

DOUGLAS COUNTY LIBRARIES  
Board of Trustees Special Meeting  
December 1, 2021  
Castle Rock, Colorado

Ron Cole, President, called the special meeting to order at 6:00 p.m.

This meeting, including the Executive Session, was held and was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries Bylaws.

The following were present:

**TRUSTEES:** Suzanne Burkholder, Ron Cole, Dan Danser, Terry Nolan, Meghann Silverthorn, Dawn Vaughn, and Louise Wood

**STAFF:** Bob Pasicznyuk, Jesse Politi, and Patti Owen-DeLay

**PUBLIC:** None

**PUBLIC COMMENTS:** None

**DISTRICT BUSINESS**

No trustees declared a conflict of interest with any matters coming before the board.

Personnel Committee Report

- Executive Library Director's Contract and Annual Performance Review

Cole stated the reasons and statute citations for moving into Executive Session, asking for a motion.

**MOTION 21-12-01SP:** Silverthorn moved that the board retire into Executive Session as stated by Cole, pursuant to C.R.S., Section 24-6-402(4)(b) and Section 24-6-402(4)(e) and Section 24-6-402(4)(f), C.R.S., for the purposes of receiving legal advice on specific legal questions, determining positions relative to matters that may be subject to negotiations, and discussing personnel matters related to the Executive Library Director's contract and annual evaluation. The motion was seconded by Nolan. The motion was approved unanimously by the Board of Trustees.

The board paused Executive Session at 7:00 p.m.  
The board resumed Executive Session at 7:43 p.m.

**MOTION 21-12-02SP:** Silverthorn re-engaged the board in Executive Session pursuant to C.R.S., Section 24-6-402(4)(b) and Section 24-6-402(4)(e) and Section 24-6-402(4)(f), C.R.S., for the purposes of receiving legal advice on specific legal questions, determining positions relative to matters that may be subject to negotiations, and discussing personnel matters related to the

Executive Library Director's contract and annual evaluation. The motion was seconded by Danser. The motion was approved unanimously by the Board of Trustees.

### **RETURN TO OPEN SESSION**

The board returned to open meeting at 8:17 p.m.

Committee Chair Silverthorn stated: For the record, if any person who participated in the Executive Session believes that any substantial discussion of any matters not included in the motion to go into the Executive Session occurred during the Executive Session, or that any improper action occurred during the Executive Session in violation of Colorado Open Meeting Law, I ask that you state your concerns for the record.

Hearing none, the board proceeded with discussion to amend the Executive Library Director's contract by amending **MOTION 21-12-03**.

**MOTION 21-12-03SP:** Silverthorn moved to amend **MOTION 21-12-03** adding amending paragraph 4 of the Employment Agreement for Douglas County Libraries District Executive Library Director. The amended motion reads: to authorize amendments to the Employment Agreement for Douglas County Libraries District Executive Library Director dated January 1, 2019, by: (a) extending the expiration of the Term from December 31, 2021, to March 31, 2022, and (b) by amending paragraph 4 of the Agreement to provide for 2022 compensation by increasing his current compensation as stated in the "best" category on the board adopted Executive Director's Annual Review tool, and delegating the authority to any member of the Board of Trustees to execute the amendments. Cole seconded the motion. The motion was approved unanimously by the Board of Trustees.

Pasicznyuk agreed to the contract amendments.

### **ADJOURN**

The meeting was adjourned at 8:19 p.m.

Respectfully submitted,



Suzanne Burkholder, Interim Board Secretary  
Minutes prepared by Patti Owen-DeLay

