

TIMBERLAND REGIONAL LIBRARY  
BOARD OF TRUSTEES MEETING  
Westport Timberland Library, Pacific & N. Montesano, Westport, WA 98595

October 19, 1983

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M I N U T E S

BOARD MEMBERS PRESENT:

Dorothy Voege, Chair - Grays Harbor County  
Doris Fourre - Thurston County  
Jean Haakenson - Member-at-Large  
Alice Harris - Mason County  
Donald L. Law - Member-at-Large  
Larry Parsons - Lewis County  
Paul Polillo - Pacific County

STAFF PRESENT:

Louise E. Morrison, Library Director  
Mary Stough, Assistant Director for Public Services  
Mary Ann Shaffer, Supervisor-Personnel Administration

Liane Bascou, Board Recording Secretary  
Herbert H. Fuller, Timberland Attorney

OTHER STAFF AND GUESTS PRESENT:

Guests included local city officials, members of local library boards, Friends of the Library and members of the public, as well as many Timberland staff members.

Chair Dorothy Voege called the meeting to order at 7:35 p.m.

AGENDA ITEM  
NO.

1 Approval of Minutes of the September 21, 1983 Meeting

83-46 JEAN HAAKENSON MOVED TO APPROVE THE MINUTES OF THE SEPTEMBER 21, 1983 MEETING; DORIS FOURRE SECONDED THE MOTION. MOTION CARRIED.

2 Approval of Vouchers

Mrs. Voege stated that payroll and payroll-related vouchers had amounted to \$252,974.43 for September 1983.

83-47 JEAN HAAKENSON MOVED TO APPROVE VOUCHERS NO. 13366 THROUGH NO. 13518 IN THE AMOUNT OF \$119,219.77; ALICE HARRIS SECONDED THE MOTION.

Mrs. Morrison stated that she would answer any questions the Board might have about the vouchers in the absence of Business Manager Mike Crose, who was ill.

Mrs. Fourre questioned voucher No. 13390 to First Janitorial Service in Ocean Shores in the amount of \$60 and Mrs. Morrison stated that this is for cleaning the North Beach Library. Mrs. Voege asked about voucher No. 13366 to ABC Janitorial Service in Aberdeen in the amount of \$132.65 and Mrs. Morrison stated that this is for cleaning the

- 2 windows of the Montesano Library. Mrs. Harris questioned voucher No. 13384 to Data Phase. Mrs. Morrison stated that the majority of this is for equipment (\$5,370) which included the last three terminals purchased for TRL. Mrs. Morrison said that Mr. Crose requested that she particularly point out voucher No. 13371 to Bell-Anderson Agency in Kent in the amount of \$16,405. She said that there has been a change in the firm name of the insurance company (it was previously Isdell-Clemmons) but there has not been a change in the broker, Dave Isdell, who still services TRL's account. Mrs. Harris questioned voucher No. 13430 to Peller Electric in the amount of \$96.27. Mrs. Morrison stated that this is for replacing burned out ballasts for the fluorescent lights and is normal maintenance. Mrs. Fourre questioned voucher No. 13451 to The Evergreen State College and Mrs. Morrison stated that this is for payment of the maintenance contract on the CPU, TRL's share of salaries for Richard Hunter and George Rickerson, and supplies.

MOTION CARRIED.

Mrs. Voegel welcomed everyone to the meeting. Introductions were made. Mrs. Voegel stated that several children are going to present a program as part of Mary Stough's report and requested that this be moved forward on the Agenda.

3 Reports

G. Assistant Director for Public Services - Mary Stough - Focus on Youth Services

Mrs. Stough introduced Vicky Campbell, Youth Services Coordinator, who introduced the staff who will be talking about children's services in the district. Ms. Campbell said that a lot of attention had been paid in the past several months to what types of services Timberland provides and she said that the Board has been trying hard to protect these services. She stated that this evening Bev Westfall was bringing in some children and would do an "abbreviated" story hour, Mike Wessells would talk about services to the communities, Sue Plummer would talk about why children's programming is important and the things which she has been doing, and Romaine Culpepper would talk about children's services in Pacific County.

Bev Westfall, Westport Librarian, brought several children in and they gave a demonstration of the types of things that are done during a story hour, including singing, finger plays and a story told by Mrs. Westfall.

