
ARAPAHOE LIBRARY DISTRICT

MEETING OF THE BOARD OF TRUSTEES

February 18, 2020

Koelbel Library
5955 S. Holly St.
Centennial, CO

MEMBERS PRESENT: Steve Oliver, Katie Schroeder, Rachel Bandy, Bill Shaw, Sally Daigle, Theresa Mehringer

MEMBERS ABSENT: Dorothy Pisel

PUBLIC: Dr. Nita Mosby Tyler

OTHERS ATTENDING: Cameron Richards, Attorney

STAFF PRESENT: Oli Sanidas, Executive Director; Marie Greene, Executive Assistant; Jessica Sidener, Director of Human Relations and Marketing; Jennifer Mahin, Director of Finance; Kim Collie, Director of Project Management Office; Linda Speas, Director of Library Operations; Jill Corrente, Director of Digital and Library Material Services; Caroline Heinselman, Interim Director of HR; Holly Whelan, Manager; Nicole Wilhelm, Manager, Ginger Mattson, Manager; Andrew Monson, Supervisor; Marcie Stanley, Supervisor; Michelle Cingrani, Natalie Kuypers

Steve Oliver opened the meeting at 5:47 p.m.

VIDEO: One Book, One Facility.

APPROVAL OF MINUTES No. 776: Sally Daigle moved to approve the Minutes #776 from the January 21, 2020 Board Meeting. Katie Schroeder seconded the motion and the motion passed.

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

Approval of the Consent Agenda means:

- Approval of the hiring of Jennifer Locke, Iliana DuBois, Libby Klomp, Elisabeth Hedman, Richard Hernandez, Aaron Schmidt

- Approval of the separation of Ayzia Underwood, Denise Crowder
- Approval of \$205,850 to replace the roof at Castlewood. The current roof has exceeded its useful life expectancy, and the parapet wall membrane is pulling away. We had made multiple repairs over the years until the roof could be replaced. As part of the 2020 projects, the roof is scheduled to happen this year. In order to minimize disruption to patrons, we are combining the roof replacement with the 2019/2020 Castlewood remodel project. The cost for the replacement of the roof is \$161,000 and \$44,850 to remove the solar modules and reinstall.
- Approval of \$100,000.00 for TrackVia workflow and data analysis platform. This is an integral part of our data strategy project to minimize the number of places where we enter data, provide feedback to patrons and staff based upon their input, and make data-driven decisions from a holistic point of view. This is our second year using TrackVia and we continue to add functionality and data analytics capabilities.

FINANCIALS: Jennifer Mahin reviewed the financials with the trustees. Bill Shaw asked about the self-insurance costs, noting that it's the only area where it's very close to budget, whereas the other areas are well below budget. Caroline Heinselman explained that the benefits comes up for renewal in July and the HR team has asked the insurance broker to unbundle the services to get a better price. She explained that part of the work the HR team will be doing in the next few months will be analyzing the expenses and will decide on whether to make adjustments at renewal time.

Theresa Mehringer asked why we don't see most of the debt services fund until December. Jennifer responded that we pay part in summer, but the significant balance is paid at the end of the year.

Sally Daigle moved to accept the Financials as presented. Theresa Mehringer 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 gave an update to the trustees: Next month will be the annual meeting when the board will present to the Arapahoe County Commissioners. The board will talk about the strategic plan and the video *One Book One Facility* will be presented.

In April, the board will choose officers for the year. The board intends to allow all board members to serve in positions they are interested in and he asked the

trustees to send an email to Katie Schroeder if they would like to become president or vice president. If no one expresses interest, Katie and Steve are willing to serve as vice president and president, respectively. Theresa Mehringer stated she would be willing to serve in one of the roles, but only if Steve and Katie no longer want to serve in those positions.

EXECUTIVE DIRECTOR REPORT: Oli Sanidas announced that ALD found and hired a new Director of People Services, Luis Morejon. He is coming from New Jersey and has extensive experience in Human Resources. Luis responded very well to ALD being a mission driven organization. He will start a couple of days prior to the March board meeting.

Rachel Bandy asked what the new director role will oversee in addition to Human Resources. Oli responded that ALD chose the title of Director of People Services strategically at the beginning of the recruiting process. The role will oversee organizational development and will focus on building the internal culture.

Oli announced that Jill Corrente turned in her resignation and will be taking a role at Douglas County Libraries. Jill Corrente explained that she will be the director of administrative services, and will oversee IT, collections, Human Resources, and facilities.

Bill Shaw asked what Oli's thoughts are for recruiting Jill's replacement. Oli stated that he just received Jill's resignation today and will consider reorganization before making a recruiting decision.

Jessica Sidener stated ALD is in the middle of a very large project. Space has been an ongoing issue and ALD has a team exploring the possibility of creating an event space for the community. In addition to considering budget, the team will get feedback from the public and the patrons about their needs, and they will look into partnerships with outside organizations. They will use 2020 as the year to explore and research, but since it's such a large project, it may take longer and the final decision on whether to proceed with an event space may not be made until further in the future. Jessica Sidener and Jennifer Mahin are the co-sponsors of the project, and Louise Richey and Cindy Mares are the project managers. Board involvement is going to be critical, so the team will keep the board informed. The team is also considering working with an outside consultant for additional expertise in the exploration phase of the project.

