



NOTICE OF MEETING AND AGENDA

WASHOE COUNTY LIBRARY BOARD OF TRUSTEES

April 15, 2026

5:30 p.m.

Members

Ann Silver, Chair
Lea Moser, Vice-Chair
Gianna Jacks, Trustee
Marie Rodriguez, Trustee
Tami Ruf, Trustee

Spanish Springs Library
7100-A Pyramid Highway, Sparks, NV
89436

Location

This meeting will be held at the physical location designated on this agenda, but one or more of the Library Board of Trustees may attend and participate by a remote technology system. Members of the public wishing to attend the meeting may do so at the designated physical location or may otherwise participate as stated in the Public Comment section. The Chair or their designee will make reasonable efforts to ensure that members of the public body and members of the public present at the physical location can hear or observe each member attending by remote technology system, and each member of the public body in attendance can participate in the meeting. Members of the public can view the meeting live on the Library System YouTube channel accessible through the following link:

<https://www.youtube.com/washoecountylibrary>

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 at the beginning of the meeting before any items on which action may be taken are heard by the Library Board and again at the end of the meeting 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. Additionally, persons are invited to submit comments in writing by emailing Siera Schubach at the email listed below. 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.

sschubach@washoecounty.gov

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 the email below. Copies of agendas and supporting materials are also posted on the following websites:

www.washoecountylibrary.us

<https://notice.nv.gov>

sschubach@washoecounty.gov

Special Accommodations

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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

<https://notice.nv.gov>

The Board of Trustees may take action only on the items below that include the words "For Possible Action" after the description. The Board will not take action on any other items.

- 0. Salute to the Flag**
- 1. Roll Call [Non-Action Item]**
- 2. 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

- 3. Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops**
- 4. Approval of Meeting Minutes**

Approval of Minutes from the Special Library Board Meeting on March 2, 2026 [For Possible Action]

Attachments: [03022026 LBOT Minutes](#)

- 5. General Business**

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

Attachments: [LBOT 4-15-2026 - Staff Report - McClure employment agreement](#)

6. 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.

7. 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.

8. Adjournment

FOR APPROVAL



LIBRARY BOARD OF TRUSTEES SPECIAL MEETING MINUTES

MONDAY, March 2nd 2026

8:30 A.M.

WASHOE COUNTY ADMINISTRATION COMPLEX COMMISSION CHAMBERS

1001 E. 9th Street, Reno, Nevada 89512

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 Trustee Jacks

1) Roll Call [Non-Action Item]

- Present: Chair Silver, Vice Chair Moser, Trustee Jacks, Trustee Ruf, Trustee Rodriguez.

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

- Drew Ribar: Identified himself as a candidate for Nevada Assembly District 40 and criticized the Library System’s practices and the former director. Claimed library leadership sought to exclude dissenting viewpoints. Urged board members to hire a “middle-of-the-road” director to serve the entire community.
- Cliff Nellis: Questioned why only four candidates were chosen out of the 20 applicants for director. Urged the board to scrutinize the hiring process. Expressed opposition to the library’s affiliation with the ALA and urged the trustees to consider privatization. Claimed there are inappropriate materials in the children’s section.
- Lois Barton: Praised library staff. Underscored the rigor and dedication required in librarianship and commended the selection of finalists with ALA-accredited degrees. Expressed appreciation for the Friend’s donation and noted it as evidence of community backing.
- Arnie Maurins: Former WCLS director (2008-2015). Encouraged trustees to select a director based on their ability to articulate and implement a new vision, to serve a diverse community, express advocacy for the library’s community value, and serve as a transparent steward of financial and human resources.
- Sandee Tibbett: Expressed disappointment in the decision to forgo a public community survey and the perceived dismissal of community input. Criticized the County’s hiring procedure and that control was given over to the consulting firm.

Requested a motion to bring back the 12 screened candidates for a public meet-and-greet. Offered “reluctant support” for Tammy Westergard.

