

LIBRARY AND EDUCATION COMMISSION

February 18, 2026
7:00 PM to 9:00 PM

I. CALL TO ORDER & ORDERS OF THE DAY

II. PUBLIC COMMENT

(2 MINUTES OF SPEAKING TIME IS AVAILABLE)

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III. CONSENT CALENDAR

**A. APPROVE MINUTES FOR THE REGULAR MEETING OF
01/21/2026**

IV. DISCUSSION/ACTION ITEMS

**A) BRANCH SPOTLIGHT: VINELAND
LIBRARY
(P. WILSON)**

VINELAND BRANCH

LIBRARY AND EDUCATION COMMISSION

FEBRUARY 18, 2026



Opened in January 2004

*First of 6 SJPL sites funded by the
2000 Branch Library Bond Measure*



**Blossom Hill
Vine** Deborah
Marsky (2004)



Wall of Wonder
Deborah Marsky (2004)



Nature is Home
Morgan Bricca (2024)

VINELAND PUBLIC ART

VINELAND BRANCH FACTS

BRANCH HOURS	
Monday	2 PM – 6 PM
Tuesday	10 AM – 7 PM
Wednesday	10 AM – 7 PM
Thursday	10 AM – 7 PM
Friday	2 PM – 6 PM
Saturday	10 AM – 6 PM
Sunday	12 PM – 5PM

LEC Commissioner

Sharon Holt

Library Features

Public Computers: 29

Group Study Rooms: 2

Quiet Study Rooms: 1

Community Room Capacity: 107



48 Service Hours/ Week

City Council
District 10

Councilmember
George Casey



20 Staff Members

ABOUT THE COMMUNITY

Total Population	41,280
Children under 5	5%
Children 5 to 14	16%
Teens 15 to 17	5%
Adults 18 to 24	7%
Adults 25 to 54	40%
Adults 55 and over	12%

Median Household Income
\$162,206

Language Spoken at Home %	
English only	60%
Spanish	12%
Other Indo-European	8%
Chinese	5%
Other Asian/Pacific Islander	4%

13 Schools in Service Area

- 7 Elementary Schools
- 2 Middle Schools
- 3 High Schools
- 1 Private Academy

Race/ Ethnicity	
White	49%
Two or More Races	23%
Some other Race	19%
White	6%
Black	2%
American Indian	1%

