

**Community Library Network  
Board of Trustees Regular Meeting  
Tuesday 18 October 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, Judy Meyer, Regina McCrea, Rachelle Ottosen, and Vanessa Robinson  
Treasurer: Michele Veale  
Staff: Amy Rodda, Lindsey Miller-Escarfuller, Janelle Sells, Karen Yother, and Karin Hall  
Guests: Malayna Maes with McGrath Human Resources and Katie Brereton with Lake City Law

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.

- Marianna Cochran, Rathdrum – The Community Library Network is all in on the American Library Association and their propaganda. September's Banned Book week is a perfect example. She showed a display from Hayden children's area encouraging youth to search for banned books. Spirit Lake offers the book, "Thirteen Reasons Why", a book about teen suicide. CLN also owns "Looking for Alaska". Glamorizing teen suicide is wrong. Her checking out these books should not be seen as "demand". She has created a list of 600 plus titles she considers not suitable for minors owned by CLN and CDA libraries.
- Heather Greenman, Post Falls – The reason she has heard about banned books and why pornographic materials have not been removed from the children's section of the library is because of the First Amendment. She discussed Thomas Jefferson founding and attending church on capital grounds. She noted the Founding Fathers stated if we do not have morality, the Constitution will not stand. Freedoms for one person end when they hurt another person. Exposing minors to pornographic material is harmful. One of the biggest and worst addictions is sexual addiction, pornography.
- Suzanne Kearney, Post Falls – She came to address the children's section in the library system and that librarians are intentionally influencing children to a left-leaning ideology. Staff set out books on display or give away to children that promote a progressive and political ideology, with no balance of books in a conservative nature. Some of the books promoted are from left-leaning personalities, have LGBTQ ideology, hyper-focused on race, support Black Lives Matter, and promote vaccines. Conservative materials are not being presented equally. The most banned book, the Bible, was not presented in banned books displays.
- Kara Claridge, Coeur d'Alene – She noted that while CLN does not own "Drag Queen's Hips..." and can only be accountable for their own collection, any book can be found

from any library. She showed books found at the Post Falls library that should not be available for children. These books do not compare to the time of Judy Blume. (*Blank asked Claridge to stop dropping the books on the floor.*) The library is not a safe place for children. Claridge asked the Board to stop purchasing these types of books and move current books to the adult section.

- Barbara Nyegaard, Post Falls – She is a concerned grandmother and strong proponent of the First Amendment and libraries but the desire to expose children to sexualized content is wrong. As the Supreme Court stated in 1982, “the government has a compelling interest in the safeguarding of the physical and psychological well-being of minors”. The First Amendment does not protect against child pornography and obscenity. The website states there is no sexually explicit materials in the Children’s section but there are books that may have topics that parents may consider discussing with their children first. She asked which books and where are they housed. Strategic Plan states surveys were conducted. She wants a copy of the surveys and the results since they informed the decisions related to policies and the Strategic Plan.