- Eileen Ecklund: Expressed relief that the hiring process was moving forward and showed support for a director who defends library public service values and inclusively. Noted funding shortages and that overcoming the hurdles will require sustained effort with assistance from the public. Noted that libraries are an essential part of a democratic infrastructure deserving of defense and investment.
- Judith Simon: Former Library Board trustee (2006-2010). Expressed appreciation for “strong” candidates. Urged board to reaffirm libraries as community lifelines and to continue programming for children, seniors, and working adults. Spoke against book bans.
- Nancy Cummings-Schmidt: Former WCLS director (1995-2008). Stressed the importance of selecting a new director and the library board’s role in the process. Praised library staff and thanked trustees for persevering through a difficult time. Hopes their hiring decision will stabilize and advance the library system.
- Bruce Parks: Shared qualities he did not want to see in a library director including antagonism towards trustees and preferential treatment towards certain groups. Called for a director who is responsive, apolitical, and collaborative. Criticized perceived flaws in the recruitment process and questioned if the right director would be found in the current applicant pool.
- Naseem Jamnia: Noted the nation-wide challenges leveled at libraries and the specific challenges faced by WCLS including loss of funding, book challenges, and leadership problems. Praised library staff and advocates. Urged the board to address how they will continue to support the library system and protect staff from harassment.
- Cate Salim: Noted she is a Washoe County employee but speaking on her personal time. Expressed disappointment with the time and date of the meeting, noting that it reduced participation. Called for trustees to disclose any past or

present relationships with candidates and recuse themselves accordingly. Noted bylaw compliance concerns regarding trustees potentially speaking on behalf of the board, and the requirement that all business be conducted through county email.

- Ilya Arbatman: Echoed calls for transparency. Welcomed candidates and expressed hope for a new, positive chapter. Acknowledged flaws in the hiring process but praised final candidate credentials. Proposed relationship-building with the director on behalf of Freedom to Read Nevada and other library advocates.

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

- Trustee Jacks welcomed public attendees and clarified that the Monday morning scheduling was due to logistics and not an issue of transparency. Highlighted personal library use and advocacy for the library in her community.
- Vice Chair Moser thanked current and former library staff and the public for their comments. Commented on the growth the board has made and the value of hearing diverse perspectives.
- Chair Silver shared her excitement for the candidate selection and for the community's presence. Noted that trustees were not given the candidate resumes ahead of time and saw them for the first time along with the public.
- Trustee Ruf thanked HR, her fellow trustees, and the candidates for all their efforts in the selection process. Praised library staff for stepping in to support vacancies and expressed her optimism in choosing a new director.

4) Approval of Minutes from the Library Board meeting on January 21, 2026 [For Possible Action]

- Chair Silver noted a public comment that called Debi Stears the “Acting Director” and clarified that she does not hold that title and is being given out-of-class pay to perform the daily duties during the vacancy.
- On motion by Trustee Ruf, seconded by Vice Chair Moser, which motion duly carried on a 5-0 vote, the meeting minutes from January 21, 2026, were approved.

5) Acknowledge \$110,000.00 Donation from Friends of Washoe County Library. [For Possible Action]

- Public Information and Development Officer Jamie Hemingway recognized the Friends of Washoe County Library for donating \$110,000 so far in Fiscal Year 25-26. These funds were raised during their book sales. Funds support library technology, materials, marketing, staff training, and summer reading prizes. Hemingway expressed her appreciation for the Friends, on behalf of the library system. A photo was taken with Friends members and a large check showing their donation.
- Trustee Ruf acknowledged the Friend’s efforts and how much goes into their book sales.
- On motion by Trustee Ruf, seconded by Trustee Rodriguez, which motion duly carried on a 5-0 vote, donation from the Friends of Washoe County Library was accepted.

6) Discussion and possible action to consider the following top candidates: Lisa McClure; Caprice Roberson; Jessica Styons; and Tammy Westergard for the vacant Washoe County Library Director position pursuant to NRS 379.025.1 (b) inclusive, including interviewing the top candidates, selection of the Library Director and possible direction to staff regarding the negotiation of an employment contract [For Possible Action]

- HR Division Director Julie Pahlke explained the recruitment process and introduced Pamela Derby from the CPS Consulting Firm. Noted the firm was chosen following interviews that included Chair Silver and Vice Chair Moser.

Shared the final vote would be conducted via ballot. Candidates had 15 minutes to review the questions prior to the interview.

