

PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES  
APRIL 17, 2023 5 pm  
FOUNTAIN LIBRARY



**VIRTUAL MEETING (ZOOM)**

**Call in:** 1-253-215-8782 or 1-312-626-6799 or 1-669-900-6833 or 1-346-248-7799  
**Meeting ID:** 837 1958 5376  
**Passcode:** 940463

**REGULAR MEETING OF THE BOARD OF TRUSTEES**

President Dora Gonzales, Vice President Scott Taylor, Secretary/Treasurer Erin Bents, Angela Dougan, Debbie English, Aaron Salt, Julie Smyth

Chief Librarian and CEO Teona Shainidze-Krebs, Chief Communications Officer Denise Abbott, Senior HR Director Timothy Allen, Chief Safety, Community Resources & Security Officer Michael Brantner, Library Assistant Grace Brown, Director of Creative Services Becca Cruz, Security Officer Christopher Dishaw, Chief Information Technology Officer Justin Goodwin, Chief Financial Officer Randy Green, Controller Kim Hoggatt, Assistant Director of Branches Gigi Holman, Facilities Project Manager Travis Keeton, Director of IT Systems & Technical Support Juanita Lanaux, Chief Operating Officer Heather Laslie, Interlibrary Load Manager Amanda Marez-Frutchey, Senior Library Associate Joe Paisley, IT Systems Project Manager Justin Philbrick, Chief Public Services Officer and Deputy Chief Librarian Tammy Sayles, Chief Facilities Management Officer Gary Syling, Internal Communications and Special Projects Manager Jeremiah Walter, Heidi Beedle, Shaya Force, Eilex Rodriguez, Nathan Shulkin, Liz Turner, Jacob Ward

**CALL TO ORDER**

President Dora Gonzales called the April 17, 2024 regular meeting of the Pikes Peak Library District (PPLD) Board of Trustees to order at 5:01 p.m.

**PLEDGE OF ALLEGIANCE**

**PUBLIC COMMENT**

Jacob Ward, Pikes Peak Library Workers United (PPLWU), expressed concerns about the hiring of Senior Director of Human Resources Timothy Allen.  
Shaya Force, Pikes Peak Library Workers United (PPLWU), expressed concerns about the hiring of Senior Director of Human Resources Timothy Allen.  
Eilex Rodriguez, Pikes Peak Library Workers United (PPLWU), expressed concerns about the hiring of Senior Director of Human Resources Timothy Allen.

**REPORTS**

**Friends of the Pikes Peak Library District Report**

The Friends of the Pikes Peak Library District Report was included in the Board packet.

**Pikes Peak Library District Foundation Report**

The Pikes Peak Library District Foundation Report was included in the Board packet. Chief Librarian and CEO Teona Shainidze-Krebs shared that approximately \$48,000 was raised during library giving week.

**Financial Report**

The March 2024 Financial Report was included in the Board packet.

**Public Services Report**

The Public Services Report was included in the Board packet. Chief Public Services Officer and Deputy Chief Librarian Tammy Sayles stated the Chuck Asay Exhibit and reception drew a large turnout, that the Winter Adult Reading Program completed with the highest participation recorded, and that a new customer service program is being piloted at Penrose Library in hopes of rolling out to the rest of the District in the future.

**Support Services Reports: Communications Report, Facilities Report, Human Resources Report, Information Technology Report, Safety, Community Resources & Security Report**

The Support Services Reports were included in the Board packet.

**Chief Librarian's Report**

Chief Librarian and CEO Teona Shainidze-Krebs highlighted the Homeschool Resource Fair that attracted 1400 attendees, over four hundred more than in 2023. Ms. Shainidze-Krebs shared appreciation for all staff, especially Public Services and Communications, for making National Library Week Open Houses a remarkable success.

**Board Reports**

**Governance Committee**

Chairperson Julie Smyth reported that the Committee discussed the 2024 CEO goals.

**Internal Affairs Committee**

Chairperson Aaron Salt reported that the East Library elevator modernization and policy updates were discussed.

**Public Affairs Committee**

Chairperson Debbie English reported that the Committee discussed options for pursuing a ballot initiative in 2025 or 2026.

**Trustee comments**

Julie Smyth, Dora Gonzales, and Angela Dougan attended the Penrose Grand Re-opening.

Dora Gonzales reminded those in attendance that the Second Annual Night at the Library Gala will be held on September 21, 2024.

**BUSINESS ITEMS**

**Consent Items**

Minutes of the March 20, 2024 Board of Trustees meeting

There were no comments or requested changes.

**New Business**

**DECISION 24-4-1:** East Elevator Modernization

The East Elevator Modernization document was included in the Board packet.

**Motion:** Scott Taylor made a motion that the Pikes Peak Library District Board of Trustees approve the East Elevator Modernization project as presented.

**Second:** Erin Bents seconded the motion.

**Vote:** The motion was approved unanimously.

**DISCUSSION:** Board policies

Aaron Salt shared that the current PPLD policies have been grouped per the document included in the Board packet. A Board policy will be created for each group of Administrative policies, allowing for Administrative policies to be updated by Library staff without a need for Board approval.

**EXECUTIVE SESSION**

**Motion:** Julie Smyth made a motion that the Pikes Peak Library District Board of Trustees move into Executive Session to discuss personnel matters related to the 2023 annual performance evaluation of the Chief Librarian and CEO as authorized by C.R.S. § 24-6-402(4)(f).

**Second:** Erin Bents seconded the motion.

**Vote:** The vote was approved unanimously.

Executive Session began at 5:53 p.m.

**Motion:** Erin Bents made a motion that the Pikes Peak Library District Board of Trustees return to Open Session.

**Second:** Julie Smyth seconded the motion.

**Vote:** The motion was approved unanimously.

The Board of Trustees resumed the meeting in open session at 7:49 p.m.

**BUSINESS ITEMS (cont.)**

**New Business (cont.)**

**DECISION 24-4-2:** 2023 Chief Librarian and CEO Evaluation

**Motion:** Scott Taylor made a motion that the Pikes Peak Library District Board of Trustees, in recognition of Chief Librarian and CEO Teona Shainidze-Krebs job performance in 2023, approve an increase in the amount of \$8,5000 per year, retroactive to January 1, 2024.

**Second:** Erin Bents seconded the motion

**Vote:** President Dora Gonzales asked for a vote by roll call:

Debbie English – yes

Aaron Salt – yes

Angela Dougan – abstain

Erin Bents – yes

Scott Taylor – yes

Julie Smyth – yes

Dora Gonzales – yes

With six trustees voting yes and one trustee abstaining from the vote, the motion passes 6 – 0.

**DECISION 24-4-3:** 2024 Chief Librarian and CEO Goals

**Motion:** Julie Smyth made a motion that the Pikes Peak Library District Board of Trustees approve the 2024 Chief Librarian and CEO Goals as amended.

**Second:** Scott Taylor seconded the motion.

**Vote:** The motion was approved unanimously.

**ADJOURNMENT**

There being no further business to discuss, President Dora Gonzales adjourned the April 17, 2024 meeting of the Pikes Peak Library District Board of Trustees at 7:54 p.m.

The full packet of materials for this meeting of the Pikes Peak Library District Board of Trustees is available at <https://ppld.org/board-trustees>