

PIMA COUNTY PUBLIC LIBRARY ADVISORY BOARD MEETING MINUTES

September 7, 2023 4:00 p.m.

Meeting was held both at Joel D. Valdez Main Library, 4th Floor Boardroom,
101 N. Stone Ave, Tucson, Arizona and virtually via Microsoft Teams

Present: Mary Ann O’Neil, Chair; Maria Iannone, Vice-Chair; John Halliday; Craig Kleine; Rebecca Téllez Peralta; and Elizabeth Soltero

Absent: Barbara Blake; Lorraine Marquez Eiler; and Mariana Padias

Also Present: Amber Mathewson, Library Director; Karyn Prechtel-Altman, Deputy Director; Michelle Simon, Deputy Director; Paulina Aguirre-Clinch, Library Services Manager; Kate DeMeester-Lane, Library Services Manager; Vicki Lázaro, Library Services Manager; Beth Matthias-Loghry, Library Services Manager; Ken Zambos, Library Services Manager; Holly Schaffer, Community Relations Manager; and Victoria Salajko, Collection Development & Technical Services Manager

Guests: Kristina Knauer, Secretary of Friends of the W. Anne Gibson-Esmond Station Library

1. CALL TO ORDER: PLEDGE OF ALLEGIANCE & LAND ACKNOWLEDGEMENT STATEMENT

Meeting was called to order at 4:04 p.m. by Mary Ann O’Neil and the Pledge of Allegiance was recited. Mary Ann O’Neil read PCPL’s Land Acknowledgement Statement.

2. CALL TO THE PUBLIC

No members of the public spoke.

3. APPROVAL OF PREVIOUS MEETING’S MINUTES

John Halliday moved and Rebecca Téllez Peralta seconded approval of the July 6, 2023 minutes. Motion carried.

4. INTRODUCTIONS

Introductions were made around the room.

5. SUMMARY OF CURRENT EVENTS BY LIBRARY BOARD MEMBERS

Board members updated on Library related activities they have been doing since the last meeting. Some of the responses included:

- Rebecca Téllez Peralta recently visited the Richard Elías-Mission Library, met the Branch Manager and got help to solve a problem with her reserves list. She is a kindergarten teacher and appreciated the recommended book lists at the beginning of school year, adding that the cultural books available were fantastic.
- John Halliday congratulated everyone involved in the rollout of the blood pressure kits, saying the program was a life-saver, and has had good publicity.

Library Advisory Board Minutes

- Mary Ann O'Neil appreciated the Constitution Day display with the mini-Constitution giveaways at the Joel D. Valdez-Main Library.
- Elizabeth Soltero said that the Frank De La Cruz-El Pueblo Library again hosted the Sunnyside Foundation and the University of Arizona as they continue their partnership documenting the history of El Pueblo as a hub.

6. FRIENDS GROUPS AND LIBRARY FOUNDATION REPORTS ON EVENTS AND FUNDRAISING ACTIVITIES ON BEHALF OF THE PIMA COUNTY PUBLIC LIBRARY

Kristina Knauer, Secretary for the Friends of the W. Anne Gibson-Esmond Station Library, informed that they recently had a successful book sale and earned over \$1,100. It was held at the Library and was well received. Their website <https://esmondfriends.org/> is now up and running. People can become members, learn how to donate books, and sign up for events. They continue to plan for future sales.

Mary Ann O'Neil asked if this was their first in-person book sale and was told that it was not and that sales continue to increase.

7. NEW BUSINESS

A. OPEN MEETING LAW TRAINING

Training was rescheduled for October 5, 2023.

B. COLLECTION DEVELOPMENT POLICY DISCUSSION—Kate DeMeester-Lane

Kate DeMeester-Lane presented on the Collection Development Policy.

