PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES
December 7, 2022        4 pm

Providing resources and opportunities that
impact individual lives and build community

LIBRARY 21C – MAKE SPACE
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: 883 8779 8379
Passcode: 730852

REGULAR MEETING OF THE BOARD OF TRUSTEES
AND 2023 BUDGET WORK SESSION

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ITEMS TOO LATE FOR THE AGENDA

IV. PUBLIC COMMENT (3 Minute Time Limit per Person)

V. BUSINESS ITEMS
   A. Consent Items
      Consent items shall be acted upon as a whole unless a specific item is called for discussion.
      Any item called for discussion shall be acted upon separately as “New Business”.
      1. Minutes of the November 16, 2022 Budget Hearing work session Meeting (p. 2)
      2. Minutes of the November 16, 2022 meeting (p. 4)
   B. Unfinished Business
      1. Decision 22-12-1: URA City Gate 2.0 (Weidner)
      2. Decision 22-12-2: 2022 Budget adjustment (p. 8)
      3. Work Session: 2023 Original Adopted Budget (p. 9)
      4. Decision 22-12-3: 2023 Original Adopted Budget
   C. New Business
      1. Interim Chief Librarian and CEO update: Material Reconsideration (p. 24)

VI. ADJOURNMENT

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
CALL TO ORDER

President Dr. Ned Stoll called the Budget Hearing Work Session of the Pikes Peak Library District Board of Trustees to order at 2:05 pm.

PLEDGE OF ALLEGIANCE

ITEMS TOO LATE FOR THE AGENDA

There were no items too late for the agenda.

PUBLIC COMMENT (3 Minute Time Limit per Person)

There was no public comment.

BUSINESS ITEMS

New Business

Discussion: 2023 Original Adopted Budget

Chief Financial Officer Randy Green introduced Finance consultant, Nicola Sapp, and thanked her for all her help and guidance.

The 2023 preliminary budget is around $39 million

- Unknown at this time what the impact of the passage of Proposition FF will have on the E-rate program. Proposition FF goes into effect July 1, 2023.
- URA commitments are deferred from the total budget before applying the TABOR calculation.
- Population growth does not equate to per capita growth.
- $500k included for a Facilities Master Plan consultant.

The budget includes the use of approximately $3 million of the fund balance. The Board asked to see scenarios of using $2.5 million, $2.0 million, and $1.5 million of the fund balance. The Board will consider reducing the Collection Management budget (currently at 13%) as far as 10%.
The Board suggested starting the presentation with an overview of the budget first, followed by the details. The new format is easy to read and understand.

Resolutions will be available for signature when the Board votes.

The December 7 meeting will include a work session for the budget.

A vote of the Board of Trustees must take place no later than December 7.

Including a line item that reduces the total budget is allowable for the Board to vote. Detail on how that reduction will be achieved can be determined once the budget is approved.

**ADJOURNMENT**

There being no further business to discuss, President Dr. Ned Stoll adjourned the meeting at 4:49 pm.
President Dr. Ned Stoll called the November 16, 2022 regular meeting of the Board of Trustees to order at 5:01 p.m.

PLEDGE OF ALLEGIANCE

ITEMS TOO LATE FOR THE AGENDA
Scott Taylor asked that the roles and responsibilities of the CEO Selection Committee be added to the agenda. President Dr. Stoll stated that the Committee is not prepared to discuss this topic today, and this will be discussed at the December 7, 2022 meeting.

PRESENTATIONS
Western Museum of Mining and Industry (WMMI)
Executive Director Grant Dewey presented the idea of establishing a multi-use campus at the Western Museum of Mining and Industry. WMMI is interested in discussing space for PPLD onsite and continues to discuss options with other partners. The WMMI property is located in El Paso county.

The Board thanked Executive Director Grant Dewey for his presentation and the interest to include PPLD in their vision. Despite PPLD’s interest in further discussing a partnership, PPLD is unable to make a written commitment at this time.

PUBLIC COMMENT (3 Minute Time Limit per Person)
There was no public comment.

BUSINESS ITEMS
Consent Items
Minutes of the October 19, 2022 Meeting
Motion: Scott Taylor made a motion that the Pikes Peak Library District Board of Trustees approve the minutes of the October 19, 2022 meeting as presented.

Second: Aaron Salt seconded the motion.
Vote: The vote was approved unanimously.

Unfinished Business

Decision 22-11-1: Strategic Plan
Interim Chief Librarian and CEO Teona Shainidze Krebs presented the updated Strategic Plan. The words ‘Continue to’ will be removed from the Staff Area of Focus.

Motion: Aaron Salt made a motion to approve the 2023-2025 Strategic Plan as amended.

Second: Scott Taylor seconded the motion.
Vote: The motion was approved unanimously.

New Business

Decision 22-11-2: URA City Gate 2.0 (Weidner)
Executive Director of the Colorado Springs Urban Renewal Authority (CSURA) Jariah Walker introduced Sarah Dunmire and Laura Neuman, representing Weidner Apartment Homes. Phase One is in progress, however, the completion of Phases Two and Three would be at risk without the support of PPLD.

Motion: Debbie English made a motion to approve the URA City Gate 2.0 (Weidner Apartment Homes) project as presented.

Second: Scott Taylor seconded the motion.
Vote: President Dr. Ned Stoll asked for a vote by roll call:
Erin Bents – no
Debbie English – yes
Scott Taylor – yes
Dora Gonzales – no
Aaron Salt – no
Dr. Ned Stoll – yes
With three members voting yes, three members voting no, and one member absent, the motion does not pass three to three.

Decision 22-11-3: URA Gold Hill Mesa Commercial (Jariah Walker)
Executive Director of the Colorado Springs Urban Renewal Authority (CSURA) Jariah Walker introduced Stephanie Edwards, Kevin Jussel, John Olson, Sam Small who represent Gold Hill Mesa Commercial.

Motion: Erin Bents made a motion to approve the URA Gold Hill Mesa Commercial as presented.

Second: Debbie English seconded the motion.
Vote: Erin Bents – yes
Debbie English - yes
Scott Taylor – yes
Dr. Ned Stoll – yes
Dora Gonzales – yes
Aaron Salt - yes
With six members voting yes and one member absent, the motion passes six to zero.

Decision 22-11-4: Circulation policy
The recommendation to change the use of the term Library to PPLD throughout the policy has been made.
Motion: Scott Taylor made a motion to approve the Circulation policy as amended.

Second: Aaron Salt seconded the motion.
Vote: The motion was approved unanimously.

Decision 22-11-5: Legal Reference policy
Minor grammatical changes, including changing the use of the term Library to PPLD throughout the policy, will be made.

Motion: Aaron Salt made a motion to approve the Legal Reference policy as amended.
Second: Scott Taylor seconded the motion.
Vote: The motion was approved unanimously.

Decision 22-11-6: Kitchen Use policy
This new policy will include the use of the Kitchen in programming other than the Food Industry Training (FIT) program. The Board of Trustees requested the inclusion of a liability clause.

Motion: Scott Taylor made a motion to revise the policy and return to a future Board meeting for approval.
Second: Debbie English seconded the motion.
Vote: The motion was approved unanimously.

Presentation and Discussion: Colorado FAMILI Program (Heather Laslie)
Chief Human Resources and Organizational Development Officer Heather Laslie provided details of this new state program that would provide leave for employees. Ms. Laslie surveyed several eligible organizations and learned that many have chosen to opt out of the program at this time. This program can be returned for a vote in the future if needed.

Decision 22-11-7: The Board of Trustees decided to proceed with voting today.

Motion: Aaron Salt made a motion to opt out of the Colorado FAMILI program at this time.
Second: Scott Taylor seconded the motion.
Vote: The motion was approved unanimously.

Presentation and Discussion: Budget Adjustment
Chief Financial Officer Randy Green presented the adjustment to the 2022 approved budget. A vote on this adjustment will be brought to a vote at the December 7, 2022, meeting.

REPORTS

Friends of the Pikes Peak Library District Report
The Friends of the Pikes Peak Library District Board of Directors Report was included in the board packet. Friends of the Pikes Peak Library District Board of Directors President Rita Jordan announced that revenue from the Friends Fall Booksale was the highest ever recorded. The Friends have approved updated Bylaws and are reviewing the Friends Mission and Value statements. A Meet the Author event is scheduled for December 17 at East Library. Proceeds from this sale will benefit the Friends of the Pikes Peak Library District.

Pikes Peak Library District Foundation Report
The Pikes Peak Library District Foundation report was included in the packet.

Financial Report: October 2022
Chief Financial Officer Randy Green presented the October 2022 financial report. PPLD experienced a 4.4% growth on revenue during 2022. The Year-to-Date expenditures are at 96.4% of the actual budget.
Public Services Report
The Public Services Report was included in the board packet. Interim Chief Public Services Officer and Deputy Chief Librarian Tammy Sayles highlighted a partnership with the School for the Deaf and Blind for an internship with PPLD.

