

ITEM III.

PROPOSED AGENDA
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
Special Board of Trustees' Meeting
February 6, 2026

DATE: Friday, February 6, 2026

TIME: 2:00 p.m.

PLACE: Online via YouTube

The Agenda and Board meeting documents can be found at
<https://lvccld.org/board/board-of-trustees-meetings/>

I. Roll Call and Pledge of Allegiance

II. Public Comment

Topics raised under this item must be limited to matters on today's Agenda. Anyone wishing to speak during this item must sign-up prior to the public comment period. The sign-up must include the commenter's name, legal address, and the agenda item that is being commented on.

The public comment period at library district board meetings shall be limited to a maximum of forty-five (45) minutes for both periods of public comment. Remarks by speakers during the public comment period shall be limited to three (3) minutes each. A speaker may not transfer time to another speaker; although, the Chair has the authority to grant additional time to a speaker.

Anyone wishing to submit a public comment via email under this item must send an email to boardcomments@lvccld.org. The email must include the commenter's name, legal address, and the agenda item that is being commented on. Email comments are limited to 500 words in length and will be included in the meeting record. Any comments which do not state the commenter's name, legal address, or exceeding 500 words in length shall not be considered.

III. Board Action to accept Proposed Agenda (For possible action)

IV. New Business

A. Regular Agenda

1. Discussion and possible Board action to review, consider, and approve an employment contract for the Executive Director of the Las Vegas-Clark County Library District.

V. Executive Session - If necessary, this will be a closed session estimated to require up to 45 minutes.

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VI. Announcements

Finance and Audit Committee Meeting will be held on Tuesday, February 10, 2026, at 1:00pm via Zoom.

The February Board meeting will be held on Thursday, February 12, 2026, at 5:00pm. Location: Windmill Library, 7060 W. Windmill LN., Las Vegas, NV 89113.

The March Board meeting will be held on Thursday, March 12, 2026, at 5:00pm. Location: West Las Vegas Library, 1861 N. Martin Luther King Jr. Blvd, Las Vegas, NV 89106.

The April Board meeting will be held on Thursday, April 9, 2026, at 5:00pm. Location: East Las Vegas Library, 2851 E. Bonanza Road Las Vegas, NV 89101.

VII. Public Comment

Topics raised under this item cannot be acted upon until the notice provisions of the open meeting law have been met. If you wish to make public comment on this item, you must sign up on the roster provided prior to the public comment period. The sign-up must include the commenter's name and legal address, and this agenda item. Commenters should state if they want their remarks included in the minutes of the meeting.

Anyone wishing to submit a public comment via email during the meeting must send an email to boardcomments@lvcld.org. The email must include the commenter's name, legal address, and this agenda item. Email comments are limited to 500 words in length and will be included in the minutes of the meeting. Any comments which do not state the commenter's name, legal address, or exceeding 500 words in length shall not be considered.

The public comment period at library district board meetings shall be limited to a maximum of forty-five (45) minutes for both periods of public comment. Remarks by speakers during the public comment period shall be limited to three (3) minutes each. A speaker may not transfer time to another speaker; although, the chair has the authority to grant additional time to a speaker.

VIII. Adjournment

NOTE: AT ANY TIME, ANY ITEM ON THIS AGENDA MAY BE TAKEN OUT OF ORDER, COMBINED WITH ONE OR MORE OTHER ITEMS ON THE AGENDA OR REMOVED FROM THE AGENDA, EITHER AT THE DISCRETION OF THE CHAIR OR BY VOTE OF THE BOARD.

NOTE: REASONABLE EFFORTS WILL BE MADE TO ASSIST AND ACCOMMODATE PERSONS WITH PHYSICAL DISABILITIES DESIRING TO ATTEND THE MEETING. PLEASE CALL EBONI NANCE AT (702) 507-6186 SO THAT ARRANGEMENTS FOR ATTENDANCE MAY BE MADE NO LATER THAN 48 HOURS PRIOR TO THE MEETING.

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NOTE: PLEASE CONTACT CHANDLER COOKS AT (702) 507-6186 OR
chandler.cooks@thelibrarydistrict.org TO REQUEST THE SUPPORTING
MATERIAL FOR THIS MEETING. SUPPORTING MATERIAL CAN BE
FOUND AT <https://lvccld.org/board/board-of-trustees-meetings/>.

Pursuant to NRS 241.020, this item has been properly noticed and posted online at the Las Vegas-Clark County Library District website, www.lvccld.org and at Nevada Public Notice at <https://notice.nv.gov>. Written notice of the meeting of the Las Vegas-Clark County Library District Board of Trustees was given on Monday, February 2, 2026, i.e., given at least three (3) working days before the meeting, including in the notice the time, way to access the meeting, and agenda of the meeting:

- A. By delivering a copy of the notice to each Library Trustee.
- B. By posting a copy of the notice at the principal office of the Library Trustees, or if there is no principal office, at the building in which the meeting is to be held, and at least three other separate, prominent places within the jurisdiction of the Trustees, to wit:
 - 1. Clark County Library
1401 Flamingo Road
Las Vegas, NV 89119
 - 2. East Las Vegas Library
2851 Bonanza Road
Las Vegas, NV 89101
 - 3. Sunrise Library
5400 E. Harris Avenue
Las Vegas, NV 89110
 - 4. West Charleston Library
6301 Charleston Boulevard
Las Vegas, NV 89146
 - 5. West Las Vegas Library
1861 N. Martin Luther King Jr. Blvd
Las Vegas, NV 89106
 - 6. Windmill Library
7060 W Windmill Lane
Las Vegas, NV 89113
 - 7. Whitney Library
5175 E Tropicana Ave
Las Vegas, NV 89122
 - 8. Las Vegas-Clark County Library District website
www.lvccld.org

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- C. By mailing a copy of the notice to each person, if any, who has requested notice of the meetings of the Las Vegas-Clark County Library Board of Trustees in the same manner in which notice is requested to be mailed to a member of the Library Board of Trustees.
- D. Live Stream Connection information:
https://www.youtube.com/live/v2_8e-PLX6A or
Visit the Library District's YouTube channel: Youtube.com/TheLibraryDistrict



ITEM IV.A.1

AGENDA ITEM

FEBRUARY 6, 2026 SPECIAL MEETING OF THE BOARD OF TRUSTEES

Agenda Item # IV.A.1:

Discussion and possible Board action to review, consider, and approve an employment contract for the Executive Director of the Las Vegas-Clark County Library District.