Sue Plummer, Hoquiam Children's Librarian, talked about the value of children's programming. She referred to a statement made by Effie Powers, a noted children's librarian, in 1943 that the modern children's library shares with the home and the school the responsibility for what children read. She said that in order to fulfill this responsibility children must first be attracted to the library. She said that libraries are competing with many other activities and organizations for children's attention and libraries are not necessarily popular places for children to come to. Ms. Plummer stated that children usually come to the library on their own initiative when they have a school assignment and she thinks it is not so much that libraries are unpopular but that reading is not a popular thing to do today. She said she thinks this is reflected not only in the decline in the use of public

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libraries but in the decline in U.S. children's academic achievements as pointed out in the report in "A Nation at Risk." Ms. Plummer stated that children's programs are offered in the libraries to attract children to the library. She said once the children are in the library, staff can demonstrate that the library is a friendly place and offers a selection of the best available books and other services. She said the libraries cannot meet children's educational and recreational needs unless the children know about libraries. Ms. Plummer said that the programs are designed to introduce children to the library and expose them to the best books available to them as well as information. She said that the libraries try to focus programs on what staff perceives as children's needs. She said that if children come away from the library feeling that libraries are O.K. and books are O.K., then she thinks that libraries have met their needs and have fulfilled their responsibility. Ms. Plummer said that the earlier a child is brought to a library, the better the chance to turn children into lifelong library and book users, and that is the reason libraries present preschool and toddler programs. She said that libraries also demonstrate to parents how they can utilize materials and "turn their children onto materials" at an early age. She said that letting children listen to stories and see the illustrations in the picture books increases the children's vocabularies, their attention span and comprehension, and also helps develop their imaginations. Ms. Plummer said this helps give the children a head start in mastering the task of learning to read. She said that sometimes crafts are used in programs which introduce children to materials which they may never have used at home but will be using in schools. She said crafts also help develop motor skills and eye/hand coordination which are pre-reading and pre-writing skills. She said crafts also help children learn to follow simple directions. But mostly, she said staff hopes to create a desire in the child to return to the library and establish at an early age a lifelong relationship with the library. Ms. Plummer said that once children outgrow preschool story hours, they still want to keep those children coming back to the library so they have special programs for school-age children, also. She said that special programs are done during holidays. Once children come to the library, Ms. Plummer said they will find out about other services which are offered. After children have outgrown the children's programs and if they continue coming to the library, then Ms. Plummer said she thinks staff has succeeded in accomplishing what they have set out to do.

Mike Wessells, Aberdeen Children's Librarian, talked about services that children's services personnel provide to the community at large. He said people talk about the family and extended family and they might also talk about the library and the extended library. In a sense, he said TRL becomes an extended library when staff go out into the community to provide services to those who are either unable or unwilling to come to the library. He said that Sue Plummer has pointed out how important these services can be to the growth and development of our next generation. If these things are important, and if children cannot be enticed to come into the library, Mr. Wessells said the library should go to wherever they are. In many cases, he said the problem is geographical so in many cases staff go out to places where they can find children segregated together out in the county areas, such as schools. Since Romaine Culpepper will talk about services out in the county, Mr. Wessells said he is going to talk only about services to the Aberdeen community. Like any good marketer, he said

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a person wants to make sure that the product is visible and when it is a product as elusive as our entire heritage, it is sometimes difficult to make it graspable as well as visible. He stated that children tend to identify very quickly with people so the quickest way to make heritage visible is to make somebody visible. Mr. Wessells said that he feels that the most involvement he has personally in the community with children and by going to places where they congregate, the better able he is to be a spokesman for the library. He said the more attractive the library might be, then he might be the kind of person people want to listen to. For example, Mr. Wessells said he visits the YMCA, and he has a deal with the head of the YMCA services to children whereby they will each "talk up" each other's services. He said he also involves himself with the arts and as a result of that, the Driftwood Theater in Aberdeen will have a production of the puppet play that TRL produced last summer. In addition, Mr. Wessells said he likes to meet with other people who also work with children. For instance, many cities have mother's groups and they are happy to have someone come speak to them about services available and give demonstrations of the programs available. Mr. Wessells said that not only are librarians purveyors of the written record, but libraries have become almost the only repository anymore of the oral heritage of storytelling. He said it seems that very few storytellers are found aside from children's librarians. As a result, he said he likes to speak not only as a children's librarian, but also as a storyteller to groups that may not even include children. Mr. Wessells said he has gone out to senior citizen groups and service organizations and talked about storytelling and about oral heritage, and every time he does this he drops a good word about the library. Other places that are also good opportunities for librarians to speak are scout groups and other children's groups. He said another thing that can be done which is partly community oriented and partly library oriented is to present programs that are geared for the entire family. Mr. Wessells said that children feel comfortable being with their parents. He said the word "community" has to do with a common bond and sharing among people and where else do we find a repository of shared, common heritage of mankind other than at the library. Mr. Wessells said he commends the staff who look after this heritage and share it, and Friends and Board members who direct them in their efforts.

