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## ARAPAHOE LIBRARY DISTRICT

### MEETING OF THE BOARD OF TRUSTEES

June 18, 2024

Sheridan Library  
3425 W. Oxford Ave  
Denver, CO

**MEMBERS PRESENT:** Scott Bodfish, Steve Oliver, Katie Schroeder, Liz Nichols, Sally Daigle, Bill Shaw, Theresa Mehringer

### MEMBERS ABSENT:

**PUBLIC:** Nick Daniluk

**OTHERS ATTENDING:** Colin Mielke, Attorney; John Paul LeChevallier, auditor [virtual]

**STAFF PRESENT:** Oli Sanidas, Executive Director; Marie Greene, Executive Assistant; Jennifer Mahin, Director of Finance; Linda Speas, Director of Library Operations; Cynthia Kiyotake, Associate Director of Library Operations; Kim Collie, Director of the Project Management Office; Caroline Heinselman, Director of People Services; Mollie Lancaster, Collection Librarian; Brandee Heimerle, Manager of Human Resources; George Sproul, Manager of Facilities and Safety; Tom Salazar, Finance Supervisor; Sudha Shrestha, DEI Manager; Dorian Renne, Safety Specialist; Rainebo Thunder, Teen Services Librarian; Sarah Daniluk, Administrative Specialist

Katie Schroeder opened the meeting at 5:45 p.m.

Oli Sanidas added the following item to the consent agenda:

The approval of up to \$215,000 for staff day activities scheduled in October, including but not limited to, event planner, food and refreshments, speaker/activities and audio/visual support.

Katie opened the meeting to public comment by reading the Guidelines for Public Introductions and Comment:

Thank you for attending this meeting of the Arapahoe Library District Board of Trustees. We appreciate your interest. It is the policy of the Board to invite

audience participation during the public comment portion of the agenda set aside for this purpose.

1. If you wish to speak, please sign your name and address on the sign-in sheet.
2. You may take up to five minutes to make your comments. (This time constraint may be modified by the Board President to be less than five minutes if there are a number of persons wishing to speak.)
3. We will take up to 10 minutes for public comment at the beginning of the meeting. If there are more comments, we will provide additional time at the end of the meeting for an additional 30 minutes.
4. The Trustees will not be able to engage in dialogue with you, but they will make sure that you are contacted at a later time to answer any questions you may have.
5. If you have not already been introduced to the Board, please state your name and address before you begin.
6. We thank you for coming to this meeting and for your interest in the Arapahoe Library District.

Mollie Lancaster, Collection Librarian, spoke on behalf of some of the ALD staff asking the board of trustees to reconsider renaming Sheridan Library. She noted that a petition was distributed throughout the district, and she read some comments from staff.

Katie closed the public comment portion of the meeting.

**REVIEW APPEAL OF CHALLENGE:** Oli Sanidas noted that the board is reviewing the policies to ensure the proper process was followed for the challenge to the book *You are the Color* and is not reviewing the content of the challenge or response.

Bill Shaw asked whether the book was thoroughly read by library staff. Oli responded that it is not ALD's role to make judgment about the information in the material. He added that when material is challenged, David Britt, Manager of Library Material Services, does read the material when considering the challenge. Bill Shaw noted he wanted to make sure the process was followed when the original challenge was received.

There was discussion with the attorney confirming the board's role of reviewing the procedures followed.

Theresa Mehringer moved that the ALD response to the challenge to *You are the Color* be upheld. Scott Bodfish seconded, and the motion passed.

Theresa stated that the board would like more information about the procedures followed by ALD staff when challenges are received. Katie noted that the policy about challenging materials does not outline the board's role with an appeal to a challenge response. Scott Bodfish mentioned that only the challenge form itself gives the board guidance on their role and no guidance is provided in the policy.

Bill Shaw added that as a board member, he is not interested in censorship of ideas or getting involved in the operational details of ALD, but he is interested in learning how materials are reviewed and chosen to be included in ALD's collection because it dovetails with the procedures of challenging materials. Oli responded that the board's role as policy makers is not to question the work done by staff; it is to objectively ensure policies are adhered to.

**APPROVAL OF MINUTES Nos. 842, 843 and 844:** Oli noted that Scott Bodfish should be added to the minutes for the board retreat. It was also noted that there were some committees decided at the May 21 board meeting that were not reflected in the minutes. Katie Schroeder said she will send the missing committees to Marie Greene to be added to the minutes.

Scott Bodfish moved to approve the minutes from the May 7, 2024 board retreat, the May 21, 2024 regular board meeting and the June 5, 2024 finance committee meeting with the proposed changes. Katie Schroeder seconded and the motion passed.

**CONSENT AGENDA:**

- A. The approval of up to \$350,000 with EON for various furniture purchases across the District. This amount includes \$95,500 of spend related to the Admin Remodel project (part of \$11MM spend previously approved) for cube assembly, disassembly, and storage. Other large spends relate to a Koelbel refresh of their workroom, staff space for CFLS, and teen space, and potential for additional work at May with updates to their basement (staff space) and lockers.
- B. The approval of an estimated \$150,000 for enhancing our small meeting and study rooms by enabling hybrid meetings using Vibe Boards. Approximately \$122,000 will be used to procure equipment directly from Vibe and the balance is installation costs.
- C. The approval of up to \$215,000 for staff day activities scheduled in October, including but not limited to, event planner, food and refreshments, speaker/activities and audio/visual support.

Sally Daigle moved to approve the Consent Agenda as presented. Bill Shaw seconded, and the motion passed.