Support Services Reports: Communications Report, Facilities Report, Human Resources Report
The Support Services Reports were included in the board packet. A Security report will be provided for the January 2023 meeting. Board members enjoy reading the weekly internal staff newsletter, the Bookmark. PPLD continues to fill open positions, however staff turnover remains high. The use of temporary staff can be more expensive and is rarely done at PPLD.

Interim Chief Librarian’s Report
Interim Chief Librarian and CEO Teona Shainidze Krebs met with School District 11 Superintendent Michael Gaal to discuss partnership ideas. Ms. Shainidze Krebs also recently met with County Commissioner Holly Williams and County Commissioner Cami Bremer. And attended the State of the Region address. The 2023-2025 Strategic Plan will be launched with staff in early December.

Board Reports

Governance Committee Report
Governance Committee Chair Dora Gonzales shared that the Governance Committee met on November 1, 2022. The discussion included that the Bylaws are under Attorney review, and that interviews for Board applicants will take place on November 17, 2022. Interim Chief Librarian and CEO Teona Shainidze Krebs provided an update on her goals, and Dr. Stoll discussed the Selection Committee for Chief Librarian and CEO.

Internal Affairs Committee Report
Internal Affairs Chair Debbie English shared that the Internal Affairs Committee met on November 1, 2022. Decisions made in today’s meeting and a change in presentation of Urban Renewal Authority (URA) projects were discussed.

Public Affairs Committee Report
The Public Affairs Committee did not meet in November 2022.

Trustee Update
Aaron Salt enjoyed attending the naturalization ceremony at Library 21c. Scott Taylor attended the Food Industry Training (FIT) graduation, and thanked Chef Scott Crum for doing an excellent job. Mr. Taylor invited Dora Gonzales and Interim Chief Public Services Director and Deputy Chief Librarian Tammy Sayles to attend a Classical Conversations

Board President’s Report
Board President Dr. Ned Stoll spoke of attending a Veteran’s Day presentation that included a five-star flag representing the service of five members of his family.

ADJOURNMENT
There being no further business to discuss, President Dr. Ned Stoll adjourned the November 16, 2022 meeting of the Pikes Peak Library District Board of Trustees at 7:18 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
## General Fund - Supplemental Budget
### Fiscal Year 2022

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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<tr>
<td><strong>Approved 2022 Budget - Revenues</strong></td>
<td>$38,371,316</td>
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<tr>
<td><strong>Adjustments:</strong></td>
<td></td>
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<tr>
<td>Investment income</td>
<td>$150,000</td>
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<tr>
<td>Specific ownership taxes</td>
<td>($300,000)</td>
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<tr>
<td>Federal - Erate Funding</td>
<td>($405,000)</td>
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<td>Parking lot collections</td>
<td>($7,000)</td>
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<tr>
<td>Copier/printer collections</td>
<td>($15,000)</td>
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<tr>
<td><strong>Grants/Designated Funds</strong></td>
<td></td>
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<tr>
<td>ARPA grant through Colorado Department of Education (Self Check Security Gates)</td>
<td>$208,375</td>
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<tr>
<td>Buell grant</td>
<td>$30,000</td>
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<tr>
<td>Next 50 Grant</td>
<td>$100,000</td>
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<tr>
<td>Colorado Springs Health Foundation - Peer Navigator Proof of Concept Grant (1 of 3 years)</td>
<td>$111,078</td>
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<tr>
<td>Independence Center Grant - Library 21C ADA Upgrades</td>
<td>$25,990</td>
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<tr>
<td>Car'ld Aid Foundation - Recycling equipment and consulting grant</td>
<td>$10,484</td>
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<tr>
<td>Workforce Center Grants - Food Industry Kitchen Equipment</td>
<td>$22,899</td>
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<tr>
<td>IMLS Grant - Digital Archiving equipment &amp; personnel (1 of 2 years)</td>
<td>$56,299</td>
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<tr>
<td><strong>Total Grants/Designated Funds</strong></td>
<td>$565,125</td>
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<tr>
<td><strong>Total Adjustments</strong></td>
<td>($11,875)</td>
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<tr>
<td><strong>2022 General Fund Revenue Budget, As Amended</strong></td>
<td>$38,359,441</td>
</tr>
</tbody>
</table>

| **Approved 2022 Budget - Expenditures**                                 | $39,927,994 |
| **Utilization of Prior Year Reserved and Designated Fund Balance**      |             |
| **Encumbrances**                                                        |             |
| Library materials                                                       | $134,756    |
| Other encumbrances                                                      | $171,806    |
| **Total Encumbrances**                                                  | $306,562    |
| **Other Items**                                                         |             |
| Operating transfer - ISF-Employee Health Plan (Additional anticipated Claims Incurred & Administrative Fees) | $400,000    |
| Operating transfer - East Library Project Fund (Roof Replacement, net of Insurance Proceeds) | $204,738    |
| Operating transfer - Library 21C Fund - Remove Food Industry Kitchen Equipment costs | ($22,899)   |
| Operating transfer - Capital Reserve Fund (Self Check Security Gates)   | $481,113    |
| Operating transfer - Capital Reserve Fund (Self Check Security Gates-Pymt Terminal & Panel) | $35,427     |
| **Total Operating Transfers**                                           | $1,098,379  |
| **Grants/Designated Funds**                                             |             |
| ARPA grant through Colorado Department of Education (Self Check Security Gates) | $208,375    |
| Buell grant                                                             | $30,000     |
| Next 50 Grant                                                           | $100,000    |
| Colorado Springs Health Foundation - Peer Navigator Proof of Concept Grant (1 of 3 years) | $111,078    |
| Independence Center Grant - Library 21C ADA Upgrades                    | $25,990     |
| Car'ld Aid Foundation - Recycling equipment and consulting grant        | $10,484     |
| Workforce Center Grants - Food Industry Kitchen Equipment               | $22,899     |
| IMLS Grant - Digital Archiving equipment & personnel (1 of 2 years)     | $56,299     |
| **Total Grants/Designated Funds**                                       | $565,125    |
| Vacant position savings                                                 | ($1,155,087)|
| **Total Other Items**                                                  | $508,417    |
| **Total Adjustments**                                                  | $814,979    |
| **2020 General Fund Expenditure Budget, As Amended**                    | $40,742,973 |
| **Excess Revenues Over (Less Than) Expenditures**                       | ($2,383,532) |
| **Fund Balance - Beginning of Year**                                    | $11,878,110 |
| **Fund Balance - End of Year**                                          | $9,494,578  |
2023 Original Adopted Budget
Budget Balancing Options
Table of Contents

Page 1  *Updated* Budget Summary
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Page 5  Budget Forecast - What If……
Page 6  Budget Balancing OPTION 1  ~ Management Recommended
Page 7  Option 1 Explanations
Page 8  Budget Balancing OPTION 2
Page 9  Option 2 Explanations
Page 10  Budget Balancing OPTION 3
Page 11-12 Option 3 Explanations
Page 13  Budget Balancing OPTIONS Summary (correlation to Budget Resolutions)
# 2023 BUDGET SUMMARY

## General Fund | Capital Fund | Self-Insurance Fund | TOTAL BUDGET
---|---|---|---
**REVENUES**
Property Taxes (2) | 28,373,442 | 2,370,464 | 3,029,193 | **33,773,099**
Specific ownership taxes | 3,500,000 | 0 | 0 | **3,500,000**
Interest on taxes | 38,250 | 0 | 0 | **38,250**
Payment in lieu of taxes | 10,200 | 0 | 0 | **10,200**
Total taxes | **31,921,892** | **2,370,464** | **3,029,193** | **37,321,549**
Intergovernmental (1) | 907,543 | 35,798 | 0 | **943,341**
Fines and fees | 67,500 | 0 | 0 | **67,500**
Interest income | 38,250 | 0 | 0 | **38,250**
Donations/fundraising | 200,000 | 0 | 0 | **200,000**
Employee contributions | 0 | 0 | 612,143 | **612,143**
Miscellaneous - Copy sales | 45,225 | 0 | 0 | **45,225**
Miscellaneous - Parking lot collections | 10,050 | 0 | 0 | **10,050**
Miscellaneous - Other | 4,523 | 0 | 0 | **4,523**
Total Revenue | **33,194,983** | **2,406,262** | **3,641,336** | **39,242,581**