Romaine Culpepper, Children's Librarian for Pacific County, said she works mainly out of the Raymond Library but is also the only full-time employee who does children's work in Pacific County. She said this keeps her on the road a lot. She said she thinks the most important thing she does is to keep contact with children in the outlying area because Pacific County is "very stretched out." Ms. Culpepper said she visits eight elementary schools at least twice a year. She said she does book talks and tells stories and also tries to fit in her schedule Reader's Guide training, microfiche training, and telling about other services that children and their families can get from the library. She said she also tries to introduce children to the use of the WATS line which goes into the Olympia Library. Ms. Culpepper said she does programming in the South Bend Library as well as in the Raymond Library. She said she also does preschool story hours, special children's programs and summer programs at Ilwaco and Ocean Park. Ms. Culpepper said that local schools also bring children to the library and she visits the outlying schools. She said she tries to set a regular schedule with the schools so they know when she is coming. She said she tells the children stories

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and brings books and leaves them in the classrooms for the children to use for a specified amount of time. The next time she visits the school she picks these books up and brings other ones. Ms. Culpepper said that many children live in outlying areas and don't get much chance to come to town and the only contact these children have with stories and books is what TRL can take to them. She said that Timberland started as a rural library district and she thinks staff is very proud of the service given to children in the outlying areas. Ms. Culpepper said the children tell their parents about the services and "nag" their parents to take them to the library when they are in town. She said staff tries to get out publicity on special programs, holiday programs and summer programs so that even if the children live in the outlying areas, they might be able to get to the library.

Mrs. Voege thanked staff for their presentations.

A. Board Members

Mr. Polillo stated that at 3:00 p.m. today he was presented with a petition in the Raymond Mayor's office from Henry J. Clemence of Raymond. Mr. Polillo requested that it be noted in the record that he is now presenting this petition to the TRL Board. He said this petition regards the cuts in bookmobile service, 16mm film service, and cuts in staff and hours at the Raymond Library.

Mrs. Morrison stated that she thinks that Mr. Clemence missed some information that went out regarding the necessity for these cuts. She said several staff members have since talked with Mr. Clemence in that regard. She stated that Mr. Clemence is expressing his "displeasure and opposition to what appears to be your unjust, arbitrary and uncalled-for decision to curtail our local library system so drastically." Mrs. Morrison cited a comment made by Mr. Gauger, who is editor of the Willapa Harbor Herald, when Mrs. Voege and Mrs. Morrison talked with him, in which Mr. Gauger said that if the library cuts back on services and people ignore the cutbacks, then the library would really have a problem. Mrs. Morrison said that if people go out and get signatures on petitions opposing cutbacks, then obviously they like libraries. She said that it is obvious these people need to be told what kinds of services remain rather than just what has been taken away. Mr. Polillo said that he talked with Mr. Clemence for about 45 minutes today and explained some of this.

B. Timberland Attorney - Herbert H. Fuller

Mr. Fuller said that he has had an exchange of correspondence with attorney John Hayden and that a copy of Mr. Hayden's letter has been distributed to the Board.

C. Library Director - Louise E. Morrison  
E. Business Manager - Michael Crose

Since Mr. Crose was ill, Mrs. Morrison reported on his behalf. She said that Mr. Crose told her that expenditures for 1983 are still running a little less than revenue year-to-date and TRL is still on firm ground.

Mrs. Morrison said that several trustees hope to register for a

3C & 3E Public Agency Budgeting workshop on October 28 at the Service Center. She said she believes that Doris Fourre and Alice Harris plan to attend. Mrs. Morrison stated the workshop will be conducted by Jennifer Belcher.

