

MINUTES
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
BOARD OF TRUSTEES' MEETING
LAS VEGAS, NEVADA
June 14, 2012
(approved July 12, 2012)

The Board of Trustees of the Las Vegas-Clark County Library District met in regular session in the West Las Vegas Library, Las Vegas, Nevada, at 6:00 p.m., Thursday, June 14, 2012.

Present:

Board:	K. Benavidez, Chair	R. Kirsh
	K. Crear	M. Saunders
	R. Ence	C. Reese
	Y. Yturralde	S. Bilbray-Axelrod
	S. Moulton	R. Wadley-Munier

Counsel: G. Welt

Absent:

Staff: Jeanne Goodrich, Executive Director
Numerous Staff

Guests: Dr. Magdalena Martinez, Nevada System of Higher Education
Charles Dorsey, Wells Fargo Insurance Services
Lisa Dixon, Wells Fargo Insurance Services

K. Benavidez, Chair, called the meeting to order at 6:00 p.m.

Roll Call and Pledge of Allegiance (Item I.) All members listed above represent a quorum. Appendix A.
Trustee Crear led the Pledge of Allegiance.

Public Comment (Item II.) None.

Agenda (Item III.) Trustee Moulton moved to approve the Agenda. There was no opposition and the motion carried.

West Las Vegas Library branch presentation by Branch Manager Leo Segura. (Item IV.) Chair Benavidez introduced Leo Segura, the Branch Manager of the West Las Vegas Library. Mr. Segura welcomed Trustees and guests to the library and thanked them for the opportunity to address how staff at the West Las Vegas Library uses *CommunityConnect* to offer better service to branch patrons.

The West Las Vegas Library serves a tax based population of 23,338 of which 51.52% have library cards. The number of library card holders at the branch is 28,976. Of these, 58.5% are within the branch's tax base. The branch circulated 279,479 items last year averaging 21 items per patron. This year West Las Vegas is averaging about 10% higher circulation. Located in the historic Westside on Lake Mead between "H" and "J" streets and between the Doolittle Community Center and Park and the City of Las Vegas West Las Vegas Arts Center, the branch serves 13 segments encompassing 16 literacy blocks. The branch's three largest segments contain a diverse community of people.

The West Las Vegas Library's largest segment is known as the *Industrious Urban Fringe*. This segment has a population of 5,293 and is described as young, family-oriented, either married or a single-

parent, and likely to have grandparents living in the home. People in this segment are probably Hispanic with a good chance of being foreign born, adding a high degree of diversity to the neighborhood. They may not have graduated high school. Employment tends to be in manufacturing, construction, retail trade or services and they usually own their own home. They watch television as much as anyone else but tend not to have cable. Newspapers, magazines, and Spanish radio are the best ways to connect with them. This segment is highest in population, patrons, checkouts, and future checkout potential for the branch. During the past year this segment borrowed 47,419 items or 18.8% of the items circulated from the branch.

The second largest segment, with a population of 2,850, is the *NeWest Residents*. This segment accounts for 10.15% of branch circulation and are second in patron potential while being third in actual circulation. *NeWest* residents are most likely to be in their mid-20s and married with two to three children. Most are foreign born and arrived in the U.S. within the last ten years making this segment one of the most racially and ethnically diverse. Many are beginning their career and learning English and odds are they have not completed high school, strongly limiting their employment options. They tend to work in service and skilled labor jobs in construction, manufacturing, hotels/food services, administrative services, and agriculture; but unemployment trends high. They tend to own one television without cable and do not have internet service at home. They are most likely to rent apartments.

The third largest segment is *City Strivers* with a population of 2,370. They rank second in circulation accounting for 14.54% of circulations last year. This segment is described as under 32 years old and living in a diverse, urban area and either married, single-parent, or singles living with roommates. They tend to be African American, graduated high school and may have attended some college. They work in service, health care, and office/administrative support positions, including for local government. The unemployment rate for this segment trends high. Discretionary income is low so entertainment trends toward television, cable, radio. Some households receive Supplemental Security Income or public assistance income. They are likely to rent in an older, small, multi-unit apartment building and rely on public transportation.