Rachel Bandy asked where the idea came from. Oli responded that it came from the exponential growth of usage of library space. The intent is to provide meeting room space, coworking space, as well as have large event capability. The daily usage would be providing a space for the community to gather. Oli

explained that the trend for library usage has been moving in the direction of more space usage, and ALD is trying to respond to that demand.

Steve Oliver stated that there may be some concerns to consider about competing with taxpaying entities when ALD is a tax-exempt organization.

Oli responded that he has done some research and does not intend to compete with other entities, nor is the intent to give priority for space usage to anyone, paid or otherwise, other than for ALD events.

Jessica Sidener encouraged the board to bring any and all questions, even those that may "kill" the idea because those type of questions help identify blind spots of the team.

Theresa Mehringer expressed her concern of the perception of ALD considering this project for the sake of spending its large fund balance. Oli agreed that is a concern, and that ALD is only in the initial brainstorming phase and the intent would be to provide space for the public. He also stated that ALD does not want to add to the ongoing operational expenses of the organization.

Theresa asked that the board be updated on this project every month at the board meetings. Oli said he will include an update in his report to the board each month.

Sally Daigle said that Westminster Town Center built something similar which includes meeting space and retail space located near the light rail, which is important because many young people are not driving. She stated that she thinks ALD's event center is an exciting idea for filling the space needs of the public.

Jessica stated that even at the end of the due diligence phase, if ALD decides not to proceed with an event space, the process would be a win-win for ALD because ALD will have heard from the patrons about their needs.

LEGAL STATUS REPORT: The legal report was passed out to the trustees and ALD directors for review.

Cameron Richards reported on the costs for the infrastructure needed for the construction of the Kelter project in Byers. The Bradbury Main Street Villas building project, which is nearby, will use the same contractor and the costs will be shared and built into the construction budget. ALD will also purchase some construction materials from Bradbury rather than having it trucked in from Denver. By doing it this way, ALD should save money. There is a draft of the cost sharing agreement attached to the legal status report for the board to review.

Rachel Bandy moved to accept the draft of the cost sharing agreement subject to legal revision, with the final agreement to be provided to the trustees. Bill Shaw seconded the motion and the motion passed.

PRESENTATION: INCLUSIVITY

Linda Speas gave an overview of the inclusivity work ALD has been doing. In 2018, ALD hired Dr. Nita Mosby Tyler from The Equity Project as a consultant to help with the work.

Dr. Nita thanked ALD for their commitment to inclusivity. She is now working with several other library districts because they heard about the work that ALD is doing.

Dr. Nita gave some background about herself. She was working her dream job at Children's Hospital, but after the 2016 presidential election she began to see people not being about to talk about issues and people became polarized. She left her job and started The Equity Project. The work uses a "space full of grace" to allow people to speak their minds without being critiqued.

ALD's work has been centered on inclusivity, which is different than many of the other terms that are falsely used as synonyms (inclusion, equality, diversity, fairness, etc.). ALD will know when inclusivity is successfully incorporated in its culture because leadership will begin to hear from their employees and patrons. And diversity will rise as inclusivity is felt.

Dr. Nita's experience through her work has been that people are scared to talk in our political environment. She has also seen that people are unaware of how bias is making an impact. Dr. Nita also said she consistently finds people are experiencing "diversity fatigue", which is when people are tired of talking about diversity. Something will trigger diversity fatigue. She encouraged the board to try to identify what their body physically does when they are triggered.

Rachel Bandy asked how long we would have access to Dr. Nita's services. Linda Speas explained that Dr. Nita has been contracted on a year to year basis and Dr. Nita expressed that she is willing to help as long as ALD needs her.

REPORTS:

TRUSTEE REPORTS:

Bill Shaw visited the Cherry Creek Innovation Campus and encouraged the rest of the board to go as he thought it was incredible.

STRATEGIC PLAN REPORT: Jennifer Mahin highlighted the following topics from the Strategic Plan Report:

Inclusivity: ALD put up posters of favorite traditions. ALD did them in 4 languages.

Space: ALD did a refresh of space at May Library.

Lifelong Learning: ALD hosted a program called Active Minds Explore the Impeachment Process.

Innovation: ALD added a media station at Sheridan Library.

Bill Shaw asked about some things in the compassion section. He expressed concern about ALD staff counseling patrons. Linda Speas responded that Brendan Haggerty is a social worker on staff and his role is to connect patrons to resources in the community. He does not act as a counselor to patrons himself.

LIVING OUR VALUES REPORT:

No comments

MONTHLY STATISTICS:

No comments

COMMUNITY CONVERSATIONS:

No comments

UPCOMING MEETINGS: The March 2020 meeting is scheduled on Tuesday, March 17 at 5:45 p.m. at the Support Services building.

There being no further business, Katie Schroeder moved to adjourn the meeting. Steve Oliver seconded the motion and Steve Oliver adjourned the meeting at 7:49 p.m.

04/29/2020
Date Approved

Katie Schroeder (in lieu of Dorothy)
Dorothy Pisel, Secretary