Chair Karrie Delaney called the meeting to order at 7:02 p.m.

I. Public Comment:
   1. Public Comment: Deb Smith-Cohen, President, Fairfax County Public Library Employees Association (attached)
   2. Public Comment: Michelle Miller, Friends of the Great Falls Library
   3. Public Comment: Bill Canis, Great Falls Citizens Association
   4. Public Comment: Glen Sjoblom, Great Falls Citizens Association

II. Minutes:
Mr. Ewing moved to approve the November minutes, and Mr. Donovan seconded it. The motion passed unanimously. A friendly amendment acknowledged that the public comment by Deb Smith-Cohen from the November meeting would be added to the minutes.

III. Chair’s Report: Chair Delaney
   - Each member of the Board now has official county email and from now on all correspondence should be done through these email addresses. This system will now be a central place for Board library business to be kept. This will ensure Board matters will not take place over personal email. Members of the public can check the county website to get the current email addresses for the Board.
   - The Library Board of Trustees Retreat will be January 28, 2017 at the Fairfax County Government Center.

IV. Committee Reports
A. Library Foundation: Willard Jasper – Not present. Mr. Fegan stated the Foundation voted 6-5 not to support the library’s request for $100,000 per year for five years at their last meeting, to help supplement the proposed budget cuts. The commitment of five years and the short amount of time to decide was too limited to approve the request. This financial commitment would have cut into the endowment. The Foundation is going to look into other ways to help.

B. Finance Committee: Miriam Smolen – The committee met to discuss Library Administration’s recommendations about budget cuts or revenue enhancements made in response to a request by the County Executive. The Board of Supervisors and School Board held a joint budget Subcommittee meeting to discuss the fact that projections show there will be significant short falls in the budget. All departments were asked to recommend two options of either budget reductions or revenue enhancements. After thorough review and opportunity for staff input, Library Administration suggested three options. The first was for the Foundation to give
$100,000 a year for five years of targeted collection development, which the Foundation Board voted against.

The other two options set forth are closing the tech lab at the Sherwood Library and reducing the budget for Technical Operations. The lab has an approximate 25% utilization rate with two part-time staff currently assigned. The second option is either to cut two management positions at the Technical Operations division or one management position and a small portion of the collection development budget. After some debate Ms. Smolen moved to accept these recommendations and Mr. Donovan seconded it. The library Board passed the motion to send these suggestion to the Department of Management and Budget. The vote was not unanimous.

It was suggested that at the Board Retreat the role of the Board in budget planning should be discussed as well as a better approach to last minute items and votes that need to be made in a short amount of time.

Dr. Choi left the meeting following the vote.

C. **Ad Hoc Planning Committee**: Charles Fegan – Library staff continue to work on the development of the staff strategic planning committee. Library Administration opened up the process to all staff on November 29th, allowing staff to both nominate themselves to participate on the committee as well as their colleagues. The nomination period is open through Friday December 16th. Following that, the group will be formalized, including some staff appointed by the Director. It is anticipated that the staff strategic planning committee will begin its work in earnest in January 2017. The ad hoc Planning Committee intends to meet in early to mid-January as well, to hear an update from staff on the process.

D. **Public Relations Committee**: Fran Millhouser – The group continues to hone topics and advocacy talks for Board members.

E. **Ad Hoc Policy Committee**: Gary Russell – The group met to discuss two policies, policy P about the naming of libraries and Policy U about public comment. This was deferred until the next meeting due to time constraints.

V. **DIRECTOR’S REPORT: Jessica Hudson**

Director Hudson discussed the new Technical Operations Division Director, Dianne Coan, and introduced her; updates on renovations; and new employee training. (Attached to the December agenda)

Director Hudson also spoke about the new Library Board of Trustee public facing webpage, featuring Trustees’ updated email addresses, pictures, and centralized phone contact.
National Library Week will be held April 9-15, 2017, and all Trustees are invited to the first Board of Supervisors’ meeting in April 2017 for the proclamation announcing that week as “Library Week” in Fairfax County.

VI. CONSIDERATION ITEMS – None

VII. ACTION ITEMS

A. Naming of the Great Falls Library Community Room

Library Administration recommends naming the Community Room at the Great Falls Library in recognition of the late Marge Gersic. Mr. Fegan so moved and Mr. Ewing seconded. Director Hudson handed out a letter of support from Karen Washburn that will be attached to the December minutes. Ms. Delaney thanked the members of the community who came out to show support in the naming of the community room. The Board voted and the motion passed unanimously.

B. Division of Proceeds from Ongoing Book Sales.

Ms. Smolen moved to amend Policy O (the motion had been previously made at the November meeting and not acted on).

1. Remove: "If the sale is an ‘on-going’ event, i.e., sale of donated books by the staff on a continuous basis, the proceeds are divided with 50% retained by the library system and 50% retained by the Friend’s organization."

