



King County Library System Board of Trustees Meeting

Amended 10.30.2019

KCLS Service Center
5pm ♦ September 25, 2019

PRESENT

KCLS BOARD

Pamela Grad
Max Harned
Ron Higgs
Robin McClelland
Anne Repass

KCLS Staff

Julie Acteson
Beth Castleberry
Jenny Engstrom
Maria Hatcher
Nicholas Lee
Tess Mayer
Cynthia McNabb
Jed Moffitt
Lisa Rosenblum
Bruce Schauer
Greg Smith

MOTIONS APPROVED

1. Board Meeting agenda
2. August 28, 2019 Board meeting minutes
3. Payroll expenditures
4. General Fund #0010 expenditures
5. Capital Project Fund 2005 #3070 expenditures

CALL TO ORDER

Secretary Pamela Grad called the meeting to order at 5pm.

APPROVAL OF AGENDA

Anne Repass moved approval of the Board Meeting agenda. Robin McClelland seconded and the motion passed unanimously.

APPROVAL OF BOARD MINUTES

Ron Higgs moved approval of the August 28, 2019 Board Meeting minutes. Max Harned seconded and the motion passed unanimously.

PUBLIC COMMENT

KCLS employee Linda Jarvis posed several questions regarding the Green Initiative project. First, she asked if someone could provide a brief explanation of the history of the project and the reason why it exists. Second, given all the known issues and procedural gaps encountered in the trial period, why is KCLS forging ahead with installation instead of addressing these problems before they spread to all branches? And third, does someone plan to present to the Board an overview of the system and the business implications of the known issues?

Denova Weaver provided the following written comments:

Given the American Library Association and KCLS' commitment to Intellectual Freedom along with Diversity, Equity and Inclusion, as prominently displayed by the sign in the lobby, and assuming Drag Queen Story Hour and Teen Pride reflect the Library's mission and commitment to these values, I would like to request that KCLS clarify what if any parameters or limits are in place for how these concepts apply to its youth programming and literature.

We have been told that students freely chose the exhibitors and giveaways at Teen Pride, but we also know from internal emails that Teen Services Librarian Maggie Block was the one who envisioned a Teen Pride event in the first place and reached out to public middle and high school Gay Straight Alliance (GSA) clubs to recruit kids to plan it. So the content, subject matter and recruitment of students appears to be Library-directed. It also appears that the Library's stated goal with the Russell Wilson-funded Teen Voices grant was to help students develop leadership skills.

The Tukwila Reporter quoted Executive Director Lisa Rosenblum as saying: "One of the programs available to high school students is Teen Voices. The program which was piloted in 2017-2018 at the Tukwila Library will now branch out to five other locations-Auburn, Enumclaw, Federal Way, Kent and Renton. Teen Voices helps to instill valuable and translatable skills for future success including project management, collaboration and

leadership skills,” according to the media release. Rosenblum added the Teen Voices program “also gives student the opportunity to learn public speaking and budgeting.”

I am curious how Teen Pride's drag queen performances, condom demonstrations, PrEP (sic) literature from Lifelong and Planned Parenthood's transgender hormones, breast binder gift certificates, etc. aligned with the leadership goals for South end youth.

Also I would like to point out that Ms. Block has penned several articles for the South Seattle Emerald. Each article begins with: “Rad Books for Rad Kids is the Emerald's spin on a book review column featuring South End librarian Maggie Block's analysis of youth literature through a radical lens.”

Although she states the opinions she expresses are purely hers and in no way reflect her library system or anyone else they employ, her article RAD BOOKS FOR RAD KIDS: TOWARDS A SEX POSITIVE FUTURE is actually quite related to the Library programming she chose for the Renton Library's Teen Pride event, and that the Library allows Teen Services librarians to determine content for their youth programming. My question is, what if any limits KCLS has on this library driven programming?

Dawn Land said that she has been coming to Board meetings for the past few months to speak out against Drag Queen Story Hour and Teen Pride and normally she prepares remarks ahead of time to share, but she doesn't think the Board is listening. So this time, she wants to thank the Board for hiring Cookie Couture and people like him for DQSH to be an influencer and role model for children. She showed a picture of Cookie Couture holding a sign that was used to protest DQSH that Cookie in turn used to protest the protesters. She said it demonstrates what he thinks about those who disagree with him. She said by hiring people like him, she and others are now aware of other things the Library System is doing, such as lobbying the legislature for mandated comprehensive sex education, and now know where to focus their opposition. She said she is not opposed to programs like Teen Pride that allow gay kids to celebrate who they are, but she is opposed to inviting Planned Parenthood, Lifelong and other organizations like them that engage in efforts to sexualize children. Now that she and others are aware of this, they plan to oppose these efforts at every opportunity.

