

DOUGLAS COUNTY LIBRARIES
Board of Trustees Business Meeting
February 25, 2026
Lone Tree Library, Lone Tree, CO

President Nolan called the business meeting to order at 5:30 p.m.

This meeting was held and was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries (DCL) Bylaws.

The following were present:

TRUSTEES: Pam Hampton, John Kennedy, Terry Nolan, Zach McKinney, Taylor Watson, Amy Windju, and Ted Vail

STAFF: Bob Pasicznyuk, Casie Cook, Jill Corrente, Amy Fischer, Paul Baxter, Laura Kennedy, Chris Morrelli, Sterling Sylvester, and Patti Owen-DeLay

OFFICER: Lone Tree Commander Deland

GUESTS: Chris Blackwood, Chandler Investments, and Mason Hults, Gallup

PUBLIC: Gerald Anderson, Laureen Boll, Adelita Campbell, Kathy Dannemiller, Jo Ann Fannon, Kristin Hayek, Candace Head Dylla, Betsy Holweger, Ellen L, Gilad Shwartz, Nancy Student, Gary Watcher, Lynne Watcher, Linda White, Amy Wicks

PUBLIC COMMENTS:

Gerald Anderson – Douglas County resident. Concern with “You Are the Color” – level of cognition needed to discuss the concepts in this book – not appropriate to the 4-7 age level where it is positioned. Donated two copies of “Yaffa and Fatima - Shalom, Salaam.”

Linda White – Douglas County resident. Founder of Grandparents for Kids. Concerned that the book “You Are the Color” is offensive to Jews, and not appropriate for the 4-7 age level where it is positioned.

Candace Head-Dylla – Douglas County resident. Concerned with the book “You Are the Color,” calling attention to the index and definitions that are antisemitic and inappropriate for 4-7 age level.

Gilad Shwartz – Douglas County resident. Concerned with the book “You Are the Color.” Troubling that the book erases a sovereign nation, and the topics are not appropriate for kids.

Adelita Campbell – Douglas County resident. Regarding her recent Citizen Review Request and the response received, concerned with the response that nationally established celebrations aren’t recognized at Douglas County Libraries. This is a governance issue for the board to consider.

CONSENT AGENDA

1. Minutes January 28, 2026, Annual Business Meeting

MOTION 26-02-01: McKinney moved and the motion carried unanimously to approve January 28, 2026, minutes with the correction of Watson’s recusal from the Task Force being a removal. Hampton seconded the motion.

PRESENTATIONS:

- Chandler Investments, Chris Blackwood

Blackwood is the investment adviser to the district and reviewed both the economic environment affecting the portfolio and the portfolio growth of the two portfolios: Capital Construction Fund and Reserve Fund.

- Gallup Survey Results, Mason Hults

The Gallup Q12 Survey is an Employee Engagement Survey, in its third year. The bottom six of the 12 have a greater impact on engagement and effect on the top scores.

Five highlights shared:

1. Engagement increased for the second straight year, rising to 97%.
2. Staff report stronger management basics (Q1-Q3 elements).
3. Silence can hide risks of all kinds. Low Q7 (my opinion counts) – This has increased but continues to be an important element.
4. Workplace satisfaction rose, 25% increase year over year. True advocacy lags at only 50%, still hesitant to recommend DCL to a friend.
5. A clear focus for the year ahead (Q4, Q6, Q11) – keep supporting recognition and development efforts.

Recommendations:

- Celebrate success
- Continue to support efforts around manager development
 - Development, recognition
 - Opinions count – safe to speak up
 - Treat advocacy as a retention signal
 - Keep the high trust – through opinions-count work
 - Cite quick wins – you said, we did
 - Mentorship – leverage 20+ year engagement

LIBRARY BUSINESS

No one declared a conflict of interest on any of the action matters below.

Action Items

- **Fiduciary Update to the Bylaws**
Nolan prefaced the work to update the bylaws based on an original discussion from Watson with the board directing staff to collaborate with legal counsel and back recommended updates.

MOTION 26-02-02: McKinney moved, and the motion carried unanimously to update the bylaws as presented to reflect trustee and board fiduciary responsibilities. Watson seconded the motion.

- **Strategic Planning Task Force Update**

Vail reported that current members are Windju and Kennedy. Watson is a former member. The task force has been working on the customer analysis report. This will be circulated tomorrow for trustees to review.

Vail shared that he has been working on targeted outcomes for the April 18, 2026, retreat with Pasicznyuk. The anticipated outcome is that the board will have a clear, aligned purpose, core value propositions, and primary lines of service. This is the work in process.

Vail asked for clarification on the task force work and input into the retreat.

The board discussed how they want to proceed. The board resolved to consider work brought to the board at the March 25, 2026, meeting and then to either support or redirect the task force.

Executive Library Director Update

Pasicznyuk shared:

- Design documents for new library are about complete, and the project is moving ahead with approval, looking at a potential July 2026 groundbreaking.
- Pasicznyuk talked about metrics, making the point that we need context with metrics, and to use them at our retreat to understand what they tell us about what our citizens want, answering the question: “What does success look like?”

Items in the Executive Director’s written report not discussed:

- Citizen Review Requests – “You Are the Color”
- Citizen Review Request – Black History Month
- Organizational Resilience Upcoming Work
- Annual Volunteer Report
- Third and Fourth Quarter KPI Reports

Gallup Q12 Survey results – addressed earlier

PARTNER REPORTS

Partnership of Douglas County Governments

Vail had no report.

Douglas County Youth Initiative (DCYI)

Windju reported:

- Upcoming dates to note
 - March 5, 5-6:30 p.m., Leadership/Youth Commission Meet-n-Greet at the Miller Meeting

- Planning for the 2026 Youth Congress is in progress
- Next meeting on March 9: In-depth partner update from DCSD

Douglas County Libraries Foundation

Watson shared:

- Sponsorships are being sought for the Sleeping Beauty gala
- Watson will attend his first meeting as board representative in April

TRUSTEE COMMENTS AND QUESTIONS

None

UPCOMING BOARD MEETINGS

- March-April 11, Strategic Planning Task Force, Zoom, Mondays as needed, 4:00 p.m.
- March 12, 2026, Executive Committee Meeting, Castle Pines Library, Castle Pines, 8:00 a.m.
- March 25, 2026, Lone Tree Library, Lone Tree
 - Board Study Session, 4:00 p.m. (Dinner at 5:00 p.m.)
 - Board Business Meeting, 5:30 p.m.
- April 11, 2026, Annual Board Retreat, Castle Pines Library, Castle Pines 9:00 a.m.-3:00 p.m. **NOTE:** Due to two trustees being unable to attend on the April 11 retreat date, the board found that April 18 works for all and moved the retreat to April 18, 2026.

OTHER MEETINGS

- March 18, 2026, Partnership of Douglas County Governments, 7:30-9:30 a.m. with breakfast at 7:00 a.m., location TBD.

ADJOURN

Nolan adjourned the meeting at 7:17 p.m.

Respectfully submitted,

Ted Vail, Board Secretary
 Minutes prepared by Patti Owen-DeLay
 Approved MOTION: 26-03-01, March 25, 2026