Background:

The Board of Trustees will consider matters related to the employment contract of the Executive Director. The Board is authorized to discuss and take action on the terms and conditions of employment contracts for executive officers.

This item has been scheduled for a Special Meeting to allow focused consideration of the matter outside of the regular Board meeting schedule. Discussion may occur in open session, and the Board may determine that a closed session is appropriate for matters permitted under Nevada Open Meeting Law.

Recommended Action:

Discussion and possible Board action regarding the Executive Director's employment contract.

If deemed appropriate, authorize the Board to enter Executive Session pursuant to NRS 241.030(1)(c) to discuss matters permitted by law related to the Executive Director's employment contract.

EXECUTIVE DIRECTOR PROPOSED 2026-2031

Item	Current	Proposed	Estimated Cost Increase (Year 1)	Effective Date	Note
Base Salary	\$271,234.00	\$298,360.00	\$27,126.00	One-time on Contract Effective Date	Competitive Market Adjustment
Deferred Compensation Contribution (457 Plan)	0.00%	5.00%	\$14,918.00	Annually: Begin July 1, 2026	5% of Annual Base Rate Effective prior to application of Annual July Merit and COLA
Severance Package	3 Months	12 Months	\$0.00	NA	VOID if for "Cause" (section 3.2)
*One Year PERS Purchase (Year 5)	\$0.00	\$91,000.00	\$18,200.00	One-time on Contract Termination Date	One-time cost occurring at the end of the contract period.
Signing Bonus	\$0.00	\$10,000.00	\$10,000.00	One-time on Contract Effective Date	One-time lump sum payment occurring at the beginning contract period.
Car Allowance (Month)	\$500.00	\$1,000.00	\$6,000.00	Contract Effective Date	Monthly Ongoing
Annual Performance Review (Annual July)	Merit / COLA / Discretionary Performance Bonus	Merit / COLA / Discretionary Performance Bonus	\$17,901.60	Annually: Begin July 1, 2026	Eligible for Merit and COLA equivalent to staff eligibility. Also, eligible for discretionary performance bonus authorized by Board of Trustees.
Pay Range Maximum	\$271,237.00	\$352,608.10	NA	Contract Effective Date	Adjust Pay Range Maximum 30%

*Estimated based on PERS Tables.

EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT

This Executive Director Employment Agreement (the “Agreement”) is entered into this 16th day of February 2026, by and between the Las Vegas-Clark County Library District (“the District”) and Kelvin Watson, an individual (“Employee” or “Executive Director”).

RECITALS

WHEREAS, pursuant to NRS 379.0222, the District’s Board of Trustees (“Board”) may appoint an Executive Director for the District who serves at the pleasure of the Board;

WHEREAS, the District’s Board desires to: (1) secure and retain the services of Employee in the position of Executive Director; (2) provide inducement for the Executive Director to remain in such employment; and (3) provide a mechanism for the cessation of Executive Director’s employment with the District;

WHEREAS, the District desires to provide certain benefits, to establish certain conditions of employment, and to set certain working conditions of the Executive Director;

and

WHEREAS, Employee desires to continue employment as Executive Director of the District pursuant to the terms and conditions of employment of this Agreement;

NOW THEREFORE, in consideration of the mutual covenants herein contained, and for other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, the parties agree as follows:

1. EMPLOYMENT AND DUTIES

1.1 The District hereby employs Employee as the Executive Director of the District to perform all functions and duties specified for such position, to perform such other duties normally performed by a professional in this capacity, and to perform other legally permissible and proper duties and functions as the District’s Board shall from time to time direct or assign. If a specific job description for this position is available, it shall be attached to this Agreement and incorporated as if set out in full herein. Such a job description shall be considered a general guideline, however, since the nature of this position is such as to require considerable initiative and acceptance of additional responsibility. Employee agrees to perform all such functions and duties to the best of his ability and in an efficient, competent and ethical manner. Employee shall also abide by and comply with all policies and procedures of the District as well as any applicable laws pertaining to his position with the District.

1.2 Employee shall report directly to the District’s Board of Trustees. All duties assigned to Employee by the District’s Board shall be appropriate to and consistent with the professional role and responsibility of the Executive Director position. The District’s Board shall

allow Employee to perform his duties without interference, subject to the terms and conditions of this Agreement.

2. **TERM OF EMPLOYMENT**

2.1 **Commencement and Effective Date.** Employee will commence his services under this Agreement as of February 16, 2026, which will also be deemed the effective date of this Agreement (the “Effective Date”).

2.2 **Work Week.** The defined work week for the Executive Director will be the same as all other full-time District employees. However, Employee will devote such additional time as is necessary for the full and proper performance of the Executive Director’s duties as provided in this Agreement and Employee agrees that the compensation provided for in this Agreement includes compensation for all such services. Employee will be allowed to establish an appropriate work schedule that takes into consideration the Executive Director’s work required outside normal business hours, but will be available during normal business hours for other District employees and Board Members whenever possible.

2.3 **Term.** The term of this Agreement (the “Term”) expires upon the earliest of the following: (a) 11:59 p.m., Pacific Time, on February 15, 2031; (b) such time as the District’s Board or the Executive Director terminates this Agreement as specified in Section 3 of this Agreement; or (c) upon the death or retirement of the Executive Director.

