



MINUTES

Henderson District Public Libraries Board of Trustees

Date: October 17, 2019

Time: 7:45 a.m.

Place: Paseo Verde Library, 280 S. Green Valley Pkwy., Henderson, Nevada

Notice is given that items on the agenda may be taken out of order. Two or more agenda items may be combined for consideration; items may be removed from the agenda or discussion delayed relating to an item on the agenda at any time. Public comment will be taken on each item as it is heard. There will be a 3 minute per person time limit during the public comment portion of the meeting.

Call to Order

Board Chair, Mark McGinty, called the meeting to order at 7:45 a.m.

Roll Call

Board present: Angela Brommel, Jim Frey, Mark McGinty, Kip Noschese, David Ortlipp, Bette Silverman

Board absent: Dan Doherty

Staff present: Robbie DeBuff, Debbie Englund, Dana Friesen, George Greicar, Viveca Grinstead, Joy Gunn, Sean Hill, Gayle Hornaday, Candace Kingsley, Michelle Mazzanti, Rachel Mainz, Kate Peraza, Lisa Phelan, Marcie Smedley, Vivian Tufano, Leona Vittum-Jones

Others present: Jessi Bridges, Jennifer Hall, Denise Zamora

Approval of Agenda

Jim Frey made a motion to approve the agenda. Kip Noschese seconded the motion. The vote was unanimous.

Consent Agenda

These items are not expected to be controversial and will be considered together and approved in a single motion. Any person desiring to remove an item for separate consideration should so request before approval of the agenda. Items pulled from the Consent Agenda will be considered separately. All other consent items will be approved as one item.

CA-1 Approval of Minutes

September 19, 2019

CA-2 Review of Paid Invoices

September, 2019

Angela Brommel made a motion to approve the consent agenda. Bette Silverman seconded the motion. The vote was unanimous.

Director's Report

Possible Board discussion of the Director's report or various staff reports highlighting various administrative and staff activities since the last meeting.

Viveca Grinstead presented the quarterly financial report, explaining the first column is the budget, the second column is the actual expense. Since this is the first quarter, everything should be at about 25%. Salaries are at 18%, Benefits and utilities are at 19%, Supplies 24%, services 19%, and books are at 27%.

Future Fair took place at the Gibson Library last Saturday. Rachel Mainz reported that 300 people attended. A picture collage is in the board packets. 3D printed items and a 75th anniversary bag were raffled off. Green Valley High School and Nate Mack Elementary School had robotics groups attend. Nate Mack Elementary School was interesting because in their first year they won "world". A group of 4th and 5th graders from Nate Mack Elementary School spoke, explaining what they did when they were learning to program. They were given a task and then had to build a robot to complete the task. There are a lot of rules to follow. Oasis Biotech Hydroponics and Green our Planet had a display of lettuce grown with Hydroponics which visitors could take with them. Everyone who came learned something. Slime and bubbles were provided by library staff with the STEAM initiative, Leona Vittum-Jones and Carli Solomon. There was a virtual reality demonstration provided by Growing Gears. Workforce Connections provided a solar and wind power demonstration with drones. Sena Lloyd talked about blockchain. Marcie Smedley thanked the 75th anniversary team for putting the event together. This was the last big anniversary event.

Lisa Phelan reported on the *Learning for a Career Development* initiative led by Jeanette Jones and her team. Team members have been working to form partnerships with innovative local businesses to discover what kind of training and career development they are looking for in potential hires and how the library can support that training. Support is offered through library resources such as Lynda.com, Nevada Career Explorer, Learning Express and Workforce Connections. Key businesses were identified that are growing and helping the local economy. The VIBE [Voracious Innovation for our Business Economy] event will bring together engineering, aerospace, robotics, marketing and IT. Epic IT group and Haddington Dynamics will participate. There will be a robotic arm and self-driving car. The team is very excited that Kaseya, an international IT management company, is sending their EVP-CTO, executive John Durant from New York to speak at 3:30. The topic will be "Count Yourself In - You have the Extra Ingredient for Success in Technology." The event will be Friday, October 18, from 2-4 p.m. in the Paseo Verde Library reading room. There will be refreshments and a mixologist will be making mocktails. This is a great opportunity to talk to these businesses about what kind of skill sets they look for when hiring. There will be little short talks throughout the event. The board is invited. Mark McGinty said this is very timely and topical. 45,000 architects are aging out by 2025. It's not just architecture it is engineering, science and other careers as well.

Marcie Smedley said the *Learning for Career Development* initiative won some of the KOI Pond funds to put the VIBE event together. Jim Frey commented the fastest growing sector of the workforce is the post retirement age. Marcie Smedley said Workforce Connections partners with AARP to offer skill sets training for those populations. When technology is new, it often takes schools time to put together certification programs to meet the needs.

