

Meeting Agenda
Dolores Library District Board of Trustees
December 9, 2025 – 6:00 PM

PUBLIC HEARING

1. CALL TO ORDER AT TIME: _____
 - a. Acknowledge and Record Members Present, Absent, and Guests
2. AGENDA
 - a. Agenda: Changes and Approval
3. PRESENT PROPOSED 2026 BUDGET
4. PUBLIC COMMENT
5. ADJOURN AT TIME: _____

DOLORES LIBRARY DISTRICT BOARD OF TRUSTEES MEETING

6. CALL TO ORDER AT TIME: _____
 - a. Acknowledge and Record Members Present, Absent, and Guests
7. AGENDA & MINUTES
 - a. Agenda: Changes and Approval
 - b. Minutes: Changes and Approval
8. CORRESPONDENCE AND COMMUNICATIONS
9. PUBLIC COMMENT
10. FINANCIALS
11. REPORTS
 - a. Learning Moments: Library Services & Programs
 - b. Director’s Report
 - c. President’s Report
 - d. Finance Committee Report: none
 - e. Strategic Plan Update: none
12. UNFINISHED BUSINESS
 - a. Executive session to discuss the performance evaluation of the Director pursuant to CRS 24-6-402(4)(f), personnel matters
 - b. Revise & Approve Director’s Contract
13. NEW BUSINESS
 - a. Resolution 2025-03 Resolution To Adopt Budget
 - b. Resolution 2025-04 Resolution To Set Mill Levies
 - c. Resolution 2025-05 Resolution To Appropriate Sums of Money
 - d. Review/Approve 2026 Meeting & Agenda Schedule
 - e. Review/Approve 2026 Holiday Closure Schedule
 - f. Review Board Self Evaluation Results
 - g. Board Officer Nominations
 - h. Discuss term limits as set in District Bylaws
14. PROPOSED TOPICS FOR NEXT MEETING: January 13, 2026
 - a. Review Audit Exemption Process
 - b. Elect Officers
15. ADJOURN AT TIME: _____

Dolores Library District Board Meeting

November 11, 2025

DPL Community Room

Call to Order: President Sandy Jumper called the meeting to order at 6:00 p.m.

Board Members Present: Correen Becher, Gina Hernandez, Hassan Hourmanesh, Emily Wisner, and Tamara Woodbury (via phone)

Board Members Absent: Jeanne Becker

Director: Sean Gantt

Guests: Nine guests were in attendance, two of which were staff members

Agenda and Minutes: Changes and Approval:

Hassan moved to have the executive session take place at the end of the meeting. His reasoning was so the guests would not have to wait through a lengthy executive session. Emily seconded the motion. Sandy explained that the three bullets listed after the executive session (pay scale, director's contract, and staff bonuses) would also be discussed during the executive session, and those items would need to be voted on. After further discussion, Sandy called for a vote on the motion. Hassan and Emily voted yes, Tamara, Gina, Correen, Sandy voted no. The motion failed.

Sandy then asked for a motion to approve the agenda and minutes. Gina made a motion to approve the agenda and October minutes as presented, Correen seconded. Gina, Tamara, Correen, Sandy voted yes, Hassan, Emily voted no. The motion carried.

Correspondence and Communications:

None

Public Comment:

Marie Roan, Trustee of the Dolores Town Board, spoke regarding the Town's support of the Library and to express concerns regarding CORA, the ADA door, and outdoor lighting. A short discussion followed. Sandy thanked her for her comments.

Financials:

1. Expenditures: Correen asked about the Fortigate Renewal. Sean said that is the firewall protection. No other questions or concerns were raised.
2. P&L: Sandy noted income is at 100% of the budgeted amount, and most expenditures are within the budgeted amount for this time of the year. There were no other questions or concerns.
3. Balance Sheet: Sandy commented that no interest was posted, which happens at the end of each quarter.
4. Tamara made a motion to approve the October expenses, P&L statement, and balance sheet. Gina seconded, and the motion carried upon a vote.

REPORTS

Learning Moment: Facilities and Infrastructure:

Included in the board packet was an article from Colorado Public Library Standards titled "Facilities and Infrastructure." The article addressed issues such as fire codes, access for all, public use, maintaining the building and grounds, technology, emergency procedures, etc. Emily commented that the ADA door button does not work sometimes. Sean has had professionals work on it and they continue to try to find out what the problem is. Hassan asked about how accessible the restrooms are for disabled people and about the new computer installation. Tamara suggested setting aside money for long term facility maintenance. Correen asked about "E-Rate." Guest Diana Donohue (previous DPL Director) explained it is a program libraries can pay into which helps fund technology. She said when she was Director, the Library paid in far more than it got back so it was discontinued.

Director's Report:

Sean highlighted the Halloween event. He said they moved it to daytime to not have to close the Library to set up for an evening event. Lots of younger children took part in the many activities offered, and the community feedback was positive. Hannah did an outreach at the opening of the new Bike and Skate Park. Jillian noted the clothing swap was pretty successful. Cheyenne attended an AspenCat Conference. In the numbers section of the Director's report, Hassan asked about the higher than normal number for the website views. Sean said Jillian thinks it is related to the new accessibility regulations and that some of the visits may be due to robots.

Finance Committee:

Did not meet

Strategic Plan Update: Facility

Sean chose to discuss the facility since that was tonight's learning moment. He reported the heating system is not working properly at this time even though Comfort Air had inspected it recently. Hopefully, they will be back on Wednesday to figure out the problem. Sean presented a report on computer expenditures since he became Director. NetForce will be installing eight new public computers and four new staff units. He expects a few bugs as these new computers are installed.

UNFINISHED BUSINESS:

None

NEW BUSINESS:**Board Packet Availability:**

In an off-agenda topic, Emily brought up having the board packet posted online for the public to access. After a short discussion, Emily made a motion to post the board packet on the Library website, minus any personnel documents. Hassan seconded the motion, which carried upon a vote.

Review 2nd Draft 2026 Budget:

Changes in the budget from the 1st draft included increasing the anticipated revenue and payroll adjustments passed by the Board at the October meeting. Emily questioned why the budget typically seems so conservative. Sean explained expected revenue from year-to-year is unknown, he's been working to increase staff compensation, and he's cut out some unnecessary expenses to be sure the Library operates in a fiscally sound manner. Hassan asked why there is \$5,000 budgeted for equipment and for other projects when those line items are rarely used. Sean said when those monies go unspent, they move into the reserves to be used at a later time when the need arises.

Review/Revise Board Evaluation:

Sandy asked if there were any changes suggested for the Board Self Assessment form. Emily said she would like to see other board evaluations. It was mentioned that she could put it as a goal on her evaluation for next year. Hassan suggested being specific and concise on the goals. No changes to the document were put forth.

Executive Session to Discuss the Performance Evaluation of the Director pursuant to CRS 24-6-402(4)(f), Personnel Matters:

At 7:40 p.m., Emily made a motion to go into executive session with only the board in attendance, Hassan seconded. Sandy said Sean had submitted a formal request that he be in attendance as allowed under CRS 24-6-402(4)(f)(I). Hassan, Emily voted yes, Correen, Gina, Tamar, Sandy voted no. Motion failed.

