
ARAPAHOE LIBRARY DISTRICT

MEETING OF THE BOARD OF TRUSTEES

August 17, 2021

Admin Support Services Building
12855 E Adam Aircraft Circle
Englewood, CO 80112

MEMBERS PRESENT: Steve Oliver, Bill Shaw, Katie Schroeder, Theresa Mehringer, Sally Daigle, Natalie Palmer, Liz Nichols, Sally Daigle

MEMBERS ABSENT: none

PUBLIC: Erica Sherer, Fernando Pineda-Reyes

OTHERS ATTENDING: Beth Dauer, 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; Anthony White, Director of Innovation and Technology; Kim Collie, Director of Project Management Office; Holly Whelan, Library Manager, Louise Richey, Community Engagement Manager, Ginger Mattson, Manager of Communications and Strategic Marketing; Kathleen Robertson, Library Supervisor; Donna Dean, Library Supervisor; Susan Malone, Collection Librarian; Ted Mashburn, Youth Services Librarian; Erin Richards, CFLS Lead; Hayley Presley, Library Specialist

Steve Oliver opened the meeting at 5:35 p.m.

Oli mentioned that the October meeting may need to be held virtually as Oli will be out of town for a conference and Katie will also be out of town.

APPROVAL OF MINUTES No. 797:

Marie Greene noted that she changed the minutes of the June 15 meeting to reflect that the meeting was held in person at Support Services and not virtually.

Theresa Mehringer noted that there was some incorrect wording in the notes about the audit presentation. The end of the sentence stating there were two sets of finance reports will be deleted.

Natalie Palmer moved to approve the minutes with the proposed changes. Sally Daigle seconded and the motion passed.

CONSENT AGENDA: Sally Daigle moved and Theresa Mehringer seconded to approve the Consent Agenda as presented. The motion passed.

- A. Approval of the hiring of Rachel Sedlacek, Tabatha Garcia, Rebecca Sheppard, Alexandra Pippenger, Jacqueline Lutterbie Laura Tovey, Angelica Rivera, Aubrey Payne, Christine Campbell, Amanda Armstrong, Alexander Isaac, Victoria Kildeeva, Heather Stevenson, Oscar Colmenero Reyes, Brooke Richeson, Christine Daniels
- B. Approval of the separation of Jill Zastko, Rachel Grossr, Erica Brandse, Tabatha Garcia, Aaron Schmidt, Anya Dickson, Sarah Berkeland
- C. Approval of the More Green Landscaping contract for \$168,444. More Green Landscaping is the selected contractor for snow removal services through an RFP process.
- D. Approval of \$170,000 to replace the Ethylene Propylene Diene Terpolymer Membrane (EPDM) roofing at Smoky Hill Library. In the past several years we have had multiple leaks and made repairs on the roof as well as repairs in the interior caused by the leaks. We are looking to replace the EPDM with a White Roof, which has better performance and longevity, is one of the thickest top piles in the industry for watertight integrity, is environmentally friendly and meets energy start requirements.

FINANCIALS: Jennifer Mahin reviewed the financials with the trustees.

Katie Schroeder moved to accept the Financials as presented. Natalie Palmer 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 introduced the two new trustees, Natalie Palmer and Liz Nichols. This was their first official meeting on the board.

Liz Nichols introduced herself and noted that her family uses Smoky Hill Library frequently.

Natalie Palmer introduced herself and said she also uses Smoky Hill Library. She said her mom cried when she heard Natalie joined the library board. Natalie's grandmother started the library in Mineral County, Montana.

Steve attended the grand opening at Kelter in July and thought the facility was beautiful. Bill Shaw was pleased to see how many community members attended the grand opening. Steve also mentioned that he spoke to Arapahoe County Commissioner Jeff Baker, who was very excited about the facility and especially the ability to use meeting rooms there. Steve thanked the ALD staff for the great work on Kelter Library.

EXECUTIVE DIRECTOR REPORT: Oli Sanidas introduced Caroline Heinselman as the new Director of People Services. Caroline has been with ALD for 15 years.

Oli reported that he had asked the manager and director team to look for ways to increase the operational budget to provide staff with a cost-of-living increase. ALD regularly does market studies to determine salary ranges, but COVID-19 delayed plans for the most recent study. In the interim, Oli has been exploring ways to make adjustments quickly. He notified the board that there will probably be some changes in upcoming consent agendas for approval. Oli has authorized an increase to the operational budget of at least \$1.5 million, which will include salaries, hiring new staff and associated benefits.

Theresa asked how often ALD makes compensation increases, as she recalled previous discussions about an increase. Oli reported that ALD normally proposes increases during the October/November budget presentation to the board, but this proposed increase will happen mid-year rather than waiting until the end of the year.