Robbie DeBuff said the Green Valley Library was awarded the Best of Henderson from the Henderson Award program. The first paragraph of the press release states: "Green Valley Public Library has been selected for the 2019 Best of Henderson Award in the Public Library category by the Henderson Award Program. Each year, the Henderson Award Program identifies companies that we believe have achieved exceptional marketing success in their local community and business category. These are local companies that enhance the positive image of small business through service to their customers and our community. These exceptional companies help make the Henderson area a great place to live, work and play. Various sources of information were gathered and analyzed to choose the winners in each category. The 2019 Henderson Award Program focuses on quality, not quantity. Winners are determined based on the information gathered both internally by the Henderson Award Program and data provided by third parties." Another email was sent out, saying they would release some of the demographic information. Mark McGinty said this is a great honor! Will there be a public presentation? Robbie DeBuff did not know but will ask. Marcie Smedley said if so, the information will be passed along. Congratulations was given to Robbie DeBuff and Marcie Smedley thanked the Green Valley Library staff for the exceptional customer service they provide.

Marcie Smedley said over 90 people attended the final Diversity Diva program at Gibson Library on October 5th. There were protesters and supporters present. Attendees of the program were very appreciative to the library district. This wraps up that series of programming.

New Business

1. Discussion and possible board action regarding opening Gibson and Green Valley Libraries on Mondays beginning January 6, 2020.

Marcie Smedley said opening the Gibson and Green Valley Libraries on Monday was considered in the FY2020 budget. The salary and operational expenses for a 9-5 day, starting January 6, 2020, have already been budgeted. Services to the public need to be expanded. We are looking forward to being able to continue to grow going forward.

Mark McGinty asked for public comment. There was none.

David Ortlipp commented so many hours were cut back during the recession that it is right to restore being open on Mondays. Opening on Monday supports the community and shows the district is strong. Kip Noschese made a motion to approve opening Gibson and Green Valley Libraries on Mondays, from 9:00 a.m. to 5:00 p.m., beginning January 6, 2020. Bette Silverman seconded the motion. The vote was unanimous.

2. Discussion and possible board action regarding procedures for library sponsored programming.

Marcie Smedley said this agenda item came about from questions on how programming is selected and provided. Youth Services programming is planned and implemented by the library's very well-trained staff. The Youth Services team consists of highly trained individuals, whether they have Master's Degrees or on-the-job training and experience. Programming is prepared focusing on building pre-literacy skills and activities that support development of those skills. It is easy to think that storytimes are just reading stories and singing songs, but there is a lot more to what we are doing to focus on that pre-literacy element in the programming. Because that is much more specialized than just reading stories and singing songs, programming is mostly planned and implemented internally by the library's trained team. When people are brought in, the program is still planned internally by the library team, then staff will seek qualified candidates to fill whatever need there is. Staff will review incoming proposals, but don't bring in many outside proposals, due to the caliber of the Youth Services team and ability to plan and implement programming.

When it comes to adult programming, there is more of a mix between internal planning and programs proposed by different organizations or community members. People wishing to submit a program proposal for consideration may do so online. The guidelines are available online. Requirements, how programming is selected and scheduled, the way the library and partner should market, materials to be provided and things that are prohibited are all listed online. Over the past 4 or 5 months, staff has been looking at those guidelines and trying to align them more with the strategic priorities so that programming will support those priorities. When that alignment is finalized, more information will be provided in the guidelines. That is the information on how we receive programming proposals.

Mark McGinty opened the public comment period.

Jennifer Hall said when staff selects programming, it should be on the bill of rights about how programming will happen even if it's offensive to another. Library staff should be held to the same standard if programming is offensive to them. Some people may feel that religious programming is offensive and other people may feel that Diversity Divas is offensive. Jennifer Hall said when she asked the question, she wasn't even directed to a place to fill out a form or told what to do. Maybe staff thought she was just challenging them because of the Diversity Divas. She said she would have liked to have been given an opportunity to submit her idea. Jennifer Hall said library staff needs to revisit what they think proselytizing is. A lot of library programs could be taken as proselytizing. It's not just about religion. It's dangerous to use that word because some groups may feel they are being discriminated against because library staff choose their meaning of proselytizing. Looking up proselytizing, it means try to convert someone from one viewpoint or belief to another. Someone could make an argument that is what the library is doing. Jennifer Hall said she wasn't going to proselytize. She was going to have the kids dress up as animals going two-by-two and that is not proselytizing, it would be a fun, interactive thing for kids. Library staff should look at the content.

Jessi Bridges said using the words inclusion and diversity means there is going to be multiple things included. Ms. Bridges sent Marcie Smedley an email last month, as she was unable to attend the board meeting, and one of the points made was that the largest representative religion in this area is Christianity and to not include Christianity is discrimination, in a sense, and not very diverse. If you really are trying to be inclusive and diverse, then different viewpoints need to be considered, regardless if it's offensive to someone. Everything is offensive to someone in some shape or form. Jessi Bridges said it is not their goal is to offend anyone.

