

**Meeting Minutes  
Board of Trustees  
Regular Meeting  
December 12, 2022 —4:00pm  
Old Town Library - 201 Peterson Street**

**Board Members Present:**

Fred Colby  
Randyn Heisserer-Miller  
Corey Radman  
Anuja Riles  
Matt Schild  
Joe Wise

**Board Members Absent:**

Becki Schulz

**Staff Present:**

Katie Auman	Currie Meyer
Kristen Draper	Jamie Moyer
Ken Draves	Selena Paulsen
Mark Huber	Sabrina Stromnes
Cynthia Langren	Rob Stansbury
Diane Lapierre	Molly Thompson
Amy Lyons	

**Others in Attendance:**

Kim Seter, Legal  
Valerie Thomas, Denison

**I. CALL TO ORDER AND DECLARATION OF QUORUM**

President Colby called the meeting to order at 4:00 p.m. and declared a quorum present.

**II. AGENDA REVIEW**

No changes to the agenda.

**III. PUBLIC COMMENT:**

None

**IV. APPROVAL OF MINUTES**

- November 14, 2022, Regular Board Meeting

*Trustee Radman noted that her title was incorrect in a couple of places in the minutes. There was a motion by Trustee Radman to approve the minutes with corrections to Trustee Radman's title. Trustee Schild seconded the motion which passed unanimously, 6– 0.*

**V. REPORTS**

**a. Director's Report –Diane Lapierre**

In addition to the written report, Executive Director Lapierre:

- Reviewed the 2023 Organizational Goals document and asked for feedback. There being none, she plans to have a final version for the January meeting.

- Provided a brief update on the southeast location topic. There have been several staffing changes in the departments working on the SE project so they want to wait until a new Parks and Recreation Director is hired before moving forward.

**b. Financial Report – Amy Lyons**

Ms. Lyons presented the financial report which was accepted as presented.

**c. Legal Status Report - Seter**

Mr. Seter referred to the written legal report and had nothing to add to it.

**VI. UNFINISHED BUSINESS**

**a. Second Reading and Approval of New Paid Parental Leave Policy – Stromnes**

President Colby opened the floor for discussion. Trustee Wise indicated that while he supports the policy he does not support it being available on day one of employment. Human Resources Director Stromnes explained her reasoning for supporting the policy, one of which it is the current trend and helps in attracting applicants. Data suggests that the likelihood of someone beginning employment and taking advantage of the paid leave is rare.

*At the end of the discussion, there was a motion to approve the New Paid Parental Leave Policy by Trustee Heisserer-Miller. There was a second by Trustee Riles. The motion carried by a majority vote, 5 - 1.*

**b. Second Reading and Approval of Revised Vacation Policy - Stromnes**

President Colby opened the floor for discussion. Trustee Wise shared that he supports the policy but again, doesn't support employees receiving the benefit on day one of employment. Ms. Stromnes explained her reasoning for supporting the policy revisions which was similar to her reasoning to support the policy above.

*There was a motion by Trustee Heisserer-Miller to approve the Revised Vacation Policy. The motion was seconded by Trustee Schild. Trustee Radman offered an amendment to the motion to say that approval of the revised vacation policy is retroactive to January 1, 2022. The amendment was accepted by Trustees Heisserer-Miller and Schild. The amended motion carried by a majority vote, 5 – 1.*

**VII. NEW BUSINESS**

**a. Denison Data Update – Stromnes and Thomas**

Valerie Thomas joined the meeting via Zoom and shared the findings of the survey, along with recommended next steps. Due to time constraints, the presentation ended and the board thanked Ms. Thomas for all her work on the report.

- b. Compensation Study Update – *Stromnes***  
Due to lack of time, this item was deferred until the January board meeting.
- c. Approval and Endorsement of ULC Declaration of Democracy – *Lapierre***  
Due to lack of time, this item was deferred until the January board meeting.

**VIII. ANNOUNCEMENTS**

- a. Friends of the Library Update**  
No report.
- b. Library Trust Update**  
The Colorado Gives Campaign was successful; it raised \$17,700 this year.

**IX. ADJOURNMENT**

There being no other business before the board, the meeting adjourned at 5:35 p.m.

Respectfully submitted,

Cynthia Langren  
Recording Secretary

Corey Radman  
Secretary/Treasurer