term will be for one-year at the pleasure of the Board of Trustees.
 - c. Elections shall be held at the regular Board of Trustees meeting each June.
2. Duties. The chair shall:
 - a. Preside at all meetings of the Board of Trustees.
 - b. Execute all documents and actions authorized by the Board of

Trustees.

- c. Call special meetings as warranted.
- d. Appoint committees if necessary.
- e. Serve as an ex-officio non-voting member of all committees.
- ~~e.f. Will speak on behalf of the board only on topics that have been approved by the board in an open meeting. (MR)~~
- ~~f.g. Work with the Library Director and staff;~~
- ~~g.h. Review agendas and assist in scheduling meetings;~~
- ~~h.i. Add or remove items on each meeting agenda;~~
- ~~i.j. Draft correspondence as directed by the Board of Trustees; and~~
- ~~k. Perform all duties associated with the office.~~
- ~~j.l. Review monthly bills to be paid. (LM)~~

B. Vice-Chair

1. Selection

- a. The Vice-Chair will be elected by a majority vote of the Board of Trustees who are present at the meeting.
- b. The term will be for one year, at the pleasure of the Board of Trustees.
- c. Elections shall be held at the regular Board of Trustees meeting each June.
- d. In the event the Vice-Chair must assume the duties of Chair for the one-year term because the Chair is no longer able to serve in that capacity, an election for a new Vice-Chair will be held at the next meeting following the succession.

2. Duties. The Vice-Chair shall:

- a. In the event of the absence or disability of the Chair, or of a vacancy in the office, the Vice-Chair shall assume and perform all duties associated with that office. In the event of an absence or short-term disability of the Chair, the Vice-Chair shall assume the duties of the Chair for the period of his/her absence or disability. In the event the Chair is permanently vacated, the Vice-Chair shall assume the office of the Chair for the remainder of the vacated term.

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.

- B. Meeting locations: When possible, the Board of Trustees will normally hold regular meetings on a rotational basis at Washoe County Library locations. A calendar of possible meeting locations will be provided annually to the Board of Trustees. Meetings may be held virtually at the Chair's discretion pursuant to the requirements of NRS Chapter 241.
- 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.

- D. Agendas: The Director and Chair shall ensure the preparation of the agenda for each Board meeting and the compliance with the applicable open meetings laws as set forth in NRS Chapter 241. An item may be placed on the agenda at the request of any Trustee or by written request by any individual to the Director and Chair 15 days prior to the scheduled meeting.

~~D.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)

~~E.F.~~ Pertinent Materials: The Director shall ensure that notices and supporting materials pertinent to any agenda item for any Board meeting shall be made available to Trustees, Board legal counsel, and the public in accordance with the requirements set forth in the applicable open meeting laws (NRS Chapter 241).

~~F.G.~~ Quorum: A simple majority of the membership of the Board of Trustees must be present to have a quorum. If a vacancy occurs in the membership of the Board, the necessary quorum and number of votes necessary to take action on a matter is reduced as though the voting membership does not include the vacancy. An affirmative vote of three trustees is required on any action items on the agenda for said action to be of any legal effect, regardless of the number of trustees present at the meeting

~~H.~~ The Director, or ~~his~~ their duly appointed representative, shall attend each meeting of

the Board.

1. The Director shall have sole charge of the administration of the Library under the policies and with the review of the Board of Trustees (LM)
2. The Director shall be held responsible for the procedures established to enforce the policies established by the Board for the operation of the Library. Among the duties and responsibilities of the Director shall be: (LM)
 - 1) Selection of library materials and equipment for use by the public.
 - 2) Recruitment, training, assignments, and dismissal of members of the library staff in accordance with the library's Personnel Rules and Regulations. (LM)
 - 3) Informing the Board continually and completely regarding the finances, public services, physical plant, personnel, collection, and other developments, changes, and problems of the Library. (LM)
 - 4) Attendance at all meetings of the Board of Trustees except:
 - a) Those where the professional competence of the Director, and the Director's salary are to be discussed in accordance with NRS.OPL, Official Meeting Open to the Public. (LM)
 - b) Those held when the Director is physically unable to attend due to illness. (LM)
 - ~~c) Those where the Board of Trustees has granted special leave. (LM)~~

H.I. Special meetings: Special meetings of the Board of Trustees may be called by the Chair or upon the written request of any two Trustees.

