



BOARD OF TRUSTEES

Jennifer DePrey, President • Michael Adams, Vice President • Griselda Guevara-Cruz, Secretary • Kay Crull • Jessica Fleming • Ryan May • Rose Olson

EXECUTIVE DIRECTOR

Eric Howard

November 24, 2025

Meeting Minutes
Sno-Isle Libraries Service Center

Call to Order

President Olson called the meeting to order at 5:30 p.m., followed by a land acknowledgment.

Attendees

Members present: Rose Olson, Michael Adams, Jennifer DePrey, Kay Crull, Griselda Guevara-Cruz, Susan Kostick, and Paul Ryan.

President Olson confirmed quorum.

Approval of Agenda

Trustee DePrey moved the Sno-Isle Libraries Board of Trustees approve the agenda as presented. The motion passed.

Executive Director Report

Executive Director Eric Howard thanked Human Resources Director Barb Adams for her contributions to the Library District and wished her well in retirement. Executive Director Howard discussed plans for the 2026 in-service day, SILCON, and provided clarifying information regarding a Stanwood Library Friends of the Library event and a promotional video created by the Sno-Isle Libraries Marketing team.

Consent Agenda

- a) Approval of the September 15, 2025 regular meeting minutes
- b) Approval of the September 2025 payroll, benefits, and vouchers
- c) Approval of the October 18, 2025 special meeting minutes
- d) Approval of the October 27, 2025 regular meeting minutes
- e) Approval of the October 2025 payroll, benefits, and vouchers

Trustee Ryan moved the Sno-Isle Libraries Board of Trustees approve the Consent Agenda as presented. President Olson noted that the consent agenda from the October 27, 2025 regular meeting was not formally adopted during the meeting, so those items were added to the November 24, 2025 regular meeting consent agenda. The motion passed.

Public Comment

There were no public comments to the Board.





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Unfinished Business

Resolution 25-06: Adoption of the Sno-Isle Intercounty Rural Library District's 2026 Operating Budget

Trustee DePrey moved the Sno-Isle Libraries Board of Trustees adopt Resolution 25-06: a resolution of the Board of Trustees of Sno-Isle Intercounty Rural Library District on the subject of the Library District's 2026 operating budget. Finance Director Janella Lewis reviewed updates to the budget proposal from the previous version presented at the October 27, 2025 regular meeting. The Board engaged in conversation about starting cash and increases in rental costs. The motion passed.

Proposed 2026 Board of Trustees Regular Meeting Schedule

Trustee Crull moved the Sno-Isle Libraries Board of Trustees adopt the 2026 regular meeting schedule as presented. Executive Howard reviewed the 2026 regular meeting schedule that was previously presented at the October 27, 2025 regular meeting. The motion passed.

New Business

Election of 2026 Officers

Trustee Adams joined the meeting.

Trustee Kostick presented the following list of officers for 2026:

- Jennifer DePrey – President
- Michael Adams – Vice President
- Griselda Guevara-Cruz – Secretary

Trustee Kostick called for additional nominations from the floor. With no additional nominations, the list of officers for 2026 was declared elected by acclamation.

Finance Report

Financial Update

Finance Director Lewis presented the October 2025 financial report.

Committee and Trustees' Reports

President's Report

President Olson thanked Trustee Crull for participating in the interviews for a new Human Resources Director. President Olson also acknowledged that this was the last meeting for Trustees Ryan and Kostick and thanked them for their impactful service to Sno-Isle Libraries and their commitment to their work on the Board.





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Sno-Isle Libraries Foundation Liaison Report

Trustee Ryan reported on the Foundation's previous meeting:

- The introduction of new Philanthropy Officer Kerry Dirk.
- The adoption of the Foundation's 2026 budget.
- The adoption of the Foundation's new strategic plan for 2026-2028.
- Gratitude for Jeanne Thorsen's leadership on the Foundation Board.

Executive Session

President Olson announced that the Board would now meet in executive session to discuss the performance of a public employee as allowed by RCW 42.30.110(1)(g). The Board will be in executive session until 6:25 p.m. The Board would be expected to take further action following the executive session.

At 6:25 p.m., President Olson announced that the executive session would be extended for 15 minutes to conclude at 6:40 p.m.

At 6:40 p.m., President Olson announced that the executive session would be extended for 20 minutes to conclude at 7:00 p.m.

At 7:00 p.m., President Olson announced that the executive session would be extended for 10 minutes to conclude at 7:10 p.m.

At 7:13 p.m., the President Olson reconvened the regular meeting.

Trustee Adams left the meeting.

Executive Director Contract

Trustee Ryan moved that the Sno-Isle Libraries Board of Trustees authorize President Olson to negotiate an updated employment contract with the Executive Director. The motion passed.

Adjournment

Trustee Kostick moved to adjourn the November 24, 2025 regular meeting of the Sno-Isle Libraries Board of Trustees. The motion passed. President Olson adjourned the meeting at 7:14 p.m.

Jennifer DePrey
President

Griselda Guevara-Cruz
Secretary