2.4 **At-Will Employment.** Nothing in this Agreement will prevent, limit, or otherwise interfere with the right of the District’s Board to terminate the services of Employee at any time, subject only to the provisions set forth in Section 3 of this Agreement. Similarly, nothing in this Agreement will prevent, limit, or otherwise interfere with the right of Employee to resign at any time from his position with the District, subject only to the provisions set forth in Section 3 of this Agreement.

2.5 **Outside Employment.** Except with prior written consent of the District’s Board, the Executive Director shall not accept any other employment or engage, directly or indirectly, in any other business activity (whether or not pursued for pecuniary advantage) that may be in conflict with or might place the Executive Director in a position in conflict with the District. Absent a conflict of interest, and upon reasonable notice to the District’s Board, the Executive Director may accept temporary outside employment that will not in any way interfere with the performance of, or the Executive Director’s availability for the performance of, the Executive Director’s duties hereunder. The term “outside employment” means services provided to third parties for which the Executive Director is compensated for his own account and which are performed on the Executive Director’s time off. Further, absent a conflict of interest, and upon reasonable notice to the District’s Board, the Executive Director may teach, consult, and accept speaking engagements on a fee basis for his own account. Such activities shall not otherwise interfere with the Executive Director’s ability to perform his duties hereunder.

2.6 **Residency.** Employee agrees that, as a condition of employment, he shall maintain his primary residence within Clark County, Nevada, and maintain a current Nevada driver's license for the duration of this Agreement.

3. **TERMINATION**

3.1 **Termination by the District Without Cause.** The District may terminate this Agreement and the employment of the Executive Director at any time without cause or notice upon the affirmative vote of at least a majority of the District's Board.

3.2 **Termination by the District for Cause.** The District may terminate this Agreement and the employment of the Executive Director at any time for cause upon the affirmative vote of at least a majority of the District's Board. For purposes of this Agreement and this Section 3.2, "for cause" means the occurrence of any of the following events: (a) Employee's material breach of this Agreement; (b) Employee's failure or inability to perform his duties within the expectations of the District as determined by the District's Board, including the failure or refusal to follow or implement a lawful policy approved by the District's Board; (c) Employee's conviction of a felony or any other crime involving moral turpitude or dishonesty which, in the good faith opinion of the District as determined by the District's Board, would impair Employee's ability to perform his duties or the District's reputation; (d) Employee's failure, refusal to comply with, violation, or breach of the District's policies, procedures, standards, codes of conduct, or federal, state or local laws or regulations which apply to the District; (e) Employee's breach of his duty of loyalty or other fiduciary duties; (f) Employee's act of fraud, misrepresentation, dishonesty, concealment, theft, embezzlement, or the misappropriation of District assets; (g) Employee's continued unsatisfactory job performance following receipt of an unsatisfactory performance evaluation after being afforded a six-month curative period in accordance with Section 6.2 of this Agreement; (h) Employee's manufacturing, distributing, dispensing, transporting, or possessing illegal drugs or being under the influence of alcohol during working hours or while on District property or in District vehicles; (i) Employee's death or disability as defined in Section 4.4 of this Agreement; or (j) at any time by mutual agreement in writing between Employee and the District.

It is expressly acknowledged and agreed that the decision as to whether "cause" exists for termination of the employment relationship by the District is delegated to the District's Board. If Employee disagrees with the decision reached by the Board, any dispute as to the "cause" determination will be limited to whether the District reached its decision in good faith and not for any arbitrary, capricious or illegal reason, which shall be the standard applied by any fact finder.

3.3. **Termination by the Executive Director.** Employee may terminate this Agreement and resign his employment with the District at any time, with or without cause, upon providing sixty (60) days' written notice prior to the effective date of the resignation unless otherwise agreed by the parties.

3.4 **Suspension Pending Investigation/Administrative Leave.** In order to investigate any allegations of misconduct, to preserve the integrity of potential investigations, and/or in other exigent circumstances, the District may place the Executive Director on suspension

pending investigation/administrative leave upon the combined direction of District's General Counsel (or designee) and any two members of the District's Board. Any such suspension pending investigation/administrative leave will not exceed 30 days, unless the General Counsel (or designee) and any two members of the Board collectively determine that an extension of the suspension pending investigation/administrative leave is necessary.

4. SEVERANCE

4.1 Severance Pay for Termination Without Cause. If the District elects to terminate this Agreement and the employment of Executive Director under this Agreement without cause as set forth in Section 3.1 of this Agreement, the District will, upon the effective date of such termination or thereafter, pay to the Executive Director: (1) the sum equal to twelve (12) months' of Employee's then-current Salary at the time of such termination, including contributions to the Nevada Public Employees Retirement System equivalent to the twelve (12) month period following the effective date of the termination, and (2) the accrued benefits as defined in Section 4.2 of this Agreement (collectively referred to in this Agreement as "Severance Pay"). As a condition of receiving Severance Pay, Employee will be required to sign a general release of claims and non-disparagement agreement.

4.2 Payment of Accrued Benefits. Upon the termination of this Agreement by either party for any reason, or upon the expiration of the Term, the District will pay to Executive Director the cash equivalent of vacation and sick leave then accrued and unused as of the date of termination.