## EXPENSES
Personnel Expense | 21,989,076 | 0 | 3,298,098 | **25,287,174**
Operating Expense | 14,282,497 | 0 | 290,000 | **14,572,497**
Capital Outlay | 35,798 | 2,405,985 | 0 | **2,441,783**
Total Expense | **36,307,371** | **2,405,985** | **3,588,098** | **42,301,454**
Net change in fund balance | (3,112,388) | 277 | 53,238 | **(3,058,873)**
Fund balance, beginning of year | 10,151,900 | 5,062,281 | 99,692 | **15,313,873**
Fund balance, end of year | 7,039,512 | 5,062,558 | 152,930 | **12,255,000**

*This is provided as a reference from Budget Hearing #1*

There are only two changes from the November Budget Hearing:

1) Restricted funds of $35,798 were added in the Capital Fund
2) Property Tax Revenue was increased by $93,733 to $33,773,099 based on the Final Assessment
## PROJECTED FUND BALANCES

<table>
<thead>
<tr>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
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<td><strong>Nonspendable</strong></td>
<td>400,575</td>
<td>0</td>
<td>400,575</td>
<td>0</td>
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<td><strong>Restricted Fund Balance</strong></td>
<td>1,392,473</td>
<td>0</td>
<td>1,392,473</td>
<td>0</td>
<td>1,392,473</td>
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<tr>
<td><strong>Restricted General Fund</strong></td>
<td>1,793,048</td>
<td>0</td>
<td>1,793,048</td>
<td>0</td>
<td>1,793,048</td>
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<td><strong>Assigned</strong></td>
<td>306,562</td>
<td>0</td>
<td>306,562</td>
<td>0</td>
<td>306,562</td>
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<tr>
<td><strong>Unassigned (1)</strong></td>
<td>11,228,870</td>
<td>(1,383,532)</td>
<td>9,845,338</td>
<td>(3,112,388)</td>
<td>6,732,950</td>
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<td><strong>Unrestricted General Fund</strong></td>
<td>11,538,432</td>
<td>(1,383,532)</td>
<td>10,151,900</td>
<td>(3,112,388)</td>
<td>7,039,512</td>
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<td><strong>General Fund</strong></td>
<td>13,328,480</td>
<td>(1,383,532)</td>
<td>11,944,948</td>
<td>(3,112,388)</td>
<td>8,832,560</td>
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<td><strong>Special Revenue Fund</strong></td>
<td>100,688</td>
<td>(38,464)</td>
<td>62,224</td>
<td>0</td>
<td>62,224</td>
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<td><strong>Capital Projects -North</strong></td>
<td>315,403</td>
<td>54,841</td>
<td>370,244</td>
<td>277</td>
<td>370,521</td>
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<td><strong>Capital Projects -East</strong></td>
<td>90,178</td>
<td>91,187</td>
<td>181,365</td>
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<tr>
<td><strong>Capital Projects -Penrose</strong></td>
<td>342,977</td>
<td>410,190</td>
<td>753,167</td>
<td>0</td>
<td>753,167</td>
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<tr>
<td><strong>Capital Reserve</strong></td>
<td>3,477,782</td>
<td>279,723</td>
<td>3,757,505</td>
<td>0</td>
<td>3,757,505</td>
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<tr>
<td><strong>Capital</strong></td>
<td>4,226,340</td>
<td>835,941</td>
<td>5,062,281</td>
<td>277</td>
<td>5,062,558</td>
</tr>
<tr>
<td><strong>Self- Insurance</strong></td>
<td>313,188</td>
<td>(213,496)</td>
<td>99,692</td>
<td>53,238</td>
<td>152,930</td>
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<tr>
<td><strong>TOTAL FUND BALANCE</strong></td>
<td>17,968,696</td>
<td>(799,551)</td>
<td>17,169,145</td>
<td>(3,058,873)</td>
<td>14,110,272</td>
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<tr>
<td>Less: Restricted &amp; Special Revenue</td>
<td>(1,893,736)</td>
<td>0</td>
<td>(1,855,272)</td>
<td>0</td>
<td>(1,855,272)</td>
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<td><strong>NET FUND BALANCE</strong></td>
<td>16,074,960</td>
<td>(799,551)</td>
<td>15,313,873</td>
<td>(3,058,873)</td>
<td>12,255,000</td>
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<tr>
<td>Less: Cash Flow Needs (2)</td>
<td>(4,000,000)</td>
<td>0</td>
<td>(5,500,000)</td>
<td>0</td>
<td>(5,500,000)</td>
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<tr>
<td><strong>AVAILABLE FUND BALANCE</strong></td>
<td>12,074,960</td>
<td>(799,551)</td>
<td>9,813,873</td>
<td>(3,058,873)</td>
<td>6,755,000</td>
</tr>
</tbody>
</table>

Two changes have been incorporated into this Fund Balance Projection:
1) Projected Impacts to the 2022 Activity have been improved by $1M based on updated Attrition Projections through the end of the year
2) Based on analysis, $5.5M is needed for Cashflow Reserve and has been taken out of the "Available Fund Balance"
## REVENUES
<table>
<thead>
<tr>
<th>Source</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th>2027</th>
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<tr>
<td>Property Taxes (5%)</td>
<td>33,773,099</td>
<td>35,461,754</td>
<td>37,234,842</td>
<td>39,096,584</td>
<td>41,051,413</td>
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<td>Specific ownership taxes (3%)</td>
<td>3,500,000</td>
<td>3,605,000</td>
<td>3,713,150</td>
<td>3,824,545</td>
<td>3,939,281</td>
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<td>Interest on taxes</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
</tr>
<tr>
<td>Payment in lieu of taxes (5%)</td>
<td>10,200</td>
<td>10,710</td>
<td>11,246</td>
<td>11,808</td>
<td>12,398</td>
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<tr>
<td><strong>Total taxes</strong></td>
<td><strong>37,321,549</strong></td>
<td><strong>39,115,714</strong></td>
<td><strong>40,997,487</strong></td>
<td><strong>42,971,186</strong></td>
<td><strong>45,041,342</strong></td>
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<tr>
<td>Intergovernmental (3%)</td>
<td>943,341</td>
<td>971,641</td>
<td>1,000,790</td>
<td>1,030,814</td>
<td>1,061,739</td>
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<td>Fines and fees (5%)</td>
<td>67,500</td>
<td>70,875</td>
<td>74,419</td>
<td>78,140</td>
<td>82,047</td>
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<tr>
<td>Interest income</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
<td>38,250</td>
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<td>Employee contributions (5%)</td>
<td>612,143</td>
<td>642,750</td>
<td>674,888</td>
<td>708,632</td>
<td>744,064</td>
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<tr>
<td>Donations/fundraising</td>
<td>200,000</td>
<td>200,000</td>
<td>200,000</td>
<td>200,000</td>
<td>200,000</td>
</tr>
<tr>
<td>Copy sales (5%)</td>
<td>45,225</td>
<td>47,486</td>
<td>49,861</td>
<td>52,354</td>
<td>54,971</td>
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<td>Parking lot collections (5%)</td>
<td>10,050</td>
<td>10,553</td>
<td>11,080</td>
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<td>Other</td>
<td>4,523</td>
<td>4,523</td>
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<td>4,523</td>
<td>4,523</td>
</tr>
<tr>
<td><strong>Other Revenue</strong></td>
<td><strong>1,921,032</strong></td>
<td><strong>1,986,078</strong></td>
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<td><strong>45,095,533</strong></td>
<td><strong>47,239,151</strong></td>
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## EXPENSES
<table>
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<tr>
<th>Category</th>
<th>2023</th>
<th>2024</th>
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<tr>
<td>GF- Personnel Expense (3%)</td>
<td>21,989,076</td>
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<td>CIP- Capital Projects</td>
<td>2,405,985</td>
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<tr>
<td><strong>Total expense</strong></td>
<td><strong>42,301,454</strong></td>
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<td><strong>46,855,788</strong></td>
<td><strong>48,523,586</strong></td>
</tr>
</tbody>
</table>

## Fund Balance Summary

### Net change in fund balance
- **Before Board Budget Changes**
- **After Board Budget Changes**

### Available Beginning Fund Balance
- **Before Board Budget Changes**
- **After Board Budget Changes**

### Projected Rolling Fund Balance
- **Before Board Budget Changes**
- **After Board Budget Changes**

*This is the original five year forecast updated to include:
1. Updated revenue estimates
2. Updated fund balances with the addition of the needed cashflow reserve
## WHAT HAPPENS IF........