Avg Per Capita Income
\$78,940

*Census 2022 Branch Service Areas

FY 2024/25 USAGE STATISTICS

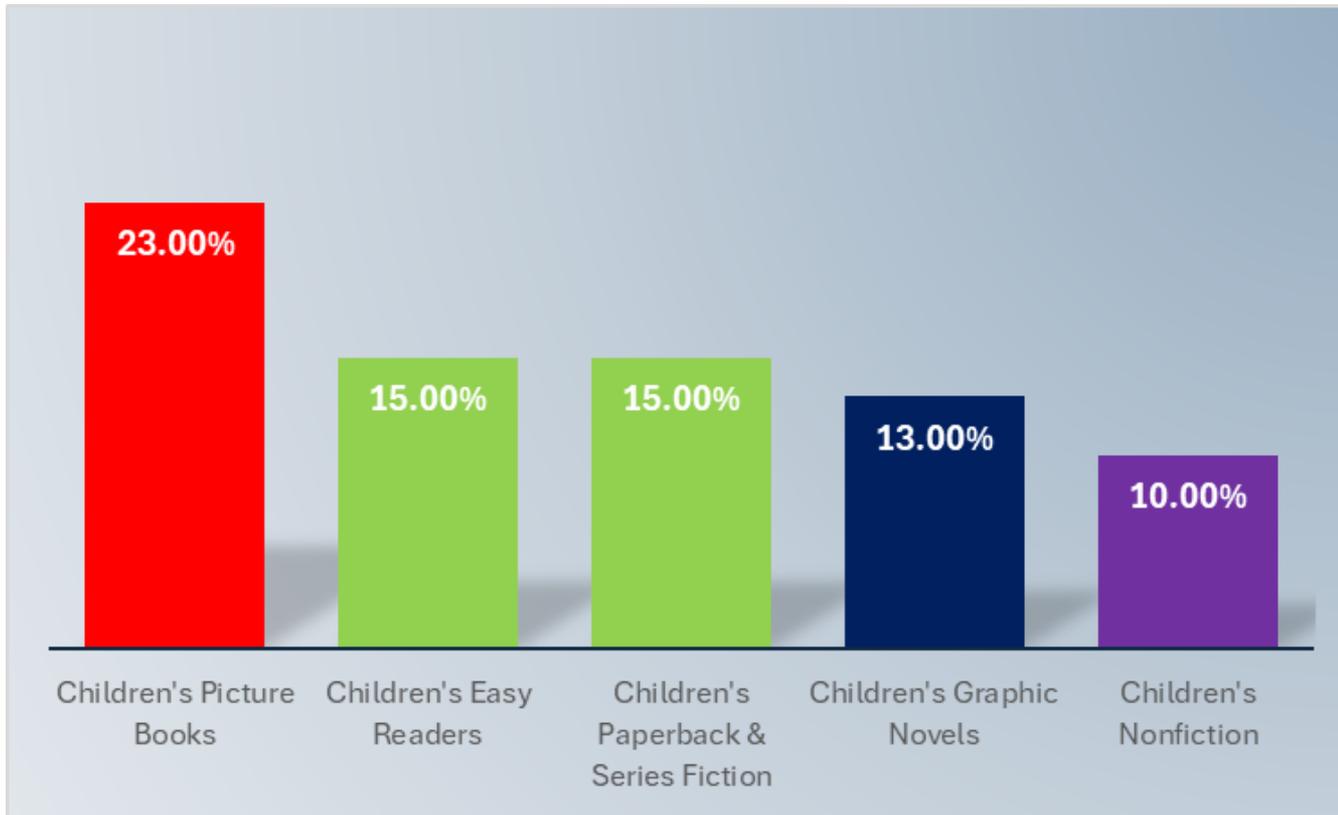
Total Circulation
366,498

Avg Monthly Gate Count
12,154

Total Computer Bookings
4,954

Membership Count	2023/24	2024/25
Total Members	18,815	18,131
Visits	135,630	137,359
Total Programs	517	730
Program Attendance	17,083	19,262
Average Attendance	33 people	26 people

TOP FIVE CIRCULATING COLLECTIONS



TOP FIVE CIRCULATING LANGUAGES

- ❑ ENGLISH
- ❑ CHINESE
- ❑ HINDI
- ❑ KOREAN
- ❑ PERSIAN

FY 24/25 VINELAND PROGRAMS

Digital Literacy

- One-on-One Tech Help
- E-Book Help for Seniors
- 3D Printing Workshops (NEW)

Early Education

- Baby/toddler Storytime
- Reading to Children

Expanded Learning

- Game On for Teens
- Happy Birds & other performers
- Family Puzzle Time
- SVR Author Visits
- Math Club
- Summer Learning & Summer Lunch
- Dartmouth Recommends

Cultural Enrichment

- Lunar New Year celebration
- For Goodness Snakes & other performers
- Visit from Santa Claus!

College and Career Readiness

- TeensReach
- Cricut Open Lab

Adult Services

- Adult Book Club / Silent Book Club (NEW)
- Adult Craftivities / Craft Makerspace
- Crochet & Knitting Club
- ELL Writing Club
- ELL Beginning English
- ELL Grammar & Vocabulary Club
- ELL Conversation Club

VOLUNTEERS & FRIENDS OF THE LIBRARY

FY 24/25 Volunteers	
Number of Volunteers	79
Total Volunteer Hours	2,741

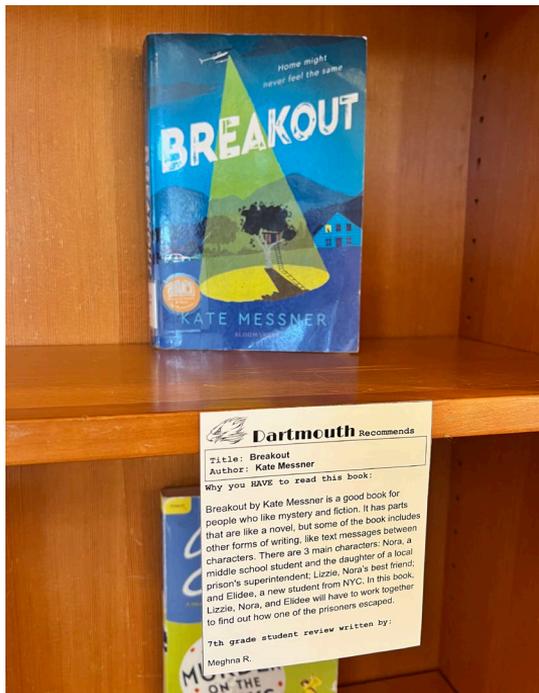
Volunteer-Led Programs

- Reading to Children
- Game On for Teens
- TeensReach
- ELL classes
- Friends Book Sales