Denise Zamora said she was one of the protestors outside the Gibson Library and had a great discussion with Robbie DeBuff outside. She is opposed to this group of Drag Queens that are going into the library not having background checks. One parent Ms. Zamora spoke with said she knew the reader and he is not part of that group of pedophiles. So, there is a second group of these pedophiles infiltrating libraries and communities. There were a couple of arrests in Texas because there weren't background checks done. Ms. Zamora requests compromise with background checks done on these readers. Veterans should be allowed to read to the children. Ms. Zamora asked [Robbie DeBuff] if veterans or police officers are asked to read? She [Robbie DeBuff] responded no, but you can request it. Maybe the library could do background checks. She knows there was an issue about the \$45. Ms. Zamora said she is speaking as a concerned parent, not as part of the group she was affiliated with, and doesn't want to get into religion. Currently she has a sheet being sent around Clark County about religious segregation going on and a village being built around one particular religion. That can be discussed another time, but if that's being built,

we've already seen the ideology in our school systems, Ms. Zamora agrees with her [Jennifer Hall] that we should talk about a story about Moses in the library. Ms. Zamora said those are her concerns and maybe the board can put that on the next agenda.

Public comment was closed.

Marcie Smedley said thank you for the suggestions. Background checking is already a topic that is on the agenda, under discussion and review. Mark McGinty said, in fact, a committee has been formed. Marcie Smedley said thank you for the suggestion that veterans and police officers read at the library. There have been programs where police officers and firefighters come in and read to children. It included "touch a truck". The library district does offer a variety of programs and there have been a variety of people that read to children. The majority of programs are presented by staff who are trained in these areas. Mark McGinty said If someone wants to submit a program idea, it can be done online.

Marcie Smedley said, as far as Christian/religious programming, the topic was opened last time and centered around the use of library spaces. And the library district's response has been to avoid programs that teach tenets of or proselytize about any specific religion. According to the attorney, pursuant to Article 11, Section 10 of the Nevada Constitution no public funds, of any kind or character – local, state or municipal, shall be used for sectarian purposes. The way the attorney advises to go forward is if there is a truly academic secular study of religion, that may be allowed but anything that shares or promotes the stories or teachings of any religion or sect is unlikely to be permissible under the law. The story of Noah's Ark itself could not be presented, but a program about where it came from historically could be presented. If that would be of interest, a program proposal can be submitted and it would be evaluated against the needs for programming. Now that this is confirmed by the district's attorney, a bible story is sharing something from a religion and is not something the library can do. Mark McGinty said there were programs about Ramadan and Christmas – what is the difference? Marcie Smedley said this is being examined internally with the library team. What we received back from the attorney says If the program sticks only to stories of a celebration, that is fine. If the program goes into the reasons there is a celebration, that is crossing a line. Staff is looking at it now, so that if holiday programming is planned it conforms to the requirements from the attorney. Jennifer Hall asked if that would really apply to Noah's Ark as it is included in Bible, the Koran and the Torah. It doesn't teach tenets of any specific religion so that doesn't not apply. Noah's Ark is mentioned in many religious books. Marcie Smedley said what the district attorney said was "Anything that shares or promotes the stories or teachings of any particular sect is likely to be impermissible under the law." Sharing a story of any religion would not be allowed. If it's an academic study, with historical context, that would be fine. Jennifer Hall said the library can't promote it, right? Marcie Smedley said yes. Jennifer Hall said, but if she [Jennifer Hall] did the program and made flyers she could promote it herself, or what? Marcie Smedley clarified they were talking about the study rooms and said the library does not promote anything happening in the study rooms. There is a policy for posting on the bulletin boards. Mark McGinty said if they are in the public study rooms they can have a bible study? Marcie Smedley said yes, the library does not dictate the use of the study rooms, as long as the rules of conduct are followed. Jennifer Hall said, it's Noah's Ark –the library can't sponsor it, but she [Jennifer Hall] could still do it. Marcie Smedley said yes, if a study room was used. The study rooms are for small group meetings and individual studies. There are many people who use those rooms for many things. Library conduct rules must be followed, there is no solicitation or sales, and a business can't be run out of it. If you are trying to read Noah's Ark to a small group of children that fit in that room, there is no rule that says you can't do it. Mark McGinty said it is a great story and crosses over different levels – that's something that can be submitted as a program. It probably wouldn't be for children. David Ortlipp said as long as it is clear how to submit a program idea. Marcie Smedley said the programming committee has guidelines. The committee is looking at the guidelines and becoming much more specific and identifying and clarifying those guidelines. Under prohibitions it will probably have to state that the library does not sponsor programming based on religious or non-secular reasons. Jennifer Hall said the library has private donors too - she knows one. If a major public donor said they are going to pull their funding because religious programming isn't allowed, wouldn't that matter? Marcie Smedley said no. Salaries and operational expenses always come out of the general fund. The general fund comes from tax money. There could be serious consequences if the advisement of the district's attorney is not followed. Bette Silverman requested to return to Robert's Rules of Order.