**DE- TABOR REQUEST (and voter approval) IN 2023**

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
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<td><strong>REVENUES</strong></td>
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<td>Tax Revenues</td>
<td>37,321,549</td>
<td>39,115,714</td>
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<td>42,971,186</td>
<td>45,041,342</td>
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<td>Potential TABOR Changes - Voter Approved</td>
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<td>5,500,000</td>
<td>8,000,000</td>
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<tr>
<td>Invest in Ballot Measure</td>
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<td>0</td>
<td>0</td>
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<td>0</td>
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<td>46,855,788</td>
<td>48,523,586</td>
</tr>
<tr>
<td>Net change in fund balance</td>
<td>(3,558,873)</td>
<td>(1,147,693)</td>
<td>1,785,224</td>
<td>3,739,744</td>
<td>6,715,565</td>
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<tr>
<td>Available Beginning Fund Balance</td>
<td>9,813,873</td>
<td>6,255,000</td>
<td>5,107,306</td>
<td>6,892,530</td>
<td>10,632,274</td>
</tr>
<tr>
<td>Projected Rolling Fund Balance</td>
<td>6,255,000</td>
<td>5,107,306</td>
<td>6,892,530</td>
<td>10,632,274</td>
<td>17,347,840</td>
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</tbody>
</table>

*This is an illustration of how a DE-TABOR Ballot Measure approved by voters in 2023 would impact the Five Year Forecast.*

*This retains the current OAB as presented in November.*
## WHAT HAPPENS IF.......
### DE- TABOR REQUEST (and voter approval) IN 2024

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<thead>
<tr>
<th></th>
<th>2023</th>
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<td>45,041,342</td>
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<tr>
<td>Potential TABOR Changes - Voter Approved</td>
<td>0</td>
<td>0</td>
<td>2,500,000</td>
<td>4,000,000</td>
<td>6,500,000</td>
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<tr>
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<td>51,541,342</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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<td>(3,147,963)</td>
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<td>2,239,744</td>
<td>5,215,565</td>
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*This is an illustration of how a DE-TABOR Ballot Measure approved by voters in 2024 would impact the Five Year Forecast.

*This retains the current OAB as presented in November.
### OPTION 1 - BUDGET BALANCING

**Delay Capital Projects, Utilize Existing Attrition Savings, DE- TABOR request in 2024**

<table>
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<tr>
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<td>42,971,186</td>
<td>45,041,342</td>
</tr>
<tr>
<td>1 ~ Potential TABOR Changes - Voter Approved</td>
<td>0</td>
<td>0</td>
<td>1,500,000</td>
<td>4,000,000</td>
<td>5,500,000</td>
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<tr>
<td>Total Tax Revenue</td>
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<td>52,739,151</td>
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<td><strong>EXPENSES</strong></td>
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</tr>
<tr>
<td>2 ~ Utilize Existing Attrition Savings</td>
<td>(440,000)</td>
<td>(440,000)</td>
<td>(250,000)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GF- Operating Expense (3%)</td>
<td>14,318,295</td>
<td>14,747,844</td>
<td>15,190,279</td>
<td>15,645,987</td>
<td>16,115,367</td>
</tr>
<tr>
<td>3 ~ Invest in Ballot Measure</td>
<td>0</td>
<td>500,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ISF- Medical Claims (10%)</td>
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<td>2,405,985</td>
</tr>
<tr>
<td>4 ~ Delay Capital Projects</td>
<td>(1,405,985)</td>
<td>(800,000)</td>
<td>(800,000)</td>
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</tr>
<tr>
<td>Total expense</td>
<td>40,455,469</td>
<td>43,009,485</td>
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<td>48,523,586</td>
</tr>
<tr>
<td><strong>Net change in fund balance</strong></td>
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<td>(1,907,693)</td>
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<td>2,239,744</td>
<td>4,215,565</td>
</tr>
<tr>
<td><strong>Available Beginning Fund Balance</strong></td>
<td>9,813,873</td>
<td>10,100,985</td>
<td>8,193,291</td>
<td>8,528,515</td>
<td>10,768,259</td>
</tr>
<tr>
<td>5 ~ Increase Available Cashflow</td>
<td>1,500,000</td>
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<tr>
<td><strong>Projected Rolling Fund Balance</strong></td>
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<td>8,193,291</td>
<td>8,528,515</td>
<td>10,768,259</td>
<td>14,983,825</td>
</tr>
</tbody>
</table>

*See Budget Balancing explanation on next page*

**Maintains a $4M Cashflow Reserve in addition to the Restricted Reserves of $1.8M**
This Option is recommended by Management because it is proactive in addressing the imposed revenue limits due to TABOR. It reduces the base budget by $1.8M by utilizing existing attrition savings and delaying Capital Projects without reducing any programs or services.

1 ~ In this option, PPLD would request a DE-TABOR Ballot measure in 2024 to eliminate the on-going and cumulative loss of core revenue.
2 ~ Extensive analysis on attrition savings, due to turnover and unfilled positions, results in an additional $440,000 of attrition savings that can be captured without reducing any current programs or services.
3 ~ One-time expense for the investment in a DE-TABOR Ballot Measure.
4 ~ Includes delay of certain Capital Projects that would not impact operations or result in increased future cost.
5 ~ The reduction to the base budget of $1.8M alleviates related monthly cashflow burden and allows for an additional $1.5M of one-time fund balance to be used for balancing future budget years.
## OPTION 2 - BUDGET BALANCING

**Delay Capital Projects, Utilize Existing Attrition Savings, NO DE- TABOR request**

<table>
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</tr>
<tr>
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<td>0</td>
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<td>48,523,866</td>
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<tr>
<td>Net change in fund balance</td>
<td>(1,121,888)</td>
<td>(1,407,693)</td>
<td>(1,164,776)</td>
<td>(1,760,256)</td>
<td>(1,284,435)</td>
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*See Budget Balancing explanation on next page

**Maintains a $4M Cashflow Reserve in addition to the Restricted Reserves of $1.8M**
In this option, PPLD would request a DE-TABOR Ballot measure and the district continues to experience the on-going and cumulative loss of core revenue.

Extensive analysis on attrition savings due to turnover and unfilled positions results in an additional $440,000 of attrition savings that can be captured without reducing any current programs or services.

PPLD does not experience one-time expense for investment in a DE-TABOR Ballot Measure.

Includes delay of certain Capital Projects that would not impact operations or result in increased future cost.

The reduction to the base budget of $1.8M alleviates related monthly cashflow burden and allows for an additional $1.5M of one-time fund balance to be used for balancing future budget years.

* This option, while providing relief in the short term, does not address the budget deficits long term and illustrates that costs will only continue to outpace the available revenue.
<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026</th>
<th>2027</th>
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</thead>
<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tax Revenues</td>
<td>37,321,549</td>
<td>39,115,714</td>
<td>40,997,487</td>
<td>42,971,186</td>
<td>45,041,342</td>
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<tr>
<td>1 ~ Potential TABOR Changes - Voter Approved</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Tax Revenue</td>
<td>37,321,549</td>
<td>39,115,714</td>
<td>40,997,487</td>
<td>42,971,186</td>
<td>45,041,342</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>1,921,032</td>
<td>1,986,078</td>
<td>2,053,811</td>
<td>2,124,347</td>
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<td>Total Revenue</td>
<td>39,242,581</td>
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<td>43,051,298</td>
<td>45,095,533</td>
<td>47,239,151</td>
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<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GF- Personnel Expense (3%)</td>
<td>21,989,076</td>
<td>22,648,749</td>
<td>23,328,211</td>
<td>24,028,058</td>
<td>24,748,899</td>
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<tr>
<td>2 ~ Utilize Existing Attrition Savings</td>
<td>(440,000)</td>
<td>(440,000)</td>
<td>(250,000)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>GF- Operating Expense (3%)</td>
<td>14,318,295</td>
<td>14,747,844</td>
<td>15,190,279</td>
<td>15,645,987</td>
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<tr>
<td>3 ~ Invest in Ballot Measure</td>
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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ISF- Medical Claims (10%)</td>
<td>3,588,098</td>
<td>3,946,908</td>
<td>4,341,599</td>
<td>4,775,758</td>
<td>5,253,334</td>
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<tr>
<td>CIP- Capital Projects</td>
<td>2,405,985</td>
<td>2,405,985</td>
<td>2,405,985</td>
<td>2,405,985</td>
<td>2,405,985</td>
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<tr>
<td>4 ~ Delay Capital Projects</td>
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<td>0</td>
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<tr>
<td>5-7 ~ Program and Service Reductions</td>
<td>(743,695)</td>
<td>(743,695)</td>
<td>(743,695)</td>
<td>(743,695)</td>
<td>(743,695)</td>
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<tr>
<td>Total expense</td>
<td>41,117,759</td>
<td>42,565,790</td>
<td>44,272,379</td>
<td>46,112,093</td>
<td>47,779,891</td>
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<td>Net change in fund balance</td>
<td>(1,875,178)</td>
<td>(1,463,998)</td>
<td>(1,221,081)</td>
<td>(1,016,561)</td>
<td>(540,740)</td>
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<tr>
<td>Available Beginning Fund Balance</td>
<td>9,813,873</td>
<td>8,938,695</td>
<td>7,474,696</td>
<td>6,253,615</td>
<td>5,237,054</td>
</tr>
<tr>
<td>8 ~ Increase Available Cashflow</td>
<td>1,000,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Projected Rolling Fund Balance</td>
<td>8,938,695</td>
<td>7,474,696</td>
<td>6,253,615</td>
<td>5,237,054</td>
<td>4,696,315</td>
</tr>
</tbody>
</table>

*See Budget Balancing explanation on next page

**Maintains a $4.5M Cashflow Reserve in addition to the Restricted Reserves of $1.8M
1. In this option, PPLD would not request a DE-TABOR Ballot measure and the district continues to experience the on-going and cumulative loss of core revenue.

