

Health, Education & Welfare Committee
Agenda April 2, 2026, at 1:00 p.m.
Historic Courthouse 1st Floor Conference Room

1. Call to Order
2. Prayer and Pledge
3. Approval of Agenda
4. Public Comment: 3 minutes to comment on topics related to agenda items
5. Approval of March minutes (see attached)
6. Johnson City Schools Report: Dr. Erin Slater
7. Washington County Schools Report: Director Jerry Boyd
 - Consider approval of utilizing Education Capital Funds for the purchase and deployment of instructional technology and wireless network infrastructure updates not to exceed \$500,000.00, as reflected in the approved 5-year Educational Capital Fund spending plan. Items will be purchased via an approved Cooperative Purchasing Agreement to include:
 - 620 Chromebook laptops with management console licensing (quote attached)
 - 635 wireless access points and mounting hardware (quote received; awaiting formal quote document form vendor)
8. County Library Report: Director Moree
 - Board Appointments and reappointments
 - Report from the Planning Task Force for the May 2 Grand Opening of the Gray Library
 - Probationary salary adjustment for Laura Moree
9. Health Department Report: Director McClellan
10. County Attorney Report: Allyson Wilkinson, County Attorney
11. Environmental Cleanup: Angela Charles, Planning Director
12. Old Business
 - Noise/Nuisance ordinance: Discussion and Possible Action
13. New Business
14. Adjournment

HEALTH, EDUCATION & WELFARE COMMITTEE

March 5, 2026 – 1:00pm

1st Floor Conference Room – Historic Courthouse

MEMBERS PRESENT: Chairman Carder, Commissioner Davenport, Commissioner Huffine, Commissioner Wexler, Commissioner Jones

MEMBERS ABSENT: None

OTHERS ATTENDING: Allyson Wilkinson – County Attorney, Tiffany Matthews – Paralegal, Angie Charles – Zoning, W. Brad Hale – WC School CFO, Emma Caskill - JC Press, Mayor Grandy, Linnea Stonecypher, Susan Emert, Scott Emert, Rachel Conger – Project Manager, Community Dev Partners, ARC/CDBG Projects, Alanna Testerman, Jessica King, Shana Byerly, Julia Turpin – JC Public Library, Lauree Moree – Washington County Public Library, Nathan Coggins, Jocelyn Manna-Rae – Kingsport Times News/JC Press, T.K. Hill - Zoning

CALL TO ORDER:

- Chairman Carder called the meeting to order at 1:00PM.

PRAYER/PLEDGE:

- Chairman Carder opened the meeting in prayer, followed by the Pledge of Allegiance.

PUBLIC COMMENTS: Linnea Stonecypher – 254 Taylor Bridge Road, Jonesborough, TN
Scott Emert – 262 Leach Circle, Jonesborough, TN
Nathan Coggins – 255 Taylor Bridge Road, Jonesborough, TN

APPROVAL OF AGENDA: Commissioner Wexler made a motion to approve the agenda, followed by a second by Commissioner Jones. Motion carried. Yes (5) No (0) Absent (0)

APPROVAL OF FEBRUARY 2026 MINUTES:

- Commissioner Wexler moved to approve February 2026 minutes, followed by a second by Commissioner Jones. Motion carried. Yes (5) No (0) Absent (0)

OTHER BUSINESS: REPORTS

- Johnson City Schools – None
- Washington County Schools Report – Mr. Brad Hale
 - Budget Amendments for FY26 141 General Purpose School Fund and Fy26 143 School Nutrition (Dietary) Fund Following questions and discussion a motion was made by Commissioner Davenport to approve the budget amendments. Motion seconded by Commissioner Huffine. Motion carried. Yes (5) No (0) Absent (0)
- County Library Report - Director Moree presented a summary of events at County Library for February 2026. A soft opening of the new library is planned for March 17, 2026.
- JC Library Report – Director Julia Turpin presented a summary of events and circulation for February 2026. As an item of interest, Ms. Turpin stated that the library will request an additional \$750.00 for the Imagination Library Program in FY2027. No action taken.
- Health Department Report – No report
- County Attorney Report – Allyson Wilkinson, County Attorney –