Mark McGinty said we have learned a lot and received a lot of response and energy from both sides. This has opened up a lot of ideas, questions and review.

Old Business**1. Discussion and possible board action concerning policies pertaining to background checks as they apply to staff, volunteers and any other outside contractor or performer.**

Angela Brommel said she is chairing the committee. Serving with her on the committee will be Kip Noschese and Bette Silverman. There were some scheduling conflicts this month. Also serving on the committee will be librarians from youth services and adult services, Marcie Smedley, and the district's attorney, if needed. Hopefully there will be something to report by next meeting. Marcie Smedley said this item will return as old business each month until it is complete.

2. Discussion and possible board action regarding library use policies including the use of meeting rooms and other spaces available to the public.

Marcie Smedley said this was discussed earlier. Basically, the discussion was around what is allowed in the public meeting rooms. This is based on policy, and answered by the district's attorney as far as religious programming. The guidelines will be updated and revised to include the attorney's recommendations. The holiday programming is being looked at to see if it is within the boundaries of what is allowed.

Mark McGinty opened public comment.

Jennifer Hall asked if this is for public meeting rooms. Marcie Smedley said meeting rooms, both public and programming. Marcie Smedley said the proposed guidelines for what happens in the program room will be updated. Jennifer Hall said she thought the library was not preventing religion in public spaces. Marcie Smedley reiterated the meeting room rules. Jessi Bridges asked if the study rooms are also publicly funded. Marcie Smedley said yes. Jessi Bridges asked about the Ramadan program in May, that was in this room– was that planned by library staff internally? Marcie Smedley said yes, staff planned the program and invited in a member of a Turkish cultural organization to present the program. Mark McGinty asked if they were celebrating the story of Ramadan. Marcie Smedley apologized that she did not know which stories were read for the program. Staff will ensure future programs, holiday based, are stories about the celebration and not about why there is a celebration. Jennifer Hall asked which statute was referenced? Marcie Smedley said it is part of the Nevada Constitution, Article 11, Section 10. Public comment was closed.

Bette Silverman asked about the capacity of the meeting rooms. Marcie Smedley said room capacity is listed at the rooms and also online. David Ortlipp said since there are no proposed policy changes, this is not an actionable item. Mark McGinty asked staff to ensure the published guidelines are updated per the Nevada constitution. David Ortlipp asked about the written meeting room policy. Marcie Smedley said the written policy has not changed. Changes will be noted in the guidelines. Kip Noschese asked about the rules of conduct – can someone recruit people to come to their meeting room? Marcie Smedley said this would probably fall under solicitation. There are solicitation policies; they would need reviewed. Angela Brommel said she heard Marcie Smedley say the programming guidelines will be linked to the strategic plan. The more information included in the guidelines about what the library is specifically looking for, i.e., topics, it will help give a sense of how people can frame their programming. Oftentimes, good programming proposals can be tweaked to align with one of the initiatives.

Announcements

The next Board meeting will be **November 21, 2019** at the **GREEN VALLEY LIBRARY**, 2797 N. Green Valley Parkway, Henderson, Nevada.

Public Comment

Note: Pursuant to Nevada's Open Meeting Law, action may not be taken on matters presented during this period until included on a future agenda as an action item.

Jennifer Hall asked for discussion next month about how donated funds are used. Mark McGinty said he will take that under consideration. Marcie Smedley said the budget is online, Ms. Hall can look there and if there are questions, Marcie Smedley is happy to answer them. Jennifer Hall said the library has large donors, she has spoken to them, and wants to know where those funds are going. Why can't those people designate their donation be used for a specific room to be used on religious programming. Marcie Smedley said the library district cannot do that. Mark McGinty asked that this discussion be continued outside the meeting.

David Ortlipp said NLA is the beginning of November. He will be going and a lot of staff will be going.

Jim Frey asked will there be participation at Vegas Valley Book Festival? Marcie Smedley said yes, there will be a STEAM booth in the children's area.

Adjournment

The meeting was adjourned at 8:34.

Pursuant to NRS 241.020, written notice of the meeting of Henderson District Public Libraries' Board of Trustees was posted by October 10, 2019, at least three (3) business days before the meeting, including in the notice the time, place, location and agenda of the meeting. Details of the agenda may be obtained by calling the administrative offices at 702-207-4298.

Posted at Green Valley Library, James I. Gibson Library, Paseo Verde Library, City of Henderson-City Clerk's Office, and the Henderson Libraries website.