2. Extensive analysis on attrition savings due to turnover and unfilled positions results in an additional $440,000 of attrition savings that can be captured without reducing any current programs or services.

3. PPLD does not experience one-time expense for investment in a DE-TABOR Ballot Measure.

4. PPLD would not delay Capital Projects; without additional revenue this would impact ability to maintain programs and services at current levels.

5. All Public Services budgets had reductions to supplies, memberships and trainings. Branch locations had reductions to supplies and Family Place supplies.

6. Programmatic cuts include the elimination of:
   a) Adult Services: All Pikes Peak Reads (APPR), fantasy football, movement classes, first aid kits
   b) Creative Services: Maker in Residence, Poet Laureate (if outside funding not continued), Youth Laureate service collaboration programs, community builds, PPLD sponsored Food Industry Training Cohort (not Adult Ed Required), Artist of the Knight, Story Project, and Pikes Peak Live
   c) Collection Management: Freegal (e-music), PressReader, and Dear Reader.
   d) Equity, Diversity, and Inclusion: EDI programming line (used to cover consultant and implementation across district)
   e) Family and Children's Services: Summer contract employee and APPR
   f) Young Adult Services: Work study, interns, summer programming, and APPR
Explanation continued:

7 ~ Programmatic cuts include the reduction as follows:
   a) Adult Education: Volunteer programming
   b) Adult Services: Summer Concerts in the Park, Shakespeare in the Park, Mountain of Author, Entrepreneur in Residence
   c) Creative Services: Repair Cafes, take and makes, and general programming
   d) Collection Management: Processing supplies, adult audio visual, juvenile audio visual, book club, junior print books, junior nonfiction print books, reference books, hold ration line, autoship books, rapid reads, spanish language, e-books, processing fees, and periodicals.
   e) Equity, Diversity, and Inclusion: General programming
   f) Family and Children's Services: Educational Resource Center, general programming, summer reading party, summer performers, summer adventure grand prizes, homeschool programming, stem programming, MAKE programming, and tween programming
   g) Regional History and Geneology: General programming
   h) Young Adult Services: General programming, presenters, summer reading prizes, and snacks

8 ~ The reduction to the base budget of $1.2M alleviates related monthly cashflow burden and allows for an additional $1.0M of one-time fund balance to be used for balancing future budget years

* This option, while providing relief in the short term
   a) does not address the budget deficits long term and illustrates that costs will only continue to outpace available revenue
   b) permenantly reduces current levels of Programming and Services until addition revenue is realized
   c) is not sustainable long term, as the Fund Balance continue to shrink with no growth
### 2023 Budget Balancing Options

#### 2023 Budget Resolutions ~ Base Budget Approval

<table>
<thead>
<tr>
<th>Option</th>
<th>OAB #1</th>
<th>OAB #2</th>
<th>OAB #3</th>
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<tr>
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<td>0</td>
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<td>0</td>
</tr>
<tr>
<td><strong>Program and Service Reductions</strong></td>
<td>0</td>
<td>0</td>
<td>($743,695)</td>
</tr>
<tr>
<td><strong>Total expense</strong></td>
<td>$40,455,469</td>
<td>$40,455,469</td>
<td>$41,117,759</td>
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<tr>
<td><strong>Net change in fund balance</strong></td>
<td>($1,212,888)</td>
<td>($1,212,888)</td>
<td>($1,875,178)</td>
</tr>
</tbody>
</table>

- Available Beginning Fund Balance: $9,813,873
- Increase Available Cashflow: $1,500,000
- Projected Rolling Fund Balance: $10,100,985

*Management Recommended*
Mary Mann

Dear Ms. Mann,

Thank you for your comments regarding the book, *Kitchen Disco*, the book used for the East Story Walk this summer. Although you had concerns with story walk specifically, we followed our materials reconsideration policy and procedure for the book.

The Library tries to provide a varied and balanced collection of materials that will meet the interests and needs of the more than 650,000 residents we serve in the Pikes Peak Library District (PPLD) service area. PPLD’s service commitment is to the people within its service area including people of every age, education, background, personal philosophy, religious belief, occupation, economic level, sexual orientation, ethnic origin, and human condition. We apply standards to the selection of all of our library materials, and these criteria include:

- Author’s reputation and significance without regard to political, racial, religious affiliation
- Critical reviews
- Local or national significance
- Reputation and standing of the publisher
- Quality of the physical format
- Public demand and interest
- Artistic merit, literary value, or recognized award recipient
- Evaluation of titles in relation to current holdings and patron demand

To provide further background on our Collection Policy, I have enclosed the American Library Association’s Library Bill of Rights and Freedom to View statements, all of which are a part of not only the Pikes Peak Library District’s policy, but other public libraries’ policies as well.

The library’s mission includes providing access to entertainment as well as informational materials, and providing popular culture materials as well as classic literature, films, and recordings.

*Kitchen Disco* located in the Children’s J-Easy area and was added to the collection in 2017.

When materials are questioned, our policy states that the material will be reviewed by a team. Three librarians researched, viewed, and reviewed the title including our Collection Management Selection Librarian who orders juvenile material.
Following is some of the pertinent information included in the librarians’ reviews.

- The book is very silly and fun. I think most children and adults would really enjoy this book. The illustrations are very colorful and eye catching. It is a very interactive book where children can develop their gross motor skills by dancing along with the fruit.

- There are many positive aspects to this book. The book pairs lively, rhythmic text with colorful and energetic artwork to create an engaging reading experience. Families will enjoy reading this picture book together, focusing on the entertaining pages and perhaps replicating some of the dance moves showcased in the illustrations. The repetitive and rhythmic use of language helps young children to begin to hear the different sounds in words, building the phonological awareness that will help them develop the skills necessary for learning to read. The illustrations clearly depict the events described in the narrative, providing visual clues that will also help pre-readers begin to decode text. The repetitive chorus can also be mastered by pre-readers, who can chime in while the narrative is shared aloud; this invites participation while also helping pre-readers to form an awareness of the link between text and sounds. The premise of everyday objects like pieces of fruit dancing also helps young listeners to utilize their imaginations and inspires creative play.

- This title is a very fun and lively picture book with a rhyming text that has many different types of dancing fruits as well as two children that join the party. Each type of fruit has a different personality, and the illustrations are bright and bold. For example, “The pineapple is very cool / He wears his hair in spikes / He hangs out by the microwave / High-fiving fruit he likes...”

According to the WorldCat database, 316 libraries own this book.

Including the Pikes Peak Library District, five Colorado libraries own it:

- Pueblo City County Library
- Denver Public Library
- Jefferson County Library
- Anythink Libraries
- Westminster Public Library

PPLD currently has four active copies with 145 circulations.

Reviews and other articles consulted:

- Kirkus Reviews (03/15/2017): The banana acts as DJ for a crazy dance party that happens nightly, involving all the fruit in the kitchen. While your family sleeps, there’s a party going on. It’s a -pumping jumping funky bash.- -The fruit all jump out of their bowl (-Parrrtaaay!-) and dance. Each fruit has its own personality and dancing style. The banana, in charge of the music, also spins and jumps and, of course, does splits. The lemons love to rap and break dance. The coconut is a clown, diving into the sink full of suds for a bubble bath. A bouncy tangerine spins so much that all her juice comes out. The shades-wearing pineapple is very cool; his hair is spiked, and he hangs out by the microwave. -The grapes are such a silly bunch, they boogie in a conga!- With their big fat bottoms, pears groove across the floor. And when the kids (a white brother and sister) wake up and check it out, they’re glad to join the party. Foggles’ rhyming text includes several cute puns, and Murphy’s heavily outlined, colorful illustrations are busy and bright. Sound effects and dialogue in speech bubbles (-Uh-oh...- / -Busted!-) add to the fun. Readers can visit the book’s website to hear the song and watch a video that accompanies the book, though it’s a disappointment the book features many more verses than the online performance. Cute and catchy. (Picture book. 3-5) COPYRIGHT(2017) Kirkus Reviews, ALL RIGHTS RESERVED.

