

PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES
NOVEMBER 19, 2025 5 PM
LIBRARY 21C - VENUE



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: 858 9408 7095
Passcode: 285387

***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, Debbie English, Kenny Kuniyuki

Chief Executive Officer (CEO) Teona Shainidze-Krebs, Chief Communications & Marketing Officer Denise Abbott, Chief Human Resources & Organizational Development Officer Timothy Allen, Director of Programming Melody Alvarez, Chief Facilities & Security Officer Michael Brantner, Friends of PPLD Volunteer & Sales Operations Coordinator Beth Crumrine, Monument & Palmer Lake Library Manager Jean Doherty, Director of Regional History and Genealogy Michael Doherty, Executive Assistant Laura Foster, Website Administrator Clint Hager, Ruth Holley Library Supervisor Kimberly Hincapie, Chief Financial Officer (CFO) Kim Hoggatt, Assistant Director of Branches Gigi Holman, Penrose Library Manager Takiyah Jemison, Friends of the Pikes Peak Library District Board of Directors President Rita Jordan, Senior Director of Public Services Janina Karoub, Chief Operating Officer (COO) Heather Laslie, Library 21c Manager Jennifer Luebbert, AV Analyst and Photographer Logan Puente, Deputy CEO Tammy Sayles, Ruth Holley and Sand Creek Libraries Manager Sara Sharples, Chief Information Technology Officer Dan Stone, Manitou Springs & Ute Pass Library Supervisor Karin Swengel, Public Services Administrative Specialist Nicole Taylor, Senior Director of Development and Foundation Executive Director Courtney VanCleave, Internal Communications and Special Projects Manager Jeremiah Walter, Director of Patron Experience Abby Warren, Director of Security Tess Warren

CALL TO ORDER

President Julie Smyth called the November 19, 2025 regular meeting of the Pikes Peak Library District Board of Trustees to order at 5:02 p.m.

PLEDGE OF ALLEGIANCE

ITEMS TOO LATE FOR THE AGENDA

None

PRESENTATION

Library Experience and Website Surveys

Director of Patron Experience and Accessibility Abby Warren presented the results of the Library Experience Survey. Website Administrator Clint Hager presented the results of the Website Survey New ILS may fix some of the challenges with the catalog on the website.

REPORTS

Internal Affairs Committee

Chairperson Erin Bents shared that the Internal Affairs Committee met on November 4 and discussed the Foundation MOU, the Resolution Amending the 2025 Budget, the bundle of policies and the Strategic Plan extension.

Public Affairs Committee

Chairperson Debbie English stated that the Public Affairs Committee met on November 4. The Ruth Holley and Ute Pass Libraries celebrations were discussed, and a preview of the Library Experience and Website surveys was provided by Chief Communications & Marketing Director Denise Abbott.

Governance Committee

Chairperson Angela Dougan shared that the Governance Committee met on November 4 and discussed the Board bylaws and 2026 Officer positions. The Committee entered into Executive Session to discuss details of the upcoming CEO evaluation.

Trustee comments

Debbie English stated that she and Angela Dougan attended the PPLD Foundation meeting yesterday. Ms. English also thanked PPLD Foundation members for attending the Ruth Holley Library celebration on November 12.

Aaron Salt shared that he attended the Ruth Holley celebration and spoke with community members who are appreciative that PPLD is investing in their community.

Jule Smyth attended the Ruth Holley celebration and the PPLD Staff party.

Friends of the Pikes Peak Library District Report

The Friends of the Pikes Peak Library District report was included in the Board packet. Friends of the Pikes Peak Library District Board President Rita Jordan shared that the fall book sale revenue totaled \$17,065. A formal tea was held for members as a celebration of the Friends 70-year anniversary. Members who attended the event could take home vintage tea cups and tea pots for a donation.

Pikes Peak Library District Foundation Report

The PPLD Foundation report was included in the Board packet. Senior Director of Development and Foundation Executive Director Courtney VanCleave stated the year-end mailer was distributed earlier this week and the PPLD Foundation Board held its final 2025 meeting yesterday.