Highlights included:

- The Collection Development Policy guides the selection and maintenance of library materials for the public. It was last revised in 2011 and is out of date.
- The American Library Association reported that the number of book challenges in 2022 nearly doubled compared to 2021. PCPL is seeing a similar trend. Because of the challenges, it is important to have a clear policy.
- The Washington Post recently published that most of the complaints are coming from the same eleven people who filed 60% of the complaints from 2021-2022.
- Libraries are for everyone, and PCPL's goal is that each person in the community can find something for them at the library.
- Every single book will not be appropriate for every single person. PCPL doesn't defend the content of material, but always defends an individual's access to it.
- PCPL is ethically and professionally obligated to represent the entire community.
- An updated policy will provide much needed clarity, accuracy, and continuity.
- A Collection Development Office team worked on the document for almost a year to complete the draft.
- The Library Board was asked to share the presented information with their County Supervisors, and to bring their concerns and feedback back to the November 2nd Library Board meeting.

The revisions made:

- Lots of layout and editing changes.
- Special collections clarifications to direct staff regarding archival materials.

Library Advisory Board Minutes

- Information regarding customer access and display was added, that has been in line with best practices in public libraries across the nation for many decades.
- Information on databases and licensed software information was updated to reflect advances in technology over the past 12 years.
- Changes to collection maintenance to allow flexibility for affinity team materials, which may circulate less than other materials.
- Clarification that parental rights and responsibilities pertain only to parents' own children.
- Update of recommendations section language for greater accuracy and clarity.
- A few very important changes to the Reconsideration of Materials processes were made: to limit requests to Pima County residents; to clearly outline the full process; and to clearly contextualize PCPL's theoretical foundations and practices in Intellectual Freedom.
- Gifts and donations procedures are more specifically detailed to help customers understand the "hidden costs" of processing donated materials.

The Request for Reconsideration form was once only in paper form, but is now available online: <https://www.library.pima.gov/policies-guidelines/>

- Library card number is required.
- One title per form can be requested.
- Question was added, "What is your greatest concern with this title being available in our collection?"

Complaints are being tracked, and more concerns have been raised about LGBTQA+ and BIPOC material. Staff is being supported and trained to deal with in-person complaints. Signs are being ordered to state that hiding material is a violation of the Code of Conduct.

8. LIBRARY REPORTS

A. COMMUNITY RELATIONS REPORT

Holly Schaffer, Community Relations Manager, highlighted and/or added to her written report.

- Worlds of Imagination showcase is seeking artwork from tweens and teens. Deadline to submit is September 22, 2023. Selections will be hung at the Joel D. Valdez Main Library.
- Welcome Week is coming up on September 8, 2023. It is sponsored by Welcoming America and is designed to create a more inclusive and understanding nation. Amal, a 12-foot puppet that travels to different cities, will be walked up Tumamoc Hill, go to Children's Museum, and visit the University of Arizona campus.
- Mes de la Cultura starts on September 15th with the El Grito event at the El Rio Neighborhood event. There will be local mariachis, a book giveaway, and grab-n-go kits.
- Constitution Week starts on September 17th. A carousel on the PCPL website will feature it with blogposts, booklists, articles, and activities.
- Call to Artists will start on September 18th.
- The Library's Synapse team, in collaboration with Southern Arizona Psychological Association will host a Community Dialogue on Mental Health on September 23rd. The intention is to have parents and caregivers attend with their tweens and teens at Woods Memorial Library.

B. COMMUNITY ENGAGEMENT REPORT

Library Advisory Board Minutes

Karyn Prechtel-Altman, Deputy Director of Community Engagement, presented information on an upcoming project, Reimagine Summer Learning.

The current program was designed decades ago for kids whose parents are already engaged with the Library. The program is being redesigned with the focus on equity. Two upcoming design workshops for staff will examine all aspects of the program. They will look at what is not working, will look for whose voice is missing, and will do a deep data dive for the current reality. www.diversitydatakids.org Focus groups with community members will also be held.

Deputy Director Prechtel-Altman asked the Library Board to help connect the Library with their communities, particularly parents with young children, especially Black, Indigenous and People of Color (BIPOC), recent immigrants, and non-English speakers. Discussions will also happen with organizations that serve children and/or parents with young children. Deputy Director Prechtel-Altman asked Board members to reach out to her if they think of any organizations, groups, or people who should be contacted.