Sandy made a motion to move into executive session to discuss the performance evaluation of the Director, DLD pay scale, Director's contract, and year-end staff bonuses pursuant to CRS 24-6-402(4)(f), personnel matters, with all present Board members and Sean attending. Gina seconded the motion. Correen, Gina, Tamara, Sandy voted yes, Hassan, Emily opposed.

The executive session adjourned at 8:50 p.m. The Board did not adopt any policy, position, resolution, rule, regulation, or take any formal action.

The regular Board meeting reconvened at 8:54 p.m. Seven of the guests returned.

Revise and Approve DLD Pay Scale:

Sandy asked for a motion to approve the pay scale. Tamara made a motion to approve the DLD Pay Scale based on the 2026 budget. Gina seconded, and the motion carried upon a vote.

Revise and Approve Director's Contract:

Upon Sandy's request, Emily made a motion to table approval of the Director's contract until the December meeting. Hassan seconded, and the motion carried upon a vote.

Approve Year-End Staff Bonuses:

Gina made a motion to approve year-end staff bonuses as adjusted for a total of \$12,000. Tamara seconded, and the motion passed on a vote.

Discuss and Take Action Regarding Violations of Trustee Responsibilities and Conduct:

Sandy distributed to each Board member a list of trustee violations committed by Hassan Hourmanesh, along with a Resolution of Censure form. Hassan challenged the allegations saying the DLD by-laws need to be updated regarding information sharing. A lengthy discussion commenced. Tamara felt Hassan overstepped his duties as a DLD Trustee. Emily expressed frustration getting information on budget issues and committee meetings. Sandy stated she did not have some of the documents Hassan requested, and that she did not destroy any documents. Sean stated he had never destroyed any documents meant to be preserved. Sean also said Hassan represented himself as the VP of the DLD Board when he sent emails to outside entities without Board approval. Gina commented the Board will need to work on open communication. Emily commented that we should drop the censure resolution. No decision was made regarding the censure. Sandy closed the discussion, and said this would be addressed at a later time. The Board will look into engaging an attorney to aid in the resolution of these issues. Hassan agreed to cease and desist with his claims regarding destruction or mishandling of documents.

Adjourn: Sandy adjourned the lengthy meeting at 9:45 p.m.

Proposed Topics for Next Meeting: December 9, 2025 at 6:00 p.m.

- Review Board Evaluation Results
- Board Officer Nominations
- Approve Meeting and Agenda Schedule
- Approve Holiday Closure Schedule
- Approve Final Budget
- Approve Director's Contract

Prepared by Correen Becher, Secretary

Dolores Library District Special Board Meeting

November 25, 2025

Dolores Library Meeting Room

Call to Order: President Sandy Jumper called the special meeting to order at 6:00 p.m.

Board Members Present: Correen Becher, Gina Hernandez, Hassan Hourmanesh, Emily Wisner, and Tamara Woodbury (via phone)

Board Members Absent: Jeanne Becker

Director: Sean Gantt

Guests: Dolores Town Council members Chris Holkestad, Chris Curry, Sheila Wheeler, and Linnea Peterson; Town Manager Leigh Reeves and Town Clerk Kelley Unrien; reporters Gail Binkly and Anna Watson; DLD staff members Hannah Carloni and Chey Smith; and community members Diana Donohue, and Linnea's daughter Sarah and her husband.

Approval of Agenda: President Jumper asked for any changes or corrections to the agenda. None were made. Gina moved to approve the agenda which was seconded by Tamara. The motion was carried unanimously.

Correspondence and Communications: None

Public Comment: None

UNFINISHED BUSINESS

Discuss and take action regarding violations of trustee responsibilities and conduct:

President Jumper read aloud the allegations of trustee violations and the Resolution of Censure provided in the board packet against Trustee Hassan Hourmanesh. Upon Sandy's request, Gina made a motion to approve the Resolution of Censure as presented. Tamara seconded the motion.

Trustee Hourmanesh requested to address the Board and guests. He read aloud a four page response to the allegations of misconduct. Hassan commented on his alleged violation of open meeting laws, appearance at a Dolores Town Council meeting, allegations of staff complaints, decision to contact the Colorado State Attorney General, and denigration of DLD Board President and Executive Director.

A discussion among the Board ensued. Hassan was asked where he got the document regarding the staff complaint from 2023. He said it came from the former employee whom the document concerned. Hassan said there were three employees who signed the document. Director Gantt said that document was not a formal complaint or EEO filing, but a request to change a policy, and that it was in the employee's file. Director Gantt added he would not reveal documents in an employee's personnel file without their approval. Emily said she had been included in an email sent by the former employee to the Dolores Town Council regarding the incident.

President Jumper brought the discussion to a close and called for a vote on the motion. Gina, Correen, Tamara, and Sandy voted yes; Emily and Hassan voted no. There were no abstentions. The motion was carried.

NEW BUSINESS

Approve the Board President to contact and retain an attorney as needed:

President Jumper asked for a motion for her to retain an attorney to help resolve some of the concerns as recommended by the Colorado State Library. Hassan asked what the attorney would do and how much it would cost. Sandy said those issues would be addressed at the next Board meeting once she has met with an attorney. Tamara made a motion for the Board President to contact and retain an attorney. Gina seconded. The vote passed unanimously.

With business concluded, the meeting adjourned at 6:49 p.m.

Proposed topics for next meeting: December 9, 2025 at 6:00 p.m.

- Review Board Evaluation Results
- Board Officer Nominations
- Approve Meeting and Agenda Schedule
- Approve Holiday Closure Schedule
- Approve Director's Contract
- Approve Final Budget
- Discuss Hiring an Attorney

Prepared by Correen Becher, Secretary

DOLORES PUBLIC LIBRARY
Expenses November 2025

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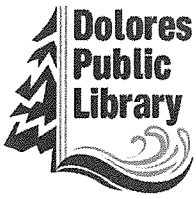
Bills:

Name	Date	Check #	Account	Description	Split Amount	Total Amount
Amazon	11/20/2025	14204	5017-DVDs	DVDs	\$ 82.33	
			5031-Youth Programs	program supplies	\$ 128.55	
			5032-Adult Programs	program supplies	\$ 12.99	
			5210-Dues & Fees	handling fees	\$ 13.98	
			5000-Books	book	\$ 11.92	
			5300-Supplies	dvd cases, coffee supplies, & cardstock	\$ 111.06	\$ 360.83
Atmos Energy	11/3/2025	ACH	5500-Utilities	Natural Gas		\$ 61.56
Bankcard Center - SG	11/14/2025	ACH	5210-Dues & Fees	QuickBooks & Direct Deposit	\$ 204.00	
			5275-Postage	Stamps	\$ 78.00	\$ 282.00
Blackstone	11/20/2025	14205	5015-CDs	audiobooks		\$ 105.59
Colorado Library Consortium	11/20/2025	14206	5110-Databases	Tumblebooks annual sub		\$ 629.00
Empire Electric	11/21/2025	ACH	5500-Utilities	Electricity		\$ 404.50
Employer's Council	11/20/2025	14207	5210-Dues & Fees	employment law poster service		\$ 87.46
FastTrack Communications	11/20/2025	14208	5620-Internet	Internet		\$ 131.40
Hannah Carloni	11/20/2025	14209	5031-Youth Programs	reimbursement for halloween supplies		\$ 203.31
Kimberly Daves	11/10/2025	DD	5295-Janitorial	Cleaning		\$ 276.92
Kimberly Daves	11/24/2025	DD	5295-Janitorial	Cleaning		\$ 276.92
Michael Standage	11/20/2025	14210	5290-Repairs & Maintenance			\$ 90.00
MicroMarketing	11/20/2025	14211	5000-Books	books	\$ 114.78	
			5015-CDs	cds	\$ 47.79	\$ 162.57
Netforce PC	11/20/2025	14212	5120-Technical Support & Maintenance	IT Management (2 mo.)	\$ 1,933.50	
			5210-Dues & Fees	staff microsoft licensing	\$ 216.00	
			5530-Telephone	VOIP Telephone Service (2 mo.)	\$ 243.96	\$ 2,393.46
Office Depot, LLC	11/20/2025	14234	5300-Supplies	copy paper		\$ 169.56
PEAC Solutions	11/20/2025	14235	5520-Copier Lease/Use	Xerox Lease/Use		\$ 492.64
Plunkett's Pest Control	11/20/2025	14236	5290-Repairs & Maintenance	bimonthly pest control		\$ 128.00
Town of Dolores	11/19/2025	ACH	5500-Utilities	Water & Sewer		\$ 84.64
Waste Management	11/21/2025	ACH	5500-Utilities	Trash service		\$ 219.18
Bills Sub Total						\$6,559.54

