



Central Rappahannock Regional
Library

INSPIRING LIFELONG LEARNING
FOR EVERYONE IN OUR COMMUNITY

Proudly serving Fredericksburg, Stafford, Spotsylvania, and Westmoreland

LIBRARY BOARD MINUTES

September 12, 2022

Fredericksburg Branch

ATTENDEES

BOARD MEMBERS: Kimberly Young (Chair), Diana Risavi (Vice Chair), Martha Hutzel (Secretary-Treasurer), Meg Bohmke, Kerry Devine, Cheryl Miller, Xavier Richardson, Lori Hayes

LIBRARY ADMINISTRATION: Rebecca Purdy, Chris Glover, Adriana Puckett, and Tami Cruz

Kimberly Young called the meeting to order at 4:30 p.m.

Kimberly Young thanked the public for being present and for sharing thoughts on the library and community.

Public comment opened at 4:33 p.m.

Tammy Gable, Stafford County resident. She voiced her opinion that explicit books at the library are pornography and mentioned the book Lawn Boy. She also asked if the library offers children their own email.

Jeff Kent, Spotsylvania county resident. He stated he supports the library and its role in the community. He also stated the library is the last truly democratic entity. He believes public library systems are under attack across the country.

Shannon Fingerholt, Stafford County resident. She thanked the library for all of the things they do and provide. She thanked the library for all the difficult books offered including cultures, experience, trials and struggles, and successes. She stated you can find different points of view in library books. She said the library saves her money and she has trust in the library.



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Susan Ingebretsen, Spotsylvania county resident. She said every group that proposes censorship thinks this is a different situation, but the principles remain the same. She addressed the parents and said you have the right to police what your kids are reading or not reading and that reading books together is never a bad idea. She stated others do not have the right to remove my rights and it's a public library for a reason.

Catherine Walker, Fredericksburg city resident. She expressed her hope in understanding that reading a lot of books helps us grow intellectually, aids our critical thinking, empathy, and understanding. She said our differences help us to share and continue to learn and grow. She said it's up to us as parents to model that we are lifelong learners.

Joseph Bertoldi, Stafford county resident. He said he has a serious concern of the inability of parents to address the new guidance from the Board on the library website. He feels the tools for parents do not provide any guidance on the mobile app.

Charlie Young, Spotsylvania county resident. He stated he worked in the book industry for 40 years. His daughter grew up using this library and thanked the library for all they do.

Jim Daniel, Fredericksburg city resident. He thanked the library for representing the LGBTQ community. He said we can't cater to those offended and to offer books for all.

Sue Henderson, Stafford county resident. She spoke of how books unite and censorship divides with children's books being the biggest target. She said if access is restricted this censorship denies our freedom and right to decide for ourselves. She noted CRRL is a cornerstone in our community and offers everyone the freedom to read.

Sandy and Roger Provo, They said they never censored their sons' books and that books are the cornerstone of society. They stated they hope an open policy to books remains.

Eileen David, Fredericksburg city resident. She stated librarians are professionals and trained on how to select books and make them available to users. She encouraged reading aloud to your child noting the opportunity to discuss things and a great way to deal with different topics with a child. She stated the library is here for the entire community, offering the ability to find yourself in the literature at the library. Knowledge, understanding, critical thinking skills, and empathy are all gained through reading and noted reading is magic.

Zoey Young, Fredericksburg city resident. She said the library has always been a safe haven, a place to come and learn. She stated we should trust in the ability to communicate with our children and the library to choose books.

Julia Spencer, Stafford county resident. She stated she is standing in support of the library and in leaving collections in the hands of our library as it is a professional responsibility to provide books that support our community.

Cynthia Staats, Spotsylvania county resident. She believes the public library is invaluable in the community and offers safe spaces for children to learn and read books. She said the library also provides

jobs, tutoring, writing club, and a maker space and not every child or adult has access to books and libraries offer that. She stated that as a parent not every book is appropriate and it is her job to screen what her child is reading, not the public library's job or others. She stated a free and democratic community deserves choices.