- 81N property - It is cleaned up and was not sold at the last tax sale. The county now has title to this property
- 212 Taylor Bridge Road – Property owner has made minimal effort to abate the violations since the violation letter issued by Planning Director immediately following the Commission meeting where complaint was made. There is a court order to move forward with the county cleaning up the property. The current vendor estimated the cost of clean-up total \$5,800.00 plus tipping fees (from initial amount of \$11,150.00 plus tipping fees). Following questions and discussion a motion was made by Commissioner Jones to approve the \$5,800.00 plus tipping fees to fund the clean-up with the understanding the current budget in Zoning Office is +/- \$6,000. The motion was seconded by Commissioner Wheeler. Motion carried. Yes (5) No (0) Absent (0)
- 306 Mosier Road – A citation for this property was approved in January 2026, however the legal department is withdrawing the request due to status of property ownership and the inability to serve the property owners. The Legal Department recommends that this matter be referred back to Zoning. No action taken.
- Environmental Cleanup - Angela Charles, Planning Director - None

OLD BUSINESS:

- Noise/Nuisance Ordinance Discussion: Following discussion and questions, a motion was made by Commissioner Huffine to request that the legal department research and draft an enforceable and actionable proposal for noise ordinance and bring it back to the committee. The motion was seconded by Commissioner Davenport. Motion carried. Yes (5) No (0) Absent (0)

NEW BUSINESS: ARC Grant Projects discussion and possible action – Rachel Conger

- ARC grant is requesting \$189,000 for equipment for the ALC. The match is 189,000 from funds that have been donated. No county money required. A motion to approve this grant was made by Commissioner Jones and seconded by Commissioner Wheeler. Motion carried. Yes (5) No (0) Absent (1)
- CDBG Grant is for the Development of a sidewalk/walkway to connect the Senior Center to Residential areas. Grant for \$750,000 . It is an 80/20 grant with the matching funds coming from the Governor's allocation for walkway development. No county money required. A motion was made by Commissioner Huffine to approve the grant and seconded by Commissioner Wheeler. Motion carried. Yes (5) No (0) Absent (0)

ADJOURNMENT:

- Commissioner Huffine moved to adjourn the meeting and seconded by Commissioner Wexler. Motion carried. Yes (5) No (0) Absent (0) The meeting was adjourned at 2:02PM.

Respectfully submitted by Debby Clark.

SALES QUOTE

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Merrimack, NH 03054

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Email: moneyj@wcde.org

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QUOTE PROVIDED TO:	SHIP TO:
AB#: 1855661 WASHINGTON COUNTY BOARD OF EDUCATION ACCOUNTS PAYABLE 405 West College Street JONESBOROUGH, TN 37659 US (423) 753-1105	AB#: 12352735 WASHINGTON COUNTY SCHOOLS 306 1/2 FORREST DR TECHNOLOGY DEPARTMENT JONESBOROUGH, TN 37659 US (423) 753-1100

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* Line #	Qty	Item #	Mfg. Part #	Description	Mfg.	Price	Ext
1	620	<u>42100338</u>	NX.JJDAA.003	Acer Chromebook 511 C737 C737-C6XP 11.6" Chromebook - HD - 60 Hz - Intel N-Series N150 - 8 GB - 64 GB Flash Memory - 1 year warranty	Acer	\$ 429.88	\$ 266,525.60
2	620	41216547	CROSSWDISEDUNEW	Acad. Google Chrome OS Management Console License	Google	\$ 31.79	\$ 19,709.80
						Subtotal	\$ 286,235.40
						Fee	\$ 0.00
						Shipping and Handling	\$ 0.00
						Tax	Exempt!
						Total	\$ 286,235.40

