

---

## ARAPAHOE LIBRARY DISTRICT

### MEETING OF THE BOARD OF TRUSTEES

March 16, 2021

Virtual meeting via Zoom

**MEMBERS PRESENT:** Steve Oliver, Bill Shaw, Katie Schroeder, Sally Daigle

**MEMBERS ABSENT:** Rachel Bandy, Theresa Mehringer

**PUBLIC:** IB (Zoom identifier)

**OTHERS ATTENDING:** Cameron Richards, Attorney

**STAFF PRESENT:** Oli Sanidas, Executive Director; Marie Greene, Executive Assistant; Jennifer Mahin, Director of Finance; Jessica Sidener, Director of Marketing and Community Relations; Linda Speas, Director of Library Operations; Kim Collie, Director of Project Management; Anthony White, Director of Innovation and Technology; Cynthia Kiyotake, Library Manager; Jane Crawford, Library Specialist; Betsy Brainerd, Family Place Coordinator; David Britt, LMS Manager; Frances Beard, Library Specialist; Julie Heffernan Manco, Library Specialist; Kathleen Robertson, Supervisor; Lori Romero, Early Literacy Supervisor; Nadia Kobzeva, Library Specialist; Nicole Wilhelms, Library Manager

Steve Oliver opened the meeting at 5:33 p.m.

#### **APPROVAL OF MINUTES No. 789:**

Sally Daigle moved to approve the Minutes #789 from the February 19, 2021 Board Meeting. Katie Schroeder seconded and the motion passed.

**CONSENT AGENDA:** Sally Daigle moved and Bill Shaw seconded to approve the Consent Agenda as presented. The motion passed.

Approval of the Consent Agenda means:

- A. Approval of the hiring of Rachel Brittain
- B. Approval of the separation of Richard Hernandez, Suroor Alrubayee, Dagmar Korn, Cody Jones
- C. Approval of \$198,308 for Key-People Cleaning Services for COVID-19 daily cleaning services of all library district facilities and bookmobile

and to be in compliance with CDC cleaning guidelines. This illness is highly contagious and can easily spread throughout the facilities and their spaces if strict cleaning measures are not in place. This has become more critical than ever. Let it be known that this contract can be canceled at any time.

**FINANCIALS:** Jennifer Mahin reviewed the financials with the trustees.

Bill Shaw moved to accept the Financials as presented. Katie Schroeder seconded and the motion passed. Approval of the Financials means:

- Acceptance of the Statement of Revenue and Expense
- Acceptance of the Balance Sheet

**BOARD PRESIDENT REPORT:** Steve Oliver reported that he attended the virtual Castlewood Unveiling event. He had only been to Castlewood in person a few times in the past and normally goes to Koelbel because it's closer to his home, but he is excited to visit Castlewood in the future because the remodel looks so nice. Katie Schroeder added that she and her son attended the event as well and are both excited about visiting Castlewood.

Steve mentioned that the board officers election will happen at next month's board meeting. He and Katie Schroeder both are willing to stay on in the president and vice president roles, but he asked the other trustees to contact Katie or Steve if they are interested in a position. The board secretary role will need to be filled as Rachel Bandy is moving out of state.

Steve asked if there was an update to the trustee recruiting effort. Jessica Sidener shared that there are 16 applicants so far and of those 11 are eligible. The other five do not live in the district.

**EXECUTIVE DIRECTOR REPORT:** Oli Sanidas mentioned that ALD is behind in reviewing policies with the board and it would take a few years to get caught up. He asked if a couple of the board members would be willing to be part of a committee to help review policies. He also mentioned that a finance committee will need to be created as well. He understands the board is busy right now with recruiting for the open positions so he just wanted to let them know about the committees for now and will ask again at the April board meeting.

Oli reported that several staff members have been working on getting library employees listed as eligible for the vaccine soon and no one has been able to get an answer. Oli has approached the Tri County Health Department several times but has not gotten a definitive response yet. The governor recently announced that he expects all adults to be eligible by mid April, although Oli was hoping library staff would be eligible sooner.

Bill Shaw stated that all of the three vaccines are excellent despite some of the reports that have come out.

Oli reported that Cam Richards has worked on some language on the topic of the naming policy. Cam stated that he worked on language around the philosophy behind the policy. Bill Shaw stated that he thinks the board should spend time thinking through and discussing the implications of such a policy. Oli proposed the creation of a subcommittee to discuss creating a policy and the implications. He also noted that the board has time to discuss and decide because there are no new buildings currently planned and no plans to name any buildings. Bill asked if ALD staff would be included on the subcommittee and suggested having staff familiar with fundraising and facilities involved. Oli responded that fundraising should probably not be a part of the creation of the policy.

### **PRESENTATION: INTELLECTUAL FREEDOM**

Linda Speas, Director of Library Operations, introduced David Britt, LMS Manager, and Betsy Brainerd, Family Place Coordinator, to present about intellectual freedom.

David mentioned that he and Betsy had a meeting about intellectual freedom on March 13<sup>th</sup> of 2020, which was the day the library district closed due to COVID-19.