#### Youth Services Library Annual Report – Karen Yother (*20 minutes*)

- Karen Yother, Youth Services Coordinator, introduced herself and her staff. She shared the statistics of the past year. A total of 1603 programs were held in-house and through outreach serving over 49,000 children and teens. Launch into Learning initiative started in 2019 through a grant from the Idaho Commission for Libraries. Backpacks were distributed to school age children that may not otherwise be able to afford supplies in partnership with United Way. A second grant in 2021 continued this project. Grants from TDS Fiber will continue sponsoring this project. United Way expanded this initiative in 2022 through an education stipend that will include components in storytime, caregiver workshops and kindergarten readiness events. Research shows that “play” is important in development of narrative skills, fine and gross motor skills, problem-solving skills, and social-emotional skills. Social-Emotional learning helps with the Growth Mindset. Sensory Storytime helps children with autism and sensory-processing disorders and differs from traditional storytime. The Homeschool programs offer weekly and monthly STEAM and math concepts and connect homeschool families to resources. I AM Teen Wellness programs offer information on health and wellness. Youth Services relies on community partnerships to help serve local families. Second Harvest has been a vital partner to provide food to public in need. The library offers a parking lot and volunteers and Second Harvest provides food to those that are hungry. Mountain States Early Headstart is also a valuable partner helping serve the public that are struggling living below the poverty level. Collaboration with United Way helps meet the needs in the community for education and school readiness. Be Outside Idaho and Naturebrary are partnerships with Farragut State Park. Children and teens helped develop outdoor learning classrooms. Weekly summer programs and monthly year-round programs are held with the help of park rangers. The library has been invited to participate with a wide variety of organizations throughout the district. McCrea asked if facilities are not able to keep up with growth in the area. Yother said yes but does depend on the program. Robinson asked about why Sensory Storytime is limited to eight. Yother stated that children with sensory-processing disorders do better with less stimulus. Robinson also asked about public complaints regarding no parking when food is being distributed. Yother noted at the last distribution, people started lining up 2 hours ahead of the start time, which was unexpected. Sensory Storytime, held monthly at some locations, is geared for birth to school age but there are more programs available for other special needs children. Naturebrary programs are held at many parks in our communities.

#### Outreach/Bookmobile Annual Report – Karin Hall (*20 minutes*)

- Karin Hall, Bookmobile and Outreach Manager, introduced herself to the Board. The Bookmobile started the library system in 1977. She showed some of the old bookmobile schedules and pictures of all the old and current bookmobile vehicles. Hall stated that the bookmobile and the outreach department go out into the community where the public may not receive library services. The current bookmobile is the longest vehicle in service at the library. She shared the bookmobile's scheduled stops at schools and rural communities. The bookmobile goes on the road year-round. It offers the same materials as other libraries, just on a smaller scale. The Sprinter van, sometimes called a bookmobile, offers services in areas where the bookmobile cannot fit. The Sprinter van also takes materials into senior facilities. Donated items are often given to the Community Action food bank and the Help Center. The Bookmobile-Outreach department attends many community events, such as parades and communities' "Days" events. Adult programs are also taken into senior facilities. The staff have tasks just like all libraries on top of needing to follow Department of Transportation guidelines for having a Commercial Driver's License. The future is open and includes new schools, digital open houses, technology programs at senior facilities, and a card of the month club. Hall finished her presentation by introducing her staff. Veale asked how the bookmobile is stocked. Hall noted they have their own collection like other libraries and the public can request items. The department is housed at the Hayden library. Blank asked about the changes in usage. Hall noted that rural stops have dropped some, but schools and senior facilities are very busy. Some areas or places are not great locations for bookmobile service or are outside the district's taxing area. Meyer asked about attendance at senior facilities in the Coeur d'Alene taxing area. Discussions with the Coeur d'Alene library may need to be restarted. Meyer would like more information about the handicap lift on the bookmobile.

Consent agenda: action item (*10 minutes*)

Minutes of the regular meeting of 13 September  
 September CIN Financial Statements  
 Community Library September 2022 reports

- McCrea moved to accept the agenda. Ottosen and Robinson noted two changes to the September 13, 2022, Regular Meeting Minutes on page 3.
- M,C – McCrea – with noted changes.

Community Library Network September 2022 financial statements: action item (*5 minutes*)

- Meyer noted some line items that exceeded 100%. Rodda noted that Sales Tax has come in above expectations. Staff try to predict incomes based on trends. As directed, Rodda wrote a letter to the county commissioners regarding withholding penalties and interest. Donations also came in above expectations. In expenditures, some line items came in under budget due to not being able to contract with vendors or start projects on time. Vehicle maintenance has been higher than normal for repairs and fuel prices increased. Some repair and maintenance projects were reprioritized, and two planned capital expenditures have been delayed. At the November Board meeting, staff will offer recommendations for carryforward into the next fiscal year.
- Meyer moved to accept the September 2022 Financial Statements
- M, C - Meyer

Circulation Statistics: September (*5 minutes*)

- Rodda noted year-to-date statistics are higher than last year for fiscal year end.