Mrs. Morrison reported that she took a vacation day and attended the Yakima Valley Regional Library Forum for 1983. She explained that this is funded by a bequest to the library from a long-time staff member, Lorry Plath, who was head of reference for many years. She left money for training so that staff would have special training year after year. Mrs. Morrison said this one was very high powered and speakers included Alene Moris, who is president of the ID Center at Seattle; Don Sager, who is Director of the Elmhurst (Illinois) Public Library, who spoke on the current and future state of American public libraries; Ken Dowlin, Director of the Pikes Peak Regional Library District in Colorado Springs, who spoke on "The Electronic Cottage"; Ella Gaines Yates, who is a member of the American Library Association Executive Board, who spoke on intellectual freedom, what it is, and why it should be defended; and Marilyn Hawkins, who has just resigned from King County Library, to take a job with an advertising agency. Mrs. Voege asked what the ID Center is. Mrs. Morrison explained this is an individual development center which works with people who are in a state of change and works with organizations which are in a state of change. She said that Ms. Moris said this idea was borne at the University of Washington in 1972 and she noted that dealing with change is one of the most difficult things to do. Ms. Moris told the group that the ID Center was precipitated by the Boeing problems in the early 70's and it has grown. She works a great deal of the time with bankers, people from the timber industry, from the ship building industry, Boeing, and in this case with libraries. Mrs. Morrison said that what Ms. Moris had to say was so worthwhile that she will expand on her notes and get it out to the Board. She said that she would like to get Ms. Moris to come speak to the TRL staff.

D. Supervisor-Personnel Administration - Mary Ann Shaffer

Ms. Shaffer reported on the status of the RIF situation. She said she first wanted to share some comments she has received from staff about the Board's decision last week. Mainly, Ms. Shaffer said that staff is relieved that the Board made the decision and that they understand why the decision had to be made. Ms. Shaffer said that on Wednesday, Thursday and Friday of last week she talked to 13 people affected by the RIF and hand-delivered RIF letters to them. She said she counseled them on what their options are. Ms. Shaffer stated that the people affected by the first level of RIF have responded to her and that some good things have happened as a result of it. She said that the A-V staff member at Olympia has been hired by The Evergreen State College and some other staff members have decided to return to school and told her that the RIF situation helped them make this decision. She said other staff have decided to go into a job-sharing situation and others are taking voluntary reduction in time. Ms. Shaffer said that she thinks staff is doing its best to cope with a bad situation. She explained that staff has three working days to respond after receiving written notification of RIF. Ms. Shaffer said she will respond to the next level of staff affected the rest of this week and she thinks the entire process may not take more than a month or so.

Mr. Parsons asked about the job sharing. Ms. Shaffer explained that there

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are some staff who are talking about sharing positions rather than bumping an entire position. She said she is telling them that they have to be careful that they work a significant number of hours to save their retirement benefits and she has also suggested that they call Employment Security to see what they might receive in the way of benefits. Mrs. Fourre asked if TRL has to then pay two sets of benefits. Ms. Shaffer responded that as long as an employee works half time or more, then TRL does pay benefits. Mrs. Fourre pointed out that TRL is not saving anything in benefits in that case, and Ms. Shaffer stated that this was correct.

Mrs. Harris stated that she appreciates the positive attitude that so many of the staff have had in an extremely difficult situation.

F. Assistant Director for Central Services - Sally Loken

Ms. Loken was ill and Mrs. Morrison also reported in her behalf. Mrs. Morrison said that the CALS Governing Board met with Data Phase representatives on October 12 and CALS has been assured that Data Phase will be sending a proposal for solving CALS' problems in the next several days. For the benefit of the audience, Mrs. Morrison explained that Data Phase has supplied the automated system and she said she thinks that anyone who has used the library knows what the problems with the system are. She said that CALS has been patient for as long as it can be and has now begun to put real pressure on Data Phase to correct the deficiencies.

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Correspondence

A. 8/16/83 memo from Aberdeen Timberland Library Board

Mrs. Voegel said that on August 16, the Aberdeen Library Board sent a memo to the Timberland Board. She said she paraphrased the memo at the August Board meeting and she had meant that the memo be printed in its entirety in the minutes. She apologized that this did not get done and requested that the memo be printed in its entirety in these minutes. The memo is as follows:

"At the August meeting of the Aberdeen Library Board we received and considered the memo from Louise Morrison dated August 9, 1983. The proposed reductions in library services and staff cause us deep concern. We believe that there may be an alternative to local staff and hour reduction, which alternative should be considered so that there is not an unnecessary reduction in library services.

"We feel compelled to voice our concerns because of the trust the public has placed in us. Indeed, members of library boards are designated 'Trustees'. This designation clearly indicates that we are fiduciaries charged with a duty to protect the interest which the public has in our library. This certainly includes a duty to provide for the greatest possible library service given the resources available.

