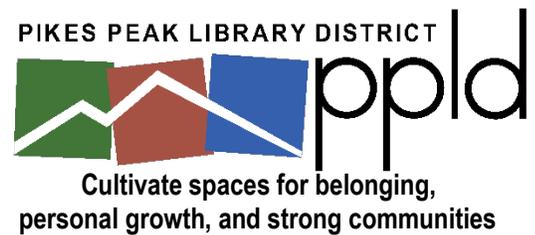


PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES
JANUARY 21, 2026 5 PM
PENROSE LIBRARY – COLUMBINE ROOM



[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: 818 6293 8095
Passcode: 949486

*Anyone interested in making a public comment at this meeting must sign up before 5 p.m.
Please arrive or log in (if attending virtually) early. Meeting room doors will open by 4:30 p.m.*

The virtual meeting will open by 4:45 p.m.

*The Board President will invite agenda-related public comment(s) before Business Items are discussed.
One hour of public comment for items not on today's agenda will occur before the end of the meeting.*

One public comment per person.

REGULAR MEETING OF THE BOARD OF TRUSTEES

President Julie Smyth, Vice President Aaron Salt, Secretary/Treasurer Scott Taylor, Erin Bents, Angela Dougan, Austin Jurgensmeyer, Kenny Kuniyuki

Chief Executive Officer (CEO) Teona Shainidze-Krebs, Chief Communications & Marketing Officer Denise Abbott, Chief Human Resources & Organizational Development Officer Timothy Allen, Branch Supervisor Michael Asmar, Chief Facilities & Security Officer Michael Brantner, Director of Strategy and Innovation Becca Cruz, Monument & Palmer Lake Library Manager Jean Doherty, Director of Regional History and Genealogy Michael Doherty, Executive Assistant Laura Foster, Senior Librarian Christa Funke, Director of Adult Education Sandy Hancock, Ruth Holley Branch Manager Shannon Heffner, Chief Financial Officer (CFO) Kim Hoggatt, Assistant Director of Branches Takiyah Jemison, Senior Director of Public Services Janina Karoub, Senior Librarian Jason Kowell, Chief Operating Officer (COO) Heather Laslie, Interim Controller Shannan Pfoh, Director of Collection Management Jenny Pierce, AV Analyst and Photographer Logan Puente, Deputy Chief Executive Officer (CEO) Tammy Sayles, Sand Creek Libraries Manager Sara Sharples, Chief Information Technology Officer Dan Stone, Security Supervisor Terrence Tapia-Starr, Public Services Administrative Specialist Nicole Taylor, Senior Director of Development and Foundation Executive Director Courtney VanCleave, Security Supervisor Joe Vickous, Internal Communications and Special Projects Manager Jeremiah Walter, Director of Security Tess Warren, former PPLD Trustee Debbie English, former PPLD Trustee Dora Gonzales

CALL TO ORDER

President Julie Smyth called the January 21, 2026 regular meeting of the Pikes Peak Library District Board of Trustees to order at 5:00 p.m.

PLEDGE OF ALLEGIANCE

ITEMS TOO LATE FOR THE AGENDA

None

REPORTS

Internal Affairs Committee

Committee Chairperson Erin Bents stated that the committee met on January 13, 2026 and reviewed the Board policies that are on today's agenda.

Public Affairs Committee

The Public Affairs Committee did not meet in January 2026.

Governance Committee

Committee Chairperson Angela Dougan stated that the committee discussed the Board appointment process managed by the Joint Appointment Committee (JAC) and the onboarding of new trustees.

Trustee comments

Aaron Salt welcomed Austin Jurgensmeyer to the Board of Trustees.

Julie Smyth met with community members from the northwest area of Colorado Springs and attended a walk-through of a couple property opportunities.

Friends of the Pikes Peak Library District Report

The Friends of the Pikes Peak Library District report was included in the Board packet. There were no questions.

Pikes Peak Library District Foundation Report

The PPLD Foundation report was included in the Board packet. No questions.