QUOTE TERMS AND CONDITIONS

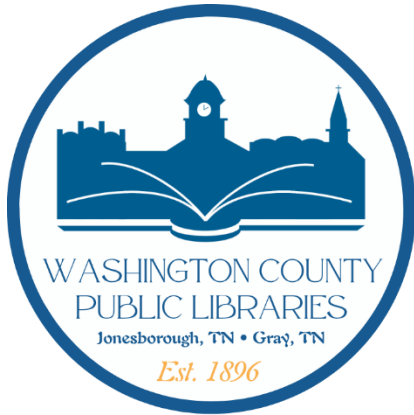
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Laura Moree
Library Director
Washington County Library
200 Sabin Dr.
Jonesborough, TN 37659
423-753-1800
lmoree@wclibrarytn.org

March 30, 2026

Commissioner Carder
HEW Chairman
Washington County Commission

Dear Commissioner Carder:

We request the following Board members be reappointed to the Washington County Library Board of Trustees. This will match commission appointments with the records of the state library.

1. Megan Roberts – Term ending April 30, 2026. She will be reappointed from May 1, 2026 – December 31, 2029.
2. Coleen Falasca – Term ended December 31, 2023. She will be reappointed backdated from January 1, 2024 to December 31, 2026.
3. Laurie Levknecht – Term ended January 31, 2026. She will be reappointed from February 1, 2026 to December 31, 2027.

Additionally, Eddie Bridges is resigning from the Library Board effective April 14, 2026 due to personal family matters. The Board would like to submit the following candidate to fill this vacancy:

1. Melanie Sluder – Term beginning April 15, 2026 and ending December 31, 2029 to fulfill the vacancy left by Eddie Bridges. (Application attached.)

Respectfully submitted on behalf of the Washington County Library Board of Trustees,

A handwritten signature in black ink that reads "Laura Moree". The signature is written in a cursive, flowing style.

Laura Moree



Board and Committee Service Application

Current Washington County Boards & Committees

Agricultural Extension
Airport Authority
Animal Control
Audit Committee
Board of Zoning Appeals
East Tennessee Railroad Authority
Planning
Equalization
EMS
Board of Health
Health Council

Industrial Development Board of Washington County
Investment
Johnson City Energy Authority ("BrightRidge")
Johnson City Development Authority
Johnson City Development Authority -- TIF
Library
Holston River Regional Library
Public Records
Purchasing
Solid Waste
911

Please Note: Applicant must be a Washington County, Tennessee resident to be eligible for service. Completion of this application does not guarantee appointment.

Applications are kept on file during the calendar year of receipt, and are purged after June 30th of each year. If not appointed, you must submit a new application in each subsequent year.

Washington County welcomes your interest in learning more about how you can bring your experience and skills to service to this community. Please feel free to email or phone the County Mayor and/or your County Commissioner. Contact information is available on the Washington County website, washingtoncountyttn.org.

Name

Melanie _____

Sluder _____

First

4 Deerpark Lane _____

Last

Address

Johnson City _____

Street Address

Address Line 2

TN _____

State / Province / Region

37604 _____

Postal / Zip Code

Home Phone Number

423 - 341 - 5433 _____

####

Work Phone Number

NA -

####

sludermelanie@gmail.com

Email address at which you can be reached

45 years

Length of residency in Washington County, TN

Please identify the Board or Committee on which you are interested in serving:

Washington County Public Library

Please identify your qualifications and particular areas of interest:

I'm a retired educator, who had the privilege of teaching so many children how to read! The joy of learning to read plus learning how to find books in the library is vital to our community. I'm interested in literacy programs which encourage life long learning, both for children and adults.

Please describe any previous experience serving on boards and committees, if applicable:

From 2020-2025, I served on the AdaptoPlay Board, which provides adaptive toys and vehicles to differently abled children in our community. We also host seasonal events to provide adaptive experiences to children and their families. I've served on Towne Acres Elementary PTA committees and on the Executive Board of Morrison School. I'm currently a Friend of the Library at Jonesborough Library and Johnson City Library.

