



MINUTES

ATTENDEES

Present at the meeting were: Susan Kiefer (President), Patty Jensen, Marissa Barrientos Shepherd, Marta Tarantsey and Kevin Keating.

Additional attendees: Kari May (Library Director), Heather Scott (Finance manager), Kelda Vath (Assistant Director, Support Services), Joan Vigil (Assistant Director, Public Services), Bryn Fogerty (HR Manager), Josh Letsinger (Community Engagement Manager), Jacquelyn Bunick (Legal Counsel), and Yoli Diaz (note taker)

CALL TO ORDER/ROLL CALL

Director Kiefer called the meeting to order at 3:47 p.m. Roll call was taken, and the Land Acknowledgement read.

INTRODUCTIONS / PROCLAMATIONS

NA

Director Kiefer requested to amend the agenda and add Finance Manager Heather Scott to discuss the process for using contingency funds to the agenda.

MOTION: Director Tarantsey moved to approve to add discussion of contingency funds to the agenda; Director Jensen seconded, the vote was unanimous, and the motion passed.

CONSENT AGENDA

MOTION: Director Jensen moved to approve the consent agenda; Director Tarantsey seconded, the vote was unanimous, and the motion passed.

ORAL REQUESTS AND COMMUNICATIONS FROM AUDIENCE

Several community members voiced concerns and fears about ICE and potential federal enforcement actions in public spaces, particularly libraries, emphasizing that libraries must remain safe and welcoming places for all. Another patron spoke about the library's role as a center for knowledge and shared an Oregon Department of Justice civil rights guidance sheet.

Public comments continued from library staff addressing the incident at the Talent Library involving a patron viewing inappropriate images of children. One employee shared her perspective, stating that it is not fair for all the blame to be placed on Library Director May. She asked the board to carefully consider all perspectives and documentation before decisions are made.

NEW BUSINESS

Administrative Action

Director Kiefer gave an update on the administrative actions being taken regarding the Talent Library Incident. She shared that the library has contracted HR Answers to conduct an internal investigation into the Talent incident, including interview, policy reviews and recommendations, and that a separate investigation into operations has also been authorized by the board. She noted progress on follow-up to a past staff climate survey, ongoing efforts to obtain the additional data, and the administrative leave of Library Director Kari May with interim leadership assigned to Kelda Vath, Assistant Director Support Services.

Process for using Contingency Funds

Finance Manager Heather Scott presented an outline of the process for using contingency funds, noting the need to anticipate investigation related costs and remain within budget limits. She explained that transfer under the 15% threshold required an appropriation of transfer resolution, which must specify the purpose, amount, and legal authority for expenditures with ongoing costs tracked and reported as estimates are refined. Director Tarantsey asked whether the use of contingency funds would impact employee wages/salary budgets, Finance Manager Scott confirmed that it would not.

Unfinished Business

Union Update

HR Manager Brynn Fogerty provided an update on ongoing union negotiations, noting that there is tentative meeting dates scheduled for the next few weeks. She mentioned that adjustments may be necessary given current circumstances. Fogerty is compiling information requested by the union. Director Kiefer asked about the possibility of a Board member participating in or observing the negotiations. Fogerty responded that, based on her experience, it's not common; she would inquire whether that would be recommended. She emphasized that the goal is to complete the negotiations smoothly.

REPORTS

Director's Report

Kelda Vath (Assistant Director, Support Services) reported on recent branch and community activities, including the successful rollout of McNaughton rotation system to move high demand material throughout branches and highlighted several popular programs and events such as themed activities, at home services, the Jacksonville Victorian Christmas parade, and an upcoming Rogue Read author talk with over 530 registrants. Director Shepherd asked about the rotation systems' mechanics, and Vath further explained the automated 60-day branch to branch rotation process and how branches can pause items if needed. Director Tarantsey encouraged the board to review NPS survey feedback.

COMMITTEE REPORTS

Relationship Committee

Director Jensen shared that one of the committee's main priorities is bringing the JCLD Board and JCLF Board together. The committee is planning a meet-and-greet series at library locations to help staff get to know the Foundation board members who represent them, with the hope of expanding the effort to the broader community if successful. Director Kiefer added that the two boards have a joint JCLD and JCLF Board meeting scheduled for February 3rd.

Advocacy Committee

Director Tarantsey provided an update on the Advocacy Committee, sharing positive feedback on the Library Champions newsletter and noting that community members are highly engaged and passionate about library-related policy issues. She encouraged Board members to promote newsletter sign-ups within their networks. This month's edition focuses on the Oregon legislative session, highlighting how to track relevant bills and

provide public comment. Director Tarantsey will also represent Southern Oregon as part of Oregon's delegation to the Chief Officers of State Library Agencies meeting in March and will report back afterward.

Facilities Committee

Director Kiefer provided an update following a recent Facilities Committee meeting. Flooring at the Rogue River branch has been completed, and the committee plans to award the pollinator garden contract to Gary Krause Landscaping and Design, with work expected to be finished by spring. Site inspections for the Applegate land donation are moving forward. Artist Peter Erskine of Solar Spectrum Art and the 100 Libraries Project is tentatively planning to begin prism installations at select branches at the end of February pending contract signing. Additional projects include new flooring and carpet at the Jacksonville Library, progress on the Ashland-stained glass artwork installation, and planning for Purple Air monitor deployment pending electrical needs. Ausland Design is developing design guidelines related to facilities planning, and options are being explored to better utilize the upstairs computer classroom at the Medford Library by dividing the space.

The Board went into Executive Session

When the board came out of closed session, they approved four motions:

Director Keating moved to authorize Board President Susan Kiefer to sign a written request to Kari May to resign and move to dismissal on behalf of the board pursuant section 12.1.2 of her employment agreement. Director Tarantsey seconded, the motion passed.

Kiefer-Yes

Tarantsey- Yes

Jensen-Yes

Shepherd-Yes

Keating-Yes

Director Keating moved that a district legal counsel be authorized to enter into termination agreement negotiations with Kari May. Director Tarantsey seconded, the motion passed.

Kiefer-Yes

Tarantsey-Yes

Jensen-Yes

Shepherd-Yes

Keating-Yes

Director Keating moved to authorize Susan Kiefer to enter into a retention agreement with Amy Arendt DBA attorney conducted workplace investigations of up to \$10,000 to conduct an internal investigation of the district's Human Resources Department. Director Jensen seconded, the motion passed.

Kiefer-Yes

Tarantsey-Yes

Jensen-Yes

Shepherd-Yes

Keating-Yes

Director Keating moved to extend administrative leave until noon on January 29th. Director Tarantsey, the motion passed.

Kiefer-Yes

Tarantsey-Yes

Jensen-Yes

Shepherd-Yes

Keating-Yes

Another Special Board Meeting Executive Session will be held Thursday, January 29th at 10:15am.

Director Kiefer adjourned the meeting at 5:44 p.m.

/s/ Yoli Diaz - Recording Secretary