Overview of current Branch activities

CommunityConnect designates 15 out of 16 block segments as Literacy: High Challenge and the last is designated as Literacy: Moderately High Challenge. In these blocks, 38.9% of all adult residents do not have a high school diploma. Additionally, unemployment and underemployment has affected this community on a much larger scale than it has others. In response staff at the branch have partnered with the District's C.A.L.L. (Computer Assisted Literacy in Libraries) program to host beginning ESL classes and to utilise Project E.A.S.E. (Educational Assistance to Support Employability) with the aim to improve literacy rates and employment skills of native English speakers. Branch staff partnered with the Coalition of Black Trade Unionists and the West Las Vegas Arts Center to host a fall

apprenticeship job fair and a spring general job fair and work with the E.A.S.E. students to ensure that they have resumes, interview attire, and interview practice before attending a job fair.

The West Las Vegas Library partners with over 41 different community groups who bring valuable learning experiences and activities to the community. Topics include but are definitely not limited to financial literacy, computer literacy, developing early literacy, succeeding in school and homework help, lifelong learning, performing and visual arts, cultural and community history, and many others. Three of the branch's most enduring activities are;

- Shoes for Children: This fundraising event, co-founded by Sweet Lou Collins and Joyce Thomas, is going into its 18th year.
- Performing and Visual Arts Camp (PVAC): This event, going into its 16th year, is co-sponsored by the West Las Vegas Arts Center and the House of Blues.
- Partnership activities with the City of Las Vegas Office of Cultural Affairs-West Las Vegas Arts Center, the City of Las Vegas-Parks, Recreation and Neighborhood Services Department along with the Dr. Martin Luther King Jr. Committee and Commissioner Lawrence Weekly's office. Activities include Peace Week (10+ years), the Gospel Brunch Inspirational Showcase, Hispanic Heritage Month Youth Leadership Summit, African American Heritage Month Youth Leadership Conference & the Young Men's and Young Women's Conference, and the branch's 4th annual Youth Conference.

During the past year 15,474 children and teens have attended story times and outreach programs offered by the Children's Services staff and are poised to surpass that number for the current year. Emphasis is placed on early literacy skills and incorporating fun activities to encourage children to read. This year the branch kicked off the Reading Buddies program partnering the branch's Teen Volunteers with younger children who come in needing someone to read to. This program has been increasingly popular with the kids, volunteers, and parents. The branch serves nine schools and several early child care centers. Most importantly staff partners with the schools to have them bring in their students for abbreviated story times and guaranteed time to check out materials.

In addition to story times the Children's Services Department also hosts the branch's Homework Help Center (HHC) with 20 laptops and free tutors. Over 3,800 students have used the HHC and nearly 1,000 have used the free tutors provided by UNLV through the America Reads, America Counts program. In the HHC students print an average of 740 pages a month using up to 10 free pages per pupil per day. This helps to level the economic divide in homework by allowing them to remain competitive in school by turning in color prints and polished school work.

The West Las Vegas Library provides public access computers with 18 adult computers and nine computers for children. The branch averages 5,300 computer sessions per month. People use the computers for

creating resumes, completing job applications, homework help, entertainment and personal enrichment, and keeping in touch with friends and family. Mr. Segura is very proud that staff at the branch never stopped offering computer and electronic device classes even after the adjustment of staff and library operating hours due to patron demand.

Staff works diligently to ensure the West Las Vegas Library collections are properly maintained and that the branch stocks relevant materials for the community. Staff have increased and improved displays highlighting collections and placed them in locations that will encourage people to checkout more material. The Adult services staff continues to do outreach to the Doolittle Senior Center and helps market collections and programs by delivering district flyers and brochures to local apartment complexes, grocers, and area public service centers. Mr. Segura concluded by saying the branch's greatest challenge is in providing public seating preferably with access to electricity.

Chair Benavidez said the branch is in a unique location, surrounded by a number of schools and community centers. Benavidez asked if the branch's circulation numbers decrease during the summer or do students come to the library in greater numbers. Mr. Segura said that branch statistics are lower in the summer, but not significantly lower than the average for the year. Of course, the activities are different during the school year. The Summer Reading Program is key to getting more children to check out books during the summer.

Chair Benavidez thanked Mr. Segura for his presentation.

Presentation by the Nevada System of Higher Education on college access efforts in Nevada and potential partnership opportunities. (Item V.)

Chair Benavidez introduced Dr. Magdalena Martinez, Assistant Vice Chancellor for Academic & Student Affairs for the Nevada System of Higher Education.

Dr. Martinez thanked the Trustees for allowing her to speak. She was here to strengthen the partnership between the District and the Nevada System of Higher Education by promoting college access efforts in Nevada utilizing the library's position in the community. Her goal is to leverage the resources of social services agencies and libraries to reach students and educate them on college opportunities.