Directors report (*10 minutes*)

- Rodda recognized that this week is National Friends of the Library Week. The consultants for the Compensation Study are working hard to present a final report at the November meeting.

Break from 3:31 pm to 3:41 pm

Compensation Study preliminary findings (*20 minutes*)

McGrath Human Resources Group, Malayna Maes

- Rodda introduced McGrath Human Resources, the consultants for the compensation study. Malayna Maes introduced herself and her background. She provided a brief overview of the study. Final recommendations are expected in about a month. Maes discussed the objectives and goals of the study. She defined several key terms related to compensation, discussed their methodology for obtaining information, comparable organizations in the regional market – both public and private business, and the impact of bordering the state of Washington. Maes addressed some areas of concern, including an old compensation structure and some broad salary bands. Employee demographics are important factors to consider when developing a compensation structure. Staff tenure is lower than expected for libraries. Staff under the age of 40 have an even lower tenure rate. The turnover rate is high, and low wages may be a key factor. There is significant cost to organizations with high turnover. Succession planning may be a challenge as well. Current market conditions, money is the driving factor in employment. She discussed the market analysis conducted and some positions may not be market competitive or not be competitive much longer. Maes does recommend developing a new compensation structure. 75% of positions have salary schedules under market, 10% are at risk of falling below market, and 25% are within market. In discussion with the library director, she is developing and will recommend a new salary schedule. Based on current staff, 55% of staff are paid under market, 15% are at risk of falling below market, and 30% are with market. Maes discussed the importance of developing and maintaining a compensation philosophy. The goal is to recruit and maintain long-term staff. She recommends developing a philosophy that manages salaries in the middle of the market – not a salary leader but also not an organization that cannot meet the market. Next steps include developing a range model for the compensation system, a cost estimate to implement the system, and presenting a range model of salaries. Salary ranges will be significantly changed. The PowerPoint presentation will be shared with staff and the Board. McCrea noted that it is the responsibility of the Board, as defined by Idaho Code, to establish and approve compensation and benefits for staff. Recommendations will help guide the Board to manage the compensation program moving forward.

First Amendment and libraries overview, Katie Brereton (*30 minutes*)

- The Board and Katie Brereton introduced themselves. Brereton, with Lake City Law, is the attorney for the library. She represents public entities and municipalities, is litigation counsel for public entities for a variety of cases, and assists entities with employment matters. Brereton has worked with the district in the past. She discussed some key principles regarding the First Amendment. The First Amendment fosters an individual's self-expression and also allows for public access to disseminate and receive information. Government cannot contract the spectrum of available knowledge. Public officials cannot prescribe what shall be orthodox, politics, nationalism, religion, or other matters that are subject to opinion. The Supreme Court recognized that public libraries are designed for freewheeling inquiry, the right to read and to be exposed to not just thoughts and ideas but also controversial thoughts and ideas. The public has the right to access all ideas. She wanted to impress upon the Board, the principles are well established regarding materials selection in a library. If a decision is made to remove materials from the library, courts will look to the motivation behind the reason for removal. If it is a personal opinion rooted in political or social beliefs, the government will have to meet the highest burden in order to remove an item from the library. Public libraries are limited public forums and content-based restrictions will be subject to the highest level of scrutiny. Courts have consistently found libraries have a difficult burden to meet that highest level of scrutiny when engaging in viewpoint and content-based discrimination. Ottosen noted that federal and state governments have a compelling interest to protect children from materials considered harmful to minors. She asked if any

