

FOR APPROVAL



LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, May 20 2026

5:30 P.M.

DOWNTOWN RENO LIBRARY

301 S. Center Street, Reno NV 89501

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 Rodriguez

1) Roll Call [Non-Action Item]

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

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

- Amy Pulver: Welcomed the new director. Questioned the board about the process for appointing and evaluating the director. Emphasized that the board wants a successful director and that success should start with a clear six-month workplan followed by an objective one-year review to help shape plans for 2027. Urged the board not to repeat past mistakes and to establish a clear and fair workplan.
- Cate Salim: Welcomed the new director and raised two concerns: the board hasn't discussed the budget since last summer, and meeting minutes haven't included her previously submitted written comments. She asked for the budget to be agendaized and resubmitted her April 15 written comments for inclusion.
- Drew Ribar: Welcomed the new director and spoke about free speech and past issues with being banned from the library's Facebook page. Echoed concerns about inaccuracies of meeting minutes and missing public comments. Thanked the board, praised Gianna Jacks, and noted his Republican Party endorsement and the upcoming June 9 primary.
- Laura Wetherington: Clarified that she does not support harassment or violence and wants everyone to feel safe. Raised concerns about conflict of interest issues on the board, citing an example where a trustee allegedly involved with a book-challenging group did not disclose or recuse themselves. Urged the board to improve accountability and proposed adding three items to the next agenda: defining and requiring disclosure of conflicts of interest, amending bylaws to require trustee training, and developing questions for County Commissioners to

use when interviewing trustee candidates. Emphasized that her comments were not meant as a personal attack on any one member.

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

- Chair Silver shared appreciation for public comment, particularly regarding the lack of understanding regarding the budget and concern over written public comments being omitted.
- Vice Chair Moser wondered if conflict of interest should be added to the bylaws. DDA Kaplan noted that other boards do include provisions in their bylaws.

4) Approval of Minutes from the Library Board meeting on April 15, 2026 [For Possible Action]

- Trustees discussed the lack of written comment attachments. Chair Jacks noted the exclusion may have been an oversight or the full packet was not printed for the board. DDA Kaplan advised that the written comments should be included in the official record. Chair Silver asserted she would investigate the situation.
- On motion by Trustee Rodriguez, seconded by Vice Chair Moser, which motion duly carried on a 3-1 vote, the meeting minutes from April 15, 2026 were approved.

5) General Business

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

- Director McClure introduced herself and shared her background. McClure shared her goal to make a plan that focuses on staff leadership, organizational structure, and creating a strategic budget. Expressed her desire to see the community positively impacted and for the library to deliver a return on investment.
- McClure presented an extensive outcomes-based evaluation and planning framework which included;

- 30-Day Assessment: Library assessment - branch visits, staff engagement, operational review.
 - 60-Day Assessment: Community partner review and evaluation of existing agreements.
 - One-Year Working Plan: Data gathering, needs assessment, county alignment, community visioning sessions, and creation of three successive strategic plan drafts. Noted community disparities and literacy scores within Nevada.
- McClure emphasized that the strategic plan is a collaborative effort and will incorporate community goals for the library. Noted this process will be somewhat lengthy and the data gathering will take several months.
 - Shared previous strategic plan goals and how the library system has met their previous goals, including engagement with school-age children and library card signups.
 - Chair Silver thanked McClure for her thoughtful, optimistic, and informative presentation. Appreciated McClure's engagement with the public.
 - Vice Chair Moser expressed her appreciation for McClure's report. Noted statistics McClure shared and her hope that future trustees will lobby for increased partnerships for school-age children to help foster healthy lives and futures away from crime.

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

- Director McClure shared her high standards for libraries and passion for strengthening communities through library programming and offerings.
- Noted the need for new administrative positions to increase grant funding, data gathering, and budget analysis.
- Director McClure emphasized her focus on outcomes-based librarianship rather than task-based programming, and identified community challenges such as third

grade reading proficiency, educational disparities, summer learning loss, and branch equity needs.