Dr. Martinez handed out packets of information to Trustees, explaining that one of the items was a flyer, **The College Journey**, with important college facts and information. NSHE would like every child in Nevada to receive this flyer. Another item in the packet was a book, entitled, **I know I can**, which she wanted to get into the hands of every librarian to share with students. She also welcomed some other suggestions of ways to get this information out into the community.

Trustee Yturralde suggested reaching out to elected officials and making sure there is a presence at events sponsored by Council and Commission members, especially back to school events.

Trustee Kirsh commented favorably on the book and asked if NSHE had enough flyers and books for students and librarians. Ms. Martinez said they were able to print a large number with grant proceeds.

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Executive Director Goodrich thanked Dr. Martinez for the information and asked Martinez to work together with Deputy Director Robb Morss to get the information and the book out to District librarians.

Approval of Proposed Minutes Regular Session, May 17, 2012. (Item VI.A.)

Trustee Kirsh moved to approve the Minutes of the Board of Trustees Meeting held May 17, 2012. There was no opposition and the motion carried.

Chair's Report (Item VII.)

Chair Benavidez reported that she had been interviewed by Univision radio about the District's Summer Reading Program. She said it was interesting to be able to get the District's message to the Latino community. There is a lot of interest expressed by children and adults in this community in getting involved with the library. On the program, people were invited to come to the library and get their library cards. Also, anyone who got their picture taken with their new library card would be able to send it in to Univision and it would be posted on their Facebook page.

Executive Director's Report (Item VIII.A.)

Ms. Goodrich reported that she and the members of the Executive Council met with District consultants, George Needham and Joan Frye Williams, on May 31 to work through the preliminary strategic directions which they thought emerged from the various meetings that had been held with staff, community members and community leaders.

The group met for most of the day and walked through what Ms. Williams and Mr. Needham thought they had heard and what staff thought they had heard as well as looked at the data staff had collected as part of the planning process. By the end of the day, the group had reached consensus. Williams and Needham then produced a draft Strategic Framework document, which was sent to Goodrich. Goodrich will be working with the Executive Council, the Library Council and other staff groups to flesh out the framework and hope to have a preliminary product to discuss with Trustees at the July 12th Board meeting.

Ms. Goodrich said the group all agreed that the first year will be a year of developing work plans and positioning as staff plan the FY 2013-2014 budget. This does not mean that staff will not start implementation this year (and, in fact, are already doing many things that are congruent with the new framework) but that staff need some time for the strategic emphases to percolate up, down and around the organization.

At this point, Ms. Goodrich envisions that the Strategic Framework will be a document of no more than twenty pages and that it will be complemented by an even briefer context document which will be a very clear, concise distillation to guide staff in their collection and service program development, similar to *Forward to Basics*.

Ms. Goodrich said that she and CFO Fred James are continuing to attend meetings of the CTX working group and will attend the next meeting of the CTX legislative study group, scheduled for June 18.

Both attended a special meeting of Clark County recipients of the CTX at the offices of Applied Analysis on May 30. This meeting was designed to be a conversation among Clark County jurisdictions about library-specific topics related to the CTX.

At this meeting, a representative of the City of North Las Vegas stated that while he couldn't speak for the North Las Vegas City Council, he would advise them that the legislative history clearly indicates that North Las Vegas agreed during the committee hearing on the bill (AB 441/1993) that created the North Las Vegas Library District that they were not entitled to receive supplemental city-county relief tax (SCCRT) revenue. Because they didn't receive SCCRT revenue, they are not eligible to receive CTX revenue, which consolidated a number of taxes, including SCCRT, in 1999. Carole Vilardo, President of the Nevada Taxpayers Association agreed, as did others who remembered how the North Las Vegas Library District was formed. Goodrich suggested that this history be memorialized in some way as part of the legislative study group's work so that future misunderstandings or misinterpretations could be precluded. Ms. Vilardo provided suggested wording.

The easier issues have now been reviewed by the working group. The harder issues (such as base adjustments), where there is less chance for consensus, are now being reviewed. There seems to be a growing consensus among the working group members not to go back and try to adjust the base. Doing that seems to have a cascading effect with considerable problems for all jurisdictions. There may be something that can be done with the formula going forward that can be adjusted that makes sense to some of the jurisdictions that believe there are equity adjustments to be made. Ms. Goodrich will continue to update Trustees on the progress.