- Vice Chair Moser noted that one candidate had withdrawn and they would only be interviewing three candidates.
- Pahalke stated that the interview questions were created by CPS, and HR was not involved.
- Pamela Derby from CPS Consulting Firm shared more about the recruitment process including consultation with a subject matter expert, Melinda Cervantes, a retired library director who spoke with each trustee and branch manager to better understand what they were looking for in an ideal candidate. Described national outreach including ALA, NLA, and Library Journal. Shared the recruitment was narrowed down to 12 qualified candidates, of which 6 candidates were identified for final interview. Three candidates withdrew, leaving three finalists.
- Trustee Rodriguez questioned the vetting process in regard to reference checks. Derby answered that references had not yet been checked, but extensive media searches had been done, and references would be contacted once a candidate was chosen.
- Trustee Rodriguez questioned if Vice Chair Moser and Chair Silver were involved in narrowing the candidate pool down to 6. Pahalke answered that they were not.
- Trustee Rodriguez noted the public's interest in a meet-and-greet and questioned why this had not occurred. Pahalke clarified that such meetings are not part of department head recruitments. Chair Silver questioned if Trustee Rodriguez was concerned about transparency. Trustee Rodriguez clarified bylaw requirements and said that she was speaking on behalf of public commenters who'd raised similar concerns.
- Chair Silver noted that she was unaware that the top 3 candidates had not had their references checked. Derby noted this is standard County procedure. Trustee

Rodriguez questioned process following a negative reference check. Derby said an additional meeting would take place to decide the next steps.

- Trustees expressed apprehension in proceeding with interviews without reference checks. CPS and HR further clarified the recruitment process and reiterated that references would be checked following a conditional offer, per County HR procedures.
- Trustee Jacks noted that trustees did not receive the interview questions ahead of time. She was unaware that trustees were not allowed to ask their own questions of the candidates and had prepared her own questions prior to the meeting. Pahlke clarified that follow-up questions would be allowed and noted that legal council would advise them in the process.
- Trustee Jacks expressed her frustration with the process and questioned why library branch managers were consulted by Cervantes.
- Vice Chair Moser expressed her understanding of the concerns and voiced confidence in HR, CPS, and Cervantes. Encouraged her fellow trustees to continue with the process and keep an open mind.
- DDA Herb Kaplan noted that the recruitment process had been discussed at the July 30th, 2025, meeting, including the fact that Vice Chair Moser and Chair Silver would be included in the preliminary search. He also noted that the process and timeline had been discussed and approved by the board.
- Trustees agreed to continue the interview out of respect for candidates who traveled, despite their misgivings about the recruitment process.
- Interviews: Each candidate was allotted 45 minutes including a 5 minute introduction. Candidates received the questions 15 minutes prior to their interview. Trustees were allowed to ask limited follow-ups within the scope of each question.
- Candidate 1 – Lisa McClure, Introduction

- Described herself as a transformational public library leader focused on community outcomes over raw counts. Emphasized honesty, integrity, and libraries as “public good.”
- Experience spans Hartford Public Library (Youth & Family Services Director in a high-needs urban environment), Broward County Library (~38 branches; systemwide quality/branch equity; budget forecasting), and modernization roles in smaller systems.
- Shared she is known for innovation, national speaking, and grants and awards. Prioritizes empowering staff and outcomes such as academic, professional, social, cultural, and health improvements.
- Question 1: The library director reports directly to and is evaluated by the Board of Trustees. How would you build an effective working relationship with a board that is responsible for your performance, achievement of stated objectives, and approval of the strategic plan?
 - Proposed a collegial, transparent partnership with shared visioning, early alignment (no “surprises” at decision points), and regular communication. Noted the director serves as advocate both for staff to the board and from the board to staff and the wider community.
- Question 2: Given recent personnel changes and budget challenges that have impacted the Washoe County Library system, what specific steps would you take in your first 6 to 12 months to restore confidence amongst staff, the board, and library users?
 - McClure suggested a three-month organizational assessment to include listening sessions with trustees, staff, and key partners, along with a review of budgets, facilities, and reports.
 - Suggested the establishment of a one-year working plan aligned to strategic outcomes, and implementation of participatory management.
- Question 3: As Washoe County prepares to welcome a new library director, what do you believe should be the top three priorities for the organization and why?

- 1) Shared Vision & Adoption — Facilitate visioning with board, staff, and community. Ensure staff internalizes and can articulate the vision.
- 2) Strategic Budgeting — Prioritize based on strategy (not across-the-board increases), forecast 5–20 years; align resources to outcomes.
- 3) Team Building & Equity — Break down silos; cross-functional collaboration through “Branch Buddies” and project improvement teams.
- Trustee Jacks asked a follow up question asking for clarification of what McClure meant when she noted turmoil within the library. McClure replied that there has been a disconnect between the board and staff, and the priority going forward is rebuilding and creating a sustainable and collaborative future for the library.
- DDA Kaplan reminded the trustees to read their question exactly as written by CPS, so all candidate experiences are equal.
- Question 4: Describe how you approach conflict with subordinates, board members, and members of the public. Please provide an example that demonstrates your ability to navigate sensitive or high-profile situations while maintaining professionalism and trust.
 - Shared she favors clear expectations, performance-based reviews, and outcome-aligned goals. Cited reforms made at Broward that included balancing talent across branches (moved 90 librarians), creating a Quality Program Initiative tied to strategic goals, and peer mentorship to reduce friction while improving system equity.
- Question 5: Can you share a time when you received constructive feedback from a supervisor, board, or community stakeholder? How did you respond and how did it improve your performance or leadership approach?
 - Shared she is known for being creative and energetic and has won top innovator awards. Shared feedback to prioritize strategically and avoid