Date

12 /01 2025

MM DD YYYY

By signing below, I affirm that the information I have provided is true and accurate, and I acknowledge my understanding that this application and the information I submit in conjunction with it may be responsive to a request for public records under the Tennessee Public Records Act, T.C.A. § 10-7-501 *et. seq.*

Signature: Melanie B. Sluder

Printed Name: Melanie B. Sluder

Application for Washington County Library System Library Board of Trustees

Library Mission Statement:

The Washington County Library System, which includes the Washington County-Jonesborough Library and the Gray Library Branch, provides materials and services to help county residents obtain information meeting their personal, educational, and professional needs. Special emphasis is placed on maintaining a diversified collection to support the interests and needs of all library patrons, especially in the area of historical and genealogical research.

The library also provides a challenging environment for young children, designed to promote interest in, and appreciation for, reading and learning.

Library Vision Statement:

The Library Board supports and adheres to the American Library Association's "Library Bill of Rights" and interpretations, "Freedom to Read Act," "Freedom to View Act," and "Intellectual Freedom Statement" and "ALA guidelines for Access to Electronic Information."

The Washington County Public Library Board of Trustees governs the library with this mission and vision in mind. It is the trustee's obligation to see that adequate funds are obtained for good current library service, to assist in planning for future library services and facilities, and to support the mission and vision of the library.

The Washington County Public Library Board of Trustees consists of seven members appointed by County Commissioners for a three year term.

Board meetings are held at the library on the second Tuesday of every month at 5:00 p.m. Location alternates between branches. Board members are expected to make a commitment to active participation and consistent attendance.

Return applications to: ATTN: Board of Trustees,
Washington County Library System,
200 Sabin Drive,
Jonesborough, TN 37659

Name Melanie Sluder

Address: 4 Deerpark Lane Johnson City, TN 37604

Phone Number/Email: (423) 341-5433 sludermelanie@gmail.com

Occupation/Profession Retired Teacher

You may attach a current résumé or vitae.

1. Please describe your professional qualifications [work experience, education, attributes, and skills/training] that you feel would provide positive input to the work of the library board.

I'm a retired, certified teacher in the state of Tennessee with endorsements in Special Education (K-12), Elementary Education (1-8), Gifted Education (K-12), and Assistive Technology. I retired after 30 years in the Bristol TN City Schools. Post retirement, I've been employed in various schools filling in various roles due to my special education certification. These schools include Towne Acres Elementary, Indian Trail Intermediate School, Morrison School, and Jeremiah School. I also develop curricular materials for Teachers Pay Teachers, specializing in adapting curriculum to various learning needs in classrooms. Much of my career involved reading, literacy, and developing curriculum.

2. Please describe your experience in non-profit or public service leadership [school groups, service clubs, other boards or commissions].

I served as an AdaptoPlay board member from 2020-2025, serving differently abled children and their families through adapting toys and vehicles free of charge to them and hosting adaptive seasonal events for children and their families. I've served on the Towne Acres PTA and Morrison School PTO (Executive Board). I also volunteer in various capacities at First Christian Church in Johnson City

3. Why are you interested in this position?

I love reading! I love how libraries serve communities through free, engaging activities. My family benefits from our public libraries. I feel my background in public education, specifically literacy, helps me understand the needs of the community and the challenges our public libraries face.

4. Please list and briefly describe any affiliation you may have with libraries, library professions, and/or current Washington County Public Library System employees.

I've been the steward of a Little Free Library in our neighborhood since 2023. Although a small effort, it's been amazing to see the interactions and involvement of families as they visit and participate in our Little Free Library.

