

PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES  
DECEMBER 4, 2024 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:** 837 1958 5376

**Passcode:** 940463

***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 be open by 4:45 p.m. Public Comment will be limited to 2 hours (120 minutes).***

**REGULAR MEETING OF THE BOARD OF TRUSTEES**

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

Chief Librarian and CEO Teona Shainidze-Krebs, Chief Communications Officer Denise Abbott, Chief Human Resources Officer Timothy Allen, Director of Programming Melody Alvarez, Chief Safety & Security Officer Michael Brantner, Senior Director of Development and Foundation Executive Director Courtney Deuser, Director of Regional History and Genealogy Michael Doherty, Executive Assistant Laura Foster, Chief Information Technology Officer Justin Goodwin, Chief Financial Officer Randy Green, Chief Operating Officer Heather Laslie, Library 21c Manager Jennifer Luebbert, Chief Public Services Officer and Deputy Chief Librarian Tammy Sayles, Internal Communications and Special Projects Manager Jeremiah Walter, Security Manager Tess Warren,

**CALL TO ORDER**

President Dora Gonzales called the December 4, 2024 Regular meeting of the Pikes Peak Library District (PPLD) Board of Trustees to order at 5:00 pm

**PLEDGE OF ALLEGIANCE**

*President Dora Gonzales read the PPLD Code of Conduct Policy (Addendum A)*

**PUBLIC COMMENT**

Over 40 comments were made by members of the public: Sarah Hoobler, Steve Witt, Chris Johnson , Marina Webb, Jennifer Walker, Councilmember Dave Donelson, Kris Anderson, Kay Gayle, Ann Johnson, Lorena Wilder, Jacquie Ostrom, Veronica Baker, Josi Parker, Bruce Hamilton, Kevin Binkley, Pat Webb, Natalie Becker, Ken Pfeil, Brooke Graves, Christine Hall, Balu Bhayani, Eric Lundberg, Will Rogers, Emily McCloskey, Katie Czukas, Merry A. Kogat, Erin Powers, Lisa M. Bigelow, Bill Wysong, Natalie Riendl, Katherine Hall, Heather Cloninger, Andrew Bacon, Virginia Franklyn, Alyssa Furia, Arianna Myers, Joe Pelka, Gloria Carpenter, Graham Swartzell, Elena Daghon, Regina Topp, Judith Darcy. Comments were mostly requesting the Board reverse its decision on the Rockrimmon Lease and included: that the community wants to work with the Board of Trustees, that PPLD should pursue a mill levy increase, that there was a lack of communication, that the community feels insignificant, and that not listening to the community may result in Trustees being removed from the Board.

**REPORTS**

**Board Reports**

**Governance Committee**

Chairperson Julie Smyth reported that the discussion included a Bylaw review, process timeline, and applications for vacancy.

**Internal Affairs Committee**

The Internal Affairs Committee did not meet in December.

**Public Affairs Committee**

Chairperson Debbie English stated that the discussion included Board goals for 2025 and the decision to close Rockrimmon Library. Debbie English shared that she did say a decision about the Rockrimmon library would not be made until 2025; at the

time she understood that to be true due to how these decisions are made. Ms. English acknowledged that the Board needs to do a better job of communicating and collaborating with the community.

### **Liaison comments**

City Councilmember Nancy Henjum apologized to President Dora Gonzales for how she spoke to her and mentioned she has also spoken with Chief Librarian and CEO Teona Shainidze-Krebs. treated her and also spoke to Teona. Councilmember Henjum then read a letter that some of the councilmembers sent to the Board.

### **Trustee comments**

Scott Taylor talked of his seven years on the PPLD Board of Trustees, his love for libraries, and that he had previously worked for a library system. Mr. Taylor offered to lead a special committee, with the Board President's approval, to collaborate with the community and volunteers. He also suggested seeking assistance from the Friends of PPLD and the PPLD Foundation; that all options have not been exhausted. Mr. Taylor requested the Trustees consider changing their vote and renew the Rockrimmon lease for one more year.

### **Chief Librarian and CEO Report**

Chief Librarian and CEO Teona Shainidze-Krebs reported that she will be meeting with Michael Gaal, the superintendent of School District 11, next week, as well as with the Mayor's chief of staff, Jamie Fabos. Ms. Shainidze-Krebs is in conversation with the leadership of Monument about working together. PPLD's salary study is being finalized and stated that PPLD is strong because of our most valuable asset; the staff.

## **BUSINESS ITEMS**

### **New Business**

#### **DECISION 24-12-1 Monument Lease options (3,5-,7- or 10-year lease)**

Chief Librarian and CEO Teona Shainidze-Krebs stated that four lease options were provided, and that Library leadership recommends a 3- or 5-year extension.

In response to questions, Ms. Shainidze-Krebs shared:

- that as PPLD looks to expand services in the area, this will allow time to explore options for expanding.
- that it is unknown at this time if other tenants plan to vacate their space in the shopping complex.
- that PPLD does not have first right of refusal to expand into available spaces.
- that it is unknown at this time if other tenants plan to vacate their space in the shopping complex.
- That PPLD does not have first right of refusal to expand.
- that the community does need a bigger space, and that there is interest in collaborating with the local school district.
- That the shopping complex may be for sale in the future.