burnout; focus resources on greatest community impact, such as summer learning outcomes, and align initiatives to the strategic plan.

- Question 6: This role requires strong financial oversight and accountability to the public. How do you approach difficult budget decisions while maintaining transparency, trust, and alignment with the library's mission and board expectations?
 - Utilize zero-based budgeting with full justifications; ongoing encumbrance tracking; partner with county CFO; conduct gap analyses to bridge current state to desired outcomes; ensure transparent spending that enables the strategic plan.
- Question 7: The director must set a bold vision ensuring operational excellence across 12 branches and diverse service areas. How would you balance long term strategic planning with day-to-day operational demands?
 - She will treat the strategic plan as a living, flexible framework and require branch environmental scans and localized needs assessment. She'll work to translate long term goals into daily practices and operational excellence.
- McClure ran out of time but noted her excitement for the job opportunity.
- Candidate 2 Caprice Roberson – Introduction
 - Began in public libraries in Henderson and advanced to academic libraries and multi-branch leadership. Held senior operations roles in higher education and served as the Director of Inclusion & Engagement at the Toledo Lucas County Public Library where she led a systemwide cultural assessment for the 20-branch system (~400 employees).
 - Leadership philosophy: people-centered, empathetic, equity-integrated, stewardship for long-term organizational strength.
- Question 1: The library director reports directly to and is evaluated by the Board of Trustees. How would you build an effective working relationship with a board

that is responsible for your performance, achievement of stated objectives, and approval of the strategic plan?

- Build trust via clear role expectations and open communication; align director–board responsibilities early.
- Question 2: Given recent personnel changes and budget challenges that have impacted the Washoe County Library system, what specific steps would you take in your first 6 to 12 months to restore confidence amongst staff, the board, and library users?
 - Conduct listening tours with board, staff, and community to rebuild trust. Shared she would leverage new strategic planning cycle for a reset, and demonstrate trust through consistent actions, not just words.
- Question 3: As Washoe County prepares to welcome a new library director, what do you believe should be the top three priorities for the organization and why?
 - 1) Rebuild trust among staff, board, and community.
 - 2) Refocus on the library’s core mission and services.
 - 3) Develop new Strategic Plan as a shared roadmap for the library’s future.
- Question 4: Describe how you approach conflict with subordinates, board members, and members of the public. Please provide an example that demonstrates your ability to navigate sensitive or high-profile situations while maintaining professionalism and trust.
 - Emphasized listening and transparency. Shared an example of her portfolio review at Bowling Green State University where she balanced the board’s fiscal stewardship with faculty and students’ interests while under public scrutiny. She maintained open communication and was honest about impacts.
- Question 5: Can you share a time when you received constructive feedback from a supervisor, board, or community stakeholder? How did you respond and how did it improve your performance or leadership approach?

- Shared her early leadership coaching stressed “focus on the person” behind performance issues. Reinforced human centric approach with staff and stakeholders. Expressed her openness to feedback for her own education and improvement.
- Question 6: This role requires strong financial oversight and accountability to the public. How do you approach difficult budget decisions while maintaining transparency, trust, and alignment with the library’s mission and board expectations?
 - Steward public funds responsibly. Allocate resources to core services and jointly agreed strategic goals, while maintaining board alignment.
- Question 7: The director must set a bold vision ensuring operational excellence across 12 branches and diverse service areas. How would you balance long term strategic planning with day-to-day operational demands?
 - Shared she would have an assessment plan for strategic goals and treat the plan as a living document with assigned owners. She’ll rely on a strong leadership team to manage day-to-day while advancing long-term objectives.
- Robinson asked how the board expected their relationship with the new director to be after the events of the last couple of years. Chair Silver replied that the relationship would be better and Robinson requested more details. Trustee Ruf stated there would be more collaboration and support for a director with a clear vision. Robinson expressed her appreciation for this answer.
- Candidate 3 Tammy Westergard – Introduction:
 - Shared she is a Nevada librarian and was raised in northern Nevada. Career includes serving as the Nevada State Librarian and her current role with the Governor’s Office of Economic Development as the Senior Workforce Development Librarian in Residence.

