

TIMBERLAND REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING
Service Center
415 Airdustrial Way S.W., Olympia, WA 98501

February 26, 1992

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M I N U T E S

BOARD MEMBERS PRESENT: Jean Davies, President; Arthur A. Blauvelt; Jeanne Church; Carolyn Dobbs; Doris Fourre; William H. Lawrence; Helen Timm

STAFF PRESENT: Andy Bartels; Liane Bascou; Judy Covell; Michael A. Crose; George Dougherty; Margo Eyttinge; Faith Hagenhofer; Carol Gorsuch; Tom Joselyn; Karen Kieselbach; Christine Livingston; Tammy Losey; Bill Scherr; Kitty Schiltz; Mary Ann Shaffer; Betty Sholund; Bob Stalder; Cecelia Terhune; Rosanne Thompson; Carole Watson; Barbara Winfree

OTHERS PRESENT: Ruth Abad; Brad Aiken; Connie Anderson; Julia Annis; Roger Balsley; E. T. Boaturan; Winnie Boland; Dawn Boutcher; Ranie H. Cline; William Conner; Michael Couging; Roger Cummings; Alice Curtis; Joel Davis; Calvin Devereau; Susan Dimitroff; Gail Durkee; Camille Eckersley; Jackie Feden; Corrine Finley; James Finley; Marilyn Freeman; Janice Friebaum; Sharon Hammer; Suzanne Hidde; Barbara N. Hubbard; Jeff Hughes; Byrnie Gipson; Misha Gray; John S. Inverno; Camela Johnson; Bill Keller; Larry Kinread; Richard Kirton; Mike Leigh; Pat Leslie; Earle McNeil; Karen Merrill; Clif Messerschmidt; Robert Miller; Jeremy Mixon; Marc Mixon; Matt Mixon; Kathy Niblack; Rex Niblack; Clarissa Norby; Mark Norby; Gloria Pardo; Ernie Paul; Curt Pavola; Michael Perez-gibson; Laura Porter; J'Non Rishan; Nancy Roberts; Chris D. Rockhold; James D. Scott; Joann Thompson; Lauri Turkovsky; Joel C. Villines; Ted Williams; Tina Witcher; Bob Withrow; Julie Wittrock; Donald Workman

(Attendance not complete since everyone did not sign his/her name.)

President Jean Davies called the meeting to order at 7:35 p.m.

AGENDA ITEM

NO.

1 Introductions were dispensed with due to the large attendance.

2 Public Comments

A. Certificate of Appreciation

A Certificate of Appreciation was presented for Theresa Keegan, who completed a term on the Oakville library board.

B. Correspondence

Mr. Crose referred to several letters received regarding a citizen's request for reconsideration of a book. See Agenda Item 6A.

C. Public Comments

See Agenda Item 6A.

3 Approval of Minutes

- 92-04 DORIS FOURRE MOVED TO APPROVE THE MINUTES OF THE TRL BOARD OF TRUSTEES REGULAR MEETING OF JANUARY 29, 1992, AS DISTRIBUTED; ART BLAUVELT SECONDED THE MOTION. DORIS FOURRE, ART BLAUVELT, JEANNE CHURCH, AND JEAN DAVIES VOTED IN FAVOR OF THE MOTION; BILL LAWRENCE AND HELEN TIMM ABSTAINED. MOTION CARRIED. (Carolyn Dobbs had not yet arrived and did not vote on the motion.)

4 Vouchers

Payroll and payroll related vouchers for January 1992 amounted to \$340,468.61.

- 92-05 HELEN TIMM MOVED TO APPROVE VOUCHERS NO. 34869 THROUGH NO. 35093 FOR FEBRUARY 1992 IN THE AMOUNT OF \$178,420.23; BILL LAWRENCE SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY. (Carolyn Dobbs had not yet arrived and did not vote on the motion.)

5 Unfinished Business

- A. Contract between Timberland Regional Library and the Timberland Regional Library Staff Association

Contract negotiations with the TRL Staff Association were completed in January. The Staff Association has ratified the new agreement. Highlights of the package include a 3.5% salary increase and a continuation of health/welfare and retirement benefits following the 1991 model. Rosanne Thompson, President of the Staff Association, thanked the board and management for their efforts in reaching this agreement with the Staff Association. She said the staff feels more secure with having arbitration, and layoff and recall included in the contract. She hopes the longevity issue can be worked out in the next contract. The Staff Association feels strongly that longevity will help long-term employees maintain respect for their positions. Basically, she thinks the negotiations were a good experience and both parties are satisfied with the outcome. Mr. Crose added that the recent negotiations brought management closer to the staff and he looks forward to this new working relationship.

- 92-06 ART BLAUVELT MOVED TO ACCEPT AND RATIFY THE AGREEMENT REACHED BETWEEN NEGOTIATORS FOR TIMBERLAND REGIONAL LIBRARY AND THE TIMBERLAND REGIONAL LIBRARY STAFF ASSOCIATION AS NEGOTIATED; DORIS FOURRE SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY. (Carolyn Dobbs had not yet arrived and did not vote on the motion.)

