

B. Director's Report: Crowley

1. August Statistics:

- a. Checkouts are up 15% over last year system wide.
- b. Building traffic is up 7.3% system wide.
- c. August 2009 checkouts have increased 44% since August 2005.

2. Summer Reading Program

- a. Reports were submitted by Lynn Kelly, Children's Librarian and Martha Furman, Teen Services Librarian, for the 2009 Summer Reading Program.
- b. Both programs were very successful with considerable growth in the teenage group.

MOVED BY L LONG, "that the Library Director convey to the Summer Reading Program staff congratulations and appreciation for their dedication to a successful reading program, on behalf of the Library Board."

SECONDED BY C LEISTIKO

CARRIED

MOVED BY C LEISTIKO, "that the Library Director send a letter on behalf of the Library Board, to Parkside Federal Credit Union expressing appreciation for their sponsorship and assistance with the Summer Reading Program."

SECONDED BY K HATFIELD

CARRIED

3. Correspondence

In response to a letter from Cheryl Hulburd about presenting a program on Ventriloquism and Puppetry, Children's Librarian Lynn Kelly, sent a letter saying that she would retain the information for future program consideration.

4. Tamarack Federation meeting reminder

The next meeting of the Tamarack Federation will be from 8:30 am to 4:00 pm October 23, 2009 at the Discovery Center in Columbia Falls. CE Credits will be offered for certification.

C. Building Report – Leistiko

1. There was a large attendance at the special Architectural Concepts meeting. The architects presented their conceptual drawings for the three sites identified by the Facilities Committee with the most potential for a new Main Library. Crowley is working on a way to display the drawings that will be shown at the Main Library and in each branch library.

2. Stewart Harvey, who represented the Library Foundation on the Facilities Committee, has resigned as the Foundation Director effective September 30, 2009, and will return to Texas to work in his family's business.
3. The Facilities Committee will meet again to continue work as requested by the Board.
4. Crowley is working on ideas for receiving public feedback regarding the conceptual drawings and the sites.

D. Concerns expressed at Aug 27th board meeting during open time for persons to address the Board - Lopp

In reviewing the comments, it appears that the concerns fell into three categories: personnel, resources and management.

Personnel items were directed to Deputy Flathead County Attorney Jonathan Smith for review. He concurred that the policies of Flathead County were followed.

1. The Flathead County Library Board heard the appeal by Jocelyn "Skeeter" Johnston, of her suspension without pay, and after listening to both sides upheld the decision of the Flathead County Library Director. The Flathead County appeals process states that the decision is final.
2. In response to the questions about protected classes, the actions taken were not based on any statutorily defined discrimination.
3. In response to the question about communication, notifying the employee's supervisor is only a courtesy. When a supervisor is on vacation, it is not appropriate to contact that person.
4. The basis for the disciplinary action was not for the airing of the employee's opinion but for what happened later. The employee failed to abide by Crowley's directive to talk about the problem.
5. Audio recordings of the 8/7/09 Personnel Hearing and the 8/27/09 Board of Trustees Meeting have been sent to Anne Moran with a bill for \$2.00.
6. In response to the letter from Billie Bartlett: she had resigned in January of 2007; there was no disciplinary action involved and no grievance was filed.
7. Flathead County Policy provides 30 days for an employee to file a grievance and 10 days to file an appeal.

Resources and management issues were directed to Library Director Kim Crowley and Deputy Flathead County Attorney Jonathan Smith for review.

Resources:

1. In response to the claim that there are no books on the shelves, circulation is up 30%.
2. In regards to the question about revenue, 9.3% of revenue comes from City of Whitefish residents.

3. 9.7% of revenue is apportioned to the Whitefish Branch Library, based on population.

Management:

1. Agendas are now posted in the Main Library, in each of the branches, and on the Flathead County Library website.
2. The flag was relocated from the community room to its previous location and a letter signed by Library Director, Kim Crowley; Branch Services Librarian, Connie Behe; and Whitefish Branch Librarian, Joey Kositzky was sent to several people and posted in the Whitefish Branch.
3. There is an inter-local agreement between the City of Whitefish and Flathead County Library Board of Trustees for management of the Whitefish Branch Library. The building is owned by the City of Whitefish. The management is by the Flathead County Library System. All employees are employed by Flathead County. Whitefish Branch Library resources and equipment are either owned by the City of Whitefish or Flathead County.
4. Policies are made by the Flathead County Library Board of Trustees and implementation is carried out by the Flathead County Library Director, who is responsible for the work of the Flathead County Library staff.
5. The Flathead County Library board of Trustees adopted a plan of service to be carried out throughout the Flathead County Library System. The Flathead County Library Board of Trustees expects the Director to see that the Plan of Service is followed.
6. No, we do not perceive a problem between the Whitefish Branch of the Flathead County Library System and the Flathead County Library System Administration or Board of Trustees. However, the Flathead County Library System Trustees and Director expect the Whitefish Branch to follow the plan of service as directed.
7. The Flathead County Library Board of Trustees has adopted policies for the management of the Flathead County Library System. One example is the policy on gifts.
8. All of the communities in Flathead County are unique and the libraries in the Flathead County Library System reflect that. We do not have a specific policy.
9. There is always room for more communication.

UNFINISHED BUSINESS: NONE

NEW BUSINESS:

- A. All day all-staff training, October 30th (Action)**

MOVED BY C LEISTIKO, "that the Board authorizes the Director to make arrangements for all the libraries to be closed on October 30, 2009, for an all-staff training with Nan Russell and Ned Cooney."

SECONDED BY L LONG

CARRIED

B. Core values statement – Leistiko (Action)

A core values statement drafted by Leistiko was presented based on the discussion at the Board Retreat in September. Leistiko stated that the core value statement is to apply to the Flathead County Library System—Board members, staff, and patrons—and it should be publicly displayed. After discussion, the core values statement was reworded to read:

COMMITMENT TO GROWTH: Engage in and promote lifelong learning and growth;
CHANGE: Embrace, rather than resist change in information, technology and methodology;
INDIVIDUAL RESPONSIBILITY AND ACCOUNTABILITY: Demonstrate individual responsibility by making conscious choices and be accountable for the choices made;
RESPECTFUL COMMUNICATION: Strive to be resilient rather than fragile, challenging and communicative rather than passive or hostile, and respectful of others.

MOVED BY L LONG, “to adopt the values statement as the values for the Flathead County Library System Board of Trustees.”

SECONDED BY C LEISTIKO

CARRIED

C. March meeting date change (Action)

Because the March meeting falls during the PLA Conference it needs to be changed.

MOVED BY L LONG, “that the March 25, 2010 meeting be rescheduled to March 18, 2010.”

SECONDED BY C LEISTIKO

CARRIED

D. Foundation resolution (Action)

MOVED BY C LEISTIKO, “that Lopp draft a resolution to present to Stewart Harvey for his work with the Flathead County Library Foundation and the Flathead County Library Board of Trustees.”

SECONDED BY L LONG

CARRIED

ADJOURNMENT: Meeting adjourned at 10:47a.m.

NEXT REGULAR MEETING: October 22, 2009 at 9:00 a.m. at the Glacier Discovery Square, Columbia Falls

Tamarack Federation Meeting: October 23, 2009, 9:00a.m. – 3:30 p.m. Glacier Discovery Square, Columbia Falls