"We recognize that the Timberland Regional Library faces difficult financial circumstances. In preparing to meet such circumstances, primary consideration must be given to the effect any change in



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organization may have on service to the public. No plan which would reduce service to the public should be implemented until every effort has been made to preserve the service now offered. In our view, this necessarily involves a concerted effort to preserve local staff and maintain reasonable library hours since local staff are the very persons most responsible for serving the public, and since use of the library by local patrons directly depends upon access to library materials during open hours.

"We believe that the staff and service hour reductions proposed in the memorandum dated August 9, 1983 will be unacceptable to the public. The elimination of audio-visual services will, by itself, have an immediate impact on the public because of the wide use films receive at the Aberdeen Library. But the impact from loss of film services will be minimal compared to a reduction in open hours from 63 to 48 coupled with a major reduction in full time staff. We are confident that such major reductions in library service will result in close scrutiny by members of the public at large as well as local government.

"In light of the foregoing, we must note that there has thus far been no mention of reduction in Service Center administrative positions. The recent memo from Mrs. Morrison requires elimination of the film clerk positions on January 1, 1984 and goes on to present the possibility of major reductions in library hours and full time staff. These reductions are presented in the memo as necessary, and then there is a footnote added that a reduction in four positions at the Service Center is 'anticipated' in 1984. It is our understanding that these 'anticipated' Service Center reductions are only at lower level positions and not at the upper administrative level.

"We do not doubt that all Timberland Regional Library employees perform valuable services. However, we feel compelled to point out that employees who work at the local level serve the public more directly than do those located at the Service Center. We note further that the greatest salaries and benefits, and therefore the greatest drain on monetary resources exists at the upper administrative levels. Our rough calculations indicate that a reduction in administrative staff at the Service Center by three or four positions would result in the same savings as all of the 'worst case' anticipated reductions in the August 9th memo.

"We do not intend in this letter to make a specific proposal for the number of administrative positions which should be eliminated. We do believe, however, that you must consider taking action which preserves, insofar as is possible, reasonable service to the public. Elimination of administrative positions would be consistent with the actions of local industry during the recent very difficult economic conditions. The Aberdeen Library Board is familiar with the actions of the wood products industry where local mills made significant reductions in professional and administrative staff in order to keep the mills operating for as long a period as possible. It also seems logical to us that any reduction in local staff should result in a reduction in need for administration.

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"Finally, we note that Mrs. Morrison's August 9th memo contains three proposals which would not result in a reduction in library services. These proposals, increased copy machine charge, reduction in number of meetings and a reduction in the training budget are scheduled for implementation on January 1, 1984. We hope and believe that some of these proposals could be implemented before 1984 resulting in greater savings. Moreover, a thorough examination of all Timberland operating expenditures and procedures might reveal further areas where a relatively simple change could result in significant monetary savings. We hope that the Timberland Library Board will thoroughly consider all possible alternatives before taking any action which would jeopardize our ability to provide reasonable library services."

Mrs. Voege asked if anyone had any comments they would like to make regarding this memo. Richard Merrick, Aberdeen Library Board member, said that the Aberdeen Library Board's concerns are that a reduction in staff will have an impact on service and that reductions are not just made in the lower ranges of staff but that the management group be examined in that reduction as well.

B. 9/22/83 letter from Robert Tomisser, Superintendent, North River Consolidated Schools

Mrs. Voege read the letter as follows:

"I am writing this letter on behalf of the North River School District Board of Directors, the assembled student body, and affected, concerned patrons whose library service by Timberland Regional Library bookmobile has been severed recently.

"As you are aware, the bookmobile greatly enhanced the school district's ability to expand the knowledge of the outside world to our student population; it gave us a flexibility in building our reading programs; it gave our students new horizons to explore through the medium of reading; it added to, and expanded, our ability to assign research materials for curriculum improvement; and, of course, it has taken away the most important feature of the bookmobile service--that of just curling up with a good book. Justifiably, the service was immensely important to our school.

"Likewise, I have had numerous conversations with patrons concerned about and inquiring about the loss of the bookmobile. These are patrons whose only opportunity to enjoy the adventure and pleasure of reading came through the services of the bookmobile. They are concerned/distressed over the loss of this service.

"I have talked to Mrs. Morrison and you exploiting [exploring?] our concerns. As you are probably aware, there are a number of petitions floating around to re-instate the bookmobile service. Financial considerations for closing the service is understandable, but I feel the needs of the patrons in my district, my student body and staff, as well as others whose service has been lost, has to be a major consideration for the Timberland Regional Library Board of Trustees.