- B. 1992 salaries for staff not represented by the Staff Association

Some TRL staff are not covered by the agreement with the Staff Association. In accordance with the TRL board's operating policies, the salaries for staff not represented by the Staff Association also need to be reviewed/adjusted effective January 1, 1992.

5B
92-07

BILL LAWRENCE MOVED TO GRANT, EFFECTIVE JANUARY 1, 1992, A 3.5% SALARY INCREASE TO STAFF NOT REPRESENTED BY THE STAFF ASSOCIATION (EXCLUDING THE DIRECTOR), PLUS THE PAYMENT BY EMPLOYER OF THE PREMIUM AMOUNTS FOR THE EMPLOYEE'S HEALTH AND HOSPITALIZATION, DENTAL, VISION, AND LIFE INSURANCE, PLUS A CONTINUATION OF EXISTING BENEFITS. ART BLAUVELT SECONDED THE MOTION.

Ms. Church questioned how the 3.5% salary increase was established for excluded staff, since she did not recall the board discussing this matter. Mr. Crose said the excluded staff salaries are not negotiated. He acknowledged that granting salaries and benefits to excluded staff has always been a problem which the board has tried to deal with in a variety of ways. The board has determined the most effective way to deal with the issue is in this manner.

BILL LAWRENCE, ART BLAUVELT, DORIS FOURRE, HELEN TIMM, AND JEAN DAVIES VOTED IN FAVOR OF THE MOTION; JEANNE CHURCH ABSTAINED. MOTION CARRIED. (Carolyn Dobbs had not yet arrived and did not vote on the motion.)

6 New Business

A. Citizen's Request for Reconsideration of a Book

Last October TRL received a complaint concerning the book *Daddy's Roommate*, a work in a new line of books directed toward children with homosexual parents. The library district corresponded with the patron explaining the district's position and the patron has chosen to bring the complaint to the board.

Kathy Niblack, the complainant, said she would like the book removed from the library, or restricted to the parenting shelf. She expressed her concerns that this book is available to young children because of the sensitive nature of the topic; that the book and its effect on children is meant to reshape people's thinking on the homosexual lifestyle and portrays it as normal, acceptable, desirable, and a good lifestyle. She understands the library needs to provide diversity and the library's concern for censorship, although she thinks the fact that libraries rely on book reviews and make decisions that certain subjects are not suitable for children are forms of censorship. She doesn't think it is realistic to expect parents to screen everything their children read.

(Carolyn Dobbs arrived at 7:55 p.m.)

Mr. Niblack commented that he has the responsibility as a parent to encourage his son to go into the library and look at books. He limits his child to explore territory which is safe. If his son stays in the children's section of the library, he knows his son is exploring in a safe place unless there are these kinds of books there. He is glad there are other viewpoints in the library, but he prefers to restrict these kinds of materials to a special parenting section.

The following people spoke either in support of leaving the book in the library, or removing the book from the shelves, or placing the book on a parenting shelf: Connie Anderson, Curt Pavola, Roger Cummings, Matt Mixon, Jeremy Mixon, Ernie Paul, Donald Workman, Marilyn Freeman, Richard Kirton, Laura Porter, Brad Aiken, Tina Witcher, Ruth Abad, Mike Leigh, Winnie Boland,

- 6A Alice Curtis, Joel Davis, Bill Conner, Ted Williams, Earle McNeil, Mark Nixon, Calvin Devereau, Michael Perez-gibson, Roger Balsley, Janice Friebaum, Julia Annis, Suzanne Hidde, Clif Messerschmidt, Susan Dimitroff, Mark Norby, Bob Withrow, Larry Kinread. The comments were recorded and the tapes are available for checkout from the Service Center.

Mr. Crose said over the past several days, he has received 14 phone calls and letters in opposition to keeping the book in the collection; 34 phone calls and 18 letters in support of keeping the book in the collection; and 2 calls of which he is not sure of the position. Among those supporting the book are a child therapist and child development specialist, who both think the book is beneficial, has value in the collection, and should be available for children. Mr. Crose thanked everyone for their calls, letters, and for speaking at this meeting. People have been considerate and articulate in bringing this issue to the board. He said this is an important process and it is important that people avail themselves of the opportunity to make statements about the activities of the library.

Board members Blauvelt, Timm, Lawrence, Fourre, Dobbs and Davies supported keeping the book in question in the library and placed wherever the librarians think is appropriate. They expressed their appreciation for the diversity of opinions expressed and recognized the difficulty of speaking on this emotional and sensitive issue. Their comments focused on concerns about passing judgment on the appropriateness of anyone's lifestyle or the appropriateness of a book; with drawing a line on the availability of a book which would be the beginning of drawing lines in other areas; censoring any book in the library; that the library is an educational institution as well as a provider of information; and that TRL needs a diversity of materials to represent as many viewpoints as possible. Ms. Church felt this issue goes beyond homophobia, and is an issue of parents who fear losing control over what their children read. She feels the library is one of the few safe bastions for children, and she prefers children have the joy of being able to pick out their own books. She sees a good compromise in this issue by placing the book only in those libraries which have parenting sections. The book would still be available to anyone through the computer. Other board members responded that TRL hires professional staff to make these kinds of decisions and the board should not direct where books are placed.