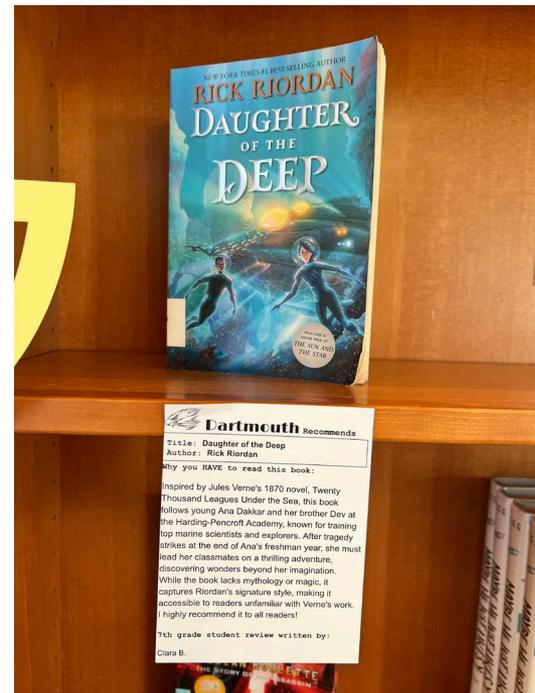
Friends of the Library

- Dedicated & passionate group
- Book sales organized 3 times per year
 - Spring, Fall & Holiday (youth only)
- 10/25 book sale raised more than \$2,700
- December 2025 children's book sale raised more than \$1,000

DARTMOUTH RECOMMENDS



- A partnership with Dartmouth Middle School since 2019
- Books recommended by 7th graders
 - Very popular with the teachers, students, and VL community
- Students show pride in seeing their books featured at VL; customers enjoy the selection



THANK YOU!



Vineland Branch Manager
Paul Wilson
paul.wilson@sjlibrary.org

408-808-3000
1450 Blossom Hill Road
San Jose CA 95118

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Agenda Item

Code of Conduct

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**B) LIBRARY SECURITY UPDATE
(A. RODROCK)**