4.3 Release and Non-Disparagement. Employee agrees for himself, his heirs, executors, administrators, and agents that in consideration for any payment of any Severance Pay provided for in this Agreement, Employee shall release and hold the District, its parent, subsidiary, and affiliated entities, as well as its trustees, directors, officers, employees, administrators, attorneys, agents, insurers, successors, and assigns, harmless from and against any and all manner of actions, causes of action, suits, debts, claims, demands, or damages, liabilities, or expenses, including attorney's fees, of every kind and nature incurred or arising by reason of any actual or claimed act or omission while rendering services to the District. The foregoing release does not include and will not apply to any causes of action, suits, debts, claims, demands, or damages, liabilities, or expenses, including attorney's fees, arising from a personal injury to the Executive Director while on District property, arising from any worker's compensation, or any other claims prohibited from such a release pursuant to Nevada or federal law. The parties further agree if the Executive Director refuses any Severance Pay provided for in this Agreement, the foregoing release will also be waived, and the Executive Director will retain all rights and remedies available to him. The Executive Director and the District further agree neither party shall engage in any conduct or make any statements that defame, disparage, or cause harm or embarrassment to the other party.

4.4 Disability. If the Executive Director is permanently disabled or is otherwise unable to perform his duties because of sickness, accident, injury, mental incapacity, or health for a period of ninety (90) working days beyond any accrued sick leave in any consecutive twelve (12) month period, with or without a reasonable accommodation, the District will have

the option to terminate this Agreement. Nothing in this section will affect the Executive Director's rights under any disability plan in which he is a participant.

4.5 Death. The Executive Director's employment will terminate immediately upon his death. The District will pay to the Executive Director's beneficiaries or estate, as appropriate, any compensation and accrued benefits then due and owing, and will continue to pay the Executive Director's salary and benefits through the next full month after his death. Thereafter, all obligations of the District under this Agreement will cease. In the event of the death of the Executive Director, the District agrees to provide health and other insurance benefits for the Executive Director's dependents (if any) for six (6) months. Nothing in this section will affect any entitlement of the Executive Director's heirs to the benefits of any life insurance plan or other applicable benefits.

4.6 Resignation Severance. If the Executive Director resigns his employment following notice that the District's Board will be considering terminating the Executive Director's employment without cause at a duly authorized public meeting, he shall be entitled to recover Severance Pay.

4.7 No Severance Pay for Termination for Cause. Notwithstanding anything contrary in this Agreement, the District will not be obligated to and will not pay any Severance Pay to the Executive Director if the District's Board terminates the Executive Director's employment for cause as set forth in Section 3.2 of this Agreement. The only payment the District will make to Employee in the event of a for cause termination is the payment of accrued benefits as set forth in Section 4.2 of this Agreement.

4.8 Duty to Cooperate. The Executive Director shall assist the District and its attorneys, both during and after the termination of the Executive Director's employment, including any voluntary resignation by the Executive Director, in connection with any litigation, investigation, audit, charge, or other proceeding arising out of or relating to matters which the Executive Director was involved with or had knowledge of prior to the termination of his employment. This assistance may include, but is not limited to, providing assistance to the District's attorneys, experts, and consultants, and providing truthful testimony in administrative, alternative dispute resolution, pretrial and trial proceedings such as depositions, trials, arbitrations, or administrative hearings. If such assistance is requested after the cessation of Employee's employment with the District, the District agrees to reimburse Employee for any out-of-pocket expenses and provide reasonable compensation, not to exceed the sum of One Hundred Dollars and 00/100 Cents (\$100.00) per hour, for the time spent providing such assistance. The District shall endeavor to minimize disruptions to Employee's schedule to the extent possible. This section survives the expiration or termination of this Agreement.

5. COMPENSATION

5.1 Annual Compensation. The District will compensate the Executive Director for his services rendered at an annual base salary in the amount of Two Hundred Ninety-Eight Thousand, Three Hundred Sixty Dollars and 00/100 Cents (\$298,360.00) ("Salary") as may be adjusted from time to time in accordance with Sections 5.2 and 5.3 of this Agreement. The

Executive Director's Salary will be payable in installments, less legal deductions, and at the same intervals as other employees of the District are paid in accordance with the standard payroll procedures of the District. The Executive Director's position is exempt from coverage by the Fair Labor Standards Act; consequently, the Executive Director will neither be paid overtime nor accrue any compensatory time.

5.2 Salary Review. The District may conduct, but is not obligated to, a salary review concurrently with any performance evaluation of the Executive Director as set forth in Section 6.2. If the District's Board determines that the Executive Director's job performance has been satisfactory within the previous year, the District may authorize payment of a discretionary performance bonus, the amount and timing of which shall be in the sole discretion of the Board.

5.3 Cost of Living and Merit Increases. The Executive Director will be entitled to cost of living and merit increases to salary in an equivalent amount/percentage as other employees of the District.

5.4 Car Allowance. The Executive Director will receive a car allowance in the amount of One Thousand Dollars and 00/100 Cents (\$1,000.00) per month, inclusive of mileage, related to the use of his personal vehicle for District business.

5.5 Signing Bonus. Upon execution of this Agreement by both the District and the Executive Director, the District will pay the Executive Director a one-time signing bonus of Ten Thousand Dollars and 00/100 Cents (\$10,000.00), less legal deductions, as of the Effective Date.

6. PERFORMANCE EVALUATIONS

6.1 Purpose. In order that the Executive Director may provide the highest level of service to the District, performance goals and standards will be established on an annual basis.

6.2 Evaluation of Performance/Professional Competence. As of July 1 of each year of this Agreement, or as soon thereafter as possible, the District's Board will review and evaluate the Executive Director's performance and professional competence based on specific performance criteria. To be considered an unsatisfactory performance review, a true majority of the Board must agree. For a fully-appointed Board of ten (10) trustees, the majority would be six (6) votes. In the event of an unsatisfactory performance review, the District shall provide the Executive Director with a maximum period of six (6) months to cure the deficiencies outlined in the review. If, after the six (6) month curative period, a true majority of the Board finds that the Executive Director's performance is still unsatisfactory, the District shall terminate Executive Director's employment for cause in accordance with Section 3.2 of this Agreement.