Financial Report November and December 2025

The November and December 2025 Financial reports were included in the Board packet. CFO Kim Hoggatt reviewed the report, indicating that the 2025 audit being performed this spring could change end of year numbers. Budget adjustments and a Capital rollover will be presented to the Board in February.

Public Services Report

The Public Services report was included in the Board packet. Deputy CEO Tammy Sayles provided a final update on the ILS transition, stating it was a successful launch overall. The new bookmobile was on the road as of December 31, 2025.

Support Services Reports: Communications; Facilities & Security; Human Resources; Information Technology, Strategy & Innovation

The Support Services reports were included in the Board packet. There were no questions.

CEO Report

CEO Teona Shainidze-Krebs met with community members from the northwest area of Colorado Springs and thanked Karla Powers for inviting other community members to attend. Additional meetings will be scheduled. A meeting was also held with a community member in the Cheyenne Mountain Library area, and a second meeting is scheduled in February to continue the conversation. Leadership Team members were thanked for their presentations at the State of the Library that was held on Friday, January 16, 2026.

A reconsideration request for *The Medieval Knight* by Christopher Gravett was submitted stating historical inaccuracy and was reviewed by three (3) librarians. One librarian recommended removal of the book and two librarians recommended retaining the item on the shelf as classified. The CEO agreed to retain the book as classified and a letter will be sent to the requester tomorrow.

BUSINESS ITEMS

Consent Items

1. Minutes of December 9, 2025 Board of Trustees meeting
2. Resolution Designating Posting Places for 2026 Board Meetings
3. 2026 Resolution Designating the Official Custodians of Records
4. 2026 Board Conflict of Interest Statement
5. 2026 Insurance Policies
6. Independent Auditors – 2025 Financial Records

Consent items were accepted as presented.

NEW BUSINESS

DECISION 26-1-1: Renewal of Cheyenne Mountain Library lease

The options for renewing the Cheyenne Mountain Library lease were included in the Board packet. CEO Teona Shainidze-Krebs indicated that the landlord, Mr. Ismet Sahin, agreed to lower the 5 year or more increase of the lease amount by 2% instead of 3%. A renewal of a 3- or 5-year lease is recommended.

Discussion: Scott Taylor prefers a 5-year lease renewal to allow time to determine next steps.

Erin Bents prefers a 3-year lease renewal.

Aaron Salt believes a 5-year lease renewal will allow enough time for all projects that are currently under discussion to be scheduled.

Kenny Kuniyuki agrees that a 5-year lease renewal will allow for more time to strategize

Austin Jurgensmeyer prefers a 5-year lease renewal, concerned that signing a 3-year lease renewal may result in the need to sign an additional lease and the risk of an increase in cost.

Angela Dougan asked if PPLD has the staffing to support pursuing more than one project at the same time. CEO Teona Shainidze-Krebs stated that projects would need to be prioritized.

CFO Kim Hoggatt believes a 3-year lease renewal would be sufficient.

Motion: Angela Dougan made a motion that the Pikes Peak Library District Board of Trustees approve the three-year (3) lease renewal as presented.

Second: Austin Jurgensmeyer seconded the motion.

Vote: The motion passed with six aye votes and 1 nay vote.

DISCUSSION: 2026 Board of Trustees meeting schedule

It was decided to continue with the 3rd Wednesday of each month at 5:00 p.m. as the regular Board meeting time. Exceptions will be the 4th Wednesday of June (24th) due to the audit, and the 2nd Wednesday of December (9th) due to the state budget deadline. The Committee meeting schedule will be determined once Chairpersons are selected.

Decision 26-1-2: Board Policies

Although the intention is to complete the CEO evaluation and goals in January of each year, it was decided to keep 'by the end of March' in the policy to accommodate any delay in the process. Section 1.7 will be updated to reflect PPLD Programming in the title, and state PPLD sponsored activities. PPLD policies not listed in this document are Administrative Policies.

Motion: Aaron Salt made a motion that the Pikes Peak Board of Trustees approve the Board Policies as amended.

Second: Scott Taylor seconded the motion.