"I would be more than happy to meet with you and the board if

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future considerations were possible. Hoping we have not permanently lost this valuable service to our school and our patrons, we await your considerations."

Vicky Campbell said that Mike Wessells was aware of cutting bookmobile service to this school district and he has arranged to do book talks on a month-to-month basis. Mr. Wessells said that currently he is taking out approximately five books per student to this school district and is taking specific requests. Mr. Polillo asked if the school district has a library. Mr. Wessells said there is a library and he has looked through the materials to see what they have available in the school itself and he is bringing books to the school to complement what they have. He said that he also planned to talk with the school librarian.

Mr. Law requested that the petition from Mr. Clemence also be included in these minutes as correspondence. He said that hopefully TRL will be able to add back some of the services being taken away and perhaps some of these communications will be of value to where TRL's priorities lie. He said that certainly there is a problem with bookmobile service and perhaps this can be given more priority than it otherwise would have.

Mr. Parsons said that he thinks school libraries in the State of Washington have been underfunded for a long time and sometimes he thinks that public schools in the U.S. believe that the public library should become the school library. He said he thinks these are two different and distinct organizations and he thinks the onus of a school board is to provide funds for its school curriculum. Mr. Parsons said that too often governmental bodies rely on other governmental bodies to help them. Although he certainly supports public libraries, he thinks that administrators throughout the State of Washington need to realize that school libraries need to be funded also. Mr. Polillo commented that there is a state regulation that there be school libraries but some schools just don't have the funds to keep them up to date. Mr. Parsons said he thinks the problem is at the state level with the legislature. He said that Title 4B funds were given to schools mainly to provide materials for school libraries as well as other areas. He said that Chapter 2 takes this money and tells schools to use the money where they see fit. What is happening is that it is impossible to replace materials with the funds available. Mr. Law asked if any of these studies being done nationwide are placing any emphasis on the need to have adequate school libraries. Sue Plummer said that libraries usually aren't even mentioned. Donna Stahl commented that libraries are not even a part of the Basic Education Act. Mr. Parsons said that at one time he and Virginia Barton served on the Washington Library Media Association Board of Trustees and they lobbied hard and strong to get school libraries recognized as part of basic education. He said they are not, and what is happening, especially in Washington State, is that many of the things which he firmly believes education is all about are indeed the things that are being cut. Mr. Law said a concern of his is the transition phase from being a student and using a school library to getting out of school and not having access to a school library and obviously these cutbacks in schools are affecting the ability to get these students on board in terms of a public library. Mr. Parsons said that in the school district he works in, there have been cutbacks in the middle school and in library hours. He said it is not possible for some students to get out to the public libraries.

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- C. 10/7/83 letter from Dr. Peter Hiatt, Graduate School of Library and Information Science, University of Washington

Mrs. Voege read the letter as follows:

"The Northwest has a graduate library school today in large part because of the immediate, assertive, reasoned action, and leadership taken by Ms. Louise Morrison, first at the Washington Library Association's annual conference in 1980 and then, following through over the next several months (nearly two years actually).

"I came to the West because I wanted to build on the excellent foundation Irving Lieberman, my predecessor as Director of the School of Librarianship, and his colleagues in the profession had created. The School became, and is, a central part of my professional life. As a result, my gratitude and respect for the actions of Ms. Morrison was, and is, on both the professional and personal level.

"I now find an attack on one of the strongest library systems in the entire Pacific Northwest and, apparently, on its Director, long recognized as one of the catalytic, visionary leaders in our profession, in general, and especially in library development in this state. As I look back I realize that it is because of the calibre and leadership of the 'Becky Morrison's' in the Northwest that librarianship here produced the progressive spirit that drew me from the East to this state. I am quite simply, appalled by the ignorance of the attack on your library system, and particularly, on its Director, Ms. Morrison.

I write to offer my moral and professional support in your efforts to see that the citizens served by your system continue to have the kind of library materials and services they need and deserve. And this, of course, means my professional and personal support to Ms. Morrison."

Mrs. Voege said that TRL has been under attack by The Olympian which ran a series of articles beginning with an editorial by the editor, who has since been replaced last week, who said that he never really did like Timberland. Mrs. Voege said she is impressed that these articles came to the attention of someone of Dr. Hiatt's stature and that he has taken the time to respond. She said she looks on this letter as a tribute to Mrs. Morrison and as a good supportive statement for TRL and what it is doing.

- D. Petition/Letter from Henry J. Clemence addressed to Louise E. Morrison

As per Mr. Law's request that this be included in the minutes, the petition/letter is as follows:

"I wish to express my displeasure and opposition to what appears to be your unjust, arbitrary and uncalled-for decision to curtail our local library system so drastically.