7. HEALTH AND WELLNESS

7.1 Insurance. The Executive Director's eligibility for and participation in insurance coverage for life, health, vision, dental, and long-term disability shall be in accordance with current District benefit programs. Current District programs and District policy shall govern the type and amount of insurance provided, including any premiums to be paid on the Executive

Director's behalf by the District. Any changes in the amount of insurance coverage will be made in a manner treating all eligible employees alike, and any changes will not be made without thirty (30) days advance notice to the Executive Director. The District also agrees to purchase, if feasible, or otherwise provide professional liability insurance to indemnify and defend the Executive Director for any legal actions alleging errors and/or omissions, or professional negligence/malpractice.

7.2 Vacation, Sick Leave and Holidays. The Executive Director's allocation for vacation, sick leave, and holidays shall be in accordance with current District benefit programs. Any payment for unused vacation or sick leave shall be governed by current District programs and policy.

8. RETIREMENT

8.1 PERS Contributions. The District will contribute a portion of the Executive Director's Salary to the Nevada Public Employees Retirement System ("PERS") as required under applicable Nevada law attributable to the Executive Director's employment with the District.

8.2 Purchase of PERS Credit. Upon the scheduled expiration of the Term of this Agreement as of February 15, 2031, the District shall purchase, for the benefit of the Executive Director, one (1) year of service credit from PERS. Said purchase shall not be made in the event this Agreement is terminated for any reason prior to the scheduled expiration of the Term, unless the District's Board otherwise agrees.

8.3 Deferred Compensation. The Executive Director may participate in the District's approved deferred compensation plan. The Executive Director's contributions to such plan may be made according to the Executive Director's own preference and the applicable laws governing such contributions, including but not limited to maximum annual limits and catch-up provisions, if applicable. Beginning July 1, 2026, and on an annual basis thereafter during the Term of this Agreement, the District shall contribute an amount equal to Five Percent (5%) of the Executive Director's then-current Salary to his deferred compensation plan. The calculation of the District's annual contribution shall be made based on the Executive Director's salary prior to implementation of any annual cost of living or merit increases.

9. PROFESSIONAL DEVELOPMENT

The District shall budget and pay reasonable expenses for the professional dues and subscriptions of the Executive Director necessary for his continuation and full participation in national, regional, state, and local associations and organizations (e.g., ALA, PLA, Rotary Club, etc.) necessary and desirable for his continued professional participation, growth, and advancement, and for the benefit of the District.

10. **TRAVEL, MEETINGS, AND OTHER EXPENSES**

10.1 Out-of-Town Meetings and Seminars. The District will reimburse the Executive Director the actual cost for registration, travel, lodging, meals, parking, transportation, and other expenses incurred by the Executive Director while attending overnight, out-of-town meetings or seminars related to his employment with the District.

10.2 Local Meetings and Seminars. The District will reimburse the Executive Director the actual cost for registration, travel, meals, parking, transportation, and other expenses necessarily incurred while in attendance at local meetings or seminars related to his employment with the District.

10.3 Other Expenses. The District recognizes that certain expenses of a job-related nature are incurred by the Executive Director and agrees to reimburse or to pay said general expenses. These expenses may include meals where District business is being discussed or conducted and participation in social events of various organizations when representing the District. The District's Business Office is authorized to disburse such monies upon receipt of supporting documentation of such expenses.

11. **DISTRICT PROPERTY/EQUIPMENT**

The District will provide the Executive Director with all equipment customary and necessary for the performance of his employment with the District. Upon the Executive Director's termination of employment for any reason, including any voluntary resignation, the Executive Director shall, on or before the last day of his employment, return to the District any and all property of the District in his possession, including, but not limited to, keys, access cards, credit cards, computers, mobile or other electronic devices, passwords, documents, and any other tangible property.

12. **INDEMNIFICATION**

The District will defend, hold harmless, and indemnify the Executive Director against any and all claims, whether groundless or otherwise, or judgments for damages or injunctive relief arising from, related to or connected with any tort, professional liability claim or demand, or civil rights or other legal action whatsoever, whether civil, criminal, administrative, arbitral, or investigative, arising out of an alleged act or omission occurring in the course and scope of the Executive Director's public duty and that appears to have been performed or omitted in good faith by the Executive Director. In such cases, the Executive Director may request, and the District may not unreasonably refuse to provide, independent legal representation at the District's expense and the District may not unreasonably withhold approval. Legal representation provided by and/or at the expense of the District for the Executive Director will extend until a final unappealable determination of the legal action, regardless of whether the Executive Director is still employed by the District. The District will have the right to compromise and settle any such claims or suits against the Executive Director with the Executive Director's consent. The District will promptly pay the amount of any settlement or judgment rendered thereon in accordance with state law and will provide the Executive Director with

reasonable proof of such settlement or satisfaction of judgment. Further, the District agrees to pay all reasonable litigation expenses of the Executive Director during the pendency of any litigation to which the Executive Director is a party, witness, or advisor, except for any claim, suit, litigation, or arbitration commenced by the Executive Director against the District or by the District against the Executive Director. Such expense payments will continue beyond the Executive Director's services to the District as long as litigation is pending. The District will also provide legal representation for the Executive Director for any complaint filed before the Nevada Commission on Ethics (except for any complaints initiated by the District) for allegations related to conduct within the course and scope of the Executive Director's employment. The District shall only be obligated to indemnify the Executive Director to the extent permitted under Nevada law. The District shall not indemnify the Executive Director for any act or omission occurring outside the course and scope of his employment for the District or for any wanton or malicious acts or omissions. This section survives the expiration or termination of this Agreement.

13. **NOTICES**

Any notices required under this Agreement may either be personally served or served by first class mail, postage prepaid. Notice shall be deemed given as of the date of personal service or the date of deposit with the United States Postal Service.