Sabrina Staats, Spotsylvania county resident. She stated the library is extremely important and that the library is the first place to go to read about topics of interest. The library offers a large selection of books, movies, a place to study, fax, and make copies, and that all can't afford to buy books. She stated personal selection is not anyone else's right and information should be available to all who want it.

Joni Wilson, Fredericksburg city resident. She stated books with LBGTQ and minority characters are important to our community and trust and support for library professionals is needed.

Daniel Palmer, Stafford county resident. He stated the library helps make these connections through books and other media and helps us learn about ourselves with a wide variety of content. He stated CRRL took steps to help others learn how to use tools for filters and parents are ultimately responsible for what children read. He stated the contents of the library are constantly changing and the library has methods in place for the community to request content restricted.

Sam Smart, Stafford county resident. He stated he is concerned about suggestions of certain books on our shelves in our library and believes we must follow the library mission and offer material for everyone in our community. He said diversity and inclusion shows in the books and as a community must include all for reading levels. He said the mobile app issue was brought to the Stafford Board of Supervisors and if it was brought to the library, they would have been happy to show the parent the use of the app.

Steve Watkins, Fredericksburg city resident. He stated the bottom line is not a filter to the mobile app but should be to contact staff as they are responsive. He stated this is not a technical issue, to leave censorship to the professionals and that CRRL is running a wonderful institution and we should thank them.

Jackie Reader, Fredericksburg city resident. She stated she is a voracious reader who raised a reader through programs at public libraries. She stated that when they went to the library they looked for books to make them feel safe.

Liz Massey, Fredericksburg city resident. She stated everyone's freedom to read was paramount and that literacy is nurtured by offering material. She stated that parents guide the child and the library is there to help not control.

Caroline Parr, Stafford county resident. She stated to find the right book for the right child at the right time and that not all books are right for each family. She said to talk to readers and rely on parents to be partners in this and that the best parental control is not an app or catalog, but parents themselves. She noted the library is there to support parents in that.

Shannon Lee, She stated she believes there is a general misconception regarding those who work in libraries and noted that staff have professional degrees. She said if she has questions she can talk about it with the library and to not be concerned with what other families are choosing.

Chris Foss, He stated there is no such thing as moral or immoral, just books poorly written.

Leigh Anne Van Doren, She said you cannot parent through technology, that technology will never replace you. She stated to read to your child and have a good relationship with your child.

Candace Schmidt, Stafford county resident. She said she personally supports the library system, administration, staff, and people who work every day to provide for customers. She said she trusts them in every part they do including books, apps, and programming.

Raygan DeCarlo, She said she was thankful to those being vocal about banning books and books by people of color or the LBGTQ community. She said having books of different contents helps normalize this existence and that if an author has different colored skin that is not a reason a certain age cannot read that book.

Tabitha Van Doren, She said having grown up being taught reading what is of interest to you is ok and that censorship is a slippery slope, it is the start of censoring all things. She stated the need to trust parents and talk to your children. She said she does not support banning things and will read them anyway. She said it's better for parents to be there to talk about it.

Mimi Dempsey, Spotsylvania county resident. She thanked CRRL staff for getting all those books for her for her school. She said as a teacher it's amazing to have this support and worth every penny of her tax dollars.

Bernadette Chimner, Spotsylvania county resident. She said she believes all material should be available in the public library, and she wants to always have all the information there. She said these books can still belong in the public library. She stated that library staff are able to see professional reviews of books that the public does not.

Martha Hutzel presented the Director's Report. Hutzel reported library storytimes and other children's programs at larger branches have become massive, with 50-115 people attending, mostly children. Hutzel stated the library does not have the staff to increase the number of storytimes to make them smaller. Hutzel remarked that on occasion the library has had to cancel programs due to lack of staff coverage.

Hutzel reported she was re-elected to a 3 year term on the Chamber of Commerce Board of Directors this month, which was not listed on the director's report.