"I especially resent the loss of our bookmobile. To take from one group of users just to give it to another smaller group of

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users cannot be justified in my opinion. The loss of the 16mm films affects not only the seven or so schools in the area around Raymond, but the senior citizens and the local rest-home who use them extensively. I can see little justification for your taking them from us.

"The curtailment of the library services to our community not only creates a hardship for our peoples, especially our senior citizens, but it strikes at the state of our already depressed economy in Raymond and the outlying areas affected by your decision.

"The laying off of some of our ladies and the cutbacks in the hours of others will become an unnecessary financial hardship on the people affected, some of whom are sole support of their families.

"If your axe was to chop at all of the libraries under your command at an equal degree, little would have been said. To strike at the smallest populated county because you might feel it was defenseless and could not fight back, is not democracy in its finest form, as I see it.

/s/ Henry J. Clemence

"P.S. The following signatures of the folks of Pacific County are telling you that they agree, at least in part, with the thoughts expressed above. Furthermore, they are saying that they want our full library system restored, including the bookmobile."

5

Unfinished Business

There was no unfinished business.

6

New Business

A. Declare surplus the supplies associated with the Gaylord manual circulation system

Mrs. Morrison explained that these supplies were used in conjunction with the Gaylord machines which TRL previously used before the automated system. She said the machines were leased and they have been returned to Gaylord but TRL still has supply materials which it no longer needs. She said the law does not allow TRL to sell this sort of thing without having it declared surplus by the Board.

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DORIS FOURRE MOVED TO DECLARE SURPLUS THE SUPPLIES ASSOCIATED WITH THE GAYLORD MANUAL CIRCULATION SYSTEM; ALICE HARRIS SECONDED THE MOTION.

Mr. Parsons asked if these materials can be used by other libraries, public or school. Mrs. Morrison said the materials can be used in any library which uses the Gaylord machines. She said that TRL will probably send out a notice, particularly to school libraries. Mr. Polillo asked if these materials have to be sold and Mrs. Morrison responded in the affirmative and said that TRL cannot give them away.

DORIS FOURRE, ALICE HARRIS, DOROTHY VOEGE, JEAN HAAKENSON, DON LAW, AND PAUL POLILLO VOTED IN FAVOR OF THE MOTION; LARRY PARSONS ABSTAINED (because of a possible conflict of interest). MOTION CARRIED.

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Other Agenda Items

A. Comments by Terry Lewis, Raymond

Mr. Lewis said that the petition from Mr. Clemence is not the only thing going on in Raymond nor is it the end of it. He said that he has a video store in Raymond. Mr. Lewis said he has children who like to use the library and the cutbacks in the bookmobile and other functions in the library will not just hurt children but will eliminate others from using library service. When he goes into the library, he said he sees things being funded and still available in the library, one of which is video tapes. Mr. Lewis asked why the library is involved in video cassettes which he does not feel is educational nor a function of the library. Also, he said there is a question of whether this is even legal. He said he understands the cost investment, the loss ratio and what it will cost to keep that service in man hours and he thinks that video cassettes should be completely eliminated. He said he also feels the same way about some other formats in the library which he considers non-educational.

Mr. Law said that he has taken this position also since this whole thing came up. He said that the problem that Mr. Lewis is concerned about has at least been "put on hold" because of the budget crunch and TRL has stopped purchasing video cassettes. Also, Mr. Law said that he thinks that people need to continue this process of petitions and comments because hopefully TRL will get more money in the future. When and if that occurs, Mr. Law said that he thinks people like Mr. Lewis who have opinions should be watching very carefully to see how TRL uses this extra money and how it is spent in terms of priorities.

Mr. Lewis said that he thinks the Raymond staff are spending time dealing with this situation rather than dealing with books, and losses in video cassettes have been starting to go up. Mrs. Morrison commented that she thinks the last public library which is just made up of books is about 30 years back. Mr. Lewis said that there is a lot of educational material that the library could deal with. Also, he said that he thinks the library is serving less than 2% of Pacific County and that Mr. Clemence's petition is just a beginning. Mr. Lewis said the Board would not believe the amount of people who are upset with the cutbacks and it will continue and grow. He said it is not over and what has been done is not right. He said he feels that video cassettes and 16mm films are not a function of the library.