14. **DISPUTE RESOLUTION AND MUTUAL JURY WAIVER**

The parties agree to permanently and unconditionally waive their rights to a jury trial to the fullest extent allowed by law and instead will have a judge resolve all disputes or claims ("Covered Claims") that the District may have against Employee and Covered Claims that Employee may have against (i) the District; and/or (ii) its officers, directors, employees, or agents. The parties agree that no demand, request, or motion will be made for trial by jury. Instead, any lawsuit, action, or proceeding involving a Covered Claim will be tried to a judge without a jury. The parties agree to waive the right to a jury trial on all Covered Claims whether or not they arise out of Employee's employment relationship with the District or the separation of his employment relationship with the District.

"Covered Claims" subject to this waiver of jury trial include all claims for which a federal or state court would be authorized to grant relief. Those Covered Claims include, but are not limited to: claims for wages or other compensation due; breach of contract; tort claims; wrongful discharge; whistleblower claims; retaliation claims, including claims for workers' compensation retaliation; discrimination and harassment claims based on any protected status including race, sex, sexual orientation, gender identity, religion, national origin, age, marital status, physical or mental disability, or medical condition; claims regarding family or medical leave; benefits claims (except claims under an employee benefit or pension plan that provides for arbitration); and claims for violation of any federal, state, or other governmental law, statute, regulation, or ordinance. This Agreement does not restrict the parties' ability or right to file a charge with any local, state, or federal administrative agency.

15. GENERAL PROVISIONS

15.1 Entire Agreement. This Agreement represents the entire agreement between the parties and supersedes any and all other agreements, either oral or in writing, between the parties with respect to the employment of the Executive Director by the District and contains all of the covenants and agreements between the parties with respect to that employment. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or otherwise, have been made by either party, or anyone acting on behalf of either party, which are not embodied herein and that no other agreement, statement, or promises not contained in this Agreement will be valid or binding upon either party.

15.2 Heirs and Assigns. This Agreement shall bind and inure to the benefit of the heirs at law and executors of the Executive Director.

15.3 Effect of Waiver. The failure of either party to insist on strict compliance with any of the terms, covenants, or conditions of this Agreement by the other party will not be deemed a waiver of that term, covenant, or condition, nor shall any waiver or relinquishment of any right or power at any one time or times be deemed a waiver or relinquishment of that right or power for all or any other times.

15.4 Partial Invalidity. If a court of competent jurisdiction holds any provision of this Agreement to be invalid, void, or unenforceable, the remaining provisions will nevertheless continue in full force without being impaired or invalidated in any way.

15.5 Governing Law and Venue. The laws of the State of Nevada govern the construction and interpretation of this Agreement. Venue lies with any court of competent jurisdiction in Clark County, Nevada.

15.6 Attorney's Fees. If either party commences any action against the other to enforce the provisions of this Agreement, the prevailing party will be entitled to reasonable costs and expenses, including reasonable attorney's fees, as determined by the court or arbitrator. This section survives the expiration or termination of the Agreement until the applicable statutes of limitation expire.

15.7 Amendment. The parties will not amend this Agreement except by an instrument in writing signed by both parties.

15.8 Neutral Construction. Each party to this Agreement has had the opportunity to retain counsel and to review and participate in the drafting of this Agreement and, accordingly, the normal rule of construction to the effect that any ambiguities are to be resolved against the drafting party will not be employed or used in any interpretation or enforcement of this Agreement.

15.9 Assignment. The rights and obligations of the parties under this Agreement are not assignable to another person without prior written consent; provided, however, that the

District, without obtaining the Executive Director's consent, may assign its rights and obligations hereunder to any successor.

15.10 Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original but both of which taken together shall constitute the same instrument.

IN WITNESS WHEREOF, the parties have set their hands to be effective the date first above written.

EXECUTIVE DIRECTOR

Kelvin Watson

LAS VEGAS-CLARK COUNTY
LIBRARY DISTRICT

Dr. Keith Rogers,
Chair, Board of Trustees

Approved as to Form:

Attorney for the District

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Las Vegas Clark County Library District
 CompSTAR Report Result Summary
 November 2025

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches Base Comp	# of Matches Total Comp
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below		
Executive Director	\$ 22,603	\$ 24,858	-9.98%	\$ 24,677	-9.17%	\$ 24,404	\$ 28,147	-15.34%	\$ 27,774	-13.81%	8	8

(2)

Las Vegas Clark County Library District
 CompSTAR Report Result Summary
 November 2025

Classification	Adjusted Top Monthly Salary Data					Adjusted Total Compensation Data					# of Matches Base Comp	# of Matches Total Comp
	Adjusted Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Adjusted Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below		
Executive Director	\$ 22,603	\$ 23,166	-2.49%	\$ 22,657	-0.24%	\$ 24,404	\$ 26,278	-7.68%	\$ 25,114	-2.91%	8	8