- Her leadership approach is to have a systems perspective (branches, staff, policy, facilities, technology, partnerships), and to restore and sustain alignment so services remain predictable, fiscally responsible, and trusted.
- Cited current fiscal context for the library including materials budget constraints, service hour cuts, as well as the broader Nevada economic pressures (affordability, workforce transitions). Her strategy is to turn financial data into decision-support, meet professional standards, lead steadily and transparently, and deliver a realistic compliant strategic plan.
- Question 1: The library director reports directly to and is evaluated by the Board of Trustees. How would you build an effective working relationship with a board that is responsible for your performance, achievement of stated objectives, and approval of the strategic plan?
 - Start with governance boundaries and policies on delegation, budget modification, service reductions, and build clarity through communication.
- Question 2: Given recent personnel changes and budget challenges that have impacted the Washoe County Library system, what specific steps would you take in your first 6 to 12 months to restore confidence amongst staff, the board, and library users?
 - Verify fiscal baseline and staffing capacity, stabilize service reliability, and prepare groundwork for a compliant, realistic strategic plan. She noted: "Clarify before change."
- Question 3: As Washoe County prepares to welcome a new library director, what do you believe should be the top three priorities for the organization and why?
 - 1. Restore operational predictability to rebuild public trust.
 - 2. Align services to recurring revenue before planning expansion.
 - 3. Work with board to deliver a realistic, broadly scoped strategic plan.

- Question 4: Describe how you approach conflict with subordinates, board members, and members of the public. Please provide an example that demonstrates your ability to navigate sensitive or high profile situations while maintaining professionalism and trust.
 - Prioritize shared outcomes over friction. As State Librarian, Westergard navigated high-profile issues and deflected outside interventions that might inflame matters, while maintaining professionalism and trust.
- Question 5: Can you share a time when you received constructive feedback from a supervisor, board, or community stakeholder? How did you respond and how did it improve your performance or leadership approach?
 - When projects drift, reset with data and shared goals. Cited Carson City advisory question failure and her response which was to convene school board, library board, and board of supervisors in regular aligned meetings to advance education and lifelong learning goals.
- Question 6: This role requires strong financial oversight and accountability to the public. How do you approach difficult budget decisions while maintaining transparency, trust, and alignment with the library's mission and board expectations?
 - Use existing data points such as assistant county manager report as toolkit to clarify tradeoffs and guide decisions transparently.
- Question 7: The director must set a bold vision ensuring operational excellence across 12 branches and diverse service areas. How would you balance long term strategic planning with day-to-day operational demands?
 - Embrace responsible innovation in an AI-shaped, complex economy, and keep relevance without sacrificing core services. Rely on strong staff, engaged trustees, and community support to manage operations and plan strategically.
- Westergard did not have any questions but restated her qualifications and commitment to enhancing the library system.

- Chair Silver asked if they could move public comment ahead of the vote. DDA Kaplan confirmed.

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

- Valerie Wade: Urged the trustees to not delay their hiring decision. Encouraged trustees to rely on the expertise of County HR and the consulting firm. Noted the finalists passed through many filtering steps to reach the final interview.
- Cate Salim: Thanked Kaplan for his earlier clarification and reiterated her understanding of standard county hiring practices. Agreed that ambiguities or assumptions should have been resolved by HR in pre-meeting discussions. Noted the impressive credentials of the finalists and urged the importance of hiring a new director immediately.
- Cliff Nellis: Noted his private hiring experience of checking references before final interviews. Questioned whether the trustees should vote immediately or wait for more public input. Urged the board to choose a fair and impartial director. Criticized the inclusion of land acknowledgements in past meetings.
- George E. Lee: Criticized HR hiring procedures and the inability for trustees to ask non-HR approved interview questions. Expressed concern regarding the process for vetting candidates and questioned the selector's goals in recruitment.
- Sandee Tibbett: Called again for the board to bring back the screened candidates for public interviews. Criticized the three finalist interviews but noted Westergard was the "best" among them for perceived ideological alignment. Expressed concerns over missing reference checks.
- Nancy Cummings-Schmidt: Reflected on her own selection process for director which involved multi-day exercises and community input. Disclosed that she is a reference for Tammy Westergard and expressed surprise that references were not contacted prior to the final interview. Appreciated candidates chosen and expressed confidence in the vetting process and supported making a timely decision.

