



LIBRARIES

**Library Board of Trustees Meeting
Thursday, December 16, 12:30 pm
ONLINE ZOOM MEETING
MEETING MINUTES**

In attendance: Heidi Roedel, Doug Adams, Connie Leistiko, Marsha Sultz, David Ingram (Board); Teri Dugan (Staff); Charlotte Housel (Library Foundation) Andrew Nelson (CPS HR Consultant); Tammy Skramovsky (Flathead County Human Resources).

- A. Call to Order:** Chair H. Roedel called the meeting to order at 12:31pm
- B. Open time for persons to address the Board on matters within the Board's jurisdiction.**

Rebecca Miller- Concerned about banning books. It is parental responsibility to monitor their children's access to materials, not the library's. Concerned about criticism that the library is ideologically opposed to religious or conservative people. Works in Christian publishing and have approached staff about widening the resources available. Miller was well received by staff and found them to be willing to Examine their own biases and seek opinions. Miller is also concerned about board dynamics and the micromanagement from the board as well as the loss of two directors and the situation of no interim director due to fear of harassment from the board.

Carmen- Hoping we can find a new director with good library experience, someone who is open minded and has experience managing a team. Hopes to find somebody is good at interacting with the community locally and a person who is not beholden to an ideology or program. Hopes to find someone who is not political who wants what I would like, a bright, clean library with high quality materials. The new director should be responsible at spending tax payer money. Hopes to find a person that is not a community organizer but a librarian. Carmen is excited for a fresh start for our county library.

Laura Bean- Bean has a Master's degree in library science and has spent 7 years volunteering for ImagineIF Libraries. Bean has experience working in academic and public libraries. Strongly feels the new director should have a masters in library science that is accredited by the ALA. Bean feels strongly that the new director should have library experience as well. The position should not be rushed to fill if these things are not found in the first round. The growing community needs a library director with both a MLIS degree and experience.

Trish Pandina- Please hire a director that will make the library feel welcome. Pandina has not used the library in the past year and a half. Feels that the library is very one sided. Pandina would like the current book challenge material to be

removed from the library. The new director should care about the community and listen to the community and make the library more welcoming.

C. Director Candidate Interviews

1. Interview with Ashley Cummins was conducted.
2. Interview with Alysha Wogee was conducted.
3. Interview with Abby O'Neill was conducted.

D. Interview Discussion

Andrew Nelson led the Library Board in discussion of the applicants interview performances.

E. New Business

1. Board Updates- ACTION ITEM as needed

Dugan shared updates from library management staff. There were no staff needs from the board at this time.

2. Response to Community- ACTION ITEM as needed

Discussion took place regarding a possible press release by the Library Board. Roedel has been contacted by Montana Public Radio and would like to seek board input about responding to the press regarding the current book challenge and information about library directors resigning.

Sultz suggested carrying on with board business and when there is something to report on, then do so.

Adams suggested a response to help clarify misinformation that is out in the community.

Lestiko said there is not something to clarify because there is disagreement between the board members and a decision has not been made yet regarding the book challenge. Leistikio said any statements made by board members must clarify that it is an individual response and not that of the board.

Adams said clarification needs to be made about comments made regarding the cutting of the budget by some community members. Adams said this is not true.

Leistikio said the by cutting future employee salaries, some look at that as a cut to the budget.

Adams said that is not a cut to the budget yet. Nothing has been cut. Adams said people are voicing their opinions out of fear. Do we as a board want to make an official statement at this time?

Roedel said a statement could be made addressing and clarifying the factual items only.

Adams read an individual personal statement prepared from himself.

Leistiko responded to various points in Adams statement.

Roedel said the consensus of the board was to not put out a statement as a board to the press.

CONVENE to EXECUTIVE SESSION 5:04pm

Moved by D.Ingram "to convene to executive session to discuss Director applicants."

Secoded by C. Leistiko

VOTE: Motion passes unanimously

Resume: 5:55pm

Moved by C. Leistiko "to reopen special meeting."

Secoded by D. Ingram

VOTE: Motions passes unanimoulsy

Moved by D. Ingram " to invite Ashley Cummins and Abby O'Neill for a site visit and meeting with staff, local officials and community. The visit will be coordinated by H. Roedel and A. Nelson".

Secoded by M. Sultz

Discussion:

Details and date of the visits will be handled by CPS HR consultant Andrew Nelson and Board Chair, Heidi Roedel.

VOTE: Motion passes unanimously

3. Set Date for Next Special Meeting- ACTION ITEM

Roedel asked the board if there was a need to schedule a meeting before the next regular board meeting on January 27th, 2022.

Adams would like to schedule a meeting to discuss the book challenge. Adams would like to handle the two materials challenges together for efficiency sake. Adams is not sure if the recommendation from staff has been received yet. A date before the regular January meeting is preferred.

Sultz expressed wanting to wait for the recommendation of the staff. Sultz isn't sure if both materials could be addressed at the same time.

Roedel said the recommendation from staff was scheduled to be done by December 20th for the first materials challenge.

Adams said it seemed like the recommendation from staff was taking an unreasonable amount of time and Adams would like to set a deadline for both books to be decided upon.

Moved by D. Adams "we meet on January 13th, 2022, in a special meeting to consider both challenged materials in question and that staff will have a recommendation to the board by January 11, 2022 for both books."

Seconded by D. Ingram

Discussion:

Sultz said the board needs to get the book in their hands to read. Discussion took place about the board getting access to the book to read.

VOTE: Motion passed unanimously

Ingram would like to notify the public of the two candidates that will be coming for a meet and greet in January. Marketing for this can be done once the dates are set.

Sultz asked about advertising the special meeting on January 13th and if the meeting will be promoted on social media by the Library Communications Coordinator.

Roedel would like the comments turned off for social media posts if the meeting is posted.

Sultz said it would be best to wait until the meeting is noticed on the website. The word can be put out later.

- F. D. Adams moved to adjourn the meeting at 6:02pm.**
Seconded by D. Ingram
Motions passes unanimously