ELECTION PARTNERSHIPS

KCLS Special Projects Coordinator Erin Johnston said that KCLS partners with King County Elections and the League of Women Voters to provide nonpartisan information and resources to make voting more accessible. On the KCLS webpage, kcls.org/vote, patrons will find links to election dates, ballot measures, Accessible Voting Centers, ballot drop box locations, including at 19 KCLS libraries; tools for finding one's congressional, legislative, or council districts, information on candidate forums hosted by the League of Women Voters, and elections-related programming hosted by King County Elections. Patrons will also find a variety of resources for researching local, state, and national election issues.

KCLS REEL FEST

Erin Johnston and Public Relations Specialist Sarah Thomas introduced KCLS Reel Fest, a film contest and festival that gives patrons an opportunity to submit a short, two-minute film that answers the question, “What Does the Library Mean to You?” Films can be in any genre and the contest is open to all residents in KCLS' service area (KCLS employees and their immediate family members are not eligible to participate.) Contestants have a chance to win up to \$1,000, and prizes will be awarded to both youth (under age 17) and adult filmmakers. Films by the top finalists will be premiered during KCLS REEL Fest in March 2020 and winners will be selected by an expert panel of local filmmakers, authors, and library legends. The contest launches October 1 and the submission deadline is January 15, 2020. The festival will be open to the public and promoted through KCLS' social and other media outlets, promotional tool kits, and word-of-mouth. The KCLS Foundation is providing funding for prize monies.

PAYROLL / HUMAN CAPITAL MANAGEMENT UPDATE

Organizational Performance Project Manager Sheila Stark said staff is focused on finding a long-term, stable and accurate payroll platform. The current system cannot be integrated with other payroll-related systems and has caused numerous errors since being implemented in April 2017. Beginning in early 2019, a project team of subject-matter experts from different functional areas within KCLS worked with consultants from Slalom and identified 531 unique requirements involved in the payroll

process, reinforcing the need for an integrated, Human Capital Management (HCM) instead of a stand-alone payroll system. A Request for Proposal was issued in May. The project team reviewed six proposals and invited two vendors back for product demonstrations, including a final 'deep dive' review of the preferred system by project team members. Sheila said a vendor has been selected and will be announced once contract negotiations have been completed. A six-month implementation phase is anticipated to begin in October 2019.

KCLS RECRUITMENT

Administrative Services Deputy Director Cynthia McNabb said the KCLS' recruitment efforts are designed to reflect the strategic values of the organization. Diversity is achieved through a wide representation of people with varied and intersecting identities, perspectives, and experiences. KCLS focuses on equity by reimagining policies, practices and power dynamics at all levels of the organization to redistribute resources and create opportunities that counter injustice and inequality, and remove barriers so that all can reach their potential. KCLS practices inclusion by creating meaningful connections and examining the KCLS' own biases and prejudices to eliminate all forms of discrimination within the organization and in service to communities.

KCLS' Diversity, Equity and Inclusion (DEI) Strategic Work Group is tasked with normalizing conversations about DEI among staff, and makes recommendations to the Diversity Committee for hiring a workforce that reflects the communities KCLS serves. Targeted recruitment efforts include partnerships with organizations and the use of community-mapping resources to better understand community demographics. KCLS is also focused on removing barriers that exist 'Before the Interview,' such as drivers-license requirements or specific library experience. KCLS reinforces staff's ability to 'lead from where they are' through leadership development programs such as KCLS LEADS for non-supervisory and supervisory staff, apprenticeships for Public Services Assistants, and employment development opportunities through the Page Fellowship and teen internship programs. Equitable hiring efforts include diversity within hiring panels, and continuous improvement toward blind hiring principles.

FINANCE REPORT

August revenues year-to-date were \$68.9M, and reflect 54.9% of the total revenues budget. Year-over-year revenues increased \$1.96M, or 3.0% over the prior year.

August expenditures year-to-date were \$79.6M, representing 61.4% of the total expenditures budget with 67% of the budget year completed. Year-over-year expenditures increased \$1.5M, or 2.0%.

Expenditures in the Capital Investment Program (CIP) in August were 41.2% of the total CIP budget, and include expenditures in the following categories: Major Maintenance (38.1% category budget expended); New Construction/Remodels (25.5%); and Replacements (59.6%).

As of August 2019, total project budgets expended for the Kent Panther Lake and Boulevard Park Libraries are 93.5% and 87.1%, respectively.