- Chair Silver called for a 30 minutes lunch break.

Item 6) C – Continued:

- Trustee Jacks called for additional steps to be taken and discussion before a final verdict was made. Stated a slight preference for hiring a local candidate.
- Trustee Rodriguez cautioned against discounting non-local candidates. Stressed the director's role in defending intellectual freedom and access to information for the entire community.
- Trustee Ruf expressed belief that one candidate provided the greatest breadth in experience, as well as a sense of humor. Expressed support for Lisa McClure.
- Vice Chair Moser stated her vote for Lisa McClure and cited detailed, strategic, and person-centered answers that addressed timeline and necessary execution.
- Chair Silver emphasized the board's equal consideration of local and relocating candidates and reiterated concerns about reference checks.
- Trustee Jacks read a couple of questions she'd written that would have focused on the candidate's experience with Washoe County libraries and the local area.
- The trustees took a moment to complete their ballots.
- Ballots were read by Patricia Hurley of HR:
 - Chair Silver: Lisa McClure
 - Vice Chair Moser: Lisa McClure
 - Trustee Ruf: Lisa McClure
 - Trustee Jacks: Tammy Westergard
 - Trustee Rodriguez: Caprice Roberson
- On motion by Trustee Ruf, seconded by Vice Chair Moser, which motion duly carried on a 5-0 vote, Lisa McClure's name was advanced to HR for contract negotiation for the position of Washoe County Library Director.

8) Staff Announcements [Non-Action Item]

- None

9) Adjournment

- Chair Silver adjourned the meeting at 12:43 pm.



WASHOE COUNTY

Integrity Communication Service
www.washoecounty.gov

STAFF REPORT

TRUSTEE MEETING DATE: April 15, 2026

DATE: April 3, 2026
TO: Library Board of Trustees
FROM: Dave Solaro, Assistant County Manager
SUBJECT: 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]

SUMMARY

Staff is requesting that the Board 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.

This action is intended to formalize the appointment of the Library Director following a competitive selection process and to ensure continuity of leadership for the Washoe County Library System in alignment with statutory requirements and County policy. The proposed agreement reflects terms and conditions that are consistent with those provided to other unclassified management employees, supporting the County's commitment to equitable and transparent executive employment practices.

PREVIOUS ACTION

At the Special Meeting of the Library Board of Trustees on March 2, 2026, the Board selected Lisa McClure as the top candidate for Library Director and provided direction to staff to negotiate an employment contract to be brought back to the Board.

BACKGROUND

The position of Washoe County Library Director is established under Nevada Revised Statutes (NRS) Chapter 379, which authorizes counties to create and maintain public libraries and vests the authority to appoint a library director with the governing board of

AGENDA ITEM # _____

trustees. Specifically, NRS 379.025 provides that the Library Board of Trustees may appoint a library director and determine the terms and conditions of employment, subject to applicable county policies and procedures.

The employment agreement for the Library Director is structured to reflect both statutory requirements and established County practices for executive management positions, ensuring consistency in the administration of compensation, benefits, and working conditions across unclassified management roles. The agreement is in compliance with all relevant Washoe County policies and ordinances, including those pertaining to personnel administration and ethical conduct. The process for negotiating and memorializing the terms of executive employment agreements, such as that for the Library Director, is designed to support transparent governance and to uphold the County's commitment to equitable employment practices in alignment with legal and organizational standards.

FISCAL IMPACT

The employment agreement for the Washoe County Library Director is structured to align with the County's established financial planning and budgetary practices for executive management positions. Funding for the position, including all compensation and benefits, is sourced from the Washoe County Library System's annual operating budget, Fund 130, which is approved by the Board of County Commissioners as part of the County's overall budget process in accordance with Nevada Revised Statutes and County policy.

The agreement's provisions for cost-of-living adjustments, merit increases, and benefits are designed to mirror those provided to other unclassified management employees, ensuring fiscal consistency and predictability across executive contracts. Any adjustments to compensation or benefits during the term of the agreement are subject to the same budgetary controls and review processes as other executive positions and are contingent upon the availability of appropriated funds within the Library System's budget.

The fiscal impact of this agreement is therefore integrated into the County's multi-year financial strategy and does not require additional appropriations outside of the standard budget cycle. Funds are available in Washoe County Fund 130.

RECOMMENDATION

It is recommended by staff that the Library Board of Trustees 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.

POSSIBLE MOTION

Should the Trustees agree with the staff's recommendation, a possible motion would be: "Move 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.”