Mrs. Fourre asked Mr. Lewis if he sells or rents educational cassettes and he said that he does. Mr. Parsons commented that he is very pro video cassettes and one reason is that this is a much less expensive format. He said he is also aware of the legal question in this regard and this was one of the concerns he had when TRL first started purchasing them. However, he said that many libraries in the U.S. and Canada are going into video cassettes. Mr. Parsons said that Educational Service Districts provide educational films to schools at a cost per student. He said he uses TRL's films in the school he works for also and many of them are indeed motion pictures, as well as the video cassettes. He said that libraries have fiction collections and perhaps they can draw a correlation between fiction books and movies. Mr. Parsons said that the taxpayers in the five counties are not all book learners. He said that in this age of information science there are some libraries

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that provide micro computers. He said he looks at video cassettes as another format for people to use and learn from.

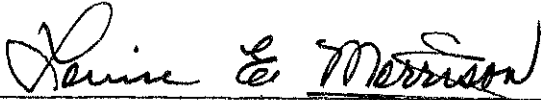
Mr. Lewis said this is serving areas such as Aberdeen and Olympia but not serving Pacific County because people and schools do not have video players. He said it also has to do with the subject matter that is in the library. Mr. Lewis said that entertainment is not a library function. Mrs. Voegel said that she disagrees with this and that Mr. Lewis is expressing his own opinion. She said what is educational and recreational for herself may not be for Mr. Lewis. Mr. Lewis said that the money spent on films and video could be spent in other areas.

Evelyn Hawkins asked Mr. Lewis if he is suggesting that book stores and libraries should not compete. Mr. Lewis said that book stores and libraries are two different entities. Mr. Law asked if one of Mr. Lewis' problems with this is that unlike books which libraries loan out there are not people in the private sector trying to make a living out of loaning out books, but there are people who are in the business of loaning out video tapes. He asked Mr. Lewis if he is opposed to the library getting into competition with something that is provided regularly by the private sector. Mr. Lewis said that his problem is the fact that he was not a good reader when he was a child and his children are and cutbacks in services will affect his children. He said his business is fairly easy to take care of but he doesn't like the library duplicating things which he provides as a service and spending money on things that could be spent in other areas. Mr. Lewis said that he realizes that Timberland is in the middle of a budget shortfall, but this should have been foreseen a year and a half ago and yet the money was spent on these types of things during this period of time. Mrs. Voegel said that TRL has been badly hit by the timber tax and she pointed out that the week before TRL received this news, the Daily World had an article about how great the future looked in the timber industry. She said the fact that the Board and the TRL Business Manager were not prescient to this information, neither was anyone else and everyone was caught short on this.

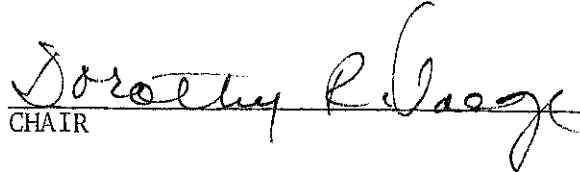
Rosalie Spellman said that since Aberdeen is one of the libraries with the heaviest circulation of films, that library has kept track of its film usage and who has been using the films, whether city residents, county residents, nursing homes, children, handicapped, etc. She pointed out that many handicapped people's only pleasure is to view films, whether educational or recreational. She said she has been a librarian for 29 years and many of the things which circulate are purely recreational. Mrs. Spellman said she is very distressed that 16mm film service has to be discontinued. She said there are adults who do not know how to read and during bad economic times people cannot afford to go to movies and many people do not have TV's. Mrs. Spellman said that people can borrow a projector and film from the library and many people have given up a lot of things so that they could buy the equipment to use VHS. She said she does not think it is a waste of money. Mrs. Spellman said the library should be the center for everyone in the community and everyone should be able to come to the library for records, cassettes, films and this type of thing. She said these people are taxpayers, too, and they deserve to have what they prefer. Mrs. Spellman said she hopes that 16mm film service is something that will be restored.

7A Mr. Parsons requested that Mr. Lewis leave his address so that the Chair can send him some information concerning TRL's budget and the recent revenue shortfalls. He said that this was quite a shock to the Board.

Mrs. Voegel requested that the Board remain for a short Executive Session to discuss labor negotiations. Mary Ann Shaffer, Supervisor-Personnel Administration, reported on behalf of Gary Hulbert, Labor Relations Consultant, who was ill. Everyone was invited for coffee and refreshments in the library. There was no further business to come before the Board and the meeting adjourned at 9:20 p.m.



SECRETARY



CHAIR