Finally, Ms. Goodrich spoke about the Library Council activities (LC). She reminded Trustees that she had created the LC to assist her and Mr. Morss in identifying and meeting service needs throughout the District. The LC is made up of working, front-line librarians who are directly involved in providing services. The group has been meeting monthly since last September and has worked on two projects.

The first is a PC equity project, to ensure that a minimum of six PCs are available in branch children and youth areas. The Sunrise Library is particularly challenged to find space for this project and staff are working with a space consultant on possible solutions. The second is a training project, identifying staff training needs, which resulted in the Training Summit that HR Director Jerilyn Gregory reported on in her report. The Training Summit is working on an orientation checklist for new hires and supervisor training. The LC has also been involved with the strategic planning project and will be meeting with Marketing and Community Relations Director Pat Marvel to discuss marketing and public relations issues.

Ms. Goodrich said that she has found the LC members to be very engaged around the issues they have identified. She has been very pleased with the energy they have displayed and the insights they have been able to provide. Group members are practical, down-to-earth and

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action orientated. Each project and activity has had major staff development dimensions, also, as the members themselves carry out assignments, conduct research, and participate actively in implementation activities.

Trustee Crear asked about the group's representation, how many branches are represented and how many librarians are in the group. Ms. Goodrich said that all members of the group are librarians. The permanent members of the LC are Goodrich, Mr. Morss, Collection Development and Bibliographic Services Director Chris Britsch, Youth Services Coordinator Mary Nelson Brown, Access Services Manager Jennifer Schember and Regional Branch Services Director Debbie McGuire. The rotating members of the group include two Branch Managers, two Assistant Branch Managers and one Children's Services Department Head. These members rotate off every other year. In response to a question from Trustee Reese, Goodrich agreed that the purpose of the rotating members was to ensure that librarians from around the District were afforded the chance to participate. All members apply to be on the LC.

Trustee Reese asked how the North Las Vegas Library was funded if they do not receive CTX monies. Ms. Goodrich explained that the North Las Vegas Library received property tax money and General Fund money from the City of North Las Vegas. They are different from every other library district in that they function as a department of the City of North Las Vegas. The City Council acts as the Library Board.

Trustee Reese then asked about the Henderson District Public Libraries (HDPL). Ms. Goodrich said that HDPL predates LVCCLD and she believed it was the oldest library district in the state. HDPL is set up like the District, receiving both CTX and property tax revenues and governed by an independent library board. The Boulder City Library District is the same. There are also a handful of small library districts in Nye County.

Trustee Reese commented on the difficulties in changing the CTX formula. She can see where municipalities with economic difficulties, such as North Las Vegas want the changes. The current formula did not moderate the discrepancy as designed or enough to account for the anomalies. Doing all the modeling has shown some of that. What will actually come out of the discussions is the big question.

Trustee Crear moved to accept Reports VII.A. 1-7. There was no opposition and the reports were accepted.

Public Services and Security Report (Item VIII.A.1.)

Approved.

Business Office Report (Item VIII.A.2.)

Approved.

Human Resources Report
(Item VIII.A.3.)

Approved.

Technology Report
(Item VIII.A.4.)

Approved.

General Services Report
(Item VIII.A.5.)

Approved.

Marketing Report
(Item VIII.A.6.)

Approved.

Development Report
(Item VIII.A.7.)

Approved.

Unfinished Business
(Item IX.)

None.

Consent Agenda

Chair Benavidez moved Item X.A.1. out of the Consent Agenda.

Discussion and possible Board action regarding the approval for staff to make ongoing purchases of computer hardware and software, telecommunications hardware, and other related infrastructure improvements over \$50,000 for Fiscal Year 2012-2013.
(Item X.A.2.)

Trustee Yturralde moved to accept the Consent Agenda in its entirety which included:

Authorizing staff to make ongoing purchases of computer hardware and software, telecommunications hardware, and other related technology infrastructure improvements over \$50,000 for Fiscal Year 2012-2013, as approved in the District's Adopted Budget by the Board of Trustees.

There was no opposition and the motion carried.

Discussion and possible Board action to approve the *Technology Plan for Las Vegas-Clark County Library District: FYE 2013-2015*.
(Item X.A.1.)

IT Director Al Prendergast explained that the *Technology Plan for Las Vegas-Clark County Library District: FYE 2013-2015* serves as the principal guide for the development of the District's technology infrastructure. Additionally, the District is required to have a current plan to be eligible for federal subsidies and programs, such as E-Rate and federal grants. The Technology Plan will also provide support for the priorities of the District's new *Strategic Service Plan*, which are still being developed. The current Technology Plan for the Las Vegas-Clark County Library District expires on June 30, 2012.