DRAFT

**Las Vegas Clark County Library District
CompSTAR Market Compensation Data
November 2025**

Executive Director

Agency	Classification	Min Monthly	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan or Cafeteria Plan	Employer Contribution to Dental	Employer Contribution to Vision	Monthly Total Compensation
Los Angeles County Public Library, CA	County Librarian and Director ¹	\$ 32,045	\$ 32,045	12/2/2024	Unknown	Unknown	\$ 0	\$ 1,282	\$ 5,448	\$ 0	\$ 0	\$ 38,775
University of Nevada Las Vegas, NV	Dean, University Libraries	\$ 11,771	\$ 27,466	7/1/2025	Unknown	Unknown	\$ 0	\$ 0	\$ 1,610	\$ 0	\$ 0	\$ 29,076
Seattle Public Library, WA	Executive Director and Chief Librarian	\$ 15,586	\$ 25,716	7/25/2024	Unknown	Unknown	\$ 0	\$ 0	\$ 1,896	\$ 143	\$ 9	\$ 27,764
Cleveland Public Library, OH	Executive Director & Chief Executive Officer ¹	\$ 24,750	\$ 24,750	1/1/2024	Unknown	Unknown	\$ 0	\$ 0	\$ 1,885	\$ 63	\$ 6	\$ 26,704
King County Public Library, WA	Executive Director ¹	\$ 24,603	\$ 24,603	1/1/2025	1/1/2026	3.00%	\$ 1,525	\$ 0	\$ 1,824	\$ 78	\$ 0	\$ 28,030
San Francisco Public Library, CA	Deputy Director IV (City Librarian)	\$ 18,380	\$ 23,450	7/1/2025	1/3/2026	1.50%	\$ 1,454	\$ 0	\$ 2,728	\$ 153	\$ 0	\$ 27,785
Las Vegas Clark County Library District	Executive Director	\$ 16,867	\$ 22,603	7/1/2025	7/1/2026	2.0%-4.0%	\$ 0	\$ 0	\$ 1,801	\$ 0	\$ 0	\$ 24,404
Cincinnati Public Library, OH	Director ¹	\$ 22,500	\$ 22,500	9/14/2025	4/12/2026	0%-3.0%	\$ 0	\$ 0	\$ 2,502	\$ 72	\$ 0	\$ 25,074
Cuyahoga County Library, OH	Chief Executive Officer ¹	\$ 18,333	\$ 18,333	8/11/2025	1/1/2026	Unknown	\$ 0	\$ 0	\$ 3,542	\$ 97	\$ 0	\$ 21,972
Clark County Nevada	N/C											
Columbus Metropolitan Public Library, OH	Chief Executive Officer	Data not available										
Southern NV Regional Housing Authority	N/C											

Base Salary Median	\$24,677
Base Salary Average	\$24,858
Percentage Above or Below Median	-9.17%
Percentage Above or Below Average	-9.98%

Total Compensation Median	\$27,774
Total Compensation Average	\$28,147
Percentage Above or Below Median	-13.81%
Percentage Above or Below Average	-15.34%

Total # of Matches: 8

Footnote:

1. Actual salary reported

(4)

DRAFT

**Las Vegas Clark County Library District
CompSTAR Market Compensation Data
November 2025**

Executive Director

Agency	Classification	Adj Top Monthly Salary	Salary Effective Date	Next Salary Increase	Percentage of Next Increase	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan or Cafeteria Plan	Employer Contribution to Dental	Employer Contribution to Vision	Monthly Total Compensation
Los Angeles County Public Library, CA	County Librarian and Director ¹	\$ 27,625	12/2/2024	Unknown	Unknown	\$ 0	\$ 1,105	\$ 4,696	\$ 0	\$ 0	\$ 33,426
University of Nevada Las Vegas, NV	Dean, University Libraries	\$ 27,466	7/1/2025	Unknown	Unknown	\$ 0	\$ 0	\$ 1,610	\$ 0	\$ 0	\$ 29,076
Cleveland Public Library, OH	Executive Director & Chief Executive Officer ¹	\$ 25,701	1/1/2024	Unknown	Unknown	\$ 0	\$ 0	\$ 1,885	\$ 63	\$ 6	\$ 27,655
Cincinnati Public Library, OH	Director ¹	\$ 22,913	9/14/2025	4/12/2026	0%-3.0%	\$ 0	\$ 0	\$ 2,502	\$ 72	\$ 0	\$ 25,487
Las Vegas Clark County Library District	Executive Director	\$ 22,603	7/1/2025	7/1/2026	2.0%-4.0%	\$ 0	\$ 0	\$ 1,801	\$ 0	\$ 0	\$ 24,404
Seattle Public Library, WA	Executive Director and Chief Librarian	\$ 22,400	7/25/2024	Unknown	Unknown	\$ 0	\$ 0	\$ 1,896	\$ 143	\$ 9	\$ 24,449
King County Public Library, WA	Executive Director ¹	\$ 21,506	1/1/2025	1/1/2026	3.00%	\$ 1,333	\$ 0	\$ 1,824	\$ 78	\$ 0	\$ 24,741
Cuyahoga County Library, OH	Chief Executive Officer ¹	\$ 19,058	8/11/2025	1/1/2026	Unknown	\$ 0	\$ 0	\$ 3,542	\$ 97	\$ 0	\$ 22,696
San Francisco Public Library, CA	Deputy Director IV (City Librarian)	\$ 18,655	7/1/2025	1/3/2026	1.50%	\$ 1,157	\$ 0	\$ 2,728	\$ 153	\$ 0	\$ 22,693
Clark County Nevada	N/C										
Columbus Metropolitan Public Library, OH	Chief Executive Officer	Data not available									
Southern NV Regional Housing Authority	N/C										

Base Salary Median	\$22,657
Base Salary Average	\$23,166
Percentage Above or Below Median	-0.24%
Percentage Above or Below Average	-2.49%

Total # of Matches: 8

Total Compensation Median	\$25,114
Total Compensation Average	\$26,278
Percentage Above or Below Median	-2.91%
Percentage Above or Below Average	-7.68%

Total # of Matches: 8

Footnote:
1. Actual salary reported

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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Retirement

Las Vegas-Clark County Library District	
State Pension System Participation	Public Employees' Retirement System of Nevada
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
Cincinnati Public Library	
State Pension System Participation	Ohio Public Employees' Retirement System
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
Clark County	
State Pension System Participation	Public Employees' Retirement System of Nevada
Supplemental Retirement Plan Participation	Data not available
Supplemental Plan Buy Up Option	Data not available
Cleveland Public Library	
State Pension System Participation	Ohio Public Employees' Retirement System
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
Columbus Metropolitan Public Library	
State Pension System Participation	Ohio Public Employees' Retirement System
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
Cuyahoga County Library	
State Pension System Participation	Ohio Public Employees' Retirement System
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
King County Library System	
State Pension System Participation	Washington State Department of Retirement Systems
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Los Angeles County Public Library	
State Pension System Participation	No
Supplemental Retirement Plan Participation	Los Angeles County Employees' Retirement Association
Supplemental Plan Buy Up Option	Yes
Queens Public Library	
State Pension System Participation	New York State Employees Retirement System
Supplemental Retirement Plan Participation	No
Supplemental Plan Buy Up Option	Not applicable
San Francisco Public Library	
State Pension System Participation	Not applicable
Supplemental Retirement Plan Participation	San Francisco Employees' Retirement System
Supplemental Plan Buy Up Option	Yes
Seattle Public Library	
State Pension System Participation	Not applicable
Supplemental Retirement Plan Participation	Seattle City Employees' Retirement System
Supplemental Plan Buy Up Option	No

Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Paid Management Leave	
Las Vegas-Clark County Library District	
None	
Cincinnati Public Library	
None	
Clark County	
Data not available	
Cleveland Public Library	
None	
Columbus Metropolitan Public Library	
Data not available	
Cuyahoga County Library	
Personal Leave	24 hours annually
King County Library System	
FLSA Exempt Leave	16 hours annually
Los Angeles County Public Library	
None	
Queens Public Library	
None	
San Francisco Public Library	
Executive Management Leave	40 hours annually
Seattle Public Library	
Executive Leave	32 hours annually
Southern NV Regional Housing Authority	
None	
University of Nevada, Las Vegas	
Data not available	



Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Employer-Paid Insurance Policy Values

Las Vegas-Clark County Library District	
Life Insurance	2x annual salary, maximum of \$200,000
Short Term Disability Insurance	60% of salary, maximum \$2,000 weekly
Long Term Disability Insurance	60% of salary, maximum \$7,500 monthly
Cincinnati Public Library	
Life Insurance	\$25,000
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	Not applicable
Clark County	
Life Insurance	Data not available
Short Term Disability Insurance	Data not available
Long Term Disability Insurance	Data not available
Cleveland Public Library	
Life Insurance	\$50,000
Short Term Disability Insurance	50% of salary, maximum \$1,200 weekly
Long Term Disability Insurance	Not applicable
Columbus Metropolitan Public Library	
Life Insurance	1x annual salary, maximum of \$100,000
Short Term Disability Insurance	70% of salary, maximum \$1,500 weekly
Long Term Disability Insurance	60% of salary, maximum \$10,000 monthly
Cuyahoga County Library	
Life Insurance	\$25,000
Short Term Disability Insurance	70% of salary, maximum \$2,000 weekly
Long Term Disability Insurance	Not applicable
King County Library System	
Life Insurance	1x annual salary, no maximum
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	60% of salary, no maximum
Los Angeles County Public Library	



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Life Insurance	\$5,000
Short Term Disability Insurance	70% of salary, no maximum
Long Term Disability Insurance	Not applicable
Queens Public Library	
Life Insurance	1x annual salary, no maximum
Short Term Disability Insurance	\$200 weekly
Long Term Disability Insurance	60% of salary, maximum \$7,000 monthly
San Francisco Public Library	
Life Insurance	\$150,000 for Executives; \$50,000 for Regional Manager
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	66.67% of salary, no maximum for Executives; 60% of salary, no maximum for Regional Manager
Seattle Public Library	
Life Insurance	1.5x annual salary, no maximum; employer pays 40% of Basic Group Term Life Insurance cost
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	\$400 monthly
Southern NV Regional Housing Authority	
Life Insurance	Data not available
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	Not applicable
University of Nevada, Las Vegas	
Life Insurance	\$25,000
Short Term Disability Insurance	Not applicable
Long Term Disability Insurance	Data not available



Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025



Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Cash Incentives	
Las Vegas-Clark County Library District	
Bonus pay	Executive Director only at the discretion of the Library Board of Trustees
Incentive pay	Not applicable
Signing or retention bonus	\$10,000 relocation package
Other cash compensation	Not applicable
Cincinnati Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
Clark County	
Bonus pay	Data not available
Incentive pay	Data not available
Signing or retention bonus	Data not available
Other cash compensation	Data not available
Cleveland Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
Columbus Metropolitan Public Library	
Bonus pay	Data not available
Incentive pay	Data not available
Signing or retention bonus	Data not available
Other cash compensation	Data not available
Cuyahoga County Library	
Bonus pay	Not applicable
Incentive pay	Not applicable



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
King County Library System	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
Los Angeles County Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
Queens Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
San Francisco Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable
Seattle Public Library	
Bonus pay	Not applicable
Incentive pay	Not applicable
Signing or retention bonus	Not applicable
Other cash compensation	Not applicable



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Stipends/Allowances	
Las Vegas-Clark County Library District	
Vehicle allowance	Executive Director only, \$500 monthly
Technology stipend	Certain key positions receive a District-paid cell phone
Club/Association membership	Not applicable
Cincinnati Public Library	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable
Clark County	
Vehicle allowance	Data not available
Technology stipend	Data not available
Club/Association membership	Data not available
Cleveland Public Library	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable
Columbus Metropolitan Public Library	
Vehicle allowance	Data not available
Technology stipend	Data not available
Club/Association membership	Data not available
Cuyahoga County Library	
Vehicle allowance	CEO only, vehicle, insurance, and gas card are paid for directly by the Library
Technology stipend	Not applicable
Club/Association membership	\$650 annually for professional memberships to job-related organizations
King County Library System	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable
Los Angeles County Public Library	



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Las Vegas-Clark County Library District
Addendum XXX: Additional Benefits Matrix
November 2025

Vehicle allowance	Library Director only, \$559 monthly
Technology stipend	Not applicable
Club/Association membership	Not applicable
Queens Public Library	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable
San Francisco Public Library	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable
Seattle Public Library	
Vehicle allowance	Not applicable
Technology stipend	Not applicable
Club/Association membership	Not applicable