- School Library Journal (07/01/2017): K-Gr 2—"At night when you are sleeping/there's a party in your house." And of course that party is an amazing fruit dance off! The lemon break-dances, the banana spins records, and the grapes start a conga line. But this title isn't meant to be read so much as it's supposed to be sung! The
beginning of the book lists a website that offers an animated video of all of the characters and the actual melody to the song, which gives off a hilarious early 1980s hip-hop vibe. Much like the early "Pete the Cat" series or the new Eric Litwin books, this volume works even better when paired with the actual music, and readers can easily follow along to the beat. But the melody and lyrics of "Kitchen Disco" are slightly more complex; kids and adults will still be jumping and dancing around in excitement, but they will have difficulty singing along in a storytime setting. A creative storyteller will be able to come up with ways to incorporate the audience, but the author doesn't leave clear moments for participation, which feels like a missed opportunity. The illustrations are simplistic, and sharp, fat lining and blinding color add to the wild atmosphere and experience. VERDICT A fun and funky addition guaranteed to get storytime kids moving.--Peter Blenski, Greenfield Public Library, WI Copyright 2017 School Library Journal, LLC Used with permission.

- **Booklist Review:** As soon as the lights go out and everything's quiet, it's party time in the fruit bowl (It's called the kitchen disco / and everyone's invited / so move your hips / shake your pips / and let's get all excited!). Out spill the lemons and the mangoes, the tangerines, the grapes, and all the rest to in Murphy's big, bright cartoon pictures shake their booties and show off their other moves. Foges' block-lettered lyrics crank up the rhythm, and it's all such a blast that there's barely a stutter when the kitchen door swings open and in sashay two youngsters. With a page turn, foil stars and a disco ball appear, sending the glittering gala to new heights. Come sunrise, it's back to the fruit bowl for a recuperative snooze. A juicy invitation to Shake it like a mango / party like a pear / wiggle like an apple, / HEY! / and dance like you don't care. --Peters, John Copyright 2017 Booklist

- **Booktrust** (the United Kingdom's largest reading charity): This exquisite book is an instant classic. Filled to the brim with great characters, brought to life with just a few lines of text, and perfectly matched with hilarious, colourful illustrations that are bursting with life. Each page brings a smile to your face and the repetitive chorus will ensure even small children will be able to join in the sing-a-long fun. Highly recommended, this is one of the finest and funniest young children's books in years.

Based on PPLD's selection policy criteria, all three librarians reviewing *Kitchen Disco* recommended retaining the book in the collection as classified. This book is located in the children's area of the library. Parents are encouraged to monitor their children's and teens' selections to ensure that an item is appropriate for their family. As for the story walk, that story was switched out at the end of summer with a new story. If it were still in place, it would also be retained.

We acknowledge and accept your right to object to this material personally. However, a public library has an obligation to preserve the right of each individual to make her/his own assessment of library materials. We serve a diverse community with diverse interests, and we select library materials to reflect these diverse interests.

I concur with the librarians' recommendation to retain the book in our collection as classified in the children's area.

Thank you for your interest in the Pikes Peak Library District. I hope that you will continue to use the library and that you are always able to find materials that meet the reading, viewing, listening, and informational preferences of you and your family.

Sincerely,

Teona Shainidze Krebs, Interim Chief Librarian & CEO
Pikes Peak Library District
To the East Library:

This message is regarding the use of inappropriate story placard stands that were placed along the spiraling sidewalks behind the East Library. The name of the book on display was "Kitchen Disco" by Clare Foqes and Al Murphy. The book cover blurb says, "This is fantastically BRILLIANT! It's so funny." - Josh, ages 5

However, as an adult, what I observed was quite different.

"At night when you are sleeping there's a party in your house."

Page 2: "It's a pumping, jumping, funky bash when all the lights go out..."

Page 3: The illustration for this caption shows a boy and girl sharing a bunkbed.

There was another illustration of a pear, I recall (I didn't photograph this one) wigglng its "fat bum/butt" (?) - which, to me, insinuated the pear was twerking.
Page 29 says:
"They climb into the fruit bowl... and they rest their sleepy heads."

Page 30: "So if you're in the kitchen and you hear them sing this song – then don't ask why, and don't be shy..."

I called the library switchboard while this "book" was on display (as described here) over a week ago. I spoke first to a woman who told me the book was donated to the library. She connected me with Maria (?) who told me the library puts these displays outside to encourage children to walk while reading the placards. The last person I talked to about this was Terry, the manager, who was very considerate to my complaint. - Mrs Mann

P.S.- It would be interesting to know what children learned from this book without coaching.
Person's name: Mary Mann

Preferred contact method/information:

Item title, format, author: Kitchen Disco, JEasy, Clare Foges

Is item in the PPLD Collection: Yes/No

Concern or objection to the title:
Sexual connotations. Inappropriate for children. Not inspirational or motivational. Fruit sleeping together without clothes. The book should not be on a Storywalk where children can access it without parental supervision.

Quotes referred to from book:
"It's aumping, jumpping, funky bash when all the lights go out..."
"The pears have big fat bottoms,"
"They climb in to the fruit bowl...and they rest their sleepy heads."

8-17-22 TS spoke with Mary explained next steps.
9-7-22 TS assigned the books. Called Mary + let her know under review

**Staff member name/location/date: Terry Ford, East, 8-1-2022

Rev 3/10/22
REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL

Title of Material to be Reconsidered: ________________________________

Author of Material to be Reconsidered: ________________________________

Did you read or view the entire work? Yes: ______ No: ______ Amount: ______

What is objectionable about the material, and how do you expect it to affect the users of the Library? (Be specific; cite page numbers or other references. Use back of form if necessary.)

________________________________________________________________________________________________________________________________________________________

Is there anything positive about the material as a whole? (Be specific; cite page numbers or other references. Use back of form if necessary.)

________________________________________________________________________________________________________________________________________________________

Have you consulted an evaluation of this work by experienced critics? No: ______ Yes: ______

(If "Yes", please cite the evaluation): __________________________________________________________________________________________________________

What are your specific recommendations to the Library regarding this work?

________________________________________________________________________________________________________________________________________________________

Would you recommend this material for a specific age group? ______

If you are suggesting removal of the item, what work of equal value do you recommend for replacement?

________________________________________________________________________________________________________________________________________________________

The Pikes Peak Library District values the opinions of all members of the community. Please be advised that this completed form will appear in the Pikes Peak Library District's Board of Trustees Report which is a public document.

Name: ____________________________________ Phone: _______________________

Address: ________________________________________________________________

Representing: Self: ______ Organization (Name): ____________________________

Signature: ____________________________ Date: ____________________________

Staff section:
Received By: (Name, Position, Library) ____________________________________

Pikes Peak Library District, P.O. Box 1579, Colorado Springs, CO 80901 719-531-6333 REV 3/25/22
PIKES PEAK LIBRARY DISTRICT
REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL
STAFF REVIEW

Title of Material to be Reconsidered: ____________________________

Author of Material to be Reconsidered: Clare Foges

Did you read or view the entire work? Yes: ___ X ___ No: ______ Amount: ______________________

What is objectionable about the material, and how do you expect it to affect the users of the Library?
(Be specific; cite page numbers or other references. Add space if needed.)

After looking closely at both text and illustrations, I do not see anything objectionable about this book. Families with younger children will enjoy reading this book together.

Is there anything positive about the material as a whole? (Be specific; cite page numbers or other references. Add space if needed.)

There are many positive aspects to this book. The book pairs lively, rhythmic text with colorful and energetic artwork to create an engaging reading experience. Families will enjoy reading this picture book together, focusing on the entertaining pages and perhaps replicating some of the dance moves showcased in the illustrations. The repetitive and rhythmic use of language helps young children to begin to hear the different sounds in words, building the phonological awareness that will help them develop the skills necessary for learning to read. The illustrations clearly depict the events described in the narrative, providing visual clues that will also help pre-readers begin to decode text. The repetitive chorus can also be mastered by pre-readers, who can chime in while the narrative is shared aloud; this invites participation while also helping pre-readers to form an awareness of the link between text and sounds. The premise of everyday objects like pieces of fruit dancing also helps young listeners to utilize their imaginations and inspires creative play. There is also a short video of the book available for free online, providing an additional format for families to experience the book if they are interested in doing so. In addition to being a fun choice for younger children and their families, this book would also be a strong addition to Storytimes or Music and Movement programs.

What sources did you consult? Please describe what you read regarding the value of this title.

I consulted several reviews of the book published in professional review journals, all of which were positive (see attached).

What are your specific recommendations to the Library regarding this work?

REV 3/25/22
This book should remain in the PPLD collection.

Would you recommend this material for a specific age group?

I would recommend this book for kids who are aged preschool through second grade and their parents, as well as teachers and library programming staff.

Please attach any reviews, commentaries or other information that helped you form your opinion.
Please see attached pages.

