
ARAPAHOE LIBRARY DISTRICT

MEETING OF THE BOARD OF TRUSTEES

November 17, 2020

Virtual meeting via Zoom

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

MEMBERS ABSENT: Sally Daigle

PUBLIC: IB (Zoom identifier), Frances, Christine Sweetland

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; Luis Morejon, Director of People Services; Kim Collie, Director of Project Management; Anthony White, Director of Innovation and Technology; Kathleen Robertson, Supervisor; Holly Whelan, Library Manager; Irina Bass, Library Specialist; Jane Crawford, Library Specialist; Anne Marie Boger, Community Engagement Coordinator; Andrew Monson, Supervisor; Julie Heffernan, Library Specialist

Steve Oliver opened the meeting at 5:30 p.m.

STRATEGIC PLAN AND BUDGET HEARING:

Oli Sanidas highlighted one change from the draft presented at the October board meeting: in the strategic plan, in the inclusivity and social justice section, the word “tolerance” was changed to “diversity.”

Jennifer Mahin highlighted some changes that were made to the budget draft that was presented at the October board meeting. The net change was added to the fund balance.

Steve Oliver opened the meeting to public comment on the strategic plan and budget; as there was no public comment, Steve closed the public comment stage.

Theresa Mehringer moved to approve adoption of the 2021 budget, certify the mill levy and appropriate funds. Bill Shaw seconded, the board voted and it was unanimously approved.

Steve Oliver opened the meeting to public comment. There was no public comment.

Steve Oliver added the scheduling of the executive director review meeting to the agenda.

APPROVAL OF MINUTES No. 785:

Katie Schroeder moved to approve the Minutes #785 from the October 20, 2020 Board Meeting. Rachel Bandy seconded the motion and the motion passed.

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

Approval of the Consent Agenda means:

- Approval of the hiring of: [none]
- Approval of the separation of: Natalie Siciliano, James Brady, Pam Robbins, Julia Takhusheva, Kasey Butcher-Santana
- Approval of \$122,426.50 for annual Sierra renewal (2021), year one of a four-year contract recently renegotiated with a 5% discount compared to the previous contract. Sierra is the ILS (Integrated Library System) that runs the patron catalog and provides the infrastructure for many of our systems.

Theresa Mehringer asked about hiring in general and questioned if ALD was not filling the vacant positions due to COVID. Oli Sanidas responded that this had been the case over the summer due to the uncertainty of reopening, but he has recently given Linda Speas approval to pursue hiring for the vacant positions in the libraries.

FINANCIALS: Jennifer Mahin reviewed the financials with the trustees.

Rachel Bandy 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

ADDITIONS TO THE AGENDA: Steve brought up an agenda item from Rachel Bandy, who was concerned with the names of previous trustees that are permanently etched into the Smoky Hill Library building.

Rachel suggested a policy be created for adding trustees' names to buildings.

In response to a question from Katie Schroeder, Oli Sanidas stated that he is unaware of why some trustees' names are permanently etched at Smoky Hill. Cameron Richards said he could check with Kim Seter, who has been working with ALD for quite some time.

Theresa Mehringer felt that the topic should be discussed, but does not feel a policy should be in place prohibiting it.

Oli Sanidas added that ALD has three libraries and a meeting room named after women. He stated he is in support of having a board discussion and the board can then decide whether to make it a policy.

Katie Schroeder suggested that the discussion be tabled to the next board meeting, allowing time to research the history of why the trustees' names are etched at Smoky Hill. Oli stated that it would be added to the January agenda.

Katie suggested that Oli's investigation include what other libraries in the area are doing and determining if the Colorado Library Association has any guidance on this topic.

Rachel stated she would like to know who built the Smoky Hill library and who decided to have the trustees' names etched in stone and if it's the same builder as the other locations.

Oli will find out if any of ALD's other locations have names permanently etched in stone.

Katie Schroeder will coordinate with Steve Oliver to get the Executive Director review form sent to the trustees for completion. The review meeting will be scheduled for the second Tuesday of December (the 8th) at 5:30 pm. Marie will create the Zoom link.

BOARD PRESIDENT REPORT: Steve Oliver expressed his appreciation and support to the ALD leadership and staff for their commitment to provide service in these challenging times. He recognizes that his position can be done from home and he does not have to face the risk of getting sick like the ALD staff whose jobs are public facing. He wanted to assure the ALD staff that the board supports them and supports protecting their health while they are providing an important public service.

Katie Schroeder suggested drafting a resolution to the staff. Cameron Richards will work with Oli Sanidas and Jessica Sidener on the draft.

EXECUTIVE DIRECTOR REPORT: Oli Sanidas summarized his end-of-year report highlighting the accomplishments of ALD.

Oli welcomed Anthony White as the new Director of Innovation and Technology. Anthony greeted the board and stated he is happy to be part of the team and looks forward to helping re-envision what library services look like in the future.

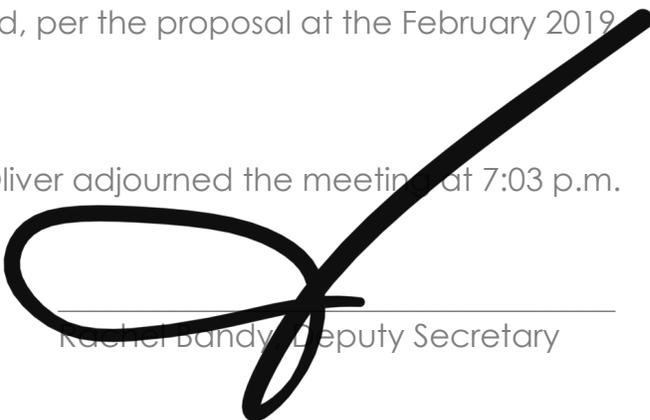
Oli shared a story from a meeting with employees who have been with ALD for 20+ years about how an employee worked with a student who was interested in Japan, ended up moving to Japan, then came back to visit and specifically went to the library to see the employee.

LEGAL STATUS REPORT: Cameron Richards reported that the old Kelter library building will be conveyed to the Byers school district now that the new Kelter library building is about to be completed, per the proposal at the February 2019 board meeting.

There being no further business, Steve Oliver adjourned the meeting at 7:03 p.m.

2/18/21

Date Approved



Rachel Bandy, Deputy Secretary