

**Community Library Network
Board of Trustees Regular Meeting
Thursday 15 December 2022
Post Falls Library**

2:00 – 5:00 pm

We Empower Discovery

Agenda

Call to order Meeting was called to order at 2:00 pm

Roll call Trustees: Katie Blank, Regina McCrea, Judy Meyer, Rachelle Ottosen, Vanessa Robinson
Treasurer: Michele Veale
Staff: Lindsey Miller-Escarfuller, Janelle Sells, Michelle Fansler

Pledge of Allegiance

Public Comment

Speakers must state name and community and speak for no more than 3 minutes.
Persons addressing the Board are expected to observe a level of civility and decorum appropriate for a public meeting.

No personal attacks or disruptions from audience members will be tolerated.

- Emily Christopherson, Post Falls – They have gathered more signatures for their petition. She disagrees with comments made at the October meeting regarding libraries leading a liberal agenda. She listed the number of titles she found referencing conservative viewpoints. She believes the collection is fair and balanced. She encourages the community to request inter-library loans or make purchase suggestions to represent their perspective.
- Theresa Birkett, Post Falls – She acknowledged the good work the Board has done for the library. She quoted the Meridian library director about public comment and access to materials. She does not believe in banning books.
- Kevin George, Post Falls – He is supporting the institution of public libraries, staff, and Board. Books represent the First Amendment. Those who wish to ban books may be loud but are the minority. He asked what the new “hate” of the day is. He is more upset at threats made towards librarians and trustees.
- Tom Hanley, Post Falls – At a gathering a couple months ago, he heard that there is pornography in the children’s section. He defined pornography from the dictionary. He asked if there is a lack of quality books for children. He reviewed the American Library Association. He asked if the library works for taxpayers or the association.
- Dr. Sam Lyman, Post Falls – He has children in the LGBTQ community. He believes it is important that everyone in the community be represented in the library. The community is growing and is becoming more diverse.
- Lis Worcester, Post Falls - She is very grateful for the updated Materials Selection Policy. She has a list of books that should be relocated.
- Kara Claridge, Coeur d’Alene – She disagrees with most comments made at today’s meeting but appreciates the opportunity to speak at meetings. The petition seems to leave content in the children’s section up for grabs. She believes books can be harmful and measurable. She referenced several books.

- Marianne Cochran, Rathdrum – She quoted a speech from Adolf Hitler. She quoted the definition of pornography from Merriam Webster’s dictionary and from the Idaho Code. She states that pornographic material is in the District’s collection. She wants to defund libraries.
- Matt Yetter, Post Falls – He was exposed to pornography through Playboy. He described his time overseas in the Army. He spent time and money to overcome his addictions. He believes his early exposure to pornography was the cause of his trauma. He says that the more graphic materials should be safe guarded from children.
- Suzanne Kearney, Post Falls – She stated the catalogue is heavily weighted to early sexualization. She quoted statistics from a study. She described her search of the catalogue by using certain key terms. Her request for a book was denied.
- Heather Greenman, Post Falls – She appreciates the Board’s work with the library. She discussed the difference between “Empowers Discovery” and indoctrination. She believes the book displays promote indoctrination. She discussed her life. Youth deserve to be exposed to all equal viewpoints in an equal way.

Communications Annual Report – Kristi Ellstrom (*25 minutes*) no report today and will be postponed until summer.

Consent agenda: action item (*10 minutes*)

Minutes of the special meeting of 04 November
 Minutes of the regular meeting of 15 November
 Minutes of the special meeting of 17 November
 Minutes of the CIN meeting of August 2022
 Minutes of the CIN meeting of October 2022
 November CIN Financial Statements
 Community Library November 2022 reports

- Robinson and McCrea noted 9 changes to the November 15th meeting. Meyer noted an error in the CIN August 17, 2022, minutes to be brought to the attention of CIN. McCrea asked about the length of vacancies noted in the minutes.

McCrea moved to accept the consent agenda with changes noted.

M, C – McCrea

Community Library Network November 2022 financial statements: action item (*10 minutes*)

- Blank asked about salaries being above the year to date. The overage this month recognizes the one-time payout of a staff member’s accrued vacation and the annual premium for workers compensation insurance.

Robinson moved to accept the November 2022 financial statements.

M, C - Robinson

Circulation statistics: November (*5 minutes*)

- Miller-Escarfuller noted circulation has increased. Ottosen asked for a pre-pandemic comparison for year-end totals 2019 versus 2022.

Director’s report (*10 minutes*)

- Miller-Escarfuller described her first three weeks as Interim Director. She is looking forward to leading the library through the next several months. The workload is being shared among the admin team and the administrative assistant, Michelle Fansler. Michelle Fansler introduced herself to the Board.

Board packet discussion (*15 minutes*)

- Miller-Escarfuller reviewed what other libraries post online regarding their board packets. Only documents directly related to library business are included and drafts are clearly marked as such. Library reports and photos are not included. Library reports would need to be modified if they are to be posted for the public. McCrea asked if legal council should advise what parts of the Board packet should be posted publicly. Miller-Escarfuller will follow up with the attorney.