Mr. Prendergast explained that the Nevada State Library must approve the Plan. Development Director Danielle Milam had been working with the State Library. While the Board documents were being prepared,

the District received comments from the State Library on the evaluation section of the document. Ms. Milam modified the evaluation section and added additional details to the section, which have now been approved by the State Library. A new page 25 of the Plan has been provided to Trustees and that is why this item was pulled from the Consent Agenda.

Trustee Reese noted that some of the goals and objectives listed in the summary are to be funded by grants. Mr. Prendergast said that staff hoped these projects would be funded by grants. No grant funding is in place at this time. Reese also wanted to clarify the completion date of Item 1 on the Summary – New HRMS: Replace old Human Resources and Business Office solutions. Mr. Prendergast explained that the goal was to complete this project by June 2013.

Trustee Moulton appreciated the summary list of goals and objectives with the timeline; it is very easy to follow.

Ms. Goodrich commended Mr. Prendergast and members of the Executive Council for their work putting together the new Plan. While previous Technology Plans were created by consultants, this new Plan was prepared by Prendergast and the IT Department with substantial input by members of the EC, especially Ms. Milam and Marketing Director Pat Marvel. Staff felt, in light of the District's efforts to contain costs, that they could put this together and Goodrich felt their efforts paid off with the document in front of Trustees for approval. Mr. Prendergast concurred, saying the Plan was the result of a true team effort.

Trustee Reese moved to approve the *Technology Plan for Las Vegas-Clark County Library District: FYE 2013-2015* as presented. There was no opposition and the motion carried.

Discussion and possible Board action regarding proposed revisions to the District's Family and Medical Leave Act (FMLA) policy and procedures. (Item X.B.)

Human Resources Director Jerilyn Gregory reported that, since last summer the Human Resources department has been conducting a review of the District's Personnel Policies and Procedures Manual, Collective Bargaining Agreements, and the employee files in an effort to ensure the District remains compliant with Federal, State, and Local laws. Staff have also been reviewing District practices to make sure staff are consistent in applying these rules to everyone.

Recently, staff discovered the District's Family and Medical Leave Act (FMLA) policy was last updated on July 28, 2001 and no revisions have been made to the policy since that time.

In November 2008 the Department of Labor (DOL) published its Final Rule to implement the first-ever amendments to the FMLA. The amendments come from the National Defense Authorization Act (NDAA) of 2008 and provide new military family leave entitlements. The Final Rule also substantially revised many other parts of the regulations of the FMLA for the first time since 1995, to reflect decisions by the U.S. Supreme Court and lower courts. The Final Rule became effective on January 16, 2009.

The revisions to this policy are intended to bring the District into

compliance with the Federal law. The major changes to District policy are:

- The inclusion of military leave entitlements.
- The inclusion of language that any paid time benefits must be substituted first before any unpaid leave is taken.

In addition, great effort was made toward both updating the policy and simplifying the language in the policy making the policy more readily understandable by employees. The length of the policy was cut from 17 pages to seven as many of the definitions were removed. A copy of the full act, which is very thick, is kept in Human Resources and each employee's specific case is reviewed by staff carefully.

Trustee Kirsh asked when this policy will need to be reviewed again. Ms. Gregory said she anticipated changes would be made as needed based upon changes in the law.

Trustee Saunders asked if the language had been vetted by legal counsel. Ms. Gregory said that she had worked very closely with Scott Abbott of Kamer Zucker Abbott.

Trustee Moulton asked if Ms. Gregory had looked at FMLA policies of other entities, such as the City and County. Gregory said she had written a number of FMLA policies and worked with Mr. Abbott to rewrite the policy based upon the needs of the District. In addition, there will be extensive training for District supervisors.

Trustee Moulton asked whether the District has had employees serve in the National Guard and been called up. Ms. Gregory said that the District has had employees in the National Guard called up but that their service period is not applicable to FMLA. It is applicable to their families. It covers working family members who need to take time off to care for injured service members or need to take time off to make care and other arrangements should a service member be suddenly called up.

Trustee Saunders moved to adopt the proposed revisions to the District's Family and Medical Leave Act (FMLA) policy and procedures. There was no opposition and the motion carried.