Payroll:

Name	Date	Check #	Account	Description	Split Amount	Total Amount
Quickbooks Payroll			5800-Salaries & Wages			\$ 17,421.19
Payroll Taxes			5810-Payroll Taxes			\$ 1,414.12
Fidelity			5820-Benefits			\$ 386.51
Payroll Sub Total:						\$ 19,221.82

Grand Total: \$25,781.36



Dolores Public Library

FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
Income				
4000-Property Taxes	287,865.51	303,068.00	15,202.49	94.98 %
4010-S.O. Taxes	32,092.38	25,000.00	(7,092.38)	128.37 %
4130-Donations	13,981.25	5,000.00	(8,981.25)	279.63 %
4190-Miscellaneous	99.00	0.00	(99.00)	
4200-Grants		5,000.00	5,000.00	
4211-State Grant Income	4,998.85		(4,998.85)	
Total 4200-Grants	4,998.85	5,000.00	1.15	99.98 %
4300-Interest	20,565.49	10,000.00	(10,565.49)	205.65 %
Total Income	\$359,602.48	\$348,068.00	\$ (11,534.48)	103.31 %
GROSS PROFIT	\$359,602.48	\$348,068.00	\$ (11,534.48)	103.31 %
Expenses				
5000-Books	4,662.48	6,000.00	1,337.52	77.71 %
5010-Electronic Materials	2,000.00	5,000.00	3,000.00	40.00 %
5015-CDs	882.62		(882.62)	
5017-DVD	1,191.45		(1,191.45)	
Total 5010-Electronic Materials	4,074.07	5,000.00	925.93	81.48 %
5020-Periodicals	447.21	700.00	252.79	63.89 %
5030-Programs				
5031-Youth Programs	2,768.22	3,000.00	231.78	92.27 %
5032-Adult Programs	375.58	3,000.00	2,624.42	12.52 %
Total 5030-Programs	3,143.80	6,000.00	2,856.20	52.40 %
5100-ILL Catalog	2,180.00	3,000.00	820.00	72.67 %
5110-Databases	1,416.00	1,000.00	(416.00)	141.60 %
5120-IT Services & Support	13,562.50	15,000.00	1,437.50	90.42 %
5121-Website	1,764.00	1,500.00	(264.00)	117.60 %
Total 5120-IT Services & Support	15,326.50	16,500.00	1,173.50	92.89 %
5125-Computers	15,821.70	4,000.00	(11,821.70)	395.54 %
5200-Continuing Education		1,000.00	1,000.00	
5210-Dues and Fees	3,831.49	4,500.00	668.51	85.14 %
5230-Insurance	14,117.00	13,000.00	(1,117.00)	108.59 %
5260-Travel/Mileage/Meals	893.43	5,000.00	4,106.57	17.87 %
5270-Courier	1,584.95	2,500.00	915.05	63.40 %
5275-Postage	151.00	400.00	249.00	37.75 %
5280-Professional Fees	1,200.00	1,500.00	300.00	80.00 %
5290-Repairs & Maintenance	4,095.38	8,000.00	3,904.62	51.19 %
5295-Janitorial	6,646.08	7,500.00	853.92	88.61 %
5296-Snow Removal	250.00	3,000.00	2,750.00	8.33 %
Total 5290-Repairs & Maintenance	10,991.46	18,500.00	7,508.54	59.41 %
5300-Supplies	2,631.60	6,500.00	3,868.40	40.49 %



Dolores Public Library

FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	REMAINING	% OF BUDGET
5310-Marketing	138.75	400.00	261.25	34.69 %
5500-Utilities	10,314.76	16,000.00	5,685.24	64.47 %
5520-Copier Lease	4,742.64	6,000.00	1,257.36	79.04 %
5530-Telephone	2,097.68	2,500.00	402.32	83.91 %
5600-Treasurer's Fee	5,749.35	8,000.00	2,250.65	71.87 %
5610-Grant Expenses		5,000.00	5,000.00	
5611-State Grant Expenses	3,278.15		(3,278.15)	
5618-TeleHealth Grant Expenses	6,100.00		(6,100.00)	
Total 5610-Grant Expenses	9,378.15	5,000.00	(4,378.15)	187.56 %
5620-Internet	1,445.40	3,000.00	1,554.60	48.18 %
5700-Equipment		5,000.00	5,000.00	
5800-Payroll Expenses	203,686.99	235,984.00	32,297.01	86.31 %
5810-Payroll Taxes	16,754.07	18,053.00	1,298.93	92.80 %
5820-Benefits	4,563.52	8,141.00	3,577.48	56.06 %
Total 5800-Payroll Expenses	225,004.58	262,178.00	37,173.42	85.82 %
5900-Miscellaneous		500.00	500.00	
5950-Other Projects		5,000.00	5,000.00	
Total Expenses	\$341,344.00	\$408,678.00	\$67,334.00	83.52 %
NET OPERATING INCOME	\$18,258.48	\$ (60,610.00)	\$ (78,868.48)	(30.12 %)
NET INCOME	\$18,258.48	\$ (60,610.00)	\$ (78,868.48)	(30.12 %)