LIBRARY SECURITY

LIBRARY AND EDUCATION COMMISSION

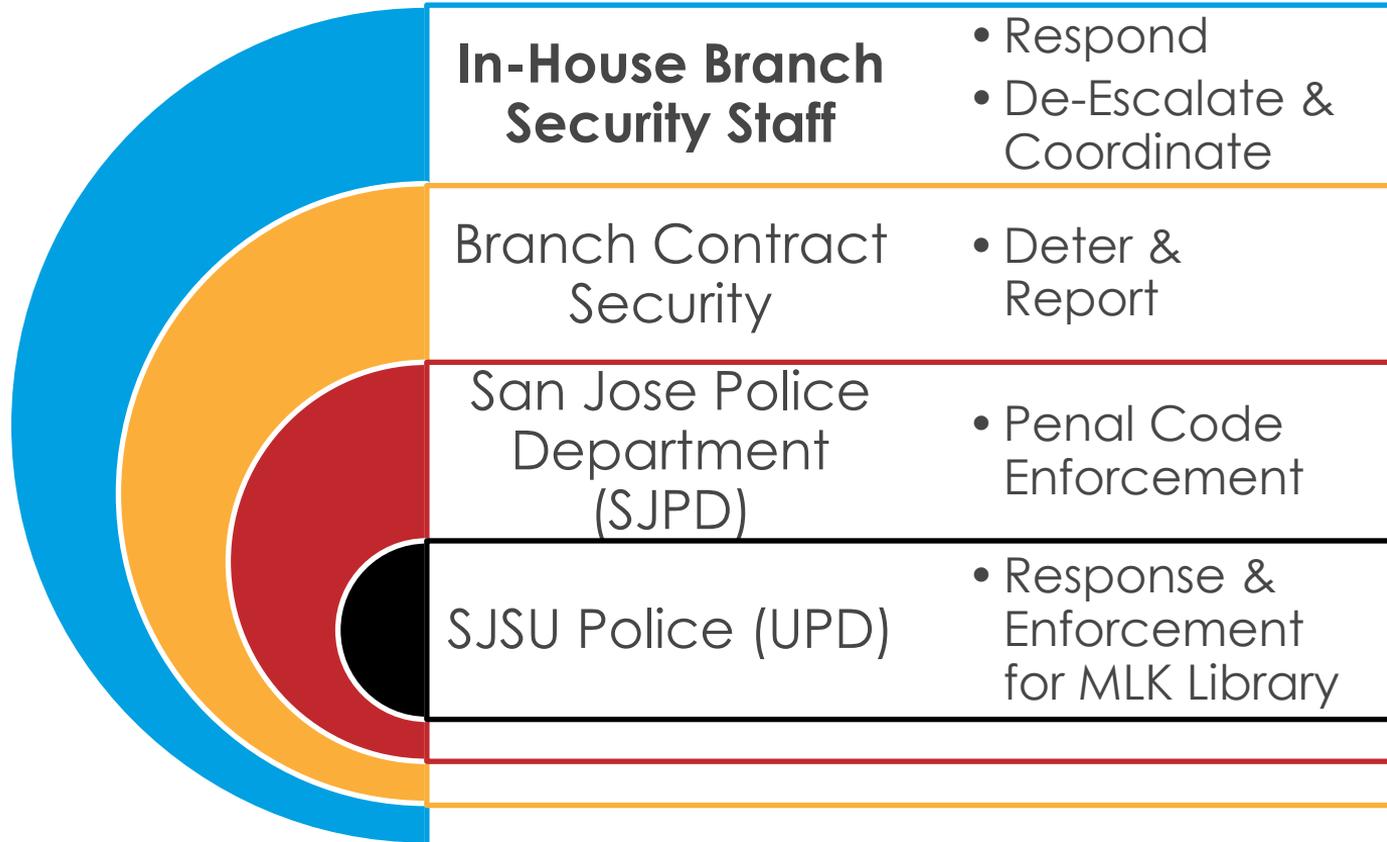
February 18, 2026

BEHAVIOR IN THE LIBRARY

The library serves all customers equally and is open to everyone. Our goal is to create a secure and welcoming place to learn and explore



SJPL SECURITY RESPONSIBILITIES



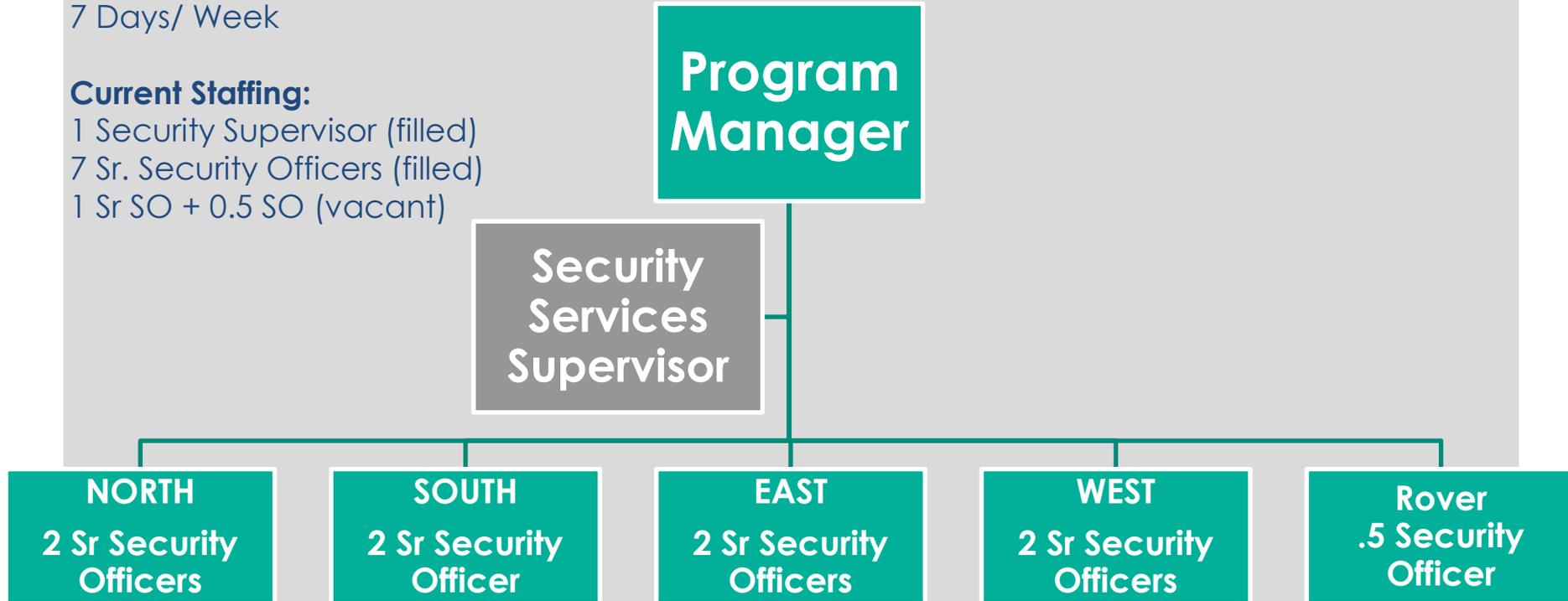
SJPL SECURITY STAFFING

Operational Priority:

System-wide Security Response Coverage
7 Days/ Week

Current Staffing:

1 Security Supervisor (filled)
7 Sr. Security Officers (filled)
1 Sr SO + 0.5 SO (vacant)



SJPL SENIOR SECURITY OFFICER TRAINING

Training Block 0

- Familiarization with SJPL Policies
- Familiarization with SJPL Suspension and Appeals Process
- Report Writing/ Escalation Protocols
- Branch Visits

Training Block 1

- Report Writing Cont'd
- Shadow Trainer / Serving Suspensions
- Continued Branch Visits

Training Block 2

- Incident Escalation/ Navigation & Reporting
- De-escalation & Branch Follow Ups