Discussion and possible Board action regarding contract award for property and casualty insurance and public officials and employment practices liability insurance for the policy year commencing on July 15, 2012. (Item X.C.)

General Services Director Steve Rice deferred to Risk Management Committee Chair Crear to report on the June 14, 2012 Risk Management Committee meeting and recommendation for contract award for property and casualty insurance and public officials and employment practices liability insurance coverage for the policy year commencing on July 15, 2012.

Trustee Crear said the meeting included a thorough review of the District's insurance coverage and she felt the District was very well covered. There will be a slight increase of about 10% in the premium cost and the Committee voted to recommend continuing coverage with Philadelphia Indemnity Insurance Company.

Trustee Crear moved that a contract for property and casualty insurance be awarded to Philadelphia Indemnity Insurance Company and Traveler's Insurance Company at an annual premium of

\$269,335.00 for the policy year commencing on July 15, 2012 and moved that a contract for public officials and employment practices liability insurance be awarded to Philadelphia Indemnity Insurance Company at an annual premium of \$26,587.00 for the policy year commencing on July 15, 2012.

Trustee Wadley-Munier disclosed that two of her relatives work for Wells Fargo but believed she could make an independent decision regardless of the relative's employment status.

Trustee Moulton disclosed that a member of her family works for Wells Fargo but believed she could make an independent decision regardless of the relative's employment status.

There was no opposition and the motion carried.

Discussion and possible Board action regarding the election of Board officers for Fiscal Year 2012-2013 and accompanying Resolution 2012-02. (Item X.D.)

Nominating Committee Chair Kirsh reported on the meeting that occurred earlier in the day. The Committee recommended the following Trustees to serve as Board officers for Fiscal Year 2012-2013:

Chair – Kelly Benavidez

Vice Chair – Ron Kirsh

Secretary – Keiba Crear

Treasurer – Michael Saunders

There were no other nominations from the floor. Trustee Kirsh closed the nominations.

Trustee Kirsh moved to elect the above slate as Board Officers for Fiscal Year 2012-2013. There was no opposition and the motion carried.

Trustee Ence moved to pass Resolution 2012-02 authorizing Fred James, CFO and newly elected Treasurer Michael Saunders to execute checks on behalf of the Library District. There was no opposition and the motion carried.

Resolution 2012-02 is attached as Exhibit B.

Announcements (Item XI.)

The next Board Meeting will be held Thursday, July 12, 2012 in the Centennial Hills Library at 6:00 p.m.

Public Comment (Item XII.)

Fifteen people were signed up for public comment. All 15 requested the Trustees reconsider the rate increases for the District's performing arts centers. Each individual who spoke is listed with more specific information about their individual comments.

Marci Riedy – Ms. Riedy said her request for public records, ten documents, was denied, with the District stating the information she requested was not a public record. She said with the District budgeting the same amounts for revenue and expenses for the room rentals as in the previous year, it is obvious the staff expects far less utilization of these spaces and asked what the District has accomplished with the rate increase. Riedy also said her group has collected over 5,000 signatures on her petition and these will be

submitted to the District during the week of June 18th as well as to the City Council and County Commission.

Alex Cheney – Mr. Cheney said the theater changed his life and he is concerned that Signature Productions and Broadway Bound, two groups he has worked with in Las Vegas, will cease to exist because of a lack of affordable venues. He does not want others to miss out on a theater experience.

Aramental Austin – Ms. Austin heads up the Austin Dancers and was very upset. The West Las Vegas Library Theater was the setting for her classes since 1995. Austin felt the rate increase was closing doors for young people. She provided a folder with information on her classes and program for Trustees to review.

Anna Milledge – Ms. Milledge has been a regular attendee at most theater productions at the libraries. She felt it was a shame the increase is so high that there will be no affordable theater usage.

Amelia Wignall – Ms. Wignall is a recent local high school graduate and member of the Rainbow theater company. Wignall attempted to partner with the District to produce her senior project. She was trying to turn a children's book into a theater production introducing students to things they could do for the environment. The District turned down Ms. Wignall's request stating it was outside the library's priorities. When Wignall costed out using a library theater for the day, she found out it would cost \$1,700. Frustrated, Ms. Wignall has posted a video about her experience on YouTube.

Holly Steed – Ms. Steed is the Founder and Director of the Clark County Children's Choir, which began in 2005. She said that the District has beautiful theaters. When the downturn began, the group made their programs free to the audience. The District's increased costs are limiting the group's ability to put on their shows. Steed said there is no life without art.