Financial Report

The October 2025 Financial report was included in the Board packet. Chief Financial Officer Kim Hoggatt shared that PPLD received \$18,000 for the Intergovernmental Grant (eRate) and Specific ownership taxes are starting to be received. Expenses for all general fund accounts are on track for this time of the fiscal year. A noticeable increase in the IT capital budget is due to the firewall upgrade.

Public Services Report

The Public Services report was included in the Board packet. Deputy CEO Tammy Sayles shared that the Integrated Library System (ILS) transition is proceeding on schedule and staff training continues. The current ILS will be closed at the end of the day on November 29 and the new ILS will go live on December 12. PPLD will be closed December 10 and 11 in preparation. During the transition, patrons will be unable to pick up holds and all holds will be extended. Staff will be unable to check in returned materials until December 12. OverDrive and ematerials will continue to be available during the transition, and reserving computers and rooms will continue during the closure.

Notification of the closure is on the website landing page with a link for additional information. Signs will be posted at all locations, it will be announced in the newsletter, an email will be sent to all patrons who have signed up to receive messages, and the media will also be announcing the closure.

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

There were no questions.

CEO Report

CEO Teona Shainidze-Krebs presented the Technology Services Snapshot that was included in the Board packet. CEO Shainidze-Krebs thanked Councilmembers Nancy Henjum and David Leinweber for attending the Ruth Holley library celebration, and the Board of Trustees for allowing her to attend virtually today.

BUSINESS ITEMS

Consent Items

Minutes of October 15, 2025 Board of Trustees meeting

Consent granted with no questions

PUBLIC COMMENT REGARDING NEW BUSINESS ITEMS

Veronica Baker stated the Bylaws revisions have the appearance of the Board not wanting applicants who may be in opposition. The Board should ensure that community members feel heard, respected, and valued. Please begin discussing the Cheyenne Mountain Library with the public as the lease renewal occurs within the next year.

Kat Gayle shared that she believes the Board is actively working against state library law and does not believe the changes to the Bylaws are warranted.

New Business

DECISION 25-11-1 **Foundation Board Memorandum Of Understanding (MOU)**

The Foundation Board MOU was included in the Board packet. Courtney VanCleave stated the MOU reflects the current bylaws; updating the MOU may be necessary if changes are made to the bylaws.

Motion: Aaron Salt made a motion that the Pikes Peak Library District Board of Trustees approve the Foundation Board MOU as presented.

Second: Debbie English seconded the motion.

Discussion: none

Vote: The motion was approved unanimously.

DECISION 25-11-2 **Resolution for 2025 Supplemental Budget Adjustment**

The Resolution for 2025 Supplemental Budget Adjustment was included in the packet. Kim Hoggatt explained that the adjustment is necessary in order to reflect the purchase of Ruth Holley and Ute Pass Libraries.

Motion: Kenny Kuniyuki made a motion that the Pikes Peak Library District Board of Trustees approve the Resolution for 2025 Supplemental Budget Adjustment as presented.

Second: Angela Dougan seconded the motion.

Vote: The motion was approved unanimously.

DECISION 25-11-3 **Bylaws section update**

The Bylaws section update was included in the Board packet. President Julie Smyth explained that the updates will now reflect the Joint Appointment Committee (JAC) having more involvement. The requested update has been approved by legal counsel. The discussion included clarification that although Colorado Library law includes qualifications for Board applicants, it does allow for the Board to modify requirements of applicants. The JAC follows the PPLD Board Bylaws when making their decision. Amended details include: El Paso County was updated to 'the PPLD service area of El Paso County'. A three (3) year moratorium was added for former employees who depart while under disciplinary action and community members who have been caught engaging in illegal activity on PPLD property. Individuals involved in current or pending legal action against PPLD shall be ineligible to serve on the Board.

Motion: Debbie English made a motion that the Pikes Peak Library District Board of Trustees approve the Bylaws section update as amended.

Second: Angela Dougan seconded the motion.

Vote: The motion passed with six (6) aye votes and one (1) nay vote.