Training Block 3

- Continued Route/ Patrols
- Continued Refinement of Reporting and Investigation
- Respond and Triage Calls

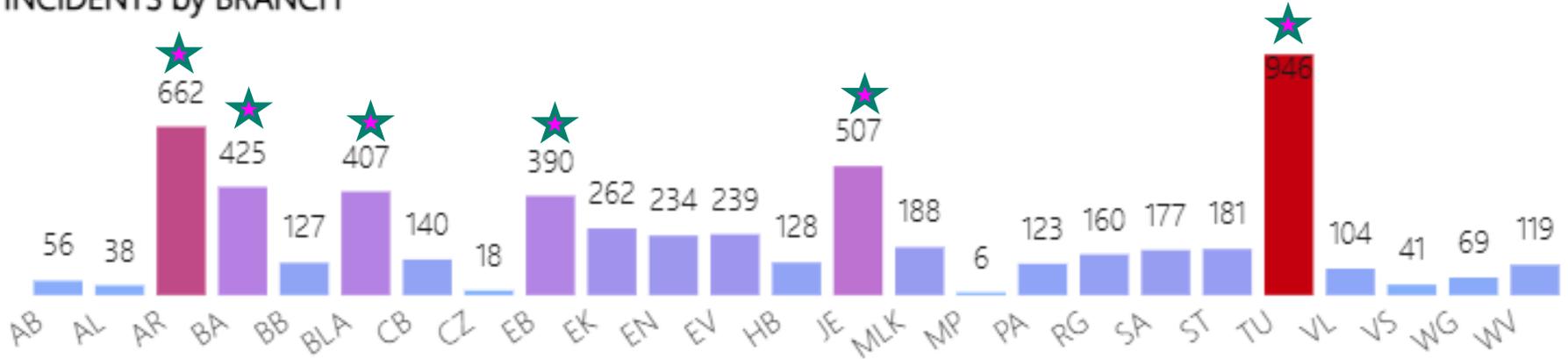
POST Training

- PC 832
- TX A&M
- Special assigned projects

CONTRACT SECURITY STAFFING (SUPPLEMENTAL)

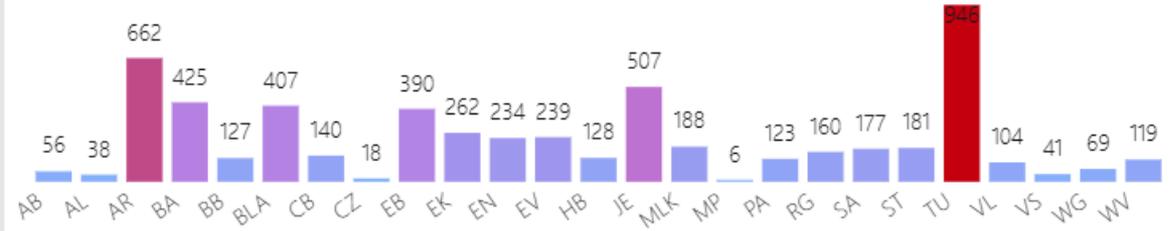
Alum Rock (AR)	Bascom (BA)	Biblioteca Latinoamericana (BLA)	Educational Park (EK)	Hillview (HB)	Joyce Ellington (JE)	Tully (TU)
W, TH, S	M, W,TH,S, SUN	W, TH, S	T, W, TH	M, TH	M, T	W,TH,F,S,SUN