Harrison Langford – Harrison is a student at Faith Lutheran High School who has participated in both Signature and Broadway Bound productions. He spoke about how much he enjoys theater and said the library is a place for a person to be inspired.

Melanie Walker – Asked Trustees to put this issue on the agenda for their next meeting. She is representing the Las Vegas Ballet Company. As a result of the rate increase, the Company has had to cut its rental time from nine hours on the day prior to the show and four hours on the day of the show to three hours on the day prior to the show and one hour on the day of the show. She felt it was tough on the Company, whose principal dancers were also the founders, the dancers who perform and the audience who attend the shows. The group is attempting to put on a professional ballet and the lack of preparation and warm-up time leads to a less-than-professional effort.

Bob Moore – Mr. Moore is a resident of Sun City and he believed that the community needed the theaters as a showcase for young performers. The Summerlin Library theater is used a great deal by the residents of Sun City and Summerlin. He urged Trustees to provide

arts as he felt the kids will lose out and the special spark that is Las Vegas will be gone.

Karen Langford – Ms. Langford is the mother of two teenage boys. Theater is a wholesome activity that keeps them distracted.

Leslie Stewart – President of the Las Vegas Highland Dance Association, a 501C3 that promotes Scottish dancing within the community. They have used the Clark County Library Theater for their fall competition, ceilidh in the winter with a local children's choir, and for a spring recital. Since the rates have been raised, the group has cancelled their spring recital and had to find another place for their fall competition. The ceilidh is still co-sponsored by the District. None of the other locations are as nice as the District.

Alisa McAfee – represents the Las Vegas Belly Dance Intensive, Vegas Rocks and Shifting Sands. Ms. McAfee appreciates the conservative approach to the budget, but said that District needs to reconsider the rates for the theaters in light of the way the analysis was done. She felt it was important to look at theater usage and make sure the locations continue to be utilized. McAfee requested that the item be placed on the next meeting agenda.

Patricia Martinez – Ms. Martinez has children involved in Broadway Bound at the Summerlin Library theater and been involved with another group that held programs at the West Las Vegas Library theater. She felt the rates were raised too high, compared them to retail prices and said that even a 2%-5% rise in retail prices is hard to deal with. Also, Martinez said that as a mother, she has enjoyed participating with her children in the theater activities. Now, if the theater programs go away, it is one more thing that children cannot do and felt the decision did not make a lot of sense.

Deborah Levin – Ms. Levin said she was sad to lose places such as the theaters that are for the community. The Strip was not the community; the libraries were about art in the community, especially with arts being eliminated from public schools.

Lance Earl – Mr. Earl is the Vice President of Signature Productions. He said this was the first time in 20 years that the group has not scheduled a season. They have performed their productions for over 12 years at the Summerlin Library theater. He said this was due solely to the rate increase by the Trustees. He said this policy would crush locals theater group and that the libraries were built with theaters so the public could attend and enjoy the performances. He said his group was willing to help.

Executive Session - Discussion regarding Executive Director's performance evaluation for the period June 17, 2011 through June

Chair Benavidez explained that the Executive Session would cover the Executive Director's performance evaluation for the period June 17, 2011 through June 16, 2012. Chair Benavidez adjourned the meeting into Executive Session at 7:27 p.m.

Trustee Moulton left during the Executive Session.

The Regular Session reconvened at 7:50 p.m.

16, 2012. This will be a closed session estimated to require up to 45 minutes. (Item XIII.A.)

Possible Board discussion and action regarding the Executive Director's performance evaluation for the period of June 17, 2011 through June 16, 2012. (Item XIII.B.)

Chair Benavidez asked Trustee Crear to report on the Executive Session that covered the Executive Director's performance evaluation for the period of June 17, 2011 through June 16, 2012. Trustee Crear said Trustees appreciated Ms. Goodrich's hard work, dedication, leadership and guidance through difficult times. Goodrich also demonstrated outstanding performance and leadership.

Trustee Crear continued to say that if staff members were receiving pay raises Trustees would give Ms. Goodrich a raise because of her outstanding leadership.

Trustee Crear moved to award the Executive Director an overall performance evaluation score of Outstanding. There was no opposition and the motion carried.

The Executive Director Performance Evaluation Summary is attached as Exhibit C.

Adjournment (Item XIV.)

Chair Benavidez adjourned the meeting at 7:51 p.m.

