



NOTICE OF MEETING AND AGENDA

WASHOE COUNTY LIBRARY BOARD OF TRUSTEES

May 20, 2026

5:30 p.m.

Members

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

Downtown Reno Library
301 South Center Street, Reno, NV
89501

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

We are pleased to make reasonable accommodations for members of the public who are disabled, who need special accommodations or assistance, and wish to attend meetings. Should you require special assistance or accommodations for any Board meeting, please contact library administration, at least 24 hours prior to the date of the meeting.

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**
 - a) Approval of Minutes from the Library Board meeting on April 15, 2026 [For Possible Action].

Attachments: [04152026 LBOT Minutes](#)

- 5. General Business**

a) Director’s Report presented by Lisa McClure: 30/60/90 Day and One-Year Working Plan Progress [Non-Action Item]

b) Monthly Educational Item: A Pathway to the Strategic Plan. This Month: Outcomes-Based Public Librarianship [Non-Action Item]

Attachments: [Director’s Report--Lisa McClure--30-60-90 Day and One-Year Working Plan Progress](#)
 [Working Document on Outcomes--McClure \(1\)](#)

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

WEDNESDAY, April 15 2026

5:30 P.M.

SPANISH SPRINGS LIBRARY

7100-A Pyramid Highway, Sparks, NV 89436

Library Trustees:

Ann Silver, Chair

Lea Moser, Vice Chair

Gianna Jacks, Trustee

Tami Ruf, Trustee

Marie Rodriguez, Trustee

0) Salute to the Flag led by Vice Chair Moser

1) Roll Call [Non-Action Item]

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

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

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

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

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

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

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

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

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

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

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

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

5) General Business

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

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

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

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

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

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

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

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

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

7) Staff Announcements [Non-Action Item]

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

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

8) Adjournment

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

Washoe County Public Library Director's Report Outline
30/60/90 Day and One-Year Working Plan Progress

Lisa A. McClure, Library Director

05/20/2026

1. Review of 30/60/90 Day and One Year Working Plans

- a. 30 Days—Library Assessment
- b. 60 Days—Community Assessment (Partnerships and Agreements)
- c. 90 Days—County and Budget Assessment
- d. One Year Working Plan—A Path to the Strategic Plan (A Plan to Plan!)
 - i. Data-Gathering
 - ii. Staff/Leadership Meetings
 - iii. Partnership Meetings
 - iv. County Meetings
 - v. Visioning Sessions
 - vi. Drafts
 - vii. Adoption

2. 30 Days: Initial Library Impressions

- a. Overall Library Impressions
 - i. Delivery of System-Wide Outcomes
 - 1. Task & Output-Based vs. Outcomes-Based Libraries
 - 2. System-Wide Quality, Branch Equity, and Community Success
 - 3. System-Wide Staff Management Issues and a Flat Organizational Chart
 - ii. Capacity to Deliver Future Outcomes
 - 1. A Plan to Enable Outcomes—Current Lack of Outcomes-Based Program/Service Evaluation Standards
 - 2. A Staff to Enable Outcomes—Current Lack of Leadership Evaluation Standards
 - 3. A Budget to Enable Outcomes—Current Lack of Budget-Enabled Programs, Services, Spaces, and Staffing
- b. Branch Overall Quality: Brief Tours Complete
 - i. Branch Planning—Branch Focused Vs. System-Wide
 - ii. Branch Staff—Very Brief Introductions, Lengthier Sessions To Be Scheduled
 - iii. Branch Staff Areas
 - iv. Branch Public Spaces
 - v. Branch Technology/Data/Power
 - vi. Branch Supplies

McClure: Working Document on Outcomes-Based Public Librarianship—Washoe County Library System

Outcomes-Based Programming, Services, Collections, and More!

- **Determined by Community Need**
 - Of *County, of City, of Local Branch Community, of Branch, of Each Community Member*
 - Need established by statistics; municipal, state, and national reports; surveys; environmental scans
- **Goals--Community**
 - Engage *entire* community around learning and literacy, including vulnerable, disadvantaged, underserved, marginalized, disenfranchised, and excluded populations, as well as non-users and traditional users
 - Increase *knowledge* and *skills*, change *attitudes* and *behaviors* about learning and literacy
 - Ensure community success—*Academically, Professionally, Economically, Socially, Culturally, Environmentally, Healthily, Politically, etc.*
 - Help community understand the *relevancy* and *essential quality* of public libraries
- **Goals—Specific Learning Goals for Community (library related)**
 - Parents/caregivers understand their role as their child's first, best teacher
 - Parents/caregivers ensure early learners--birth to five years--are school ready when entering kindergarten
 - Elementary learners become *reading proficient* in grade three, and transition successfully from *learning to read to reading to learn*
 - School-age children attend school regularly and are engaged with learning and literacy
 - School-age children maintain positive reading and learning gains during summer break
 - Teens avoid common pitfalls and become college or career ready
 - Young adults 16-24 are either in school or have a job
 - Immigrants, refugees and their children are able to successfully navigate through educational, professional, governmental, social and cultural environments
 - Community members are healthy and ready to learn
 - Community members--especially vulnerable, disadvantaged, underserved, marginalized, disenfranchised, and excluded populations--gain skills to remain academically, professionally, socially and economically (etc.) successful
 - Community members participate in and contribute to a modern democracy
 - Community members thrive in a digitally-based society
 - Community members thrive in a culturally pluralistic society
 - Community members thrive in a gender inclusive and gender equal society
 - Community members discover ways to remain socially engaged
 - Community members remain engaged with learning and literacy into retirement and beyond
 - Seniors/Retirees remain engaged with society and contemporary discourse
 - Community members enjoy their lives and feel part of the world around them