INCIDENTS by BRANCH

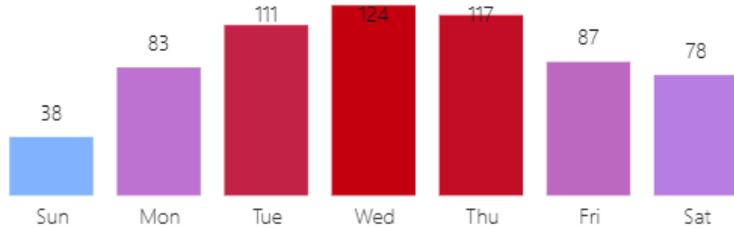


The Past 8 Years

INCIDENTS by BRANCH



MEAN INCIDENTS by DAY OF WEEK



INCIDENTS by FISCAL YEAR

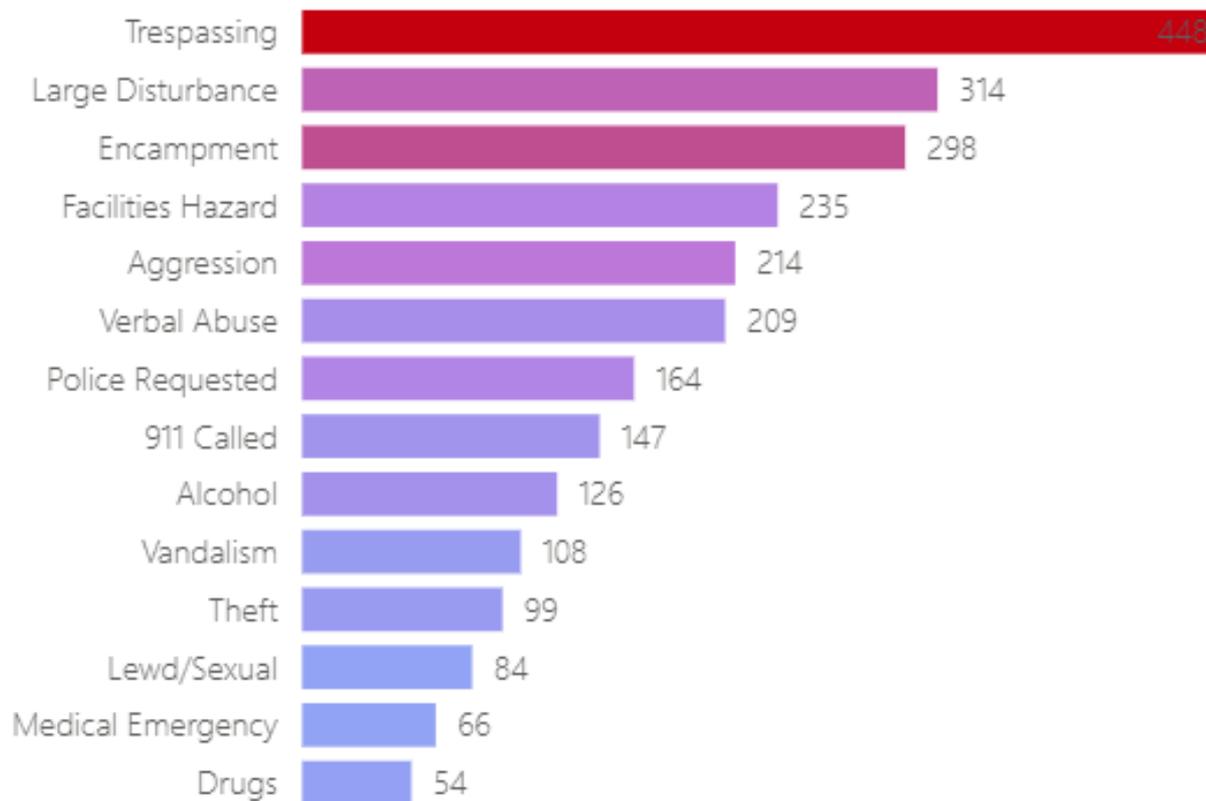


More Security Unit Staffing of Sr. Security Officers = More Incident Reporting + Documentation

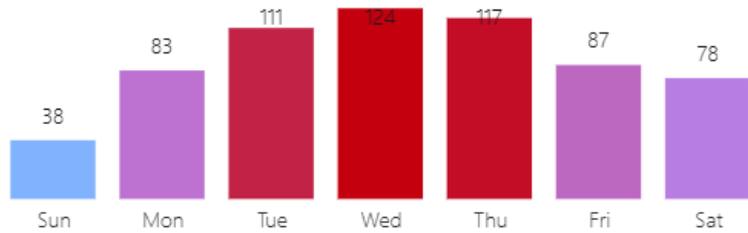
More Security Unit Staffing of Sr. Security Officers = More Staff Training on Incident Response + Reporting

SECURITY
INCIDENT BY
CATEGORY JAN
2023-JAN 2026

INCIDENTS by CATEGORY



MEAN INCIDENTS by DAY OF WEEK



WEEKLY SRO STAFFING COUNT

	SUN	M	T	W	TH	F	S
SRO 1	X	X	X	X	X	X	
SRO 2				X	X	X	X
SRO 3	X	X				X	X
SRO 4	X	X	X	X			
SRO 5	X	X	X	X			
SRO 6				X	X	X	X
SRO 7		X	X	X	X		

INCIDENTS by DAY OF WEEK and HOUR OF DAY

Hour	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Total
12:00 AM	3	5	4	4	2	4	3	25
1:00 AM		3	7	4	12	8	7	41
2:00 AM	5	8	9	13	5	7	6	53
3:00 AM	1	12	6	16	15	12	12	74
4:00 AM	5	5	12	10	13	19	6	70
5:00 AM		4	3	2	7	11	5	32
6:00 AM		4	5	4	7	3	3	26
7:00 AM	1	35	22	27	24	22	12	143
8:00 AM	11	50	53	64	52	30	21	281
9:00 AM	27	59	74	89	75	70	60	454
10:00 AM	50	68	98	116	100	58	66	556
11:00 AM	46	62	104	97	110	39	74	532
12:00 PM	42	39	95	110	125	93	78	582
1:00 PM	33	69	111	104	87	79	60	543
2:00 PM	23	85	89	98	119	77	76	567
3:00 PM	41	66	78	110	88	83	58	524
4:00 PM	35	69	93	96	68	77	63	501
5:00 PM	12	59	79	63	75	69	66	423
6:00 PM	3	29	45	64	47	16	23	227
7:00 PM	1	9	8	15	18	2	3	56
8:00 PM	2	6		1	3	1	1	14
9:00 PM		1		3	1			5
10:00 PM		2	1	2	3	1	1	10
11:00 PM	2	1	2	1		1	1	8
Total	343	750	998	1,113	1,056	782	705	5,747

