

DOUGLAS COUNTY LIBRARIES
Board of Trustees Special Meeting
September 2, 2020
Remote Virtual

Vice-President Silverthorn called the special meeting to order at 5:35 p.m.

This meeting 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, Sean Duffy, Meghann Silverthorn, Dawn Vaughn, and Louise Wood

Ron Cole and Dan Danser were absent. The absences were excused. A quorum was present.

STAFF: Bob Pasicznyuk, Michael King, and Patti Owen-DeLay

STAFF ATTENDING AS PUBLIC: Rachel Brackenridge, Amber DeBerry, Cindy McGuire, Kate Prestwood, Carlee Tocco, and Andrea Wyant

PUBLIC: Mary Bennett

PUBLIC COMMENT: None

DISTRICT BUSINESS

No one declared a conflict of interest.

Reorganization Discussion

Pasicznyuk highlighted the two main ideas the plan is based upon:

1. The structure forms a DCL Management Team by areas of expertise.
2. The structure prepares the organization for new strategy.

Trustees asked about:

- Path for employees whose positions are ending and timing
- Whether skill sets within the library pool translate to these new roles
- How delivery will improve when this change is accomplished
- Continued patron connection to local branches
- Biggest risks with the plan
- Not only expected outcome, but how the outcome will be measured
- Ensuring gaps in board knowledge are filled to ensure full board is set to support this change
- Communication strategy for board interaction with customers as library ambassadors

Trustees requested:

1. The board wishes to revisit onboarding and development for members - especially newer members that didn't have the same opportunities because of the health emergency.
2. The board wishes for the Executive Library Director to create a list of outcomes that are being tracked around the reorganization.
3. The board wishes to view and appraise the reorganization communication plan.

TRUSTEE COMMENTS

Vaughn expressed support of the plan and commitment to not cloning the libraries while achieving efficiencies of consistency.

UPCOMING BOARD MEETINGS

1. **Board Meeting**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 7:00 p.m. (Dinner at 6:30 p.m.)
2. **Board Study Session**: September 30, 2020, Douglas County Libraries in Parker, Event Hall A, 5:00 p.m.-6:30 p.m.

Other Board Calendar Items:

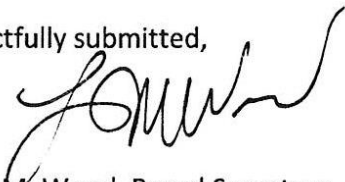
1. **Annual Board Retreat**: September 19, 2020, Douglas County Libraries in Castle Pines, Castle Pines CPN Master Association Event Hall, 9:00 a.m.-1:00 p.m.
2. **Partnership of Douglas County Governments Meeting**: September 16, 2020, PACE Center, Parker, 7:00 a.m. (Meeting begins at 7:30 a.m.)

Additional Board Committee Meetings Recently Scheduled for September:

1. **Executive Committee**: September 9, 2020, Douglas County Libraries in Lone Tree, The Studio, 8:00 a.m. (Note: will be a standing meeting the second Wednesday of each month at the same time and location)
2. **Personnel Committee**: September 25, 2020, Douglas County Libraries in Parker, The Loft, 8:00 a.m.

MOTION 20-09-01SP: Wood moved and the motion carried unanimously to adjourn the meeting. The meeting was adjourned at 6:22 p.m.

Respectfully submitted,



Louise M. Wood, Board Secretary

Minutes prepared by Patti Owen-DeLay