Meeting Minutes
Board of Trustees
Regular Meeting
December 12, 2022 —4:00pm
Old Town Library - 201 Peterson Street

Board Members Present:
Fred Colby
Randyn Heisserer-Miller
Corey Radman
Anuja Riles
Matt Schild
Joe Wise

Board Members Absent:
Becki Schulz

Staff Present:
Katie Auman
Kristen Draper
Ken Draves
Mark Huber
Cynthia Langren
Diane Lapierre
Amy Lyons

Others in Attendance:
Currie Meyer
Jamie Moyer
Selena Paulsen
Sabrina Stromnes
Rob Stansbury
Molly Thompson
Kim Seter, Legal
Valerie Thomas, Denison

I. CALL TO ORDER AND DECLARATION OF QUORUM
President Colby called the meeting to order at 4:00 p.m. and declared a quorum present.

II. AGENDA REVIEW
No changes to the agenda.

III. PUBLIC COMMENT:
None

IV. APPROVAL OF MINUTES

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    Trustee Radman noted that her title was incorrect in a couple of places in the minutes. There was a motion by Trustee Radman to approve the minutes with corrections to Trustee Radman’s title. Trustee Schild seconded the motion which passed unanimously, 6– 0.

V. REPORTS
a. Director’s Report –Diane Lapierre
In addition to the written report, Executive Director Lapierre:

    • Reviewed the 2023 Organizational Goals document and asked for feedback. There being none, she plans to have a final version for the January meeting.
• Provided a brief update on the southeast location topic. There have been several staffing changes in the departments working on the SE project so they want to wait until a new Parks and Recreation Director is hired before moving forward.

b. Financial Report – Amy Lyons

Ms. Lyons presented the financial report which was accepted as presented.

c. Legal Status Report - Seter

Mr. Seter referred to the written legal report and had nothing to add to it.

VI. UNFINISHED BUSINESS

a. Second Reading and Approval of New Paid Parental Leave Policy – Stromnes

President Colby opened the floor for discussion. Trustee Wise indicated that while he supports the policy he does not support it being available on day one of employment. Human Resources Director Stromnes explained her reasoning for supporting the policy, one of which it is the current trend and helps in attracting applicants. Data suggests that the likelihood of someone beginning employment and taking advantage of the paid leave is rare.

At the end of the discussion, there was a motion to approve the New Paid Parental Leave Policy by Trustee Heisserer-Miller. There was a second by Trustee Riles. The motion carried by a majority vote, 5 - 1.

b. Second Reading and Approval of Revised Vacation Policy - Stromnes

President Colby opened the floor for discussion. Trustee Wise shared that he supports the policy but again, doesn’t support employees receiving the benefit on day one of employment. Ms. Stromnes explained her reasoning for supporting the policy revisions which was similar to her reasoning to support the policy above.

There was a motion by Trustee Heisserer-Miller to approve the Revised Vacation Policy. The motion was seconded by Trustee Schild. Trustee Radman offered an amendment to the motion to say that approval of the revised vacation policy is retroactive to January 1, 2022. The amendment was accepted by Trustees Heisserer-Miller and Schild. The amended motion carried by a majority vote, 5 – 1.

VII. NEW BUSINESS

a. Denison Data Update – Stromnes and Thomas

Valerie Thomas joined the meeting via Zoom and shared the findings of the survey, along with recommended next steps. Due to time constraints, the presentation ended and the board thanked Ms. Thomas for all her work on the report.
b. **Compensation Study Update – Stromnes**  
Due to lack of time, this item was deferred until the January board meeting.

c. **Approval and Endorsement of ULC Declaration of Democracy – Lapierre**  
Due to lack of time, this item was deferred until the January board meeting.

**VIII. ANNOUNCEMENTS**

a. **Friends of the Library Update**  
No report.

b. **Library Trust Update**  
The Colorado Gives Campaign was successful; it raised $17,700 this year.

**IX. ADJOURNMENT**

There being no other business before the board, the meeting adjourned at 5:35 p.m.

Respectfully submitted,

Cynthia Langren  
Recording Secretary

Corey Radman  
Secretary/Treasurer