H.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:

Salute to the Flag

(DA K)

Call to order

Roll call

Public comment

Review/approval of minutes

~~Old business~~

New business

Presentations

Reports

Public comment

(DA K)

Board comment

Staff Announcements Adjournment

~~J.K.~~ Where consistent with state law, and not otherwise provided in these Rules of Procedure, the Washoe County Library Board of Trustees may refer to the principles of the most recent edition of Robert's Rules of Order for guidance in conducting its meetings.

~~L.~~ Committees: Committees shall be created ~~as-needed (MR)~~ by the Chair ~~as needed and (MR)~~, shall have a specific purpose, shall report regularly as to progress in completing their charge, ~~shall be subject to annual review as needed (LM)~~, and shall automatically dissolve upon the completion of their charge. ~~Any subcommittee or working group of at least 2 people appointed pursuant to this section shall be subject to the Open Meeting Law pursuant to NRS 241.015(5)(d) if the subcommittee is comprised of members of the Library Board or staff members of the Library, OR the subcommittee or working group is authorized by the public body to make a recommendation to the public body for the public body to take any action. (DA K)~~

- ~~1. Committees are extensions of the Board and are always responsible to the full Board. (LM)~~
- ~~2. Committees study issues by the full Board and can make recommendations to the full Board about the assigned issue. (LM)~~
- ~~3. Members may be selected from people outside the Board so that additional expertise can be utilized. (LM)~~
- ~~4. Committees shall make regular reports to the Board. (LM)~~

~~L.M.~~ Annual Bylaws Review: The Bylaws herein can be revised as needed by a majority vote of the Board of Trustees. Any proposed revisions must be placed on an agenda and addressed in a public meeting in accordance with the Nevada Open Meeting Law. The Bylaws shall be reviewed and approved at least once every calendar year.

DATED this ~~22nd of May 2024~~

These bylaws were presented to the Board on ~~May 22, 2024~~ June 18th, 2024, and ~~(were adopted.)~~

~~Gianna Jacks, Chair~~ Ann Silver, Chair

Public comment for 7/16 LBOT meeting

From Andrew Maurins [REDACTED]

Date Tue 7/15/2025 3:39 PM

To Silver, Ann (Board member) <ASilver@washoecounty.gov>; Rodriguez, Marie L. (Board Member) <MLRodriguez@washoecounty.gov>; Moser, Lea (Trustee) <LMoser@washoecounty.gov>; Jacks, Gianna (Board Member) <GJacks@washoecounty.gov>; Ruf, Tami (Trustee) <TRuf@washoecounty.gov>

Cc Schubach, Siera <SSchubach@washoecounty.gov>; McKenzie, Stacy L. <SMcKenzie@washoecounty.gov>

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Good evening. My name is Andrew Maurins, I'm a Library Assistant II at the South Valleys branch, and I'd like my comment to please be added to the record.

I have a LOT of thoughts on multiple items on this month's agenda. But there's also a lot of work to be done at this meeting, and it'd be impossible for me to share all of those thoughts in under three minutes, anyway. So instead, I decided to go in a different direction.

I'm in the process of planning another family story time at South Valleys later this month. Reading out loud to others is something I've done in one form or another for almost my entire life. And seeing the responses from the kids who come to our story times is, without question, the best part of my job. Getting a roomful of kids to laugh and smile truly is like a healing balm for your soul.

I also had the privilege of creating a display in our branch's lobby to commemorate Pride last month. One day, a patron went out of their way to compliment it, and tell me just how much it meant for them to see it. And shortly after that, another patron checked out five books at once from that display. I could barely fill it back up in time before they came back a few minutes later to check out a sixth item! Any time you put a great amount of effort and care into something that matters to you, and someone else sees that, and acknowledges it, it heartens you.

I mention these experiences because they both reminded me of why I do what I do. Over the years — and especially at meetings like these — it becomes easy to forget the reasons why we do what we do. This is certainly true for library staff, but I imagine it's especially true for a trustee. Creating and giving something to share with others is a lot harder than it is to take and destroy a thing which already exists. But it's also a lot more fulfilling.

It's been almost a year since our Drag Queen Story Hour events were discontinued. They were consistently one of our most popular events, and while I'm glad that Our Center has been able to continue them, things haven't been quite the same for us. I can confidently say the person whose reckless and selfish actions deprived all of us of those events will never experience the same kind of joy that we did from being part of them. But that also makes me really sad. Because I think everyone — even that person — should be able to derive the kind of joy from their own pursuits that we're so

lucky to derive from ours. So, if you can take a moment to remember exactly why you do what you do, whatever that thing is, and whoever you are, I think you should. Thank you for your time.