2. Replace with: “For ‘on-going’ sale event, i.e., sale of donated books on a continuous basis through staff support or kiosk use, proceeds must first go to cover the library system direct and indirect costs related to the ‘on-going’ sale event. The remainder of the proceeds will be retained by the Friend’s organization. The Library Director will determine on a biennial basis the costs of the library system support. The Library Director will provide periodic reports to the Friend’s groups concerning the proceeds and book sales.”

Ms. Smolen suggested the Board does not determine the split but sets a policy allowing library administration to make that determination based on revenue.

Mr. Fegan seconded the motion presented by Ms. Smolen.

Director Hudson mentioned that all the comments from the Friend’s groups were included in this or previous packets. Best practices from other systems were shared, gathered from Virginia libraries, the Urban Libraries Council, as well as United for Libraries (a division of the American Library Association). Many of the systems handle Friend’s money but do not reconcile it; some locations did not handle Friend’s money at
all. Most jurisdictions do not reconcile the money, count or deposit money based on city/county regulations.

A majority of Friend’s groups have supplied feedback. Their feedback is split between those who would like to keep the 65/35 split, those who would like a regular review of the split but would be fine with a lower percentage (60/40, 55/45, etc.) and those who are fine with whatever Library Administration needs to cover costs. Library Administration wants to acknowledge that Friends’ groups do great work, but the cost associated with handling their monies needs to be taken into account. The calculations for the split would be based on a rolling three year basis that will give a balance for fluctuations.

The Board passed the motion to amend Policy O. It was not unanimous.

VI. ROUNDTABLE

Ms. Levy: Happy holidays to all. Wants to thank everyone who came to The City of Fairfax reception for Jessica Hudson last night.

Mr. Ewing: Happy holidays.

Ms. Dando: She wanted to thank all the community members who came out to support the naming of the Great Falls Community room. Additional thanks to Ted Kavich who has worked this year in managing and facilitating a public and school library partnership among librarians. Congratulations to JJ Dickinson on her promotion; as staff continues to promote up, the group will be looking for new members to join.

Mr. Ewing: He wanted to second what Ms. Dando said about the community members who came out in support of Marge Gersic.

Mr. Fegan: Wishes everyone a happy holiday.

Mr. Donovan: He is honored by the presence of the community members from Great Falls.

Ms. Smolen: It’s always nice to hear good things about citizens contributing to their community.

Ms. Millhouser: Welcome to Dianne Coan, and she knows she will bring great experience and knowledge to her position.

Mr. Russell: Thanks the Board for their positive reaction to his reaction on the proposal of closing the Tech lab at the Sherwood Library.
Ms. Janega: Welcome to Dianne, it’s great to see the naming of the Great Falls community room and happy holidays.

Ms. Delaney: Happy holidays and a Happy New Year.

Motion to adjourn by Mr. Ewing and seconded by Mr. Fegan.

Chair Delaney adjourned the meeting at 8:43 p.m.

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<th><strong>Members Present</strong></th>
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<td>Miriam Smolen</td>
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Respectfully Submitted:  

__________________________________________________________

Jessica Hudson  
Library Director

Approved:  

__________________________________________________________

Karrie Delaney, Chairman  
FCPL, Board of Trustees
Deb Smith-Cohen  
Fairfax County Public Library Employee Association President  
Statement to Library Board of Trustees  
December 14, 2016

I want to talk about curiosity, what it means to relationships and opportunities, and the potential implications of a culture of curiosity for FCPL.

This is an old story in my family. I have never loved pastels, ruffles, or lace and purchased clothes for my daughter based on those preferences. However, we inevitably were given some clothes in those categories. When my daughter was 3, one morning while I was trying to dress her by my preference and she was insisting on another outfit, she put her hands on her hips and announced, “Mommy, you and I are different.” It was an amazingly valuable piece of instruction, even if it was also obvious.

The results of the recent Presidential election were a surprise to many, regardless of whether they voted, how they voted, or what they preferred for an outcome.

One of the conversations that have come out of this surprise is about the need to listen to one another. Another is the premise that none of us has a complete understanding of “the truth”. A third is the blessing of genuine curiosity and empathy for the feelings, experience, and needs of others. Finally, there is an acknowledgement that the options for meeting diverse, even conflicting, expectations are not fixed or entirely known, but require intentional, consensual, and incremental effort. None of this is easy.

Fundamentally, libraries are about that best kind of deep curiosity. It is a curiosity that demands that we recognize the following opportunities:

- We all benefit when we detach from fixed positions (not values), and are open to differences.
- We love learning and sharing what we’ve learned, and resist exclusion and control.
- We collaborate to confront the ways that fear can kill creativity, courage, and connection.
- We acknowledge that we do not know it all, and cultivate partnerships for referrals as appropriate.

In the library, we deal every day with people whose interests, needs, knowledge, and abilities are different from ours. We succeed when we meet them where they are, ask with open curiosity and genuine respect what we can do to help them and, hearing an unexpected answer, strive to find an appropriate and satisfying outcome.

We are committed to creating a strategic plan and advancing budget priorities that celebrate (not suffice) those aspirations. My hope is that 2017 moves us all toward more skill, confidence, and curiosity.

Thank you.