

**Meeker Regional Library District  
Regular Board Meeting  
February 26, 2025**

**Board Members present:** Michael Cobb, Keri Grieser, Toby Leavitt, John Moffitt, Dan Olson

**Director present:** Kristina Selby

**Attending Virtually:** Linda Glesne, CEGR Law, council for Meeker Regional Library District

**Public Attendance:** 71

**CALL MEETING TO ORDER Time: 5:30 PM**

**PLEDGE OF ALLIGENCE**

**APPROVE AGENDA**

Toby requested:

Move old business ahead of New Business

Eliminate consent agenda

Approve minutes separate

Approve Financial report separate

Move 2025 book review order to librarian report

Motion to accept agenda as amended by Ms Grieser, Mr Cobb second.

Discussion: Ms Grieser would like to see the consent agenda come back at some point. Ms Leavitt does not feel the board is functioning well enough to utilize a consent agenda at this time. Motion passed unanimously

**PUBLIC COMMENT began: 5:38 PM 11 Speakers Ended 6:02 PM**

**APPROVE MINUTES**

January 29th 2025 Regular meeting minutes and February 5th 2025 Special meeting minutes

Ms Grieser motioned to approve, Mr Olson second, no discussion. Motion passed unanimously

**APPROVE FINACIALS**

Ms Leavitt questioned the history of the board approving monthly financial before the month is complete (ie. January financials in January's meeting). With this concern she had conversations with Marlo @ COLOCPA, as well as Kristina. Ms Leavitt made a motion to approve financials a month in arrears, Mr Olson second, Motion passed unanimously.

Discussion: Mr Moffitt wanted to approve February financials, Ms Leavitt suggested approving the actual January financials we have in our packets, which are different from the January financials approved in January's meeting. Mr Moffitt suggested we move on.

**REPORTS**

**School Librarian report** - Amber Garcia stated the author of the month was Willems. February was National kindness month so kids read lots of books on being kind. Robotics on

Wednesdays have been well attended and the kids love it. Read Across America week next week. High School and Middle School students come to the Elementary to read to the kids. Amber has been posting first chapters of books in the bathrooms to raise interest in reading.

**Directors report** - Kristina Selby stated circulation up from last month. The public loves the new privacy and noise screens at the computers. Handicapped door is fixed. Added Hoopla to our digital collection. Community survey (**attached with agenda**). Kristina was very happy with all the category results. The rating on staff was very high.

**OLD BUSINESS** (after reviewing 2024 minutes and associated agendas, Ms Leavitt requested these items be added under old business)...

a. EFT vs. checks (April 2024)

This topic has been mentioned several times. Ms Leavitt contacted Marlo with COLOCPA. She is not interested in signing in to our bank account for cash management, nor building EFT access with multiple vendors. The check writing process we have in place is efficient.

b. Roof bid (July 2024)

Ms Leavitt asked for clarification in tracking this process from '24 to present. July '24 quote for \$85,000 to replace roof A-Z ROOFING. Then in October '24 \$15,000 was paid to CENTIMARK for roof repairs, with no documentation of board approval in the minutes. Then during a Special Meeting February 5th '25, with regard to a CD that had matured, a question came up about the roof and Mr Moffitt stated \$250,000 to replace it. There were multiple mentions of Mr Olson working on an RFP and now it is Mr Moffitt. Ms Leavitt asked if Ms Glesne was being consulted on the RFP process.

Mr Moffitt reported he is working on the RFP with regard to SDA and State requirements and along with Ms Glesne. He stated the roof is in "sad disrepair". The RFP will be discussed in the Work Shop March 11th and then advertised.

Ms Leavitt is concerned with lack of progress since the initial roof leak May '24.

c. ALA report from Dan (July 2024)

Minutes stated that Mr Olson would turn in a report - none found. He does not have one.

d. September 2024 minutes not yet approved. Ms Grieser had a copy of the original minutes with corrections in red. After corrections were agreed upon, Ms Grieser motioned to accept the revised Sept '24 minutes, Mr Cobb second, Motion passed with Ms Leavitt abstaining. Ms Grieser will submit a corrected document to Ms Selby

f. December 11, 2024 minutes not yet approved

Ms Grieser questioned the lack of documentation regarding speakers with opinions on the agenda item of mill levy decrease. Ms Glesne was consulted and stated there was no law on this, stating the board needs to be consistent, a policy discussion would be advisable. Ms Grieser pointed out several other things that were omitted from this set of minutes. Ms Grieser will correct the document and present it for approval on the regular **March agenda**.

**NEW BUSINESS**

a. Executive Session pursuant to C.R.S. §24-6-402(4)(f) for discussion of personnel matters:  
Library Director evaluation

Ms Selby requested a public review.

Ms Grieser began by explaining the evaluation form was created based on Ms Selby's Job description.

Doing a great job in the roles we have tasked you with, pleasant in board meetings, complimented her knowledge and interaction with the teachers, "What more could we ask of a director that continues to learn and teach us along the way." Appreciative of Ms Selby's recommendation of CPA. Always accessible to the board and staff, and respected by staff.