DOLORES PUBLIC LIBRARY

Balance Sheet

As of November 30, 2025

	TOTAL			
	AS OF NOV 30, 2025	AS OF OCT 31, 2025 (PP)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
1000-Bank Regular Checking	3,000.49	3,248.63	(248.14)	(7.64 %)
1010-Bank Hi-Fi	79,398.41	99,312.25	(19,913.84)	(20.05 %)
1070-DPL CDs				
1085-DSB-CD#31; Contingency	193,543.87	193,543.87	0.00	0.00 %
Total 1070-DPL CDs	193,543.87	193,543.87	0.00	0.00 %
Total Bank Accounts	\$275,942.77	\$296,104.75	\$ (20,161.98)	(6.81 %)
Other Current Assets				
1090-Investment Account				
1091-Colo Trust #2343	265,116.92	265,116.92	0.00	0.00 %
1092-Colo Trust #2373	133,498.58	133,498.58	0.00	0.00 %
Total 1090-Investment Account	398,615.50	398,615.50	0.00	0.00 %
1100-Petty Cash	901.67	701.67	200.00	28.50 %
1200-Change Cash	100.00	100.00	0.00	0.00 %
1510-Cash w/County Treasurer	2,163.68	2,163.68	0.00	0.00 %
1515-Property Tax Receivable	303,068.00	303,068.00	0.00	0.00 %
1525-Grants receivable	0.00	0.00	0.00	
Payroll Refunds	0.00	0.00	0.00	
QuickBooks Tax Holding Account	0.00	0.00	0.00	
Uncategorized Asset	0.00	0.00	0.00	
Total Other Current Assets	\$704,848.85	\$704,648.85	\$200.00	0.03 %
Total Current Assets	\$980,791.62	\$1,000,753.60	\$ (19,961.98)	(1.99 %)
Fixed Assets	\$0.00	\$0.00	\$0.00	0.00%
TOTAL ASSETS	\$980,791.62	\$1,000,753.60	\$ (19,961.98)	(1.99 %)
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2050-Accounts Payable	0.00	0.00	0.00	
Total Accounts Payable	\$0.00	\$0.00	\$0.00	0.00%
Other Current Liabilities	\$309,136.33	\$308,404.15	\$732.18	0.24 %
Total Current Liabilities	\$309,136.33	\$308,404.15	\$732.18	0.24 %
Total Liabilities	\$309,136.33	\$308,404.15	\$732.18	0.24 %
Equity	\$671,655.29	\$692,349.45	\$ (20,694.16)	(2.99 %)
TOTAL LIABILITIES AND EQUITY	\$980,791.62	\$1,000,753.60	\$ (19,961.98)	(1.99 %)

LIBRARY SERVICES & PROGRAMS

OUTCOME

The community is enriched by formal, informal, and self-directed library services and programs that meet the needs, interests, and abilities of all.

OVERVIEW

Services and programs are the foundation of a community-centered public library. To ensure access for all, tax-funded public libraries offer free services and programs. In addition, value-added services, such as passports, copying, etc. may require cost recovery fees.

Public libraries serve all and are centers for literacy, lifelong learning, discovery, and connection. Both formal and informal learning occur with intrinsically motivated inquiry and intellectual curiosity encouraged.

The library commits time, staff, and resources to coordinate literacy and learning activities for all ages and reading levels by engaging individuals, families, and social groups. Multiple literacies are considered beyond reading, including information literacy and digital literacy. In addition, the library promotes recreational reading and learning, skill-building in diverse areas, and economic development just to name a few topics.

Continuous experimentation and assessment ensure that services and programs are fresh, effective, accessible, and meet the diverse needs and interests of various residents in the community.

Keeping the library current and relevant to those in the community involves opportunities for community members to be engaged in making suggestions, offering support, and co-creating the library their community needs. Collaborating with other agencies enriches services and programs as outlined in the Community Engagement standard.



35: Las Animas Bent Public Library District children's area.

LIBRARY SERVICES & PROGRAMS ESSENTIALS CHECKLIST FOR ALL PUBLIC LIBRARIES
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GENERAL

- Establish and uphold written policies and procedures for:
 - Basic services are free of charge to everyone residing in the legal service area.
 - Public use of spaces, services, equipment, collections, programs, and public meeting spaces. Ensure policies emphasize welcoming, efficient, and effective services and programs for all segments of the community.
 - Safety and security of staff and library users with specific training and protocols that align with the community's law enforcement and emergency services.
 - Customer service quality, including staff protocols and training for addressing and de-escalating disruptive behavior with compassion. Train and support staff in using best practices when addressing behavior issues in the library.
 - Public request for reconsideration of programs; align these policies and processes with other reconsideration policies related to collections and displays.
 - Library user intellectual freedom; privacy; copyright, intellectual property and fair use; ADA access; and other legal requirements.
 - Non-resident use, including participation in Colorado Libraries Collaborate as outlined in the Resource Sharing Standard.
- Uphold the Core Values of Librarianship regarding all library services and programs.
- Ensure quality and relevant library services and programs for all through community member input from non-users and feedback from library users. Refine and improve services based on regular community member feedback.
- Partner with other organizations, as appropriate, to enhance services and programs, strengthen other organizations, and further limited resources.

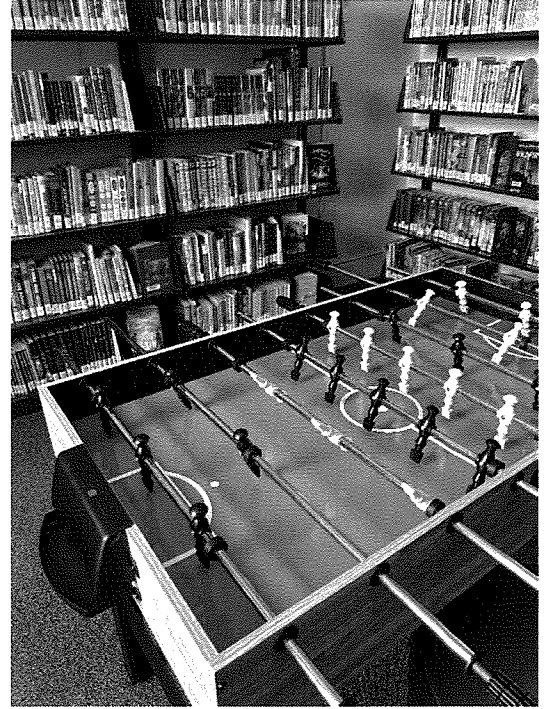
SERVICES

- Offer in-library and virtual services that meet the needs and interests of the varied demographics of the community.
- Provide staff assistance to the public during the hours the library is open, including help with the computers, Wi-Fi, circulation, and access to materials.
- Provide outreach services, when feasible, to those community members who may not be able to visit the library building.
- Address community member needs and interests through library services that include research assistance, readers advisory, digital literacy, information literacy, and, when feasible, community meeting space(s).

- ❑ Provide information to library users about local literacy opportunities for children, teens, adults, and/or family literacy, including those offered in the library and in other parts of the community.

PROGRAMS

- ❑ Provide interactive, age-appropriate programs for all ages and developmental levels.
 - ❑ Early literacy programs for children and their caregivers at least once a week.
 - ❑ Programs for school-aged children and teens at least twice a month.
 - ❑ Host pleasure reading and enrichment experiences, such as summer learning and after-school activities for children, teens, and families, and book discussions for adults.
 - ❑ Integrate the library into the community, such as visits to preschools, K-12 schools, or senior living, and particularly serve those who face barriers to coming to the library.
 - ❑ Host programs that value lifelong learning for all community members.



36: Teen area in the Park County (Fairplay) Public Library.

- ❑ Offer literacy programming and/or space or referrals for other agencies to teach literacy classes.
- ❑ Provide inclusive programs and services for community members of all ages, abilities, genders, ethnicities, income levels, literacy levels, language preferences, etc.
- ❑ Provide programs at times and locations convenient for the intended audience.