Vote: The vote was approved unanimously

EXECUTIVE SESSION

The PPLD Board of Trustees will enter Executive Session to discuss personnel matters related to the CEO's employment contract, including evaluation and contractual terms as authorized by C.R.S. §24-6-402(4)(f)(I).

Motion: Kenny Kuniyuki made a motion that the PPLD Board of Trustees enter Executive Session to discuss personnel matters related to the CEO's employment contract, including evaluation and contractual terms, as authorized by C.R. S. §24-6-402(4)(f)(I).

Second: Angela Dougan seconded the motion.

Vote: The motion was approved unanimously.

President Julie Smyth invited Dora Gonzales and Debbie English to join the Executive session. CEO Teona Shainidze-Krebs, CFO Kim Hoggatt, and Chief Human Resources & Organizational Development Officer Timothy Allen will be invited to join for part of the Executive session.

The PPLD Board of Trustees entered Executive Session at 5:55 p.m.

Motion: Angela Dougan made a motion that the PPLD Board of Trustees leave Executive Session and return to the regular Board of Trustees meeting.

Second: Kenny Kuniyuki seconded the motion.

Vote: The motion was approved unanimously

The PPLD Board of Trustees returned to the regular Board meeting at 7:08 p.m.

BUSINESS ITEMS (CONT.)

DECISION 26-1-3: 2025 CEO Evaluation

Motion: Angela Dougan made a motion that the Pikes Peak Library District Board of Trustees approve a 6% increase to the CEO salary effective January 1, 2026.

Second: Erin Bents seconded the motion.

Vote: The motion was approved unanimously.

DECISION 26-1-4: 2026 CEO Goals

President Julie Smyth read the following CEO Goals for 2026:

1. Provide a proposed timeline for the Ruth Holley remodel to the Board by July 2026.
2. Complete development of the Strategic Plan for 2027 – 2030 by the end of 2026.
3. Hold one town hall meeting per quarter within the community to collect data about their library experience and collect feedback on hybrid library community needs.
4. Convert at least one library location to a hybrid facility by the end of 2026.

Motion: Scott Taylor made a motion that the Pikes Peak Library District Board of Trustees approve the 2026 CEO Goals as presented.

Second: Kenny Kuniyuki seconded the motion.

Vote: The motion was approved unanimously.

DECISION 26-1-5: 2026 Officer Appointments

1. President - Aaron Salt
2. Vice President - Erin Bents
3. Secretary/Treasurer - Julie Smyth

There were no additional nominations or discussion. The slate of officers was accepted by acclamation. 2026 Board President Aaron Salt took over as President of the Board of Trustees.

DISCUSSION: 2026 Committee Chairperson Appointments

1. Governance Committee
2. Internal Affairs Committee
3. Public Affairs Committee
4. Foundation liaison (2)

President Aaron Salt stated that he will assign the 2026 Committee Chairpersons after tonight's meeting.

DECISION 26-1-6: Resolutions in recognition of Dora Gonzales and Debbie English

Julie read Dora Gonzales' resolution that was included in the Board packet. Dora thanked the Commissioners and City Councilmembers for selecting her, stating it has been a privilege to serve on the Board.

Julie read Debbie English's resolution that was included in the Board packet. Debbie shared her appreciation for the staff of PPLD who are so passionate about serving the community.

Motion: Julie Smyth made a motion that the Resolutions in recognition of Dora Gonzales and Debbie English be approved by the Pikes Peak Library District Board of Trustees as presented.

Second: Angela Dougan seconded the motion.

Vote: The motion was approved unanimously.

Julie Smyth thanked Dora and Debbie for their service and for setting a good example as a PPLD Trustee. Aaron Salt acknowledged Dora's and Debbie's spirit of working for the best of the community, and for helping newly appointed trustees as they transition into their role as a Trustee.

PUBLIC COMMENT NOT RELATED TO TODAY'S AGENDA

There were no public comments.

ADJOURNMENT

There being no further business to discuss, President Aaron Salt adjourned the January 21, 2026 regular meeting of the Pikes Peak Library District Board of Trustees at 7:22 p.m.