I'm a current Friend of the Library at Jonesborough Library. Since my first attendance at the monthly Jonesborough Book Club, I've been amazed at the offerings available to the community through this library. My family and I feel the Jonesborough Library is a hidden gem, and hope that it can continue to grow as it meets the needs of the community.

5. Is there anything else you would like to share?

I would be honored to be a part of the Library Board because I believe our free public libraries have a vital role in our communities. Reading is a gift which should be available to everyone.

Washington County Public Library System Trustee Job Description Basic Functions

The board of trustees sets the direction for the library by adopting policies and long range plans; selecting a director, to whom it delegates the authority and responsibility for administration of the library; and overseeing the library's expenditure of funds. The board, with the assistance of the director, develops the library's annual funding request to the County, approves a budget, and authorizes and oversees all major expenditures. The board, as representatives of the community, presents, explains, and defends library policies and the budget to public officials and the general public. The board is responsible for carrying out duties assigned by state law and/or local ordinances. The library director reports to the board of trustees, being accountable to it for proper fulfillment of assigned responsibilities.

Duties and Responsibilities of Trustees

1. Attend monthly meetings to review library services and operations, and to adopt policies for the functioning of the library.
2. Examine and evaluate the library's monthly financial report and annual audit to assess if service needs are being met.
3. Regularly establish and evaluate a strategic plan and general direction for the library.
4. Elect officers and participate on various committees.
5. Authorize the director to take specific actions, or conduct special studies for reporting to the board, as required by the priorities for the library.
6. Continually appraise the effectiveness, and perform an annual written evaluation, of the director.
7. Actively seek funding for the library's needs and services.
8. Advocate for and promote the library in the community, explaining policies and services whenever called upon by public officials, or private citizens.

Mrs. Melanie Bowen Sluder
4 Deerpark Lane
Johnson City, Tennessee 37604
Phone: 423-341-5433
E-mail Address: sludermelanie@gmail.com

EXPERIENCE:

Morrison School, Bristol, Virginia

2021-2022 Literacy Teacher, Grades 7 & 8

2019-2020 Educational Assistant, Primary Grades

Jeremiah School

2019 Primary Teacher

Johnson City Tennessee School System:

2024 Educational Assistant: Towne Acres Elementary

2016-2017 Educational Assistant: Towne Acres Elementary

2015 Interim Resource Teacher: Indian Trail Intermediate School

2014 Educational Assistant: Towne Acres Elementary

2013 Interim Resource Teacher: Towne Acres Elementary

2012-2013 Academic Tutor/Educational Assistant: Towne Acres Elementary

Bristol Tennessee City Schools:

2007-2009 Curriculum Specialist: System-wide Third and Fourth Grades

2000-2007 Third Grade Teacher: Anderson Elementary

1998-2000 Special Education Resource Teacher: Anderson Elementary

1987-1998 System-wide Enrichment Teacher/Developer of Multiple Intelligences
Curriculum

1979-1987 Resource Teacher: Haynesfield, Rosemont, and Anderson Elementary

EDUCATION:

May 1979 Milligan College: Bachelor's Degree, cum laude, in Human Relations/
Psychology; certification in Special Education (K-12) and Elementary
Education (1-8)

May 1985 East Tennessee State University: Master's Degree in Special Education
(with endorsement in Gifted Education)

July 1990 East Tennessee State University; University of Tennessee; University of
Connecticut: Master's + 45 hours

1998 East Tennessee State University: Coursework in Administration

1999 Certificate in Assistive Technology Applications: California State
University-Northridge College of Extended Learning

HONORS:

- 2000. Bristol Tennessee City Schools Teacher of the Year (Grades 5-8)
- 1996. World Who's Who of Women
- 1994. Who's Who in American Education
- 1993. Tennessee Department of Education Creative Teaching Mini-Grants
- 1990. Bristol Tennessee City Schools Teacher of the Year (K-4)
- 1990. Tennessee District One Teacher of the Year
- 1979. Milligan College Outstanding Student Teacher of the Year in Special Education