A suggestion was made to move Public Comment ahead of the Executive Session. All Board members agreed.

PUBLIC COMMENT NOT RELATED TO TODAY'S AGENDA

Anita Stuckey advocates for keeping Cheyenne Mountain Library in its current location and stated she is willing to do whatever is needed to help make this happen

Jeff Thorne stated that the Cheyenne Mountain Library is vital to the community and asked that it be kept open.

Athena Collins thanked the Board for their continued efforts in support of literacy and advocates for a library along the Powers corridor.

Frozie Abbot, a member of the Mill Street coalition, attended this meeting to speak in opposition of the Norwood development at Cascade and Moreno. The Mill Street neighborhood doesn't feel that they have a seat at the table and are worried about being pushed out of the area. There are many long-time residents in this working-class neighborhood and they take care of each other. A real partnership with Norwood would aid in identifying real solutions.

Mary Sprunger-Froese spoke of upscale development causing increased cost of living and is worried about being displaced. Renters in the neighborhood cannot afford to purchase in the neighborhood as prices have nearly doubled. She recounted being displaced from the Lowell neighborhood over 20 years ago and that the entire community was demolished to make room for new development.

Max Kronstad, President of the Mill Street Neighborhood Association is a 3-year resident of the community and met with Norwood in the spring, resulting in Norwood offering to meet to partner with the Association on a solution. After submitting a proposal to Norwood, the Association has received no response, resulting in the neighborhood presence at tonight's meeting.

Mary Quinn, a 47 year resident of the Mill Street neighborhood requested that the Board postpone a vote on this project until Norwood agrees to partner with the Mill Street Neighborhood Association.

Catherine Duarte doesn't feel a luxury hotel is the best use of property in a residential neighborhood that is struggling to remain in existence. Public financing should be used for projects that support the public's needs.

Savannah McDaniel supports the Mill Street Benefits All Coalition and believes public financing should benefit the public and involve community input, requesting that the Board not vote until Norwood is willing to partner with the community.

Belinda Gardner grew up in the Mill Street neighborhood and now lives near the Printer's Home where they are facing many of the same issues. Solutions to address displacement need to be found.

Susan Balduch is focused on preserving human dignity. This project will displace Mill Street residents who have nowhere else to go as comparable affordable housing is not available. Destabilizing people in order to support economic development is not the answer and asked that the board postpone the vote until Norwood comes to the table to be part of the solution.

Katie Miller thanked the Board for allowing the Mill Street neighbors' comments; they ask to be a part of that decision-making.

Craig Johnson stated that it has been 15 months since learning Rockrimmon was not going to be renewed, and patron visits across the district have dropped. He has not heard an explanation of why and how decisions are being made and a decision-making process has not been developed by the Board. Provide data analysis so the public can understand what the Board is doing.

Karla Powers shared that the Library Services and Website Survey volume of responses is not sufficient to accurately represent the PPLD service area, many patrons were not aware of the surveys and asked that notice be sent to patron emails in the future. Having requested survey results through a CORA request, it is noted that 28% of written responses to the first survey question indicated the patron is upset about PPLD not renewing the Rockrimmon lease. Reading at the Rock is now offering online services.

EXECUTIVE SESSION

President Julie Smyth called for a motion to move into Executive Session.

Motion Aaron Salt made a motion that the Pikes Peak Library District Board of Trustees move into 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: Kenny Kuniyuki seconded the motion.

Vote: The motion was approved unanimously.

Motion: Debbie English made a motion that the Pikes Peak Library District Board of Trustees return to the regular Board meeting.

Second: Aaron Salt seconded the motion.

Vote: The motion was approved unanimously.

BUSINESS ITEM (cont.)

DECISION 25-11-4: CEO contract addendum

Motion: Aaron Salt made a motion that this decision be adjourned to the next Board of Trustees regular meeting.

Second: Scott seconded the motion.

Vote: The vote was approved unanimously.

ADJOURNMENT

There being no further business to discuss, President Julie Smyth adjourned the November 19, 2025 regular meeting of the Pikes Peak Library District Board of Trustees at 7:22 pm.

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>