MAKING INFORMATION READILY AVAILABLE TO THE PUBLIC

- ❑ Help with digital literacy, e-communications, business development, e-government access, test proctoring, and/or other digital access. These services may include informal, one-on-one help as well as formal training.
- ❑ Leverage partners and other resources to address local needs and interests, such as telehealth, workforce support, office productivity software, artificial intelligence (AI) searching, privacy training, security, social media, and multimedia.
- ❑ Ensure that the library website, computers, and other technology are accessible to all individuals consistent with the Americans with Disabilities Act, Colorado laws on web accessibility (C.R.S. §§ 24-85-101 – 24-85-104), and the statewide accessibility standards established by the Colorado Office of Information Technology.
- ❑ Provide, maintain, and replace technologies to offer:

- ❑ Internet access stations (computers, laptops, etc.) for in-library use
- ❑ Wi-Fi in the library and surrounding grounds, including in hours when the library is not open.
- ❑ Photocopiers and scanners
- ❑ Host a website under the control of the library with anytime/anywhere access to library materials, online resources, and library information. Update library news and community information regularly. (Free-of-charge website creation and hosting is available through the Colorado State Library.)



37: Wetmore Community Library children's area.



Executive Director's Report for November 2025

Updates

- Revised draft budget for 2026 based on final assessed valuation
- Published notice of public hearing for Dec. 9, 2025
- Prepared research for Board of Trustees on several topics related to CRS and legal issues
- New patron computers are ready and will be installed the week of Dec. 8
- 2 middle school class fieldtrips to the library to learn about jobs in the library world
- Ongoing partnership with Senior English Class and planning for gingerbread competition
- We successfully avoided another potential protest at the last LWV event
- Kat Wilder's local author talk was very successful with 27 attendees

Meetings & Trainings

- 11/4, 11/11, 11/18 – Rotary Club Mtgs
- 11/3 – Pre-Board Mtg
- 11/10 – Town of Dolores Board Mtg
- 11/11 – Dolores Library District Board Mtg
- 11/14 – ARSL Leadership Institute Graduation
- 11/18 – Phone Mtg w/ Netforce PC CEO
- 11/21 – Community Contributor Potluck
- 11/25 – Dolores Library District Special Board Mtg

Nov 2025 vs Nov 2024

Circulation	2025	2024
Circulation	2,078	2,086
E-book/E-audiobook Downloads	*	410
Total Circulation	2,078	2,496

Library Contacts	2025	2024
Patron Contacts	1,574	1,407
Computer Use	225	249
Website Pageviews	93,972	52,406
New Newsletter Subscribers	7	9
New Facebook Followers	1	1
New Instagram Followers	11	7
Phone Contacts	274	286
Meeting Room Reservations (hrs.)	22	
Total Library Contacts	96,064	54,387

Programs	2025	2024
Children (0-5)	142 (4)	19 (3)
Children (6-11)	44 (4)	55 (4)
Young Adult (12-18)	32 (2)	41 (8)
Adult (19 & over)	283 (24)	153 (18)
All Ages (mixed/family)	20 (4)	0
Passive Programming	122 (1)	59 (1)
Take & Make Activities	160 (6)	120 (4)
Total Program Attendance	803 (45)	447 (38)

Outreach	2025	2024
Children (0-5)	0	0
Children (6-11)	0	0
Young Adult (12-18)	0	0
All Ages (mixed/family)	0	0
Total Outreach Attendance	0	0

*November number not available at the time of this report, 434 in October

**Dolores Library District Budget
Fiscal Year 2026**

<u>Revenue</u>	Final 2024	Projected 2025	Proposed 2026
Beginning Fund Balance: January 1	\$ 618,776	\$ 653,965	\$ 658,793
Revenue	\$ 367,289	\$ 373,303	\$ 424,738
Total Available	\$ 986,065	\$ 1,027,268	\$ 1,083,531
<u>Expenditures</u>			
Operating Expenditures	\$ 318,830	\$ 351,455	\$ 405,378
Treasurer's Fees	\$ 5,129	\$ 7,474	\$ 8,000
Capital Outlay	\$ 8,141	\$ 9,547	\$ 20,000
Total Expenditures	\$ 332,100	\$ 368,475	\$ 433,378
Profit and/or Loss	\$ 35,189	\$ 4,828	\$ (8,640)

Funds for Future Expenditures

TABOR: Amendment 1 Reserved	\$ 12,000	\$ 12,000	\$ 12,000
Contingency Fund	\$ 175,000	\$ 175,000	\$ 175,000
Unreserved Fund Balance	\$ 466,965	\$ 471,793	\$ 463,153

REVENUE:		Final 2024	Projected 2025	Proposed 2026
4000	Property Tax	\$ 291,851	\$ 303,068	\$ 369,238
4010	S.O. Taxes	\$ 29,192	\$ 29,892	\$ 25,000
4130	Donations	\$ 8,500	\$ 13,631	\$ 10,000
4190	Miscellaneous	\$ 377	\$ 132	\$ 500
4200	Grants	\$ 9,921	\$ 4,999	\$ 5,000
4300	Interest	\$ 27,448	\$ 21,581	\$ 15,000
	Total Revenue	\$ 367,289	\$ 373,303	\$ 424,738

EXPENDITURES:

	<u>Personnel Expenditures</u>	Final 2024	Projected 2025	Proposed 2026
5800	Salaries and Wages	\$ 202,981	\$ 218,483	\$ 261,096
5810	Payroll Taxes	\$ 16,655	\$ 17,573	\$ 19,974
5820	Benefits	\$ 4,652	\$ 4,733	\$ 9,008
	Subtotal Personnel Expenditures	\$ 224,288	\$ 240,790	\$ 290,078

	<u>Operating Expenditures</u>			
5020	Periodicals	\$ 294	\$ 742	\$ 800
5030	Programs	\$ 5,593	\$ 5,842	\$ 6,000
5100	ILL Catalog	\$ 1,917	\$ 2,180	\$ 2,500
5110	Databases	\$ 763	\$ 787	\$ 1,000
5120	Technical Support and Maintenance	\$ 12,888	\$ 13,428	\$ 15,000
5121	Website	\$ 1,200	\$ 1,764	\$ 1,800
5125	Computers	\$ 265	\$ 15,822	\$ 4,000
5200	Continuing Education	\$ 397	\$ -	\$ 1,000
5210	Dues and Fees	\$ 3,158	\$ 4,104	\$ 4,500
5230	Insurance	\$ 12,750	\$ 14,117	\$ 15,000
5260	Travel/Meals/Mileage/Meetings	\$ 4,308	\$ 776	\$ 5,000
5270	Courier	\$ 1,568	\$ 3,153	\$ 3,200
5275	Postage	\$ 442	\$ 98	\$ 400
5280	Professional Fees	\$ 1,183	\$ 1,200	\$ 1,500
5290	Repairs and Maintenance	\$ 4,158	\$ 4,918	\$ 6,000
5295	Janitorial	\$ 7,200	\$ 7,385	\$ 7,500
5296	Snow Removal	\$ 750	\$ 750	\$ 3,000
5300	Supplies	\$ 3,407	\$ 3,444	\$ 5,000
5310	Marketing	\$ 204	\$ 185	\$ 400
5500	Utilities	\$ 12,693	\$ 11,664	\$ 16,000
5520	Copier Lease/Usage	\$ 4,733	\$ 5,042	\$ 6,000
5530	Telephone	\$ 1,648	\$ 2,311	\$ 2,500
5610	Grant Expenses	\$ 11,222	\$ 9,378	\$ 5,000
5620	Internet	\$ 1,799	\$ 1,577	\$ 1,700
5900	Miscellaneous	\$ -	\$ -	\$ 500
	Subtotal Operating Expenditures	\$ 94,540	\$ 110,665	\$ 115,300
	Total Personnel/Operating Expenditures	\$ 318,828	\$ 351,455	\$ 405,378