Compensation plan follow-up (*15 minutes*)

- McCrea asked about the other recommendations from the compensation consultants, including job titles. She noted that more work is required from the compensation study suggestions. Miller-Escarfuller stated that there will be a ripple effect to changing titles but there is a history to existing titles within the organization. Meyer asked about how the wage increases were received. Miller-Escarfuller said overall the reaction was positive but there were some negative comments. Blank reminded the Board that not all positions were found to be out of market. She also noted that the Board is committed to reviewing wages in the next budget cycle.

Carryforward FY 2023 proposal discussion

Set budget hearing: action item (*20 minutes*)

- The carryforward proposal from the November regular meeting was presented again. Meyer asked about Internet and Telecom. Sells discussed how E-rate timing is different than the district's fiscal year. Miller-Escarfuller noted that salaries and benefits will be sustainable, but the Board will need to decide what changes need to happen in the next fiscal year. She also discussed the salaries to income percentages she researched from other libraries. The Board approved the carryforward proposal, by consensus, for publication at a budget hearing.

McCrea moved to set a budget hearing January 19, 2023, at 5:30 pm. McCrea postponed her motion to the Set Special and regular meeting dates agenda section.

Break from 3:30 pm to 3:36 pm

Adult Programming Specialist job description: action item (*15 minutes*)

- Miller-Escarfuller noted the current fiscal budget included a new position, Adult Programming Specialist. This position will support the coordinator and staff that deliver adult programs. This aligns with the new strategic plan. The position will be scheduled for 28 hours per week and may be a career step if filled by an existing staff member. McCrea and Robinson noted four typos.

McCrea moved to approve the Adult Programming Specialist with changes noted.

M, C - McCrea

Director recruitment update (*15 minutes*)

- Blank received an update from June Garcia. She presented a printed copy and emailed it as well. The position has been posted and applications will be due January 22, 2023. Applications will be screened, first round of interviews will be via zoom-type technology, and final, in person interviews will be February 17th and 18th at the Hayden library.

Trustee Continuing Education (*5 minutes*)

- Trustees commented on Jim McNall's presentation. Miller-Escarfuller emailed the PowerPoint presentation to the Board.

Facilities updates (*10 minutes*)

- Miller-Escarfuller discussed next steps for the possible remodel of the Post Falls children's room funded by donations. A remodel of the Post Falls computer lab is being considered. The renovation would

create a smaller computer lab and add another study room to meet the needs of the community and create a staff office space. Snow removal has been a challenge and is costly.

Legislative updates (2.5 minutes)

- Meyer stated half of the legislature are newly elected. This is an opportunity to tell the library story to the new legislators.

Community announcements (2.5 minutes) - none

Public comment overview (5 minutes)

- Veale discussed that a patron noted during public comment that she would check out books deemed inappropriate and not return them. Miller-Escarfuller noted that the patron would be treated the same as other patrons that do not return materials. Blank thought the comment related to removing materials without being checked out initially. Meyer stated this can affect the budget. Miller-Escarfuller will research and report back via the Director’s Report. McCrea asked to receive a copy of the petition presented to the Board at the November and December meetings.

Discussion of future agenda requests (The board will decide via consensus whether these items will be moved to a future agenda) (5 minutes)

- Board self-evaluation (request from Meyer)
 - Meyer is fine removing this request following the meeting with Jim McNall.
- Personnel Policy manual (request from Ottosen) – will be scheduled after new Director is hired.
- Ottosen would like to know how many books have been removed as a result of the implementation of the new updated Materials Selection Policy. Robinson asked if loans to fill holds requests for patrons from other libraries would be acceptable to be in our libraries under the Materials Selection Policy. McCrea noted the Board passed the policy and it is now a staff responsibility to implement. She is fine with the Director responding to public concerns.
- Meyer requested a review of patron privacy procedures.

Set Special and regular meeting dates: (10 minutes)

- Meyer is unable to attend on January 19, 2023
- The budget hearing will be scheduled for January 19, 2023, at 5:30 pm
 - McCrea’s postponed motion: McCrea moved to set a budget hearing January 19, 2023, at 5:30 pm

M, C - McCrea

Adjournment: action item

McCrea moved to adjourn at 4:36 pm

M, C - McCrea

Respectfully submitted,

Lindsey Miller-Escarfuller, Janelle Sells

Calendar of events:

19 Jan 2023	Regular Meeting	2:00 – 5:00	Hayden
19 Jan 2023	Budget Hearing	5:30	Hayden
16 Feb 2023	Regular Meeting	2:00 – 5:00	Post Falls
16 Mar 2023	Regular Meeting	2:00 – 5:00	Hayden

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Phone: 208-773-1506 ext. 329

Email: ADAcordinator@communitylibrary.net

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