Hutzel reported a mobile app update regarding age recommendations is coming. BiblioCommons will coordinate with the library on requesting the age adjustment in the iOS and Android stores before the new app version is released in October. Hutzel informed the update has to be done in conjunction with a new app version release. Hutzel noted the library researched other mobile library app options and there are very few on the market, only four options. Two library app options have no parental controls and are

similar in cost to what CRRL currently pays. One app has parental controls on the juvenile version, but does not offer full integration with our BiblioCommons online catalog and would cost more than \$48,500 annually plus \$15,000 to set it up. Hutzel reminded the Board that the library currently pays around \$14,000 annually for the current app.

Martha Hutzel reported we were just notified a few days ago that once again Porter Branch won best library in Stafford! Hutzel issued congratulations to Stafford County and to the Porter Branch.

Martha Hutzel introduced Adriana Puckett, Collection and Customer Services Coordinator, who provided an overview of Collection Services budget strategies and the format of the decision-making process. Kerry Devine asked if it would be helpful to shorten the checkout time of material; print and electronic. Hutzel stated this can be looked into.

Kimberly Young directed the Board's attention to the next order of business and asked if there were any members wishing to pull an item from the Consent Agenda. Lori Hayes asked to pull Board retreat minutes. Meg Bohmke made a motion to approve the Consent Agenda minus item 3 (which included 10 items: June 15, 2022 Board Meeting minutes, June 29, 2022 Special Board Meeting Minutes, July 22, 2022 Board Retreat Minutes, FY 23 budget, Q4/FY22 Financial reports, Q4 Special Use report, FY22 Special Use report, Q4 Circulation report, and FY22 Circulation report.) Cheryl Miller seconded the motion, which was passed unanimously.

Old Business

Kimberly Young shared an update on the July 22 Board Retreat. Young thanked everyone for attending and said she felt the opportunity for extended discussion was beneficial. The retreat focused on the strategic plan and vision for more lengthy topics. Also discussed was fiscal responsibility for elected officials on the Board and how it has influences on their role. The review of the employee engagement survey was also discussed.

Kimberly Young asked Martha Hutzel to update the Board on the library agreement. Hutzel reported all four localities weighed in on their suggested updates and it is her understanding that the city of Fredericksburg was sending it to Stafford Administration earlier this year since the County Administrator at the time was spearheading the effort. Hutzel has not received any information since then. Hutzel identified attorney Gifford Hampshire out of Fairfax, Virginia to represent the Board's interests in the updates to the library agreement. Meg Bohmke volunteered to look into the library agreement and see where it is in Stafford Administration.

New Business

Kimberly Young directed the Board's attention to item number 3 of the Consent Agenda, the document titled July 22, 2022 Board Retreat minutes. Lori Hayes requested that a notation be added to the minutes to reflect the extensive discussion that took place related to Board governance and the role of elected officials on the Library Board. Young suggested that staff draft the addition for the next meeting. Meg Bohmke made a motion to approve the Board Retreat minutes at the December meeting. Xavier

Richardson seconded. The motion passed unanimously.

Kimberly Young announced elections and called for nominations for Chair. Diana Risavi was nominated by Xavier Richardson, Risavi accepted. Kerry Devine seconded the motion. There was no discussion and the motion passed unanimously.

Kimberly Young called for nominations for Vice Chair. Xavier Richardson was nominated by Kimberly Young, Richardson accepted. Diana Risavi seconded the motion. There was no discussion and the motion passed unanimously.

Kimberly Young asked Rebecca Purdy to introduce the document showing direct and indirect expenses for FY23.

Rebecca Purdy presented a breakdown of the 6 highest line items by direct and indirect expenses as a possible way to share budget information in the future. She explained that as a regional library system the majority of CRRL expenses are shared and thus not captured by branch or jurisdiction; these are the indirect costs. The library has calculated them here using the circulation percentages of each jurisdiction; the percentages are listed at the top of the document. State Aid is excluded from these calculations and since Westmoreland's funding uses a different formula their numbers were calculated separately and listed at the bottom of the last page.

Meg Bohmke expressed the desire to have the expenses broken down by branch and noted that Jefferson/Madison library has their expenses broken down by branch. Martha Hutzel stated our current accounting system cannot break down expenses per branch. Hutzel offered to contact the director of Jefferson/Madison to inquire about their accounting program and pricing. Kimberly Young stated to add this to old business for the next meeting and commended CRRL staff for putting this information together.