SECURITY ASSESSMENT



Staffing



Training



Facility



Systems

SECURITY ASSESSMENT IMPLEMENTATION

Permanent & Contract Staffing

- 10 in-house Security staff
- Currently filled 7
- Complementary Contract Security staffed at highest-risk branches

Security & Emergency Training

- Implemented Branch Specific Trainings
- Organization Wide Trainings (Dangerous & Disruptive Behaviors, Active Shooter, Panic Button Activation, 911 reporting)
- In-House & Contract Security Officer Training and Onboarding

Facility Improvements

- Security Camera Improvements: All Library Locations
- All Library location Panic Buttons are inspected bi-annually for functionality.
- Lighting and signage improvements
- Currently exploring options for badging access at all locations.

Systems & Procedures Development

- SJPL Duty-Line to streamline and dispatch calls.
- Expanded policies & procedures related to privacy, filming, and cybersecurity
- Improve system for incident tracking and case assignments

FACILITY SECURITY IMPROVEMENTS

Lighting Replacements

Alum Rock	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Complete
Alviso	LCP/ LED, Fixture and Panel upgrades	\$200,000.00	Complete
Hillview	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Complete
Tully	LCP/ LED, Fixture and Panel upgrades	\$180,000.00	Complete
Almaden	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	In Progress
Vineland	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	In Progress
Bascom	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	In Progress
Educational Park	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	In Progress
West Valley	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	In Progress
Edenvale	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Planned 26-27
Seven Trees	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Planned 26-27
Calabazas	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Planned 26-27
Santa Teresa	LCP/ LED, Fixture and Panel upgrades	\$300,000.00	Planned 26-27

Panic Button Replacements

Bascom	Complete
Almaden	Complete
Edenvale	Complete
Hillview	Complete
Rose Garden	Complete
Vineland	Complete
Willow Glen	Complete

Signage Improvements

Designated Private Areas / Staff-Only Areas	Complete- All Branches
Updated Parking Lot Sign- Tully	Complete
Updated Parking Lot Sign- Evergreen	Planned 25-26
Updated Parking Lot Sign- Edenvale	Planned 26-27
Updated Parking Lot Sign- East Branch	Planned 26-27
Updated Parking Lot Sign- Cambrian	Planned 26-27
Updated Parking Lot Sign- Bascom	Planned 26-27
Updated Parking Lot Sign- Joyce Ellington	Planned 26-27

SJPL SAFETY & SECURITY COMMITTEE

STAFF WORKING GROUP FOCUS AREAS

Behavior Policy

**Building Emergency
Disaster Preparedness**

Privacy Policy

Community
Supportive Resources

SJPL BEHAVIOR POLICY UPDATES



MARCH 2026:

1. Post Policy Updates on Website
2. Roll-Out Staff Training

THANK YOU

Anh.Rodrock@sjlibrary.org

Manager: Capital/Facilities, Security, Logistics

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Agenda Item

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**C) EQUITY AND INCLUSION SERVICES
REPORT
(K. ALVAREZ)**



EQUITY AND INCLUSION SERVICES UPDATE

February 18, 2026

Library and Education Commission

RACIAL AND SOCIAL EQUITY ACTION PLANS (RSEAP)

Each City department develops an EAP to outline key goals, action items and success measures

Category	Description
Normalize	Actions that familiarize shared terms, normalize talking about racialized experiences and disaggregated data as well as supports deeper learning of systemic inequities.
Organize	Capacity-building actions to focus decision-making, program development and other factors to monitor inequity.
Operationalize	Actions that seek to understand, identify, and act on racial inequities

SJPL EQUITY WORKING GROUPS

SJPL Equity Group	Description
Racial Equity Team (RET)	Works to deepen conversations and increase racial equity in library service delivery. This team includes Black, Latine/Hispanic, Asian and Pacific Islander and Mixed Identity Affinity groups as well as a White Learning Ally group.
LGBTQ+ Committee	Amplifies LGBTQ+ voices and experiences throughout the year
Disability Access Committee	Makes recommendations based on the evaluation of equitable disability access to services, resources, technology, and staff guidelines at SJPL
Trauma Informed Resilient Oriented Committee (TIROC)	A wellness initiative to integrate a trauma-informed model for the workforce and the city's overall approach to customer service
Community Engagement Committee	Leads the strategy for community consultations and develops summaries reflecting community needs, aspirations, strengths and ideas