The Board of Trustees asked that Ms. Shainidze-Krebs speak to the property owner about including the first right of refusal in the lease options. and share the response at the Special Budget meeting on December 10, 2024. DECISION 24-12-1 has been adjourned to a future meeting of the Pikes Peak Library District Board of Trustees.

#### **DECISION 24-12-2 Request for Records Policy and Procedures (CORA) update to policy to reflect changes in State requirement in 2024**

The Request for Records Policy and Procedures (CORA) policy update was included in the Board packet. A change in the State requirements was made in July 2024, updating the rate that can be charged for record requests.

**Motion:** Debbie English made a motion that the Pikes Peak Library District Board of Trustees approve the Request for Records Policy and Procedures (CORA) update to policy to reflect Changes in State requirement in 2024 as presented.

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

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

#### **DECISION 24-12-3 Rescind DECISION 24-10-2 Rockrimmon Lease (from October 16, 2024 agenda)**

**Motion:** Scott Taylor made a motion that the Pikes Peak Library District Board of Trustees rescind DECISION 24-10-2 to not renew the Rockrimmon Lease.

**Second:**Debbie English seconded the motion.

**Discussion:** It was clarified that a yes vote will rescind the decision and will require a majority vote. If this passes, Decision 24-12-4 will be discussed to determine how to move forward.

Angela Dougan stated she has heard all comments and has read emails sent to the Board. Ms. Dougan is hearing that a community center is needed, a space for their children and local groups to meet. As a trustee, she has a responsibility to make sure the Library District is sustainable, and she serves the entire county. She suggests the community partner with the City of Colorado Springs to bring a community center to the Rockrimmon area.

Erin Bents shared that further conversation with the community is warranted. The Public Affairs Committee discussed doing better and Ms. Bents supports the idea of a committee to include members of the Board, the community and City Council. She would like to hear actionable ideas on how to move forward.

Scott Taylor stated his belief that the Board of Trustees needs to rebuild trust with the entire community and that PPLD should work with the PPLD Foundation for funding.

Debbie English hears the passion of the whole community on this topic, not just the Rockrimmon area. PPLD cannot serve as needed without community support and collaboration and how funding can work in the future needs to be discussed. Taking care of staff, Capital projects and serving the entire county is a top priority. Ms. English believes developing a model to collaborate with the community on every big decision that arises would be the next step.

Aaron Salt that he does hear other's perspectives, and thanked the community for sharing messages and attending meetings. This is a difficult decision and just because there is disagreement does not mean that voices are not heard. His stance has not changed since the October meeting.

Julie Smyth shared her hope that the community will remain involved regardless of the outcome of the vote. Ms. Smyth understands the desire for community, and supports the idea of the community and City Council creating a community center; PPLD could collaborate on that effort. Further research on the topic has reinforced her decision from the October meeting.

Debbie English stated that not renewing the lease will not allow for a new library to open on the East side of EL Paso county.

Dora Gonzales shared that job offers from PPLD have been declined due to wages being low and the cost of living in the area. Staff are overworked and volunteers cannot perform the same tasks as paid staff. Not renewing the lease does not mean closing the Rockrimmon Library permanently. The Board will find another space in the future, but it does not currently have that funding.

Erin Bents commented that her trust lies with the Finance Department. What would it look like to keep the decision and form a committee to create a plan for the future with the community and Colorado Springs.

Julie Smyth acknowledged that staff have been impacted by the budget struggles. Restructuring has reduced staffing at higher grades, however, existing staff are still underpaid and hiring new staff continues to be a challenge. Reducing hours will take away from serving the community. As the Foundation rebuilds, the Board will be able to collaborate with them. Ms. Smyth looks forward to considering other options as they are determined in the Rockrimmon area.

City Councilmember Nancy Henjum asked to speak, stating she believes that Colorado Springs and PPLD can work together. It is her belief that voting to keep the decision regarding the lease will result in a loss of trust. Surveys conducted two years ago indicate a great deal of respect for PPLD.

Angela Dougan believes that the City Council should collaborate with the community.

Debbie English shared that taking care of staff is the most important objective; that staff is overworked and underpaid. Her belief is that the Library District is a community center as it is a place where everyone is welcome. Reversing the vote and renewing the lease for one year does not guarantee that the issue will be resolved but does indicate a willingness to work together.

**Vote:** President Dora Gonzales asked for a vote by roll call:  
Aaron Salt – no  
Scott Taylor – yes

Julie Smyth – no  
Debbie English – yes  
Angela Dougan – no  
Dora Gonzales – no  
Erin Bents – no

With five trustees voting no and two trustees voting yes, the motion fails 5-2.

*If approved, proceed to DECISION 24-12-4; If not approved, proceed without DECISION 24-12-4.*

**DECISION 24-12-4** Renew the Rockrimmon lease for 1 year (1/1/25 to 12/31/25) using the October 16 lease agreement or entering into a new agreement. The lease will be paid for by PPLD, offset by the funds collected by the “Save Rockrimmon Library” organization (\$69,345 as of November 27, 2024).

DECISION 24-12-4 was not discussed nor was a vote taken, as this was contingent on DECISION 24-12-3 passing and it was not approved.

#### **ADJOURNMENT**

There being no further business to discuss, President Dora Gonzales adjourned the regular meeting of the Pikes Peak Library District Board of Trustees at 8:33 p.m.

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