	<u>Capital Outlays</u>			
5000	Books and Materials	\$ 5,154	\$ 4,642	\$ 5,000
5010, 5015, 5017	Electronic Materials	\$ 2,987	\$ 4,904	\$ 5,000
5700	Equipment	\$ -	\$ -	\$ 5,000
5945	Fixed Assets/Equipment > \$5,000	\$ -	\$ -	\$ -
5950	Other Projects	\$ -	\$ -	\$ 5,000
	Total Capital Outlay	\$ 8,141	\$ 9,547	\$ 20,000

RESOLUTION 2025 - 03
RESOLUTION TO ADOPT BUDGET
(Pursuant to 29-1)

A RESOLUTION SUMMARIZING EXPENDITURES AND REVENUES FOR EACH FUND AND ADOPTING A BUDGET FOR THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO, FOR THE CALENDAR YEAR BEGINNING ON THE FIRST DAY OF JANUARY 2026, AND ENDING ON THE LAST DAY OF DECEMBER 2026.

WHEREAS, The Governing Board of the Dolores Library District has appointed Sean E. Gantt, Executive Director, to prepare and submit a proposed budget to said governing body at the proper time; and

WHEREAS, Sean E. Gantt, Executive Director, has submitted a proposed budget to this governing body on December 9, 2025 for its consideration, and;

WHEREAS, upon due and proper notice, published or posted in accordance with the law, said proposed budget was open for inspection by the public at a designated place, a public hearing was held on December 9, 2025, and interested taxpayers were given the opportunity to file or register any objections to said proposed budget, and;

WHEREAS, whatever increases may have been made in the expenditures, like increases were added to the revenues or planned to be expended from reserves/fund balances so that the budget remains in balance, as required by law.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BOARD OF THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO;

Section 1. That the budget as submitted, amended, and summarized by fund, hereby is approved and adopted as the budget of the Dolores Library District for the year stated above.

Section 2. That the budget hereby approved and adopted shall be signed by the Governing Board and made a part of the public records of the County of Montezuma, Colorado.

ADOPTED, this 9th day of December, 2025.

ATTEST:

Sandra Jumper, President

Hassan Hourmanesh, Vice President

Correen Becher, Secretary

Tamara Woodbury, Trustee

Virginia Hernandez, Trustee

Jeanne Becker, Trustee

Emily Wisner-Meyers, Trustee

RESOLUTION 2025 - 04
RESOLUTION TO SET MILL LEVIES
(Pursuant to 39-5-128, C.R.S. and 39-1-111,C.R.S.)

A RESOLUTION LEVYING PROPERTY TAXES FOR THE YEAR 2025, TO HELP DEFRAY THE COSTS OF GOVERNMENT FOR THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO, FOR THE 2026 BUDGET YEAR.

WHEREAS, the Governing Board of the Dolores Library District, has adopted the annual budget in accordance with the Local Government Budget Law, on December 9, 2025, and;

WHEREAS, the amount of money used to balance the budget for general operating purposes from property tax revenue is \$369,238 and;

WHEREAS, the 2025 valuation for assessment for the Dolores Library District as certified by the Montezuma County Assessor is \$77,295,560.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BOARD OF THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO:

Section 1. That for the purpose of meeting all general operating expenses of the Dolores Library District during the 2026 budget year, there is hereby levied a tax of 4.777 mills upon each dollar of the total valuation for assessment of all taxable property within the Dolores Library District for the year 2025.

Section 2,3,4, not applicable.

Section 5. That the Executive Director is hereby authorized and directed to immediately certify to the County Commissioners of Montezuma County, Colorado, the mill levies for the Dolores Library District as hereinabove determined and set, or be authorized and directed to certify to the County Commissioners of Montezuma County, Colorado the mill levies for the Dolores Library District as hereinabove determined and set, but as recalculated as needed upon receipt of the final certification of valuation from the county assessor in order to comply with any applicable revenue and other budgetary limits.

ADOPTED this 9th of December 2025.

ATTEST:

Sandra Jumper, President

Hassan Hourmanesh, Vice President

Correen Becher, Secretary

Tamara Woodbury, Trustee

Virginia Hernandez, Trustee

Jeanne Becker, Trustee

Emily Wisner-Meyers, Trustee

RESOLUTION 2025 - 05
RESOLUTION TO APPROPRIATE SUMS OF MONEY

A RESOLUTION APPROPRIATING SUMS OF MONEY TO THE VARIOUS FUNDS AND SPENDING AGENCIES, IN THE AMOUNT AND FOR THE PURPOSE AS SET FORTH BELOW, FOR THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO FOR THE 2026 BUDGET YEAR.

WHEREAS, the Governing Board has adopted the annual budget in accordance with the Local Government Budget Law, on December 9, 2025, and;

WHEREAS, the Governing Board has made provision therein for revenues in an amount equal to or greater than the total proposed expenditures as set forth in said budget, and;

WHEREAS, it is not only required by law, but also necessary to appropriate the revenues and reserves of fund balances provided in the budget to and for the purposes described below, thereby establishing a limitation on expenditures for the operations of the Dolores Library District.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BOARD OF THE DOLORES LIBRARY DISTRICT, DOLORES, COLORADO:

Section 1. That the following sums are hereby appropriated from the revenue of each fund for purposes stated:

GENERAL FUND:

Current Operating Expenses	\$ 405,378
Treasurer's Fees	\$ 8,000
Capital Outlay	\$ 20,000

TOTAL GENERAL FUND **\$ 433,378**

ADOPTED THIS 9th Day of December, 2025.

ATTEST:

Sandra Jumper, President

Hassan Hourmanesh, Vice President

Correen Becher, Secretary

Tamara Woodbury, Trustee

Virginia Hernandez, Trustee

Jeanne Becker, Trustee

Emily Wisner-Meyers, Trustee

Dolores Library District Board Meeting Schedule

The board meetings are usually held in the Library's Community Room, however board meetings may be held online as needed. Board meetings will be on the **second Tuesday** of each month at **6:00 pm**; dates are as follows:

Year 2026

January 13th

February 10th

March 10th

April 14th

May 12th

June 9th

July 14th

August 11th

September 8th

October 13th

(Presentation of Proposed 2027 Budget)

November 10th

December 8th

(Adopt 2027 Budget)

Due to unanticipated circumstances dates and times of meetings may change. Please check the Library bulletin board and/or website for any updated changes. Special meetings will be posted 24 hours prior to the meeting.