NORMALIZE ACTIONS

Goal	Updates
Provide two yearly workshops on racial equity, LGBTQ+, disability access, trauma and resilience	<ul style="list-style-type: none">• Seven LGBTQ+-related reading lists updated• Spring 2026 workshop on Fostering Belonging for all Library staff
Ensure all employees complete racial equity training	<ul style="list-style-type: none">• 98% Library staff completion for "Foundations of Racial Equity" training• All new employees must complete within first 60 days
Collect and review Equity, Diversity and Inclusion subject data through a data analysis tool	<ul style="list-style-type: none">• Top circulating languages: Chinese, Vietnamese, Spanish, Indian languages, Korean• Subjects: Identity, mental and emotional health, equity and social issues
Holistic Library Initiative programs and partnership	<ul style="list-style-type: none">• 227 job fairs attendees• 132 resourcefairs attendees• 667 individual consultations• Partnerships with United Effort Organization, Bill Wilson Center, JobTrain

ORGANIZE ACTIONS
EDI QUALITY STANDARD ASSESSMENTS OUTCOMES
LIBRARY PROGRAMS

Program	Summary Score	Score Change	Summary Level	Improvement Plans
Tully Branch Citizenship	80%	+3%	Advanced	Introduce a "Getting to Know Students" component that incorporates discussions of students' countries of origin, shared histories and reflections between the United States and their home countries
SJPL Works-Resume	83%	+20%	Advanced	Regularly request participant feedback for book recommendations, hold quarterly vote for future titles and using Library's equity calendar to highlight heritage months

Note: Summary Scores are meant to guide staff in understanding the main opportunities for improvement. The *process*, including the self-reflection and learning derived from completing an Assessment, is most valuable to support program improvement efforts and informs the development of the Quality Improvement Plans.

ORGANIZE ACTIONS
EDI QUALITY STANDARD ASSESSMENTS OUTCOMES
CITYWIDE PILOT

Program	Summary Score	Score Change	Summary Level	Improvement Plans
Electricity Bill Relief (Energy)	67%	+26%	Emerging	Expand collaboration with City departments and nonprofits to increase public outreach
Senior Nutrition (PRNS)	80%	+23%	Advanced	Increase staff training, improve multilingual outreach, enhance data collection

Note: Summary Scores are meant to guide staff in understanding the main opportunities for improvement. The *process*, including the self-reflection and learning derived from completing an Assessment, is most valuable to support program improvement efforts and informs the development of the Quality Improvement Plans.

OPERATIONALIZE ACTIONS

Goal	Updates
Increase program vendors that reflect San Jose's diverse communities	<ul style="list-style-type: none">• Added 95 free vendors and 99 paid vendors to the programming menu
Support Language Access protocols, tools and trainings with City's Language Access Coordinator	<ul style="list-style-type: none">• City hosted the first Language Access Vendor Orientation• Review of Language Access Services webpage, bilingual pay policy, Language Equity Policy & Guidelines
Support Disability Access protocols, tools and trainings with City's Disability Affairs Officer	<ul style="list-style-type: none">• Training on Disability Fundamentals and review of protocols to access City's sign language interpreter vendors• Library-by-Mail: 46 active users and 403 materials

ACTION PLAN FUTURE PRIORITIES

- Equity Diversity and Inclusion Quality Standards multi-year assessments and impact analyses
- Implement the remaining activities for the 2024-2026 RSEAP
- Review performance and data to develop 2026-2028 RSEAP
- Continued collaboration with Office of Racial and Social Equity work plans and emerging priorities

Thank you

Gracias

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Karla Alvarez, M.A.
Chief of Staff / Program Manager
karla.alvarez@sjlibrary.org



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Agenda Item

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**C) ADOPT ANNUAL COMMISSION
BUDGET POSITION MESSAGE TO
COUNCIL
(SUB-COMMITTEE)**

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V. COUNCIL LIAISON'S ANNOUNCEMENTS

VI. CHAIR'S ANNOUNCEMENT

**VII. LIBRARY DIRECTOR'S
ANNOUNCEMENTS
(J. BOURNE)**

VIII. COMMENTS AND ANNOUNCEMENTS

**IX. INFORMATION AND
UPCOMING OPPORTUNITIES
FOR COMMISSION
PARTICIPATION**

**X. ITEM FOR FUTURE
COMMISSION MEETING
AGENDAS**

XI. MEETING SCHEDULE

**THE NEXT MEETING WILL BE WEDNESDAY,
MARCH 18, 2026, AT DR. MARTIN LUTHER
KING JR. LIBRARY BRANCH**

XII. ADJOURNMENT