Jennifer clarified that ALD does not intend to cause the general fund to go over budget. The plan is to move money from one fund to another, since there are areas currently running under budget.

Oli invited the board to volunteer at the upcoming Friends Book Sale.

Oli mentioned that Bill Shaw wanted to discuss the Land Acknowledgement recommendation. Bill was unclear about what was being asked of the board. Bill stated that the library is an appropriate place for having resources for the history of indigenous people, but was concerned posting the Land Acknowledgement would be a political statement and might jeopardize losing some of ALD's patrons. He said the issue is very complex and the acknowledgement might be too simplistic.

Steve Oliver questioned what ALD hopes to accomplish by posting this acknowledgement. He is concerned that the statement is somewhat apologetic and it's dangerous when historic issues are viewed from current day perspectives, especially when no one alive is responsible for what happened in

the past. Liz Nichols stated that the library is a leader in the community and she thinks it's OK to post this statement on the website. Theresa Mehringer added that ALD has made political statements in the past on the website.

Steve asked what was being asked of the board. Oli responded that nothing was being asked of them but clarified that in his report, he notified the board that ALD is posting the acknowledgement. Bill Shaw stated that if it was to come to the board for a vote, Bill would vote against it as written. He mentioned there are some inflammatory terms in the language of the acknowledgement. He stated that he assumed that the language ALD plans to post came from an outside source and he questions whether that source has a political agenda. Oli stated that the intent of the statement is to open conversation about the topic, which will hopefully lead to education on the subject. Natalie Palmer stated that the acknowledgement was recommended by the staff, and if it's important to the staff, then it's important to her. Oli will look at the notes from where this recommendation came from and will share those notes with the board.

PRESENTATION: SUMMER READING

Kim Collie, Director of Project Management Office, invited the board to participate in an activity and then introduced the staff in attendance who helped on the summer reading team. She also shared a spreadsheet with lists of all the teams who worked on the changes to the Summer Reading program.

She gave an overview of why ALD chose to review the Summer Reading Program and make changes. The outcomes that ALD wanted to achieve by making changes included helping kids find joy in reading, and sparking curiosity and lifelong learning. The three main objectives were inclusivity, curiosity and connection. One of the changes was that instead of giving out prizes at the end of the summer, free books were given out at the beginning of the summer. By doing this, it removed the barriers of making kids fill out registration forms, evaluations, etc., which can make reading feel like a chore. It is estimated that over 15,000 books were given out in English, Spanish and Russian languages. Data was collected to track which age groups were receiving the books, which will help with planning future Summer Reading programs. For example, according to the data, some branches gave out more teen books than other age groups.

The team collected ideas for things to do on future Bingo cards. To help the community connect with one another, kids were asked to draw pictures of their community that were posted on the wall in the libraries. The staff posted many pictures and stories on ALD's Workplace from the Summer Reading program. There was some negative feedback from patrons, but not as much as expected. Kim also shared some resources that were used when the team was reimagining the summer reading program.

LEGAL STATUS REPORT: Beth Dauer reported that Cam Richards resigned from the legal team to pursue another opportunity. Beth will be attending the board meetings in the future.

She stated that the legal team reviewed the Land Acknowledgement statement and did not find any legal concerns with it.

She has no other news to report.

Theresa Mehringer asked whether the board would like to put Dorothy Pisel's name on a bench or something similar. She recommended adding the idea to the September board agenda for discussion. She clarified that she does not intend to bring up the naming policy and would be fine with tabling that item indefinitely. Sally Daigle recommended that ALD ask the Deer Trail community what ideas they might have to honor Dorothy. Oli will contact Deer Trail and make sure this topic is added to the September agenda.

STRATEGIC PLAN REPORT:

Kim Collie, Director of Project Management Office, highlighted a few items from the strategic plan report:

ALD implemented Telehealth services at Sheridan Library. ALD provides the space and digital tools for patrons to connect with healthcare providers. Erica Scherer successfully worked to get a grant to fund the equipment to provide these services. Fernando Pineda-Reyes outlined more detail about the program, a pilot program with ALD. He explained that tablets and hot spots will be available for patrons to borrow to connect with telehealth services, including phone calls with their doctor or speaking with a community healthcare worker to help navigate to needed healthcare services.

Bill Shaw asked to clarify that the libraries' role is to provide assistance on how to use devices and help patrons find the resources they need, as well a safe space for patrons to use telehealth services. Fernando confirmed and responded that there will also be outreach to the community to invite people into the libraries.

There being no further business, Steve Oliver adjourned the meeting at 7:56 p.m.

9/21/21
Date Approved


William Shaw, Secretary