Name/Position/Library: ____________________________________________
Supporting Materials for Kitchen Disco.
Review from Kirkus:
KITCHEN DISCO
BY CLARE FOGES ; ILLUSTRATED BY AL MURPHY - RELEASE DATE: MAY 9, 2017
The banana acts as DJ for a crazy dance party that happens nightly, involving all the fruit in the kitchen. While your family sleeps, there’s a party going on. It’s a “pumping jumping funky bash.” The fruit all jump out of their bowl ("Parrtaay!") and dance. Each fruit has its own personality and dancing style. The banana, in charge of the music, also spins and jumps and, of course, does splits. The lemons love to rap and break dance. The coconut is a clown, diving into the sink full of suds for a bubble bath. A bouncy tangerine spins so much that all her juice comes out. The shades-wearing pineapple is very cool; his hair is spiked, and he hangs out by the microwave. “The grapes are such a silly bunch, they boogie in a conga!” With their big fat bottoms, pears groove across the floor. And when the kids (a white brother and sister) wake up and check it out, they’re glad to join the party. Foges’ rhyming text includes several cute puns, and Murphy's heavily outlined, colorful illustrations are busy and bright. Sound effects and dialogue in speech bubbles (“Uh-oh...” / “Busted!”) add to the fun. Readers can visit the book’s website to hear the song and watch a video that accompanies the book, though it’s a disappointment the book features many more verses than the online performance. 
Cute and catchy. (Picture book. 3-5)

Review from Booklist (accessed via PPLD catalog):
Booklist Review
As soon as the lights go out and everything’s quiet, it’s party time in the fruit bowl (It’s called the kitchen disco / and everyone’s invited / so move your hips / shake your pips / and let’s get all excited!). Out spill the lemons and the mangoes, the tangerines, the grapes, and all the rest to in Murphy's big, bright cartoon pictures shake their booties and show off their other moves. Foges' block-lettered lyrics crank up the rhythm, and it’s all such a blast that there’s barely a stutter when the kitchen door swings open and in sashay two youngsters. With a page turn, foil stars and a disco ball appear, sending the glittering gala to new heights. Come sunrise, it’s back to the fruit bowl for a recuperative snooze. A juicy invitation to Shake it like a mango / party like a pear / wiggle like an apple, / HEY! / and dance like you don’t care. --Peters, John Copyright 2017 Booklist

School Library Journal review (accessed via Barns & Noble website)
07/01/2017
K-Gr 2—"At night when you are sleeping/there's a party in your house." And of course that party is an amazing fruit dance off! The lemon break-dances, the banana spins records, and the grapes start a conga line. But this title isn't meant to be read so much as it's supposed to be sung! The beginning of the book lists a website that offers an animated video of all of the characters and the actual melody to the song, which gives off a hilarious early 1980s hip-hop vibe. Much like the early "Pete the Cat" series or the new Eric Litwin books, this volume works even better when paired with the actual music, and readers can easily follow along to the beat. But the melody and lyrics of "Kitchen Disco" are slightly more complex; kids and adults will still be jumping and dancing around in excitement, but they will have difficulty singing along in a storytelling setting. A creative storyteller will be able to come up with ways to incorporate the audience, but the author doesn't leave clear moments for participation, which feels like a missed opportunity. The illustrations are simplistic, and sharp, fat lining and blinding color add to the
wild atmosphere and experience. VERDICT A fun and funky addition guaranteed to get storytime kids moving.—Peter Bienski, Greenfield Public Library, WI

*School Library Journal*

From Booktrust (the United Kingdom's largest reading charity):

**Kitchen Disco**

**Author:** Clare Foges **Illustrator:** Al Murphy  
**Publisher:** Faber

Did you know when you go to sleep all the fruit in the bowl comes to life and has a fun-filled, night long party? The mangos love to dance, the banana DJ can do the splits, the grapes enjoy a conga line and the apples shake their pips! It is a fruit-tastic extravaganza and everyone is invited - so don't be shy, join in and let's get this party started!

This exquisite book is an instant classic. Filled to the brim with great characters, brought to life with just a few lines of text, and perfectly matched with hilarious, colourful illustrations that are bursting with life. Each page brings a smile to your face and the repetitive chorus will ensure even small children will be able to join in the sing-a-long fun. Highly recommended, this is one of the finest and funniest young children's books in years.

**Publisher Info:** Faber & Faber, established in 1929, is a well-known publisher in the U.K. According to the website for the Children's division, "T. S. Eliot's Old Possum's Book of Practical Cats and Ted Hughes' The Iron Man were amongst the first" titles published. They have a big list of titles, featuring many well-known authors.
PIKES PEAK LIBRARY DISTRICT
REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL
STAFF REVIEW

Title of Material to be Reconsidered: __Kitchen Disco__________________________

Author of Material to be Reconsidered: __Written by Clare Foge; Illustrated by Al Murphy______

Did you read or view the entire work? Yes: _X_ No: ______ Amount: __________________

What is objectionable about the material, and how do you expect it to affect the users of the Library? (Be specific; cite page numbers or other references. Add space if needed.)

I do not know why this title was considered objectionable.

Is there anything positive about the material as a whole? (Be specific; cite page numbers or other references. Add space if needed.)

This title is a very fun and lively picture book with a rhyming text that has many different types of dancing fruits as well as two children that join the party. Each type of fruit has a different personality, and the illustrations are bright and bold. For example, “The pineapple is very cool / He wears his hair in spikes / He hangs out by the microwave / High-fiving fruit he likes…” The reader can also go to the website (kitchendiscobook.com) to hear the song.

What sources did you consult? Please describe what you read regarding the value of this title.

WorldCat Database: 316 Libraries own this title. There are six Colorado libraries that own it: Pueblo City County Library, Denver Public Library, Jefferson County Library, Anythink Libraries, Westminster Public Library as well as the Pikes Peak Library District.

I also consulted the following reviews (Kirkus Reviews and School Library Journal) to gain additional background regarding this title. Both reviews recommended this book highly. Kirkus Reviews described it as “cute and catchy.” School Library Journal’s verdict was that this book is “A fun and funky addition guaranteed to get storyline kids moving.”

What are your specific recommendations to the Library regarding this work?

Retain as cataloged in the Children’s J-Easy area.
Would you recommend this material for a specific age group?

I would recommend this work to children of ages 3-8 and their caregivers as well as any adults who might want to enjoy sharing this book with a child.

Please attach any reviews, commentaries or other information that helped you form your opinion.

Kirkus Reviews (03/15/2017):
The banana acts as DJ for a crazy dance party that happens nightly, involving all the fruit in the kitchen. While your family sleeps, there's a party going on. It's a -pumping jumping funky bash.- The fruit all jump out of their bowl (-Pamtaayl-) and dance. Each fruit has its own personality and dancing style. The banana, in charge of the music, also spins and jumps and, of course, does splits. The lemons love to rap and break dance. The coconut is a clown, diving into the sink full of suds for a bubble bath. A bouncy tangerine spins so much that all her juice comes out. The shades-wearing pineapple is very cool; his hair is spiked, and he hangs out by the microwave. -The grapes are such a silly bunch, they boogie in a conga!- With their big fat bottoms, pears groove across the floor. And when the kids (a white brother and sister) wake up and check it out, they're glad to join the party. Fojes' rhyming text includes several cute puns, and Murphy's heavily outlined, colorful illustrations are busy and bright. Sound effects and dialogue in speech bubbles (-Uh-oh...-/ -Busted!-) add to the fun. Readers can visit the book's website to hear the song and watch a video that accompanies the book, though it's a disappointment the book features many more verses than the online performance. Cute and catchy. (Picture book. 3-5) COPYRIGHT (c) 2017 Kirkus Reviews, ALL RIGHTS RESERVED.

School Library Journal (07/01/2017):
K-Gr 2-"At night when you are sleeping/there's a party in your house." And of course that party is an amazing fruit dance off! The lemon break-dances, the banana spins records, and the grapes start a conga line. But this title isn't meant to be read so much as it's supposed to be sung! The beginning of the book lists a website that offers an animated video of all of the characters and the actual melody to the song, which gives off a hilarious early 1980s hip-hop vibe. Much like the early "Pete the Cat" series or the new Eric Litwin books, this volume works even better when paired with the actual music, and readers can easily follow along to the beat. But the melody and lyrics of "Kitchen Disco" are slightly more complex; kids and adults will still be jumping and dancing around in excitement, but they will have difficulty singing along in a storyline setting. A creative storyteller will be able to come up with ways to incorporate the audience, but the author doesn't leave clear moments for participation, which feels like a missed opportunity. The illustrations are simplistic, and sharp, fat lining and blinding color add to the wild atmosphere and experience. VERDICT A fun and funky addition guaranteed to get storyline kids moving.--Peter Blenski, Greenfield Public Library, WI
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Name/Position/Library:
PIKES PEAK LIBRARY DISTRICT
REQUEST FOR RECONSIDERATION OF LIBRARY MATERIAL
STAFF REVIEW

Title of Material to be Reconsidered: Kitchen Disco

Author of Material to be Reconsidered: Clare Foges

Did you read or view the entire work? Yes: ✓ No: _____ Amount: ___________

What is objectionable about the material, and how do you expect it to affect the users of the Library? (Be specific; cite page numbers or other references. Add space if needed.)