APPROVAL OF MONTHLY EXPENDITURES

Ron Higgs moved approval of Payroll expenditures for August in the amount of \$4,479,155.67: Aug 1-15 Ck#174292-174375; 310001-311250; and Aug 16-31 Ck#174376-174443;330001-331358; Ck#174444-174518;350001-351257;354001-354013. **Robin McClelland seconded and the motion passed unanimously.**

Anne Repass moved approval of General Fund #0010 expenditures for August in the amount of \$6,444,083.56: Travel Advances - Ck#1388-1393; (08/06) Ck#1120540-1120648; (08/08) Ck#1120649-1120724; (08/09) Ck#5011325-5011345;1120725-1120757; (08/12) Ck#1120758; (08/13) Ck#1120759-1120830; (08/15) Ck#5011346-5011348;1120831-1120835; (08/16) Ck#5011349-5011377;1120836-1120872; (08/16) Ck#1120873-1120976; (08/20) Ck#1120977-1121040; (08/21) Ck#1121041;1121042-1121056; (08/22) Ck#5011378-5011408;1121057-1121083; (08/23) Ck#1121084; (08/26) Ck#1121085-1121191; (08/28) Ck#5011409;1121192-1121279; (08/29) Ck#5011410-5011412;1121280-1121281; (08/29) Ck#1121282-1121320; (09/03) Ck#5011413;1121321-1121324; (09/05) Ck#1121325-1121435;5011414; Voids - Ck#.

Max Harned seconded and the motion passed unanimously.

Max Harned moved approval of Capital Project Fund 2005 #3070 expenditures for August in the amount of \$7,751.14: (08/16) Ck#3074011; (08/21) Ck#3074012; (08/29) Ck#3074013; (09/05) Ck#3074014. Ron Higgs seconded and the motion passed unanimously.

RESOLUTION 2019-05 PETTY CASH FUND INCREASE

Controller Donna Zirkle said the Resolution 2019-05 addresses the petty cash need related to the installation of 90 new pay-for-print kiosks in KCLS libraries, which is part of KCLS' Green Initiative. The machines will accept bills up to \$20 in denomination and make change on the transactions. When patrons pay for small fines or fees with large bills, the availability of petty funds minimizes the number of times staff must open the machines to replenish coins. **Anne Repass moved approval of Resolution 2019-05. Max Harned seconded and the motion passed unanimously.**

DIRECTOR'S REPORT

Lisa Rosenblum said KCLS located libraries in three malls. She said it was an innovative idea that other library systems have followed. Library Connection at Crossroads is small but is one of the busiest libraries in the System, serving a diverse clientele. The Computer Coach program has provided a much needed service and has been a successful partnership with the City of Bellevue.

Lisa announced that KCLS Foundation Executive Director Beth Castleberry has resigned her position to become Chief Philanthropy Executive at Fred Hutchison Cancer Research Center in Seattle. In her six years with the Foundation, Lisa noted that Beth has increased donations and KCLS' professional presence in the community. An interim Executive Director has been selected until a permanent replacement is hired.

Lisa said there is a full agenda for the Board Retreat on Saturday, October 5, 10am-1pm at the Boulevard Park Library.

King County Councilmember Claudia Balducci was among the dignitaries who attended an event at Bellevue College marking the 150th anniversary of Mahatma Gandhi's birth. Lisa said that many people in attendance expressed appreciation to KCLS for the statue of Gandhi located outside the Bellevue Library.

Lisa said that an embargo on eBooks imposed by Macmillan Publishers will go into effect November 1 and will limit public libraries to only one copy of newly released digital titles for an eight-week period before they will be allowed to purchase more. She said the embargo will severely hamper the library's ability to provide materials to patrons in a timely manner. She said there has been discussion of a boycott to try to force Macmillan's hand, but the idea is not widely-supported.

TRUSTEES REPORT

Anne Repass said she was privileged to hear Angela Nolet speak to retirees at Bellevue College. She said the room was packed and many expressed interest in having Angela back.

Ron Higgs thanked KCLS Foundation Executive Director Beth Castleberry for her service to KCLS and the community.

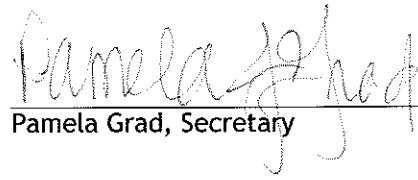
Max Harned attended Journey to Peace at the Kent Library during Welcoming Week and said it was a very well-attended event. He said the celebration of cultures included a Native American greeting and a group lunch hosted by Project Feast, which works to connect immigrants and refugees to sustainable employment in the food industry.

Pamela Grad also expressed thanks to Beth Castleberry for her wonderful work and wished her well in her new position. She said she hopes KCLS will find someone who can fill her shoes.

ADJOURNMENT

The meeting adjourned at 6:37pm.

Lalita Uppala, President


Pamela Grad, Secretary