LEADERSHIP:

- 2005-2006 Chairperson of Student Support Team: Anderson Elementary
- 2005-2006 Chairperson of Communications Committee: Anderson Elementary
- 2004-2007 Webmaster: Anderson Elementary
- 2004. System-wide Third Grade Chairperson
- 2003. Writing Prompt Evaluator
- 2003. Technology Coach: Anderson Elementary
- 2002. Principal Designee: Anderson Elementary
- 2000-2001 Reading Textbook Selection Committee Member
- 1999-2000 Chairperson of Staff Development Committee: Anderson Elementary
- 2000-2002 Technology Literacy Grant Mentor: Anderson Elementary
- 1999 Co-developer of Assistive Technology Website for BTCS
- 1997-1998 Developer of Multiple Intelligences Curriculum for grades 3-4
- 1987-1997 Developed and implemented gifted curriculum for OMEGA Program
- 1986-1998 Member of System-wide Gifted Review Board
- 1990-1994 Member of System-wide Policy Committee
- 1992-1993 Superintendent's Advisory Committee
- 1991 Evaluator: Tennessee Elementary Teacher of the Year, Tennessee State Department of Education
- 1986-1991 Curriculum Developer: Thematic Course of Study for Gifted Students, Tennessee State Department of Education
- 1989-1990 Participant in Fantasy Literature Grant at ETSU
- 1986-1988 Sick Leave Bank Review Board

IN-SERVICE PRESENTATIONS:

- 2007-2009 Third and Fourth Grade Group Facilitator of Curriculum Meetings/Curriculum Alignment
- 2007 Co-presenter of Classroom Management Strategies: BTCS
- 2007 Presenter: Developing Your Teacher Webpage: Anderson
- 2005 Co-presenter of Writing Strategies and Six Traits Writing: BTCS
- 2002 Co-presenter: Using Skills-Based Grouping in Your School: BTCS
- 2000 Multiple Intelligences: Target Creative Services, Johnson City

1999 Understanding Multiple Intelligences: Milligan College Music Program
 1999 Using Assistive Technology in Your School: BTCS
 1999 Using Multiple Intelligences in your Classroom: BTCS
 1996 Collaborative Practices for the Gifted Child in Your Classroom: BTCS
 1996 Developing a Thematic, Interdisciplinary Curriculum: BTCS
 1994 Gifted Education-Joint In-Service, Bristol TN and Bristol VA Schools
 1992 Using Storytelling as a Reading Incentive: Central Elementary School
 1991 The Gifted Child in the Classroom: King College Education Class
 1990 Using Fantasy Literature in the Classroom: ETSU Literature Class
 1987 Planning Individual Programs in the Classroom: UETEC

ADDITIONAL WORK EXPERIENCES:

2020-2025 Teachers Pay Teachers Curriculum Developer
 2006-2011 Book Reviewer for Christian Medical and Dental Associations
 1994-1996 Consultant: "Tales for Kids"--WJHL-TV Children's Programming
 1992-1993 King College Summer Scholar Academy (Developed and implemented
 Storytelling Curriculum for grades 3-8)
 1991 Developed and Implemented Storytelling Curriculum for Elderhostel:
 Milligan College
 1984-1985 ETSU Horizons for Youth Program (wrote science curriculum)

CHURCH AND COMMUNITY INVOLVEMENT:

2020-2025 AdaptoPlay Board Member
 2023-2025 Little Free Library Steward
 2011-2025 Member, First Christian Church, Johnson City TN
 2017-2021 Morrison School PTO Executive Board
 2011-2015 Reading Committee Volunteer, Towne Acres Elementary PTA
 2001-2011 Member, Grace Fellowship Church, Johnson City, TN
 2009-2010 Church co-teacher for two year olds class
 2009-2011 Curriculum planner with online church curriculum for preschool ministry
 2004-2005 Forwarding Agent for Overseas Missionary
 2003-2005 Member, Community Group Ministry
 2004 Volunteer, Vacation Bible School
 1999-2001 Volunteer, Children's Ministry Welcome Center
 1999 Guest Speaker: Regional Entertainment/Education Arts District Event
 1999 Tour Guide. Journey to Bethlehem
 1998 Developer of Home-Based Curriculum for Missionaries in Mexico
 1996-1998 Treasurer, Living Agape Fund, First Christian Church
 1993 Judge, Odyssey of the Mind Regional Competition
 1992-2011 Sponsor of Missionary Family
 1991-1995 Volunteer Storyteller: Washington County, Tennessee Adult Literacy
 1990 Conference Board: Tennessee Association for Gifted
 1989-1992 Treasurer, Benevolent Church Fund, First Christian Church
 1989-1990 President SALT Sunday School Class

HEW Updates
Washington County Public Library
April 2, 2026
Presented by Laura Moree



Community Cooperation

Gray School Outreach

- Laura Moree participated in Literacy Night for Gray School. 92 people stopped by to learn ways to interact with the book *The Word Collector* by Peter H. Reynolds and to tell a quick story using our Storytelling prompt – dice to earn a free book.



Library Board Bites

- Jonathan Burchett is the new Jonesborough Branch Library Services Manager.
- FY26-27 Budget was approved and submitted to Mitch Meredith.
- The Board set up a Gray Grand Opening task force to plan for a Gray Grand Opening. The meetings are held every Tuesday at 3:00pm at the Gray Library.
- The new Board approved logos are now available and honor both library branches, rather than just the Jonesborough branch. Branding will continue to be updated with the new logo.



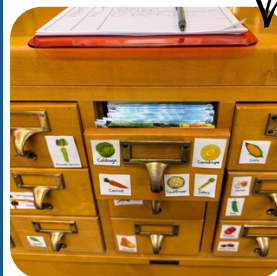
Newsworthy Notes

- February Snapshot: Jonesborough Library had a total of 15 programs with 185 in attendance.
- We had 3482 visitors and 14,234 circulations (materials checked out).
- Jonesborough Branch opened the Seed Library with support from our Friends of the Library for this new season. As of March 28, the library's distributed 1,367 free seed packets.
- News - JC Press: "Washington County Library is one in 15 libraries in the country selected for cohort"
- News visits from WCYB, WJHL, and JC Press to highlight the new Gray library March 18



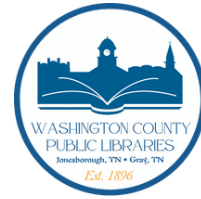
Jonesborough's Seed Library

Article: 1 of 15 libraries chosen for cohort:



<https://johnsoncitypress.com/news/365783/washington-county-library-is-one-in-15-libraries-in-the-country-selected-for-cohort/>

NEW Gray Library Branch Soft Opening Update



First Week Numbers (March 18 - 24) Open from 10am - 2pm

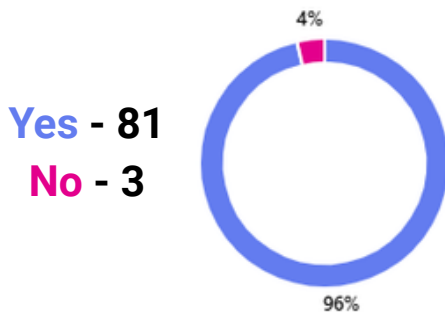
Statistic	2026*	2025**
Visitors	541	725
Circulations (Check-outs)	1,200	2,643
New Library Cards Issued	86	20

* Gray's soft open hours for the first week were 20 hours with a limit of 5 items allowed to be checked out per library card.

** Gray's hours per week the same time last year were 52 hours and established patrons could check out up to 45 items per library card.

Soft Opening Patron Survey

Is this your first visit to the new Gray Library?