Possible objections by patrons:
Page 22 (the pages are not numbered so starting with the book title page as page one) the pears are noted as having "big fat bottoms" which some patrons might find objectionable.
Page 29 The illustrations show a red solo cup which some patrons might feel is a suggestion of alcoholic drinks.
The book is also written in all capital letters which could be a hinderance for children learning how to read.

Is there anything positive about the material as a whole? (Be specific; cite page numbers or other references. Add space if needed.)

The book is very silly and fun. I think most children and adults would really enjoy this book. The illustrations are very colorful and eye catching. It is a very interactive book where children can develop their gross motor skills by dancing along with the fruit.

What sources did you consult? Please describe what you read regarding the value of this title.
See attached page.

What are your specific recommendations to the Library regarding this work?

I see no reason why this book should be removed from our shelves. It's a fun and very interactive book. The illustrations are bright, colorful and engaging. I found little objectionable material in this book to recommend it be removed from our collection.

Would you recommend this material for a specific age group? I would recommend this book for ages 3-5.

Please attach any reviews, commentaries or other information that helped you form your opinion.

Name/Position/Library: ____________________________

REV 3/25/22
Clare Foges is a relatively new children's author who has published three books – *Kitchen Disco*, *Bathroom Boogie* and *Veg Patch Party*. *Kitchen Disco* is Foges first book in the series and her first published children's book. Foges has previously been a newspaper columnist and former speech writer for former UK Prime Minister, David Cameron.

All three books in this series have been well received. The books were published by Faber & Faber which has been publishing children’s books since 1929 and is well respected in the field of publishing. Faber & Faber’s motto is that they “still believe in the power of reading to transform children’s lives.”

The scope of the book focuses on a kitchen disco held by the fruit in the middle of the night. Much in the same vein as the Toy Story series where toys come to life when you’re not looking, *Kitchen Disco* is about fruit who gather and have a party in the kitchen while the occupants of the house are sleeping. The expected and targeted audience of this book would be ages 3 to 5 years of age. *Kitchen Disco* is written with this age group in mind.

Visually, the book is very engaging with large, outlined lettering and bright, colorful illustrations. It is sure to grab the reader’s attention. We have books in our current collection that are like *Kitchen Disco* such as *Pete the Cat* where songs are incorporated into the story to engage the reader. These books tend to be very popular as both children and adults enjoy the story and catchy tunes.

The quality and value of this book is that it is visually appealing and silly. The bright illustrations help enhance the story and song. The author starts the book by saying “Read the book, sing the song, watch the film, dance along!” and then includes a link to an online video that includes visuals of the fruit dancing and the song that goes with the book. [www.kitchendiscobook.com](http://www.kitchendiscobook.com) The video does not follow the book exactly and the book has more pages and lyrics than the online video. The video is helpful for learning how the author of this book would like the song sung which its style would loosely be considered a rap.

In accordance with the Pikes Peak Library District (PPLD) Collection Development Policy, *Kitchen Disco* has merit to remain on the shelves of our library. It has proven to be a popular check out at our libraries. PPLD currently has four copies for patron check out of *Kitchen Disco* and these four copies have been checked out 27, 47, 29 and 40 times since its initial creation into PPLD circulation in July of 2017. PPLD also holds a copy of this book in the staff collection for story time use.

The reviews online from patrons and critics have been favorable. PPLD seeks to find books that “inspire people to learn, create, and discover”. *Kitchen Disco* encompasses this philosophy through song, dance, and humor. Sources checked for reviews include Common Sense Media, The Horn Book, Inc., Kirkus Reviews Children's Books, Publisher's Weekly, American Library Association, and School Library Journal. I also checked consumer reviews of this book on various online book selling websites and found nothing of complaint other than the capital lettering. The overwhelming majority of reviews were very positive.

Our goal, as librarians, is to create a lifelong love of reading. *Kitchen Disco* is a book that would inspire a child to read more books because this book is engaging and funny.
Sayles, Tammy

From: Friday, September 16, 2022 9:36 AM
Sent: Sayles, Tammy
To: Re: Reconsideration Request
Subject: 2 Request for Reconsideration STAFF REVIEW.pdf; Kitchen Disco review page 2.pdf
Attachments:

Good Morning Tammy,

I'm attaching my Request for Reconsideration of Kitchen Disco. There are two pages to my review. The second page is an elaboration on my answer since there wasn't enough space to type it on the original request form.

I recommend that it is kept in our collection. I found very little in this book that would be objectionable enough to recommend removing it from our collection.

Do you need the Kitchen Disco book back in your possession or should I release it into circulation?

If you need anything else please let me know!

Thank you!

ppld.org

From: Tuesday, September 13, 2022 2:37 PM
Sent: Sayles, Tammy <TSayles@ppld.org>
To: Re: Reconsideration Request

Thanks Tammy!

I'm nearly done with my review. I will send it over when I have it completed.

Thank you!
From: Sayles, Tammy <TSayles@ppld.org>
Sent: Tuesday, September 13, 2022 2:36 PM
Subject: RE: Reconsideration Request

Great question. I don’t set a timeline, because you must do this on work time and I’m afraid if I set a time, people will do it on their own time in order to get it done. It’s more important that you complete the review on PPLD time. When you have it completed, please send over.

Tammy

From:
Sent: Tuesday, September 13, 2022 2:35 PM
To: Sayles, Tammy <TSayles@ppld.org>
Subject: Re: Reconsideration Request

Hi Tammy,

When do you need the book reviewed by?

Thanks!

ppld.org

From: Sayles, Tammy <TSayles@ppld.org>
Sent: Wednesday, September 7, 2022 11:48 AM

Subject: Reconsideration Request

I have a children’s book for reconsideration and I would like you to be one of the librarians who reviews the book. You review it on staff time and here is a link to the process that outlines, what has already taken place and the form for the step four that you use for your review.
https://ppld.sharepoint.com/sites/CollectionManagement/SitePages/Reconsideration-of-Materials-Procedure.aspx Would you be interested in participating in this review? If you are I can bring the book over and place on your desk.

Tammy Sayles
Interim Chief Public Services Officer and Deputy Chief Librarian
She/Her/Hers

Pikes Peak Library District
Penrose Library
Title of Material to be Reconsidered: Kitchen Disco

Author of Material to be Reconsidered: Clare Fogan

Did you read or view the entire work? Yes: ✓ No: _____ Amount: __________________

What is objectionable about the material, and how do you expect it to affect the users of the Library? (Be specific; cite page numbers or other references. Add space if needed.)

Possible objections by patrons:
Page 22 (the pages are not numbered so starting with the book title page as page one) the pears are noted as having “big fat bottoms” which some patrons might find objectionable.
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The book is also written in all capital letters which could be a hinderance for children learning how to read.

Is there anything positive about the material as a whole? (Be specific; cite page numbers or other references. Add space if needed.)

The book is very silly and fun. I think most children and adults would really enjoy this book. The illustrations are very colorful and eye catching. It is a very interactive book where children can develop their gross motor skills by dancing along with the fruit.

What sources did you consult? Please describe what you read regarding the value of this title.

See attached page.

What are your specific recommendations to the Library regarding this work?

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Would you recommend this material for a specific age group? I would recommend this book for ages 3-5.

Please attach any reviews, commentaries or other information that helped you form your opinion.

Name/Position/Library: 

REV 3/25/22
Clare Foges is a relatively new children’s author who has published three books — \textit{Kitchen Disco}, \textit{Bathroom Boogie} and \textit{Veg Patch Party}. \textit{Kitchen Disco} is Foges first book in the series and her first published children’s book. Foges has previously been a newspaper columnist and former speech writer for former UK Prime Minister, David Cameron.

All three books in this series have been well received. The books were published by Faber & Faber which has been publishing children’s books since 1929 and is well respected in the field of publishing. Faber & Faber’s motto is that they “still believe in the power of reading to transform children’s lives.”

The scope of the book focuses on a kitchen disco held by the fruit in the middle of the night. Much in the same vein as the \textit{Toy Story} series where toys come to life when you’re not looking, \textit{Kitchen Disco} is about fruit who gather and have a party in the kitchen while the occupants of the house are sleeping. The expected and targeted audience of this book would be ages 3 to 5 years of age. \textit{Kitchen Disco} is written with this age group in mind.

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