

APPROVED



LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, April 15, 2026

5:30 P.M.

SPANISH SPRINGS LIBRARY

7100-A Pyramid Highway, Sparks, NV 89436

Library Trustees:

Ann Silver, Chair

Lea Moser, Vice Chair

Gianna Jacks, Trustee

Tami Ruf, Trustee

Marie Rodriguez, Trustee

0) Salute to the Flag led by Vice Chair Moser

1) Roll Call [Non-Action Item]

- Present: Chair Silver, Vice Chair Moser, Trustee Jacks, Trustee Ruf
- Trustee Rodriguez arrived after roll call.

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

- Ruth Flack: Expressed a warm welcome to newly appointed Director Lisa McClure. Shared her concern about the \$1.3 million in library funds held in abeyance. Emphasized that restricted funding has resulted in sparser collections and hindered the library’s ability to meet community needs. Urged timely action to release the funds before they expire at the end of the fiscal year.
- Eileen Ecklund: Recognized National Library Appreciation Week and thanked library staff. Welcomed Director McClure and expressed optimism about renewed leadership. Shared concerns regarding the \$1.3 million in abeyance, tying it directly to noticeable declines in material availability and longer wait times. Asked for the Downtown Reno Library to reopen on weekends, acknowledging security challenges but urging creative problem solving to restore access vital to downtown revitalization.
- Alanna Fitzgerald: Welcomed Director McClure and expressed hope that prior “drama and orchestrated chaos” is now behind the system. Urged the Board to thoroughly vet candidates for upcoming trustee vacancies, emphasizing statutory trustee duties under NRS 379 and the importance of selecting individuals without personal agendas. Called on trustees and the new director to uphold American Library Association principles and defend intellectual freedom, inclusivity, and the public’s right to read.
- Jean Griffith: Welcomed the new director and remarked on the connection between public libraries and constitutional freedoms. Expressed concern over

recent trends, nationally and locally, in which public officials have responded to public criticism with hostility or threats. Asserted that no resident should fear retaliation for speaking at public meetings, and that such freedoms are especially crucial within libraries.

- Christopher Tong: Thanked trustees for their service and acknowledged the inherent scrutiny public officials accept when volunteering for public boards. Expressed concern over allegations that trustees have responded to critics with confrontations outside meetings. Urged trustees to model professionalism and civility, address criticism publicly rather than privately, and avoid harassing or stalking behaviors. Requested that the Board consider voluntarily adopting Washoe County's Code of Conduct and establishing procedures to address alleged violations.
- Mitchell Brown Silveira: Shared personal testimony about the impact of library services on his life as a resident experiencing cognitive impairment. Described how library 3D printing resources have empowered him to learn new skills and produce complex designs. Noted appreciation for teen and children's spaces, technology access, and creative amenities such as guitars and puzzles. Emphasized gratitude for library resources and urged continued funding to ensure such supports remain available.
- Eithne Barton: Thanked trustees and welcomed the new director. Noted that the library currently meets only 4.51% of the collections budget spending, far below the 10% goal. She pointed out that holding \$1.3 million in abeyance caused the collections budget to drop to its lowest level in over a decade. Urged the board to release the funds now that a new director is in place.
- Laura Wetherington: Expressed appreciation for the trustees' work and welcomed the new library director. Noted the \$1.3 million held in abeyance and urged the board to release these funds for the collections budget. Mentioned the Nevada State guideline of 10% collections funding.

- Krysta Flanagan: Expressed concern about alleged harassment, confrontation, and repeated unwanted contact by a board member toward public commenters, noting First Amendment rights. Described multiple alleged incidents, including residents being approached in public and pressured to retract statements. Concluded by sharing her strong enthusiasm for the new director and optimism for the library's future.
- Virginia Larmore: Expressed that while disagreements among community members are expected, residents should not face repeated contact or pressure after offering public comment. Shared an example of a resident reportedly receiving nine separate follow up emails after speaking at a meeting. Noted that political tension surrounding library board meetings has created an exhausting environment for the community and welcomed the new director with hope for a calmer chapter.
- Sean Sullivan: Welcomed the new director and highlighted his main concerns; meeting the 10% materials spending requirement and creating the new strategic plan. Briefly addressed concerns raised by others regarding allegations of a trustee stalking a public commentor, stating he found the comments concerning and intended to research the incidents.
- Andrea Tavener: Congratulated the new director and expressed optimism regarding the library's future. Brought up NRS statutes regarding the library's strategic plan. Noted plans must be updated every two years and filed with the Nevada State Library by January 31<sup>st</sup>. Warned that WCLS was at risk of noncompliance which could lead to the loss of state and federal funding. Urged the board to make sure the strategic plan requirements were addressed promptly with the new director.
- Cate Salim: Spoke about a pattern of alleged retaliatory behavior by a trustee and the trustee's father, including extensive public records requests targeting her personal and workplace emails. Requested the Board evaluate whether these actions violate ethics standards, prohibit trustees and their families from

engaging in retaliatory behavior, and formally affirm that public meetings are a safe environment for all viewpoints.