Rosanne Thompson, Children's Librarian at the Olympia branch which does not have a parenting shelf, responded that since Olympia's collection is so huge, she doesn't feel she has the right to decide which books should be on a parenting shelf. Olympia's clientele know if they have a special need, they can ask the librarians. She personally does not favor putting books on parenting shelves but instead favors people coming to staff and asking for books on certain topics. She does not consider it harmful to have children's books on homosexuality with other children's books.

There was concern expressed that some of the copies of *Daddy's Roommate* are missing. Mr. Lawrence expressed his hope that people do not become self-appointed guardians of morality by systematically removing books they do not like and waste taxpayers money on having to replace them. A member of the audience said she has not seen other books which have disappeared replaced. She was particularly referring to religious books and offered to provide TRL with a list. Because of Mr. Lawrence's proclamation, she challenged the board to meet the needs of other patrons by replacing other missing books. Mr. Lawrence withdrew his statement. Mr. Crose said the library system makes every effort to replace books. However, there are limited publishing cycles

6A and sometimes certain books are no longer available. TRL will also borrow materials through interlibrary loan.

92-08 BILL LAWRENCE MOVED THAT THE BOARD GO ON RECORD THAT IT SUPPORTS THE LIBRARY BILL OF RIGHTS AND REAFFIRMS ITS POSITION SUPPORTING THE LIBRARY BILL OF RIGHTS. ART BLAUVELT SECONDED THE MOTION. BILL LAWRENCE, ART BLAUVELT, CAROLYN DOBBS, DORIS FOURRE, HELEN TIMM, AND JEAN DAVIES VOTED IN FAVOR OF THE MOTION; JEANNE CHURCH ABSTAINED WITH REASON.

Ms. Church feels everyone supports the Library Bill of Rights and that this motion does not address the patron's concern over this particular book.

92-09 JEANNE CHURCH MOVED THAT TRL PLACE THE BOOK IN QUESTION ON PARENTING SHELVES, RECOGNIZING THAT TRL IS ONE LIBRARY WITH 27 BRANCHES; IF COPIES OF THE BOOK IN QUESTION ARE IN LIBRARIES WITHOUT PARENTING SHELVES, THAT THE BOOK BE MOVED TO LIBRARIES WITH PARENTING SHELVES. MOTION DIED FOR LACK OF A SECOND.

MOTION NO. 92-08 CARRIED.

Ms. Davies expressed her appreciation to Ms. Church for her willingness to speak her mind in a difficult situation.

B. Director Pre-search Committee

A group of staff representing the full range of Timberland operations met with the TRL board on February 15 to discuss the current structure of the district and the qualities a director must have to manage the system. The group discussed the search process and suggested that the board appoint a Pre-search Committee to be charged with developing a job description for the director position, writing the ad, recommending membership for a Search Committee, and formulating a plan and time line for the job search, including whether or not to hire a "headhunter". Membership in these committees will include representatives from the staff, Friends, local library boards, and Staff Association. The board wishes to make the director search a very open process. Mr. Lawrence suggested that the board solicit comments and use the same technique to analyze comments that was used on the Long Range Plan. He said TRL's attorney, Craig Hanson, has indicated he would like to meet with the board to discuss the director's job description. Once the Pre-search Committee completes its work, its recommendations will be brought back to the board for final decisions. The Search Committee will review all resumes and follow the recommended process for selecting the new director.

It was agreed that Ms. Dobbs will chair the Pre-Search Committee, and Ms. Church will also serve on that committee. Ms. Dobbs will meet with Mr. Crose to determine membership on the Pre-Search Committee. Ms. Timm, Mr. Lawrence and Mr. Blauvelt were appointed to serve on the Search Committee. Mr. Scherr, as Human Resources Manager, offered his assistance. Ms. Watson expressed her appreciation to the board for its decision to involve everyone in this process.

7 Reports

A. Transition Manager - Michael Crose

Mr. Crose presented his December 1991 Revenues and Expenditures report.

7 B. Work session on February 15

See Agenda Item 6B.

C. Management Council Chair - Judy Covell


The Management Council Chair's report was dispensed with. The TRL board has received copies of the minutes of the Management Council's February meeting.

8 Other Agenda Items

A. Resignation

Ms. Shaffer announced that Nancey Scott has resigned her position as Community Library Coordinator at the Shelton library, effective March 26. She has accepted a position as director of a library system in Mississippi.

There was no further business and the meeting adjourned at 11:30 p.m.



PRESIDENT



SECRETARY