- McClure discussed staff training, structural and budget limitations, and the need for program, outreach, and marketing budgets.
- McClure stressed the importance of evaluation, community engagement, advocacy, and empowering staff with resources and leadership support.
- Chair Silver noted McClure is joining the library at a pivotal time and appreciated her community-based viewpoint and her comment that the library board is an advocate for the system.

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

- Sean Sullivan: Praised McClure’s data-driven approach and plan to separate marketing and grant roles. After reviewing bylaws and NRS ethics rules, he noted that trustees face few consequences for violations. Suggested an investigation to restore public trust and recommended adding accountability provisions for trustees, including himself as an applicant for the board.
- Laura Wetherington: Urged the board to support library leadership and to train new board members on the ethics and responsibility of their position. Suggested outlining and defining “conflict of interest” in the bylaws and how to handle the situation should it arise. Noted that City of Reno boards ask if there is anything that needs to be disclosed before a vote is taken.
- Andrea Tavener: Welcomed the new director. Commended staff for their commitment to the library system during challenging times. Suggested timelines for the strategic plan be agendaized and shared with the public. Expressed relief for the strategic plan extension. Thanked the director for taking the job and board for selecting her.
- Drew Ribar: Noted his candidacy for Assembly District 40. Spoke on gender-related debates and encouraged gender neutrality. Appreciated having access to Facebook and urged the board and director to stay politically neutral.

7) Staff Announcements [Non-Action Item]

- Spanish Springs Branch Manager, Jana MacMillan, informed the board about evaluations made by structural engineers on the library branch's foundation and the cracking found there. The engineers deemed the building safe and repairs are planned but not scheduled.
- Debi Stears, Collections Development Manager, reported the success of the Downtown Reno Library 60th Anniversary celebration. About 587 community members attended. Shared a proclamation was sent from Senator Jacky Rosen to celebrate the event. Thanked the Chamber of Commerce for providing funding for refreshments.

8) Adjournment

- Chair Silver invited the audience to enjoy cake in honor of the new director's first meeting.
- Chair Silver adjourned the meeting at 7:15 pm.

resubmitted.

4/15/2024

Good evening, members of the Board and Director. My name is **Cate Salim**. I am here to address a pattern of conduct that threatens public participation: the right of a citizen to speak without being targeted by those in power.

Over the past year, a Board member has contacted a member of the public nine times regarding their public comment. But it didn't stop there. The Trustee's father, Jim Shirk, has filed extensive public records requests targeting my private emails with a journalist and even my professional emails at my workplace.

Trying to put a resident's job at risk by dragging their employer into a political dispute is a predatory tactic. It is meant to ensure that the "cost" of speaking at this microphone includes the threat of losing one's livelihood.

While public records laws are vital for transparency, they are being used here as a weapon. This is a clear attempt to "chill" public speech. It signals that any critic will have their private and work lives searched. This creates an environment of fear. If the price of speaking is a year of unwanted contact and retaliatory searches by a Trustee's family, few people will ever feel safe enough to speak again.

This Board and the County Commissioners cannot hide behind "gray areas" in the law. When an official and their family use public tools to harass people at their homes and jobs, this Board's silence makes you part of the problem.

This behavior is wrong. It suggests that you view the public not as people to serve, but as enemies to investigate. I am asking this Board to take three immediate steps:

1. Determine if these actions violate the Board's Code of Ethics or state ethics standards regarding the use of a public position to harass.

2. Prohibit Trustees from using their influence or their families to engage in retaliation.
3. Finally, I ask the Chair to formally state that this room is a safe space for all views and that retaliation—direct or through others—will not be tolerated.

A library board should protect the First Amendment. When a Trustee's conduct chills public speech, the Board has failed. It is time to draw a clear line between public service and personal grudges. Thank you.

Submitted by
5-20-2026
Laura Wetherington

Three Recommendations

For your next meeting, this board could put on the agenda:

1. An action item recommending that the LBOT bylaws be amended to define conflicts of interest and require Trustees to publicly disclose potential conflicts before casting votes,
2. An action item recommending that the bylaws be amended to require Trustees to complete the Nevada State Libraries Trustee training,
3. An action item to collect questions for the BCC to consider when interviewing potential Trustees, including asking if candidates belong to groups who may bring matters before the Library Board and how those candidates intend to deal with those situations.