David defined intellectual freedom as the right to read/speak/view/listen to, as well as access, materials, and noted that it is covered under the first amendment of the US Constitution. Intellectual freedom is outlined in the Library Bill of Rights Policy. All materials in the library, including artwork, magazines, CDs, DVDs, etc., as well as the right to challenge materials, and the right to use reservable spaces within the library are covered by the intellectual freedom policy and the Library Bill of Rights. 2020 was a quiet year in regards to challenges to library materials due to the pandemic. In the past, ALD would receive 3-5 challenges per year.

Betsy reported that she was an attorney before becoming a library employee. She said that the law does allow children the right to intellectual freedom and parents and guardians are the only people who can limit what their children read/view. There has been a trend where other adults have attempted to limit what other people's children read/view. On one end of the spectrum, some people believe that all speech is protected unless inciting violence. This view is supported by case law. On the other end of the spectrum, some people state that if material or information is perceived as emotionally harmful to children, it should be limited. This view is not supported by law. One example of this is drag

queen story times. Per ALD's reservable space policy, drag queen story time is protected and allowed.

Some recent examples are the attempt to censor materials that have been deemed racist or as having racist undertones, or was written by someone who was known as racist. Dr. Seuss books and the author Laura Ingalls Wilder have been perceived as culturally insensitive and racist. The book *Little House on the Prairie* is no longer on the top of librarian recommendation lists because of this. Per ALA, libraries will continue to keep the six Dr. Seuss books that publishers have stopped publishing until they are no longer in circulation.

Betsy included a handout about how to spot fake news.

David stated that ALD's website includes the ALD collection development policy and the right to challenge material policy for patrons to access. Some parents have challenged material out of concern that their child *could have* accessed it in ALD's branches. The policy explains that ALD does not judge what materials children/patrons can access; all materials should be accessible by everyone.

Patrons have the right to challenge all materials. When a challenge is received, David reviews the material by reading/viewing/listening etc. He also speaks to the respective librarian and considers the reputation of the author/creator of the material. He also reviews the circulation numbers to consider whether it's a popular item in the community as well as in the rest of the country. A challenge was once received from the book's author because there were reviews that were critical of it in ALD's catalogue. The most common request of a challenge is to remove the material from the library; the next common request is to hide it or make the material only accessible if the patron asks for it. The ALA is against limiting access to materials. There have also been challenges to the placement/display of materials in the library. There was one challenge to a CD in our collection because only the "clean" version with the language edited was available. The patron felt it was a form of censorship and it caused ALD to discuss its policy about providing clean versions of materials rather than the unedited versions.

Bill Shaw stated that he would be interested in reviewing the full cycle of the challenge process. Cam Richards responded that the board is the ultimate decision maker and therefore if trustees were to be involved in the full process of the challenge, it might be perceived as influencing/limiting the decision. The procedure is intended to allow the ALD staff to review the situation and respond.

Sally Daigle mentioned that her mother showed her a newspaper article reporting that another library in the Denver area will remove six Dr. Seuss books.

She thanked David and Betsy for the presentation about intellectual freedom and thanked ALD for protecting the rights of patrons.

Bill Shaw noted that censorship issues tend to swing back and forth politically. He said that even materials that he personally finds hateful should be available to patrons.

### **POLICY: LIBRARY BILL OF RIGHTS**

Oli Sanidas introduced the Library Bill of Rights. It has been around since 1948 and is from the American Library Association. No changes to the policy have been proposed.

Bill Shaw asked about the absence of any mention of access to materials in the policy. Cam Richards stated that other policies may outline access to materials. David Britt explained that the policy may not use the term "access", but some bullet points refer to providing and not excluding materials. Linda Speas also mentioned that the Core Values of Librarianship mentions access to materials as the first line item.

Bill Shaw moved to accept the policy as presented. Sally Daigle seconded and the motion passed.

**LEGAL STATUS REPORT:** Cameron Richards reported that the conveyance of the old Kever property to the Byers School District is complete.

Bill Shaw asked if we need to revisit the mask guidelines. Oli responded that ALD is still and plans to continue to follow CDC guidelines.

### **STRATEGIC PLAN REPORT:**

Jessica Sidener highlighted a few items from the strategic plan report. On February 22<sup>nd</sup>, all facilities began being open continuously without closing for cleaning breaks. The cleaning is still happening, but during open hours.

She also highlighted the promotion of HelpNow, which is an online resource that offers tutoring for various disciplines, as well as test prep, English as a second language courses, and other educational resources to the community.

ALD also made a collaborative effort promoting and providing resources for becoming engaged in Black History Month.

There being no further business, Steve Oliver adjourned the meeting at 7:14 p.m.

4/21/2021

Date Approved

DocuSigned by:

A blue DocuSign signature graphic consisting of a stylized 'D' shape with a horizontal line extending to the right, and a curved line representing a signature stroke.

1A7972AE396347A...

Rachel Bandy, Deputy Secretary

DRAFT