Kimberly Young asked Hutzel to present the FY24 budget.

Martha Hutzel reported three scenarios with varying levels of implementation of the FY24 budget.

Version 1 (in **YELLOW**) includes all of the budget goals approved by the Library Board and increases CRRL's total operating budget over FY22 by \$1,153,873.

Version 2 (in **GREEN**) includes some of the budget goals approved by the Library Board; this version increases the total operating budget by \$868,961 over FY22.

Version 3 (in **PURPLE**) is a bare bones budget that only meets 1 budget goal as approved by the Library Board. Version 3 increases the total operating budget by \$700,291 over FY22.

All versions of the FY24 budget also include a 7.5% increase to health insurance with no increase to dental and vision insurance. All versions of the budget include an increase to Books & Materials in an attempt to meet customer demand. The increased amount varies by budget scenario. Additionally, Version 1 includes an increase to Furniture & Supplies and Computer Services due to anticipated costs. Version 2 eliminates the increase to Furniture & Supplies and Version 3 eliminates both. Hutzel stated in the employee survey, the #1 issue for staff is compensation.

Martha Hutzel brought attention to a correction that is necessary on page 14 locality is

Fredericksburg. A decimal is missing, should read 9.275 and to please update the error in FY24 budget. Hutzel stated state aid is not known until April/May.

Meg Bohmke stated that she is not able to vote on this at this time, she needs to talk with the budget director and Board colleagues. Lori Hayes stated that she is not able to make a judgment on this budget as Spotsylvania is going into a special session soon. Diana Risavi made a motion to approve version 1 of the FY24 Proposed Budget. Kerry Devine seconded the motion, which was passed with a 5-2 vote. Lori Hayes and Meg Bohmke abstained from voting.

Kimberly Young asked Meg Bohmke to share her recommendations regarding the format of Board meetings. Bohmke brought forth the frequency of meetings and suggested possible monthly meetings as well as recording the meetings. Young asked CRRL staff to bring information regarding the cost of audio equipment to the next meeting. Xavier Richardson made a motion to table discussion on the Board meeting format until the December 12 meeting. Lori Hayes seconded the motion, which was passed unanimously.

Kimberly Young announced that the Central Rappahannock Regional Library Board of Trustees wishes to convene a Closed Meeting under the Virginia Freedom of Information Act in order to discuss matters of personnel and cited:

Code of Virginia § 2.2-3711(A)(1).

1. Discussion, consideration, or interviews of prospective candidates for employment; assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body.

Xavier Richardson moved that the Board enter a closed session. Kerry Devine seconded the motion. The motion passed unanimously by a roll call vote (YEA - Young, Bohmke, Devine, Hayes, Miller, Richardson, Risavi). Hutzel and CRRL staff left the meeting. The Board convened a closed session at 7:00 p.m.

CRRL staff members Rebecca Purdy and Chris Glover rejoined the meeting at 8:52 p.m.

The closed session was ended and passed unanimously by a roll call vote (YEA - Young, Bohmke, Devine, Hayes, Miller, Richardson, Risavi.)

Kimberly Young reconvened the regular meeting and announced the Board of Trustees of the Central Rappahannock Regional Library does hereby certify that to the best of each member's knowledge (i) only public business matters lawfully exempted from open meeting requirements under the Freedom of Information Act were discussed in the Closed Meeting to which this certification applies, and (ii) only such public business matters as were identified in the Motion by which the said Closed Meeting was convened were heard, discussed or considered by the Board.

Lori Hayes made a motion to certify the closed session. Kerry Devine seconded and the motion passed unanimously by a roll call vote (YEA - Young, Bohmke, Devine, Hayes, Miller, Richardson, Risavi.)

The next Board meeting will be December 12 at 4:30 p.m. at the Howell Branch.

Meg Bohmke made a motion to adjourn the meeting. Kerry Devine seconded the motion. The meeting was adjourned at 8:54 P.M.