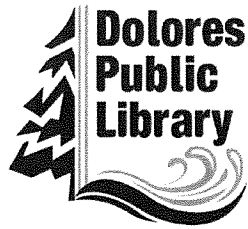
P.O. Box 847/1002 Railroad Avenue, Dolores, Colorado 81323

(970) 882-4127 ~ Fax 970 882-2224

www.doloreslibrary.org

Dolores Public Library Board of Trustees 2026 Meeting & Agenda Schedule

Date	Board, Director, and Staff	Employee Handbook/By-Laws/JDs/Etc.	Budget and Finance	Strategic Plan	Friends of the Dolores Library
1/13/2026	Annual Meeting: Appoint New Trustees, Elect Officers		Review Audit Exemption Process	Review Progress on Specific Strategic Plan Goals	
2/10/2026		Review Job Descriptions	Approve Audit Exemption		
3/10/2026				Review Progress on Specific Strategic Plan Goals	
4/14/2026		Review Employee Handbook			FODL Biannual Update
5/12/2026	Summer Program Update			Review Progress on Specific Strategic Plan Goals	
6/9/2026		Review By-Laws			
7/14/2026				Review Progress on Specific Strategic Plan Goals	
8/11/2026	Fall Program Update	Review Health Stipend Amounts			
9/8/2026	Review/Revise Director's Evaluation Process			Review Progress on Specific Strategic Plan Goals	
10/13/2026			Review 1st Draft of Budget		FODL Biannual Update
11/10/2026	Review Director's Evaluation Results, Revise & Approve Director's Contract, Approve Staff Bonuses, Review/Revise Board Evaluation		Review 2nd Draft of Budget	Review Progress on Specific Strategic Plan Goals	
12/8/2026	Review Board Evaluation Results, Board Officer Nominations, Approve Meeting & Agenda Schedule, Approve Holiday Closure Schedule		Approve Budget		



2026 Library Holiday Closures

Thursday, January 1 (New Year's Day)

Monday, January 19 (Martin Luther King Jr. Day) – Staff Retreat

Monday, February 16 (President's Day)

Monday, May 25 (Memorial Day)

Friday, June 19 (Juneteenth)

Friday, July 3 – Saturday, July 4 (Independence Day)

Monday, September 7 (Labor Day)

Monday, October 12 (Indigenous Peoples' Day)

Wednesday, November 11 (Veteran's Day)

Thursday, November 26 - Saturday, November 28 (Thanksgiving)

Thursday, December 24 - Saturday, December 26 (Christmas)

BOARD SELF ASSESSMENT FOR YEAR ENDING 12/31/2025		RESPONDENT							Avg
		1	2	3	4	5	6	7	
A. ENSURING THE MISSION IS CARRIED OUT									
Understand the mission of the Dolores Public Library		4	4	5	3	4	4	4	4.0
Understand the library's programs and services and support them		4	5	5	3	5	4	4	4.3
* Work effectively together, with communities, volunteers and staff to ensure that the mission is achieved		4	2.5	1	1	4	4	3	2.8
* Ensure adequate training for Board members		4	2.5	1	1	4	3	2	2.5
B. MEET FIDUCIARY RESPONSIBILITIES									
Understand the auditor's report, budget and financial procedures of the organization		4	4	1	2	4	4	4	3.3
Set appropriate fiscal policy		4	4	1	2	4	4	4	3.3
C. RESPECT OTHER BOARD MEMBERS									
Prepare for and attending board meetings		4	4	3	3	4	4	4	3.7
* Ensure that board meetings are effective (i.e. start and end on time, follow an agenda, encourage honest dialogue, resolve problems and move toward solutions		4	2.5	1	2	4	4	2	2.8
* Demonstrate respect for their peers by completing assignments by the agreed upon deadline		4	4	1	2	2	4	3	2.9
* Support Board decisions even if you don't agree		5	3	2	2	1	4	1	2.6
D. MAINTAIN PROFESSIONAL AND ETHICAL STANDARDS									
* Board members maintain high professional and ethical standards in the conduct of all activities within and outside the organization		3	2.5	3	3	2	3	2	2.6
Board members are attentive to issues of conflict of interest		4	4	2	1	4	4	4	3.3
Board members are attentive to issues of confidentiality		4	4	3	3	4	4	3	3.6
Board members ensure that selected trustees have needed skills and reflect the diversity of the community		4	3	3	3	2	3	3	3.0
E. RESPECT AND SUPPORT THE STAFF									
The Board conducts an annual evaluation of the Executive Director		4	4	3	2	4	4	4	3.6
Attend to policy related decisions which guide operational activities of staff		4	4	3	2	4	4	4	3.6
Roads and lines of communication between staff and Board are clearly defined and maintained		4	3	3	3	2	4	4	3.3
Promote staff appreciation		4	4	2	2	5	4	3	3.4
The Board demonstrates support of the Executive Director in words and actions		3	3	3	3	5	4	2	3.3
Monitor and evaluate overall effectiveness of library functioning		4	4	3	2	5	4	4	3.7
F. ENHANCE PUBLIC IMAGE OF THE ORGANIZATION									
Advocate on behalf of the organization		4	4	3	3	4	4	4	3.7
Create effective linkages through community coalitions and partnerships		4	4	3	2	4	3	3	3.3
Regularly attend library programs and events		3	4	3	3	4	3	4	3.4
G. RECRUIT OTHER VOLUNTEER LEADERS									
Identify and develop future leaders and form committees as needed		4	4	3	2	2	3	4	3.1
H. PLAN AND EVALUATE									
Develop a 3 year strategic plan		4	4	3	3	4	4	5	3.9
Set annual goals to achieve the 3 year plan		4	4	1	3	4	3	3	3.1
Work with the Executive Director to plan for strategic change based on external opportunities and challenges, and internal strengths and weaknesses		4	4	1	3	4	4	4	3.4
Monitor progress toward meeting annual goals		4	4	1	3	4	3	3	3.1
Monitor progress toward meeting strategic goals		4	4	1	3	4	4	5	3.6
COMMENTS									