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

- Trustees welcomed the new director via Zoom and expressed their excitement in working with her.
- Trustee Ruf shared her appreciation for the public’s research and concerns regarding the budget and strategic plan.
- Trustee Jacks praised the new agenda system and thanked the Spanish Springs library for hosting the meeting.
- Vice Chair Moser welcomed attendees and Lisa McClure. Expressed appreciation for public engagement. Asked if Solaro could comment on the issue of abeyance and was told by DDA Kaplan he could not speak during board comment. Declared she would do research on the Code of Conduct and Washoe County legalities related to the allegations brought forth by public commenters. Noted the upcoming exit of herself and Chair Silver from the board, and urged community members to let the BCC know what qualities they would like in the new trustees.
- Chair Silver shared that Adrienne Santiago is no longer the director of NNLC and the programming she’d planned will only be held at Sierra View if the meeting room is available. Emphasized that board meetings are safe spaces for all viewpoints and stated she is unaware of the specific events reference in public comment.

4) Approval of Minutes from the Library Board meeting on March 2, 2026 [For Possible Action]

- Vice Chair Moser expressed her appreciation for the minutes and Administrative Assistant Siera Schubach’s work on them.

- On motion by Trustee Ruf, seconded by Vice Chair Moser, which motion duly carried on a 5-0 vote, the meeting minutes from March 2, 2026, were approved.

5) General Business

a) Recognizing National Volunteer Month Honoring Library Volunteers with Report [Non-Action Item]

- Public Information and Development Officer Jamie Hemingway presented a systemwide summary of volunteer hours by branch and described branch level recognition activities, including distribution of volunteer pins. Shared a list of individual volunteer names.

b) Recommendation to acknowledge an Employment Agreement for Lisa McClure to serve as the Washoe County Library Director, starting April 20, 2026, until April 30, 2028, including provisions for an annual salary of \$183,580.00, and employment benefits and other provisions common to executive employment contracts administered by Washoe County; and authorize the Library Board of Trustees Chair to execute the agreement on behalf of the Board. [For Possible Action]

- Assistant County Manager Dave Solaro outlined the two-year employment agreement and noted Lisa McClure's cross-country relocation and scheduled April 20, 2026 start date. He described contract parameters consistent with other department head agreements and noted that McClure's contract is for 2 years.
- On motion by Trustee Rodriguez, seconded by Trustee Ruf, which motion duly carried on a 5-0 vote, the authorization to execute Lisa McClure's employment contract was approved.
- Lisa McClure joined via Zoom, thanked the trustees for their welcome, and noted she would arrive in Nevada the following day.

c) Brief presentation by Lisa McClure on her proposed 30-60-90 day plan as the newly hired Washoe County Library Director beginning employment on April 20, 2026.

- Director Lisa McClure presented her data driven approach to building the forthcoming strategic plan, consisting of:

- 30/60/90 day preliminary assessment: staff engagement, community partner evaluation, outcomes-based review, and operational baselines.
- One year working plan: envisioning, needs analysis, outcome assessments, facilities and policy review, and alignment with countywide goals.
- Strategic plan development: focusing on capacity building, change management, and integration of strategic priorities into daily operations and budget practices.
- She emphasized outcomes-based management, equity, 21st century skills, and community engagement.

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

- Valerie Wade: Member of the Friends of Washoe County Library. Welcomed the new director and highlighted the Friends’ contributions, including book sales, and \$110,000 donated in the prior fiscal year.
- Andrea Tavener: Expressed concern regarding the timeline for the required five-year strategic plan and urged immediate submission of an extension request to avoid jeopardizing state and federal funding.
- Tara de Queiroz: Emphasized urgent need to discuss and request release of the \$1.3 million held in abeyance.

7) Staff Announcements [Non-Action Item]

- Sparks Library Branch Manager Kerry Stendell reported on the landscape enhancement project for Sparks which will focus on reducing operating costs and preserving County assets. The project will reduce landscape maintenance requirements, water consumption, and improve operations and sustainability.

