

Grand County Libraries: linking people to boundless opportunities

GRAND COUNTY LIBRARY DISTRICT
BOARD OF TRUSTEES
Regular Meeting, November 18, 2025
5:30 PM

Location: Granby Library or Zoom
Meeting ID: 863 4751 3182
Passcode: gMNz7j

MINUTES

Trustees: Jeremy Kroner, Jen Goertz, Alan Walker, Erika Cohen, Jennifer Tibbetts
Staff: Mary Ann Degginger, Tara Thompson, Chris Newell, Sue Luton
Public: Anne Hagggar Gibson, Miriam Roskam, Marcus Davis, Cindy Schinzel Hald, Emily Pedersen, Jeanette McQuade

5:30 p.m.

- I. Call to Order and Consideration of Trustee Absences
Meeting called to order by Jeremy Kroner at 5:30 p.m.
Excused absences - Darcy Schlichting, Laura Jones.
- II. Amendments to the Agenda
None
- III. Approval of the Agenda
Motion to approve the agenda as presented.
Alan Walker motion; Jen Goertz 2nd
Approved

5:40 p.m.

- IV. Consent Agenda:
 - A. October Regular Meeting Board Minutes
 - B. Correspondence
 - C. September Bank Reconciliation & October Bank Reconciliation
 - D. October Budget to Actual and Balance Sheet*Motion to approve the consent agenda as presented.*
Erika Cohen motion; Jennifer Tibbetts 2nd
Approved

5:45 p.m.

- V. Reports
 - A. Friends of the Grand County Library, Inc.
No report.
 - B. Grand County Library Foundation
Colorado Gives is up and running. We have received two donations totaling \$275. The Foundation will meet in December before the Board meeting.
 - C. Public Comment
Marcus Davis, director of Facilities, introduced himself and spoke about his experiences and readiness for the position.

5:55 p.m.

- VI. Public Hearing
 - A. Public Hearing for the Proposed 2026 Budget

Open 5:37 p.m.
No public comment.
Closed 5:38 p.m.

6:05 p.m.

VII. Business Items

A. Review by Executive Director of October GCLD Department Highlights & Statistics

Staffing updates given for current openings - facilities director, facilities associate, and library clerk at Juniper Library. Update on Kremmling Library project was shared. Some staff members participated in the Granby Elementary School High Five program. A Wicked Good Time was a huge success on Halloween – thanks to teens and staff who participated. Statistic highlights for October – the Access Grand program saved patrons \$68,648 with 1,100 passes reserved. All That Glitters in Kremmling is underutilized – please encourage friends and family to give it a try. KFFR spot for Colorado Gives Day was recorded for the Foundation.

B. Meeting Calendar

1. Evaluations

a) Board Self-Evaluation

- Results to be presented at the December meeting
- Goals to be determined at the January meeting

b) December 9 (Annual Meeting) at Granby Library

- Approve 2026 Budget
- Board Self-Evaluation
- Officer Election
- Foundation Meeting – 5 p.m.

C. Proposed 2026 GCLD Board of Trustees Regular Meeting Schedule

Degginger reviewed the draft schedule for meetings. Workshop dates have been added for the Strategic Planning process.

Motion to approve the amended 2026 GCLD Board of Trustees Regular meeting schedule with the date change for September 15.

Jennifer Tibbetts motion; Erika Cohen 2nd

Approved

D. Proposed 2026 Closures for Holidays & Staff Training

Degginger summarized the closures being recommended.

Motion to approve the proposed 2026 Closures for Holidays & Staff Training.

Jen Goertz motion; Erika Cohen 2nd

Approved

E. Proposed 2026 Pay Grade Scale and Compensation Philosophy

Thompson provided a summary of the JACT committee work as well as the philosophy of the work done by the group. The goal of the work was to develop a relevant and sustainable pay grade scale that would last for at least three years. The committee would like to ask Trustees to adopt an updated compensation philosophy based on the work completed by the committee. The new proposed statement was shared and discussed. The new proposed pay scale was shared and compared to the current scale. Market matches were difficult to find for many of our unique positions this year. Living wage for Grand County was taken into consideration during development of the new proposed pay grade scale. There

was discussion about the benefits of the new pay grade scale regarding recruiting and retaining employees. The goal is to have a world-class library system. Finance committee members support the work of JACT as well as the proposed philosophy and pay grade scale. Projected implementation – January 1, 2026.

Motion to approve the proposed Compensation Philosophy as presented.

Alan Walker motion; Jennifer Tibbetts 2nd

Approved

Motion to approve the proposed 2026 Pay Grade Scale as presented.

Jen Goertz motion; Erika Cohen 2nd

Approved

E. Interviews for GCLD Board of Trustees Member-at-Large

Trustees took turns asking candidates questions. Anne Haggard Gibson was interviewed first. Miriam Roskam was interviewed second. Trustees discussed both candidates and the strengths they would bring to the group. It was recommended that Miriam be the nominee for the position while considering Ann for another volunteer role with the organization in some capacity. There was some discussion regarding having a conversation with the candidate regarding GCLD's conflict of interest policy prior to taking a vote.

Motion to recommend Miriam Roskam to the BOCC for the position of GCLD Board of Trustee to begin in January, 2026.

Alan Walker motion; Jen Goertz 2nd

Approved

F. Proposed Slate of Officers

Recommendation for GCLD Board of Trustees Officers for the term of January 1, 2026 – December 31, 2027.

Krones reviewed the current slate of officers. The Board Secretary position will be opening with Schlichting's resignation. There was discussion about the positions and terms in question. Erika Cohen offered to fill the Secretary position.

Remaining officers are interested in keeping their current elected positions. Voting on the slate of officers will take place in December.

VIII. Executive Session

A. 24-6-402(4)(a) C.R.S. Concerning the purchase, acquisition, lease, transfer, or sale of any real, personal, or other property interest

Motion to enter Executive Session pursuant to C.R.S. 24-6-402(4)(a) concerning the purchase, acquisition, lease, transfer, or sale of any real, personal, or other property for the Kremmling Library and pursuant to 24-6-402(4) (f) C.R.S. concerning a personnel matter regarding the annual evaluation of the Executive Director, Mary Ann Degginger.

Jeremy Krones motion; Jennifer Tibbetts 2nd

Approved

B. 24-6-402(4) (f) C.R.S. Personnel matter regarding the annual evaluation of the Executive Director

Entered Executive Session at 7:50 p.m.

Exited Executive Session at 8:19 p.m.

7:55 p.m.

IX. Action Items

A. Land Purchase Authorization

Motion to approve the purchase of the 3.5-acre parcel of land located at the NE corner of Jackson Ave. & 12th St., Kremmling, as outlined in the purchase

contract, and authorize the Executive Director to execute all documents necessary to complete the transaction, including subdividing, annexing, and bringing utilities to the property as specified in the agreement.

Jen Goertz motion; Erika Cohen 2nd

Approved

B. Executive Director annual evaluation

Motion to commend the executive director on positive 6-month review and recommend pay increase to \$126,000 based on the newly approved grade scale effect January 1, 2026.

Jeremy Krones motion; Erika Cohen 2nd

Approved

8:22 p.m.

X. Adjournment

Meeting adjourned at 8:22 p.m.