	RE: Maintain Professional and Ethical Standards -One Board member's conduct is unethical
	RE: Respect and Support the Staff -Two Board members are currently not supportive
	RE: Ensuring the Mission is Carried out - One Board member does not understand these items and does not "Understand the auditors' report, budget and financial procedures"
	RE: Maintain Professional and Ethical Standards - Two board members do not support in " Board Members are attentive to issues of conflict of interest " and " attentive to issues of confidentiality "
	Two Board members do not " demonstrate support of the executive director in words and action s " and " Monitor and evaluate overall effectiveness of library functioning "
	Two board members do not " advocate on behalf of the organization " or " Create effective linkages through community coalitions and partnerships "
	COMMENT: With the exception of two board members who have become increasingly disruptive and problematic because of their consistent conduct that is outside the boundaries of our governance role. The bulk of their concerns are related to management matters which are significantly based on incorrect assumptions on their part and information they have sought from a disgruntled former employee who has consistently misrepresented events, facts, and actions by the director and other staff members. These two board members need to stop interfering with the operations and management of the library and stick to their role in governance or they should be removed from the board. They create a liability for the library and operational well-being of the library.
	RE: Ensuring the Mission is Carried Out - " Work effectively together with communities, volunteers and staff to ensure that the mission is achieved." "Ensure adequate training for Board members" - Trustee communication is tightly controlled, limited and insular. I would like to see more Trustee collaboration through the use of shared Google Docs in between meetings. This would allow us to spend more time preparing/suggesting/editing goals, objectives, policy, reviewing documents (contracts, etc.). Meetings would be less about reviewing and editing but focused on deliberation and adoption. I also recommend networking with other special district library boards. Sharing and comparing knowledge, policy, and practices is invaluable in the effort to enhance the overall governance of the library.
	RE: Meet Fiduciary Responsibilities - While I believe the general fiduciary understanding and practices are being met, there is room for improvement. Important detailed fiscal issues need to be addressed, added to written policy, or updated to provide clarity and specificity. I would like to see greater flexibility and responsiveness to potential issues and anomalies that arise. Several inconsistencies I've pointed out could have been quickly addressed, discussed and fixed, but weren't. Because they were dismissed, it is no longer just an issued of a need for changed policy or procedure, but now one of transparency and communication. The ability to recognize the need for improvement, discuss, and act upon it is an indication of a board that acknowledges imperfections and welcomes the opportunity to repair them.
	RE: Respect Other Board Members - I advocate for Trustees to uphold and elevate their duty of care. The interactions of some Trustees seems to be very limited or topical. Many questions have recently been asked and I'm surprised b the lack of apparent individual interest to ask questions and seek information. It appears that individual judgments and opinions may rely on personal relationships rather than data. #Information is not shared freely and transparently. I often feel that Trustee questions are dismissed or responded to in a patronizing, or defensive manner. Committees/Special Meetings should be scheduled and shared with all Trustees in mind. Special work sessions should be employed so that 3+ Trustees can attend and ask questions about a topic in an environment with less time constraints that a typical board meeting. #Adding items to the agenda should be far more accessible to all Trustees. #Honest dialogue between Trustees is curbed and discouraged. There are many topics, one specific to the Director and his personal manner of speaking and relating to Trustees and community members, that seem to be generally avoided. This appears to have resulted in avoidance/timid discussion of related topics and continued negative patterns of behavior. #I would like to have documents to be reviewed and discussed at board meetings sent to Trustees much further in advance. The individual ED Evaluation Forms and the draft ED Contract were given at the meeting to be discussed and voted. I find that there are at least 2-3 additional documents given at the board meetings that were not included in the Board Packet. This does not encourage prepared or effective meetings. This delay also increases the pressure to make decisions without due diligence. #I've observed that the Director's tone, comments, and responses to the Trustees often affect the Trustee communication during meetings. I believe the quality of open dialogue and problem solving between the Trustees is compromised as a result.

	<p>RE: Respect and Support the Staff - #Preparation of the ED evaluation and contract should begin much earlier to allow for broader conversation, and allow time for revision, addition, and edit. #Trustee understanding and agreement of Board vs. Director Operations is also turbid. Operational policy should align with state law and be approved of by the Trustees. #Board Policy regarding staff communication and grievances needs to be reviewed and revised to ensure it aligns with the Protections of Public Workers Act, SB-23-11. #I stress the importance of following up on information regarding library function. The concerning comments from the public feedback section of the Strategic Plan, and Friends of the Library, indicate the need for serious conversation about the possible issues with the ED interpersonal performance. It is my opinion that this has been largely ignored. Issues of concern should be addressed with candid conversation as they arise.</p>
	<p>RE: Enhance Public Image of the Organization - I would like to see and increased partnership and understanding with the Friends of the Library group. Reiteration: I urge board acknowledgement that the feedback received from the Strategic Plan and Friends of the Library indicates a need for greatly improved ED relations with the community and staff.</p>
	<p>RE: Recruit Other Volunteer Leaders - I feel like committee members are hand-picked and that involvement of other Trustees is discouraged. This naturally inhibits (newer) Trustees from learning about the organization, current practices, and gaining knowledge needed to eventually take on leadership roles on the Board. Committee meetings should be communicated and set so that all Trustees are aware and able to attend if interested. This would include a group Trustee email detailing the dates and times of the meetings with advance notice (more than 3 days prior).</p>
	<p>RE: Plan and Evaluate: I would like to see more specific subheadings to the annual goals that should be directly derived from the Three Year Plan. These should include measurable and specific objectives. The Board Annual Plan should be created in concert with a partnering Director plan, with similar evaluating criteria.</p>
	<p>RE: Ensuring the Mission is Carried Out - Despite the fact that the Board is currently not working effectively together, I do believe that all Board members are committed to understanding and supporting the library's programs and services.</p>
	<p>RE: Respect other Board Members: Over the course of the past year, Board meetings have become less effective as we revisit issues previously discussed, veer off the agenda, and engage in extended dialogue with any resolution of issues. There is not a uniform commitment to support Board decisions, even those that do not have 100% agreement.</p>
	<p>RE: Respect and Support the Staff - There is not uniform support of the executive director in words and actions. If anything, it feels as if some board members came on the board for the express purpose of forcing the current executive director to resign. If this happens, it will be significant loss to both the library and the community. I think the board could do a better job at promoting staff appreciation.</p>
	<p>5 - I highly agree with this statement</p>
	<p>4 - I agree with this statement</p>
	<p>3 - I'm neutral about this statement or I'm not sure</p>
	<p>2 - I disagree with this statement</p>
	<p>1 - I highly disagree with this statement</p>

LIST 3-5 TOP PRIORITIES FOR BOARD FOR UPCOMING YEAR

Review other board's evaluations

Add to By-Laws conditions which would cause a board member to be removed from the board

Recruit new board members

Come together AS A BOARD to get through these current struggles in a civil and honest manner, keeping the Library's mission at the forefront

Find more ways to show staff appreciation (beyond a yearly bonus) and encourage their input

Review Robert's Rules of Order and use them consistently

Work with the Director as a Board and not individually

Make it a point to express appreciation to the community members who help make the Library the vibrant place it is

Create Annual Execution Plan before creating a budget

Create Policy for information collection and sharing

Define elements of transparency and execute to them

Foster increased communication and information sharing between Trustees

Review and ensure procedures and policy (including but not limited to staff/employee) align to state law

Schedule and attend board training with outside providers such as the Colorado State Library and other to get current, broader perspectives

Create a defined annual plan for the Director and Board that directly executes the Three Year Strategic Plan with measurable criteria

Establish and maintain a centralized, up-to-date, digital shared Board folder to ensure timely, transparent access to Board information: including contents, but not limited to, flash-drive folders and documents, monthly packets, agendas, approved minutes, MOU's, monthly Director's reports, grants/donation data and committee materials.

Address insubordinate conduct and removal of board members

Retain legal counsel to advise on actions necessary to stabilize board governance and mitigate ongoing risk

Develop and adopt enhanced procedures for the recruitment, vetting, and selection of new board members to ensure experience, integrity, and alignment with the library's mission and values.

Review and amend the by-laws as necessary to establish clear authority and due-process procedures permitting the Chair and Board leadership to remove members whose behavior is inconsistent with fiduciary duties, ethics policies, or the standards of conduct expected of all directors

Start working together as a whole board. Set personal issues aside

Develop and use internal and outside sources for training in board roles and responsibilities

Support the work of the library's Executive Director and staff so that they can effectively and efficiently provide library services that meet the needs of the community

Ensure that staff receive competitive financial compensation and benefits for work performed

Resolve differences among board members so that the board can, once again, become a functioning board that focuses on supporting the library's mission and planning for the future

Develop policies to ensure that all board members publicly support board decisions, even when they don't agree, and adhere to state mandated standards relating to the Open Meetings Act

Develop and implement a metric to measure employer satisfaction with the Executive Director as a part of the annual evaluation of the Director' performance