- Sierra View Branch Manager Sarah Jaeck announced the upcoming Día celebration featuring Taiko drummers, a presentation by the poet laureate of Nevada, and activities for kids and adults
- Downtown Reno Library Branch Manager Kristen Ryan invited trustees to the Downtown Reno Library's 60<sup>th</sup> anniversary celebration on May 9th from 6-9pm. Shared that there will be a time capsule, library history, bomb shelter tours, and light refreshments.
- Jamie Hemingway shared the County's proclamation for Nation Library Week which starts on Sunday April 19th. Noted Library Week was a great time for the new director to start.
- Assistant County Manager David Solaro clarified the \$1.3 million held in abeyance and stated that he was working with Debi Stears to target each branch's need. Stated the library still has 29% of its budget with 25% of the Fiscal Year left. Waivers related to the absence of a director and strategic plan have been submitted to the Nevada State Library. The tentative budget for Fiscal Year 2027 includes base funding for the library but not the above-base collections request.
- Vice Chair Moser expressed her appreciation for Solaro and Chair Silver agreed. Vice Chair Moser shared her relief that the County had already taken care of the compliance issue. Director McClure and Chair Silver thanked Debi for all her help and effort.

#### 8) Adjournment

- Chair Silver adjourned the meeting at 6:51 pm.

Good evening, members of the Board and Director. My name is **Cate Salim**. I am here to address a pattern of conduct that threatens public participation: the right of a citizen to speak without being targeted by those in power.

Over the past year, a Board member has contacted a member of the public nine times regarding their public comment. But it didn't stop there. The Trustee's father, Jim Shirk, has filed extensive public records requests targeting my private emails with a journalist, and even my professional emails at my workplace.

Trying to put a resident's job at risk by dragging their employer into a political dispute is a predatory tactic. It is meant to ensure that the "cost" of speaking at this microphone includes the threat of losing one's livelihood.

While public records laws are vital for transparency, they are being used here as a weapon. This is a clear attempt to "chill" public speech. It signals that any critic will have their private and work lives searched. This creates an environment of fear. If the price of speaking is a year of unwanted contact and retaliatory searches by a Trustee's family, few people will ever feel safe enough to speak again.

This Board and the County Commissioners cannot hide behind "gray areas" in the law. When an official and their family use public tools to harass people at their homes and jobs, this Board's silence makes you part of the problem.

This behavior is wrong. It suggests that you view the public not as people to serve, but as enemies to investigate. I am asking this Board to take three immediate steps:

1. Determine if these actions violate the Board's Code of Ethics or state ethics standards regarding the use of a public position to harass.
2. Prohibit Trustees from using their influence or their families to engage in retaliation.

3. Finally, I ask the Chair to formally state that this room is a safe space for all views and that retaliation—direct or through others—will not be tolerated.

A library board should protect the First Amendment. When a Trustee's conduct chills public speech, the Board has failed. It is time to draw a clear line between public service and personal grudges. Thank you.

Alanna Fitzgerald for the record.

4-15-2026

Thank you, Madam Chair, Madam Vice Chair, Trustees, and Assistant County Manager Solero and the Library staff who have stepped up during the recent changes for all the work you have done and continue to do for all of us in Washoe County.

As a long-time resident, retired social worker and ardent Library patron, I am here this evening to welcome our new Library Director. I am hopeful that the drama and orchestrated chaos of the past couple of years are behind us, and you – the Board - can now focus and work on meaningful change to challenges that face the Library System

I will continue to do what I can to support the Library via the Board of County Commissioners and other activities in the community.

I have used Public Comment at the County Commission meeting a couple of times recently to highlight the need for true in-depth review and very careful consideration regarding the candidates for the two upcoming openings on this Board. I am hoping that the background research done and questions posed will reveal any personal agendas and/or other issues that would give our community a Trustee who does not honor the responsibility as stated in NRS 379.025 Libraries/Trustees

4. The trustees shall, as a primary goal of the consolidated library district, provide the library facilities, resources and trained staff to meet the informational needs of all residents of the district.

As I have said in past meetings, I hope that every trustee – and now our new director - believes in and follows the guidelines of the American Library Association and embraces the responsibility with which they are charged in the Nevada Revised Statute (Title 33, Chapter 379. That is that the Board is responsible for literacy and the well-being of our community ----- specifically that you BE THE DEFENDERS OF INTELLECTUAL FREEDOM and that you BE PREPARED TO SUPPORT TO THE FULLEST, THE EFFORTS OF LIBRAIANS IN RESISTING CENSORSHIP OF LIBRARY MATERIALS BY GROUPS OR INDIVIDUALS.

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

Thank you.