of the court cases are related to minors. Brereton noted the court case, *Sund v the City of Wichita Falls* that addresses books written for young children on the subject of having gay and lesbian parents. She quoted from the courts, "states may absolutely regulate children's access to materials that are deemed as obscene to adults, however such regulation is permissible only where the restricted materials meet the stringent test for obscenity as to children or harmful to minors". If there are materials that meet the legislative and case law definition of harmful to minors and obscenity as it applies to adults, individual opinions will not decide a litigation challenge, a court of law will make that determination. Brereton will email all the court cases she researched to be shared with the Board. The Board and staff will still review materials following policy and can determine if an item meets the statutes' definition. McCrea noted public comments are requesting the segregation, restriction or labeling of certain materials. Brereton stated that segregating or restricting materials based on content or viewpoint is an impermissible infringement on the public's First Amendment right. McCrea asked if labeling materials infringes on the public's privacy. Brereton can provide case law regarding patron privacy interests. There are many court cases, including from the Supreme Court, relating to infringement of the First Amendment and library materials. The definition of content-based and viewpoint discrimination is making a decision, negatively, based upon the content being presented, heard, talked about, or participation in. McCrea asked if the Board were to engage in activities that infringe upon First Amendment rights if there were broader implications for the Board. Brereton explained that when public officials act not in accordance with the law, there will be greater scrutiny that could have legal ramifications. Public officials will be provided a defense through an entities liability policy however they may be held accountable at a personal level if their actions were beyond what they were legally allowed. Blank noted the public have concerns that pornographic materials are in the library. Idaho Code defines obscenity and what is harmful to minors. Brereton noted that each item will need to be examined individually. If materials selected meet policy criteria, then courts will say the library has upheld their obligations. Meyer asked if there should be judicial references in the policy. Brereton stated that the current draft policy for material selections does reference the Idaho Code. The Board should consider the ramifications of not following the law. Brereton stated that each member of the Board can meet with her and does not have to wait for a Board meeting.

McCrea moved to extend the meeting to 5:30 pm  
M, C - McCrea

Material Selection policy discussion (*25 minutes*) – moved to special meeting on October 24, 2022

Trustee Continuing Education (*5 minutes*) – no discussion  
ICRMP training

Executive session: (Idaho Code 74--206(1)(b): the Board shall retire into Executive Session to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public-school student: action item (*10 minutes*)

McCrea moved to go into executive session at 5:11 pm  
McCrea – Aye  
Blank – Aye  
Robinson – Aye  
Meyer – Aye  
Ottosen- Aye

Miller-Escarfuller and Sells left the meeting at 5:11 pm

McCrea moved to come out of executive session at 5:41 pm

- McCrea – Aye
- Blank – Aye
- Robinson – Aye
- Meyer – Aye
- Ottosen – Aye

Facilities updates (*5 minutes*) – no discussion

Legislative updates (*2.5 minutes*) – no discussion

Community announcements (*2.5 minutes*) – no discussion

Public comment overview (*5 minutes*) - no discussion

Discussion of future agenda requests (The board will decide via consensus whether these items will be moved to a future agenda) (*2.5 minutes*)

Board self-evaluation (request from Meyer)

Personnel Policy manual (request from Ottosen) – scheduled for January 2023

Set Special and regular meeting dates: action item (*5 minutes*)

Possible special meeting in October

Adjournment: action item

Robinson moved to adjourn at 5:41 pm

M, C – Robinson

Respectfully submitted,  
Amy Rodda, Janelle Sells

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Calendar of events:

24 Oct 2022	Special Meeting	2:00 – 5:00	Post Falls
15 Nov 2022	Regular Meeting	2:00 – 5:00	Post Falls
15 Dec 2022	Regular Meeting	2:00 – 5:00	Post Falls

Please let us know if you need auxiliary aids or services to enjoy our libraries. This includes providing a sign language interpreter, assistive listening devices, or print materials in a digital format. We can also modify programs, services, or activities, within reasonable limits. Please request these services through Randy Zepeda, ADA Coordinator, preferably 15 days in advance, but no later than 72 hours before the event.

Phone: 208-773-1506 ext. 329

Email: [ADAcordinator@communitylibrary.net](mailto:ADAcordinator@communitylibrary.net)

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