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Sno-Isle Libraries
BOARD OF TRUSTEES

Board of Trustees
Rose Olson, *President* · Paul Ryan, *Vice President* · Jennifer DePrey, *Secretary* · Michael Adams · Kay Crull · Griselda Guevara-Cruz · Susan Kostick
Executive Director
Eric Howard

October 27, 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, Kay Crull, Griselda Guevara-Cruz, Susan Kostick, and Paul Ryan.

President Olson confirmed quorum.

Staff present: Melinda Armstrong, Michelle Callihan, David Durante, Sonia Gustafson, Bryan Gabehart, Casey Gabehart, Cassie Hanson, Lindsay Hanson, Eric Howard, Janella Lewis, Chila Oglesby, Phil Spirito, and Shanda Zimmerman.

Approval of Agenda

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

Executive Director Report

Executive Director Eric Howard reviewed information from the Executive Director's report and highlighted the support between the Sno-Isle Foundation and Friends of the Library volunteer groups. Executive Director Howard remarked how he had last met with architects of the feasibility study and Mariner Library staff to review the designs for the Mariner Campus in the same room the Board of Trustees were meeting.

Consent Agenda

The Consent Agenda was not adopted.

Public Comment

There were no public comments to the Board.

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Unfinished Business

2026 Proposed Budget

Executive Director Howard and Finance Director Janella Lewis presented the 2026 Library District budget proposal, highlighting grants and revenue sources, expenditures, library programs, and strategic initiatives. The Board engaged in a discussion around staffing, salaries and benefits, and use of the reserve funds. Final review and approval of the 2026 budget will occur at the November 24, 2025 Board of Trustees meeting.

Public Hearing

Sno-Isle Intercounty Rural Library District Regular Property Tax Levy

Per RCW 84.55.120, President Olson convened the Sno-Isle Libraries annual public hearing to consider increases in the property tax revenue for the Library District's 2026 budget. The public hearing was convened at 6:40 p.m. There being no public comment, the public hearing was closed at 6:41 p.m.

New Business

Resolution 25-05: Regarding the Property Tax Levy

Trustee Ryan moved to adopt resolution 25-05: a resolution of the Board of Trustees of Sno-Isle Intercounty Rural Library District on the subject of increasing the property tax levy. Finance Director Lewis provided background on the process for review and approval of the property tax levy. The motion was adopted.

Proposed 2026 Board of Trustees Meeting Schedule

Executive Director Howard presented the proposed 2026 Board of Trustees regular meeting schedule. The Board will consider adopting the schedule at the regular November meeting.

Finance Report

Finance Report

Finance Director Janella Lewis presented the September 2025 financial report.

Committee and Trustees' Reports

President's Report / Executive Committee

President Olson reported that the Executive Committee has initiated the annual review for Executive Director Howard. Vice President Ryan is taking the leadership role for this process. Trustees will receive an email from Human Resources Director Barb Adams with information about next steps. The Board will review this information at the November regular meeting.

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Officer Nominating Committee

Committee Chair Kostick announced the following recommended officer lineup for 2026:

- President: Trustee Jennifer DePrey
- Vice President: Trustee Michael Adams
- Secretary: Trustee Griselda Guevara-Cruz

The Board will take action at the November 2025 regular meeting.

Sno-Isle Libraries Foundation Liaison Report

Trustee Ryan reported on the Foundation:

- Kerry Dirk will be joining the Foundation as the new Philanthropy Officer starting November 10.
- The position of Annual Giving Officer will be posted very soon.
- The Foundation Board voted to contribute $75,000 from the 2025 budget to a political action committee.
- Foundation Executive Director Christina Kourteva presented the Foundation draft budget for 2026 at October Foundation Board Meeting.

Adjournment

Trustee Adams moved to adjourn the October 27, 2025 regular meeting of the Sno-Isle Libraries Board of Trustees. The motion passed. President Olson adjourned the meeting at 6:58 p.m.

Rose Olson
President

Jennifer DePrey
Secretary