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

Bill Shaw stated that ALD consistently falls under budget in training and commented that he hopes the budget will be utilized. Oli Sanidas responded that ALD leadership makes staff training a priority, but there is the consideration that staff do not always have the capacity or time to participate in training opportunities to use up the training budget. Scott Bodfish added that his concern is making sure ALD staff are aware of and offered opportunities for development.

Bill Shaw moved to accept the Financials as presented. Liz Nichols seconded, and the motion passed. Approval of the Financials means:

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

**POLICIES:**

- A. Accessible Technologies Policy (first reading)
- B. Core Values of Librarianship (first reading)

Oli Sanidas explained that the Accessible Technologies Policy is a new policy and is in response to a new law about the accessibility of ALD's website. Anthony White, Director of Innovation and Technology, noted that ALD was already compliant with most of the requirements outlined by the new law. He stated that ALD's intent is not just to be compliant, but also to strive for equity in accessibility of technologies and he outlined some projects that are underway to achieve that objective.

Oli Sanidas noted that the Core Values of Librarianship is a policy that ALD adopts directly from the American Library Association. ALA updated their policy, and ALD is adopting those changes.

Sally Daigle moved to accept the changes to the policies as presented. Liz Nichols seconded, and the motion passed.

**BOARD PRESIDENT REPORT:** Katie Schroeder reported that two of the newly appointed committees have met and asked that they give an update to the board.

Liz Nichols stated that she and Scott Bodfish met as the Presentations and Strategic Plan committee and started discussing the board presentations they'd be interested in as well as how the board would like to get involved with the strategic plan.

Bill Shaw said that he and Scott Bodfish met as the Nominations committee and discussed the possibility of having three board members on committees as well as the possibility of having two members on the interviewing committee instead of three. Theresa Mehringer and Katie Schroeder clarified that the nominations committee would be responsible for recruiting and nominating new board members and not necessarily responsible for the process of interviewing and recommending candidates for the board.

**EXECUTIVE DIRECTOR REPORT:** Oli Sanidas reported that he did more thinking after the discussion at the May board meeting about the Sheridan renaming project. He noted that he is not currently looking for an outcome, such as renaming the library, but said he feels it's appropriate to proceed with gathering more information. He stated that it didn't sit well with him that learning the library was named after the community of Sheridan rather than General Sheridan was the only deciding factor for suspending the investigation of the topic. He asked the board to reconsider proceeding with hiring a historian and engaging the community to gather more information. He said that ALD has not been able to locate the minutes from 1972 to verify the library was named after the community but proposed that the board assume that is accurate. He also stated that he would like to advocate for doing more research and gathering information to be presented to the board and then sharing that information with the Sheridan community for their consideration and input.

Theresa Mehringer added that after reconsidering the conversation at the last board meeting, she agreed that gathering information is reasonable and is within ALD's responsibility and should proceed since ALD has the capacity and resources to do so. Steve Oliver agreed and noted that people living in a different point in history cannot be judged by today's values. Sally Daigle noted that as a resident of the city of Sheridan, as well as a member of the city council and school board, she would want to make sure the members of the Sheridan community receive the information collected from the project. She stated that there is a distinction between the history of General Sheridan and the history of the community of Sheridan. Oli Sanidas added that the value of intellectual freedom applies to this project just as it does with materials in ALD's collection and researching and gathering information as objectively as possible is an appropriate part of ALD's role. Bill Shaw suggested that the board have a discussion about the distinction between ALD's core values versus the core function of ALD as a library in the community. It was reiterated that the current step is simply to gather information. The board agreed that gathering information is an appropriate step to take.

Oli also reported that more land adjacent to Eloise May Library became available for purchase. He noted that a report may soon be presented to the board in relation to this news.

**LEGAL STATUS REPORT:** Attorney Colin Mielke reported that due to the passage of SB24-049, ALD's policies may be reviewed to make sure they are compliant with the law.

Theresa Mehringer asked whether the privacy policy and other policies need to be reviewed in relation to the laws around using AI. Oli responded that ALD is currently using AI for educational purposes only and leadership will be sure to consider the laws in place when using AI in other capacities.

**AUDIT PRESENTATION:** Jennifer Mahin, Finance Director, introduced Tom Salazar, ALD's finance supervisor, and auditor John Paul LeChevallier. John Paul noted that the audit was previously presented to the finance committee. The auditor's opinion is the audit is clean, which is the highest opinion possible. There were no corrections. The auditor and the board commended the finance team for their work.

Bill Shaw asked if there were any considerations of reducing ALD's mill levy for the future. John Paul responded that is not part of the scope or purview of the audit as it is designed to always look at the past--they do not consider plans for the future.

**STRATEGIC PLAN REPORT:** Caroline Heinselman, Director People Services, highlighted a couple of stories around Summer Reading Outreach where staff visited area schools and gave away books to students.

She also reported that the tuition reimbursement program was expanded and the barrier of having a library degree was removed as a prerequisite for librarian positions with the understanding that the library degree be completed within three years of starting the position. Caroline said she has received feedback that some staff who stated that they would not have applied for the position if they were not able to get tuition reimbursement.

There being no further business, Scott Bodfish moved to adjourn, Sally Daigle seconded and the meeting was adjourned at 7:41 pm.

08/20/2024

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Date Approved

*Liz Nichols*

Liz Nichols (Aug 23, 2024 12:25 MDT)

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Liz Nichols, Secretary






# June 18, 2024 board minutes\_TO BE SIGNED

Final Audit Report

2024-08-23

Created:	2024-08-22
By:	Marie Greene (mgreene@ald.lib.co.us)
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