Mr Cobb Didn't see any issues at all. Feels she has listened and been responsive to things they have talked about, and in agreement of Colorado Laws and current bylaws. He sees a balance. Appreciates her responsiveness and kindness with the community.

Mr Olson wished he had gotten his notes. Pleasant, good facility upkeep, organised. He hopes she engages more in her policy development by taking classes and anything to improve in that area, to interact more with the laws. Recognised the challenges of a director role. Take additional classes for a director role, for continued development... Mentioned arguing with the board during meetings, instead assisting the board by giving us information and keeping us informed, built trust. Thanked Ms Selby and appreciated her work.

Mr Moffitt assured Ms Selby he was not out to fire her. He noted her great personality, diligence, responsible, delightful, responsive to the board and public, kind and helpful. He asked if she had completed her degree, Ms Selby stated she should be done at the end of '25. Mr Moffitt asked her to define her extensive qualifications that have come up. Ms Selby reflected on good general knowledge of book selection, continued learning, growing knowledge of finances and budget, engaged in policy writing, and good customer service. Mr Moffitt was clear in establishing she did not have librarian qualifications or MLS, other than some ALA training. Mr Moffitt observed a history of bias, "mine being right of yours", he noted a book in the library now that he feels wouldn't have been picked six months ago, so he feels the bias is shifting. Mr Moffitt stated "I think you know we are going to develop some policies eventually, and your job is to follow those policies". He complimented her basic skill set stating "You're a good Librarian"

Ms Selby thank the board for the feedback

Mr Moffitt established this was Ms Selby's first evaluation

Ms Leavitt asked the board "To what end are we evaluating Ms Selby?"

Ms Leavitt made a motion to raise Ms Selby's salary to at least \$50,000 to keep from losing her exempt status, resulting in overtime pay. Ms Glesne was consulted and revealed a 2025 shift in FLSA (Fair Labor Standards Act) regarding exempt executive level employees. Ms Glesne will respond with a definitive January 1 requirement as well as what it is scheduled to escalate to.

Mr Cobb asked about educational requirements tied to any of the limits.

Ms Glesne stated, 'If somebody is in the executive level role, which Kristina is, she is your chief executive officer, as the Library director. That status does give her authority to supervise all of the other staff, and to work directly as the face of the district. It is not based on learned professions.'

Ms Leavitt made a motion to raise Ms Selby's salary by \$3600 based on her evaluations. Motion died for lack of a second.

Confusion surrounding the wage topic led to a motion by Ms Grieser to move the consideration of a raise for Ms Selby on the Regular **March agenda**, Mr Olson second. No further discussion motion passed unanimously.

Ms Glesne requested Ms Selby's job description

b. American Library Association Annual Conference Kristina presented a budget for one person to attend, stating she wants to go. There is a deadline for a discounted registration.

Ms Leavitt made a motion to send Ms Selby to the 2025 ALA conference in Philadelphia in June. Ms Grieser asked if there was any other staff interested in going. Ms Selby will inquire. Mr Olson stated there were probably better things we could spend our money on, like sending Ms Selby to an SDA conference which would align better with our strategic objectives of policy writing and looking at bylaws. Ms Leavitt stated the Director should have her choice of conferences. Motion died for lack of a second.

c. Sample bylaws from Ms. Glesne - This will happen at the March 11th Work Session

d. Schedule workshop dates specific to bylaw and policy work with Ms. Glesne Mr Moffitt wanted to get past the March 11th meeting and schedule from there, noting he would not be around in April.

e. Cameras on front desk - Ms Selby is open to having a camera on the front desk. Safety issues were sighted by Ms Leavitt. She will contact the IT person for equipment suggestions and get one installed.

f. Winter hours Ms Selby is considering closing at 8PM instead of 9PM in winter hours. Board agreed Kristina should set that

g. Board packets and agendas electronically by noon Monday of board meeting week

Ms Leavitt motion, Mr Olson second.

Discussion: agendas could be revised up to 3PM the day prior to the meeting, considering the 5:30 deadline for public posting. The motion passed unanimously.

H. Selection of Treasurer Ms Leavitt volunteered to fill the role of Secretary / Treasurer in the absence of a secretary position. Accepted Unanimously.

Ms Grieser would like that position addressed yearly with officer election.

#### **OTHER BOARD DISCUSSION / COMMENTS:**

a. Attorney's comments - Ms Glesne gave her 5 minutes to the board

Ms Grieser questioned if we have a time limit to our board meetings, citing we only meet once a month and we should be accomplishing the tasks set before us.

Wants to review ALA conference attendees with the **March agenda**

**Meeting adjourned 7:11 PM**

Respectfully Submitted  
Toby Leavitt

Secretary, Meeker Regional Library District Board of Trustees

**Board Workshop March 11th 5:30 PM (Ms Glesne / Bylaws, COLOTRUST, State Farm,  
BSJ)**

**Next Regular Meeting March 26th 5:30 PM**