

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:

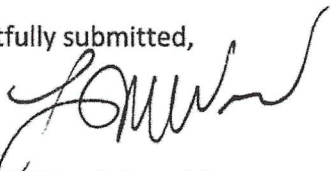
1. **Annual Board Retreat:** September 19, 2020, Douglas County Libraries in Castle Pines, Castle Pines CPN Master Association Event Hall, 9:00 a.m.-1:00 p.m.
2. **Partnership of Douglas County Governments Meeting:** September 16, 2020, PACE Center, Parker, 7:00 a.m. (Meeting begins at 7:30 a.m.)

#### 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