Respectfully submitted,

Keiba K. Crear, Secretary

2012 ATTENDANCE

APPENDIX A

JUNE 14, 2012 REGULAR BOARD MEETING

2012		January 12 Regular Board Meeting	February 9 Regular Board Meeting	March 8 Regular Board Meeting	March 29 Finance & Audit Cmte	April 12 Regular Board Mtg	May 17 Regular Board Mtg	June 14 Nominating Cmte	June 14 Risk Management Cmte	June 14 Regular Board Mtg	
Benavidez	Kelly	P	P	P	A-E	P	P		P	P	
Bilbray-Axelrod	Shannon	P	P	P		P	P	P	A-E	P	
Crear	Keiba	P	P	P	P	P	P	P	P	P	
Ence	Randy	P	P	P	P	P	P			P	
Kirsh	Ron	P	P	P		P	P	P		P	
Moulton	Sheila	P	P	P	P	P	P		P	P	
Reese	Carol	P	P	P		P	P		P	P	
Saunders	Michael	P	P	P	P	P	P	P		P	
Wadley-Munier	Robin	P	P	P	P	P	A-E			P	
Yturralde	Ydoleena	P	P	P	P	P	P	P	P	P	

attended Committee meeting but not a member

A-E Excused Absence
 A-U Unexcused Absence
 as of June 15, 2012

Resolution 2012-02 Authorizing Checking Account Signature

WHEREAS, the Las Vegas-Clark County Library District (LVCCLD) adopted a Resolution on the 9th of June, 2011 providing that Deputy Director, Chief Financial Officer Frederick J. James, Jr. and LVCCLD Board of Trustees Treasurer Michael Saunders were designated with the authority to execute any and all checks on behalf of the Las Vegas-Clark County Library District and an engraved signature plate was prepared in their names; and

WHEREAS, Michael Saunders, Treasurer of the LVCCLD Board of Trustees will complete his year term on June 30, 2012; and


NOW, BE IT RESOLVED that the following individuals shall have the authority to execute any and all checks on behalf of the Las Vegas-Clark County Library District as of July 1, 2012:

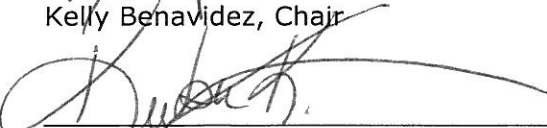
Frederick J. James, Jr., Deputy Director, Chief Financial Officer and
Michael Saunders, Treasurer of the LVCCLD Board of Trustees

AND, THEREFORE RESOLVED that Frederick J. James, Jr., Deputy Director, Chief Financial Officer, as the acting representative of the LVCCLD and Michael Saunders, Treasurer of the LVCCLD Board of Trustees shall be authorized to execute any and all checks on behalf of the Las Vegas-Clark County Library District until June 30, 2013.

This Resolution shall be spread at large, upon or attached in full to the minutes of the Las Vegas-Clark County Library District Board of Trustees.

PASSED, ADOPTED and APPROVED, this 14th of June 2012, LVCCLD Trustees.



Kelly Behavidez, Chair

Attest: Member, Board of Trustees

LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
EXECUTIVE DIRECTOR
PERFORMANCE EVALUATION
SUMMARY

EXECUTIVE DIRECTOR: Jeanne D. Goodrich

EVALUATION EFFECTIVE DATE:

Achievements Relative to Objectives for this Evaluation Period

Note: Executive Director may provide list of accomplishments for this evaluation period to the Board of Trustees.

Comments: Trustees, appreciate hard work and dedication. Leadership and guidance thru difficult times. Outstanding performance and leadership.

Future Goals and Objectives

Note: Executive Director may provide list of proposed goals and objectives to the Board of Trustees.

Specific Goals and objectives to be achieved in the next evaluation period: _____

See attached sheets

Overall Evaluation Score

Rating (circle one):

Outstanding

Exceeds
Expectations

Meets
Expectations

Below
Expectations

Needs
Improvement

Merit Increase Recommendation

The Board of Trustees recommends the Executive Director receive an annual increase to the next step.

Increase (circle one):

YES

NO

Comments: If we were receiving increases we would give Jeanne a raise because of her outstanding leadership.

BOARD OF TRUSTEES

CONCURRENCE

Chair

YES / NO

Vice Chair

YES / NO

Secretary

YES / NO

Treasurer

YES / NO

Trustee

YES / NO

Trustee

YES / NO

Trustee

YES / NO

Trustee

YES / NO

Trustee

YES / NO

Trustee

YES / NO