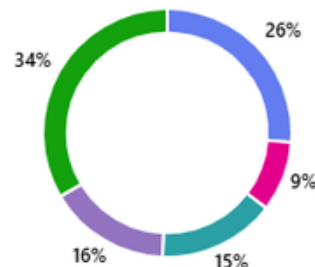


How welcoming did the library feel during your visit?



What part of the new library space did you enjoy the most?

- Children's area - 43
- Teen area - 15
- Seating spaces - 25
- Collection/ Browsing areas - 26
- Overall atmosphere - 55



NEW Gray Library Branch Soft Opening Update



Community Comments from Survey and to Staff

- “On warm days, we can walk in here!”
- The big, bright signage was incredibly helpful.
- They “loved that the children’s space was enclosed in order to better keep an eye on their ‘runners.’”
- A child commented: “This is the children’s library! Wooow!”



- “I like how you can see the entire train track!” exclaimed one enthusiastic child while jumping up and down.
- “This place is worth the wait!”
- “Welcome back! Your new facility will be a great success, jcpl is going to get real competition now!”

- “We love the new space! I also want to give a shout out to whoever is over collection development. We love how easily we can find high demand titles here!”
- “We were impressed with the large selection of children’s books.”
- “The colors, staff & selection are top tier!”
- Lots of general comments about how welcoming and friendly staff are.
- “I love the teen reading chairs.”



To: Health Education and Welfare Committee

Date: April 2, 2026

Submitted by: Laurie Levknecht, Chairperson, Washington County Library Board

On July, 2026, the Washington County Library Board of Trustees offered the position of Library Director to Laura Moree. The salary limit in the County approved budget was \$70,379. Laura accepted the position with a offered salary of \$65,000, and started on August 3. (Be aware that another qualified candidate refused our offer of \$70,000, indicating the pay range was too low.)

Laura stepped into this position with a steep learning curve and a multitude of issues. These included:

1. No evaluations done on staff for 5+ years
2. No updated staff job descriptions
3. No recent updates to Library Policies and Procedures
4. A challenging partially completed construction project
5. An open manager position and poor staff morale
6. A poorly administered budget process
7. No updated Library vision/mission
8. Inadequate communication with the local County governing organization
9. Deficient record keeping relating to Board appointment terms
10. No working structure for archiving governance documents
11. Lack of adherence to Board By-laws regarding required reporting

Some of these issues began to be addressed with a change in Board governance personnel in January 2025, however, with the pending retirement of the previous Director, attention naturally shifted to hiring a qualified Director, while monitoring the Gray move. Upon starting her position in August 2025, Laura immediately began to work on the aforementioned issues. She completed her 6 months in February 2026. The Board evaluated Laura's performance based on 34 separate points that correspond to the job description. She received "exceeds expectations", "meets expectations" or "too soon to evaluate" on all points, and the Board voted to move her off the probationary period. A letter indicting our complete satisfaction with her performance and a copy of the evaluation was sent to Human Resource for placement in her personnel life.

At the March 10 2026, meeting the Board unanimously approved a salary adjustment for Laura to the top of the range in the already approved Library line item budget for FY 25-26. The paper work was submitted to the Human Resources Department for processing and Laura was asked to check for accuracy in the next pay period. When the adjustment did not appear on her check, the email reply from Human Resources was "the pay raise was put on hold by the Mayor". There was no courtesy notification to either Laura or the Board from the Office of the Mayor.

Per Article III of the Board of Trustees Bylaws, "the board sets all library rules, regulations, policies and procedures; sets the library budget; approves expenditures; and appoints and supervises the library director." The Director is accountable to the Board of Trustees, who then in all good faith, create and administer the Director salary, within the County approved budgetary salary range.

Under TCA 10-3-103, the Library Board of Trustees is appointed by the County Commission, and reports into the Health, Education and Welfare Committee. The purpose of this communication to find clarification and resolution to this salary adjustment issue from the governing body that appoints the Board. and therefore places their trust in the Washington County Library Board of Trustees.