Staff workshop pre-reading list:

- “Building Equity: Amplify Summer Learning Toolkit” – Urban Libraries Council
<https://www.urbanlibraries.org/initiatives/education/building-equity-amplify-summer-learning-toolkit>
- Belonging Design Principles from the Othering and Belonging Institute
<https://belonging.berkeley.edu/>
- Summer Learning Disparities from the U of Virginia School of Education and Human Development
https://literacy.virginia.edu/sites/g/files/jsddwu1006/files/2022-03/PALS_Research_Brief_SummerLearning.pdf
- Reimagine Summer to Accelerate Learning from Learning Forward
<https://learningforward.org/journal/accelerating-learning/reimagine-summer-to-accelerate-learning/>

Their goal is to have a summer learning program that meets everyone’s needs, and not just those who are already familiar with the library. They hope to have a newly designed program by next spring.

Rebecca Téllez Peralta volunteered to help in whatever way possible with her connections.

John Halliday asked if all the schools would be contacted, and Deputy Director Prechtel-Altman responded that some would be, especially those that are in underserved communities.

C. PUBLIC SERVICES REPORT

Marissa Alcorta, Deputy Director of Public Services/Customer Experience, was not in attendance.

Director Mathewson informed that Librarian I placements were almost complete, and many have already started. Also, the upcoming changes for staff resulting from the County’s salary study will go into effect the next pay period. The County will have a process in place for thirty days if staff want to challenge the results, and a team will be put together to review the challenges. Deputy Director Alcorta will be on the team.

D. SUPPORT SERVICES REPORT

Michelle Simon, Deputy Director of Support Services, highlighted and/or added to her written report.

Deputy Director Simon provided an update on facilities:

- Martha Cooper Library is about halfway finished. A tour will setup in October and the Library Board will be invited.
- The Richard Elias-Mission Library construction documents are almost complete. Contractors will be able to bid soon and should be chosen by December. The library will probably close in February.
- Himmel Park Library will be having a small expansion. The building currently doesn't have good infrastructure, has a tiny break room, and no staff bathroom. They are working in conjunction with the Friends of Himmel Park to incorporate a garden and will get staff and community input as well. It will take approximately a year to get the designs and will probably close in 2025.
- Oro Valley Public Library recently got a new service desk and Joyner-Green Valley Library is scheduled for one. Miller-Golf Links Library and Wheeler Taft Abbot Sr Library are getting areas reconfigured, mainly for safety and security reasons. The desks are currently not backed to staff doors and staff can't move side to side.

Deputy Director Simon announced that she will be moving into a different County job, as Director of Office of Digital Inclusion. She had been working with a taskforce on Connect Pima since 2021. They received a \$43M Federal grant to provide a fiberoptic ring around Pima County's urban core, which will allow for more internet service providers. She will move fully into the new position probably at the beginning of December.

E. LIBRARY DIRECTOR'S REPORT

Amber Mathewson, Library Director, highlighted and/or added to her written report.

Director Mathewson shared a few positive responses that PCPL recently received from the public, regarding the collection, LGBTQA+ material, BIPOC material, and freedom to read.

Director Mathewson pointed out the quarterly report to the Arizona State Library and County Librarians that she included in her report to the Library Board.

Mary Ann O'Neil asked Director Mathewson if she thought that a good percentage of staff will see a raise through the salary study, and Director Mathewson responded that a majority will. Across the County, raises will range from \$0-\$15,000 annual increase. People who received a recent raise or are already in their correct pay scale won't receive one.

John Halliday asked about entry level salaries for Pages and Director Mathewson responded that minimum wage was raised and that their salaries start at \$15.75/hour.

Mary Ann O'Neil asked if staff have seen their new classifications and Director Mathewson responded affirmatively, and explained how a formula was used to place people into a range. Step one was to place people into the right grade and step two places them where they should be in that range. Both steps are happening at the same time.

John Halliday asked if those who worked for the City of Tucson or in the Oro Valley Public Library before the County took over, would get credit for that time, and Director Mathewson responded that it would happen, but not by the September 10th deadline. She added that about 66 library staff members were affected.

9. ADJOURNMENT

Rebecca Téllez Peralta moved and John Halliday seconded adjournment of the meeting. Motion carried and meeting adjourned at 5:34 p.m.

Next Meeting: October 5, 2023, at 4:00 p.m.

Submitted by:
Judy Moses
Senior Special Staff Assistant