

# Red Feather Mountain Library District

## Policy Notes – July 8, 2025

**Colorado Senate bill SB25-275 (signed into law) (immigration as it applies to libraries)**

BEGINNING JULY 1, 2025, A PUBLIC CHILD CARE CENTER, PUBLIC SCHOOL, LOCAL EDUCATION PROVIDER, PUBLIC INSTITUTION OF HIGHER EDUCATION, PUBLIC HEALTH-CARE FACILITY, PUBLICLY SUPPORTED LIBRARY, OR AN EMPLOYEE THEREOF, SHALL NOT COLLECT THE FOLLOWING, EXCEPT AS REQUIRED BY FEDERAL OR STATE LAW, AS NECESSARY TO PERFORM DUTIES, OR TO VERIFY A PERSON'S ELIGIBILITY FOR A GOVERNMENT-FUNDED PROGRAM IF VERIFICATION IS A NECESSARY CONDITION OF GOVERNMENT FUNDING OR PARTICIPATION:

(a) PLACE OF BIRTH;

(b) IMMIGRATION OR CITIZENSHIP STATUS; OR

(c) INFORMATION FROM PASSPORTS, PERMANENT RESIDENT CARDS, ALIEN REGISTRATION CARDS, OR EMPLOYMENT AUTHORIZATION DOCUMENTS.

No LATER THAN SEPTEMBER 1, 2025, EACH PUBLIC CHILD CARE CENTER, PUBLIC SCHOOL, LOCAL EDUCATION PROVIDER, PUBLIC INSTITUTION OF HIGHER EDUCATION, PUBLIC HEALTH-CARE FACILITY, AND PUBLICLY SUPPORTED LIBRARY SHALL ADOPT AND IMPLEMENT A POLICY FOR EMPLOYEES AND A POLICY FOR CHILDREN, STUDENTS, PATIENTS, PATRONS, PARENTS, GUARDIANS, RELATIVES, AND THE GENERAL PUBLIC, OR AMEND AN EXISTING POLICY, THAT ALIGNS WITH THE REQUIREMENTS OF THIS ARTICLE

74.1 FOR INFORMATION AND ACCESS. EACH POLICY MUST INCLUDE, AT A MINIMUM: ....

## **Staff evaluations discussion**

I focus on tangible completion of actions and goals to further our shared purpose (mission/vision):

Questions:

1. How have you successfully executed the duties outlined in your job description, the strategic plan, as well as any other tasks assigned to you that are not in your job description.
2. What were your professional goals, and did you accomplish them?
3. Describe any special projects you completed or highlight any successes that come to mind?
4. How have you helped RLD grow to serve patrons better? ...

## **‘Good Cause’ for trustee removal**

“...better define and protect the trustee appointment process.

We need to amend our bylaws to include a definition of what constitutes "Good Cause" for removal. If any of you have "Good Cause" for removal defined in your bylaws, please share those clauses with me.”

## **Zoombombing**

“The meeting was in progress when a sudden barrage of videos of individuals performing lewd acts flooded the screen. I quickly ended the meeting, but the abrupt and incredibly inappropriate disruption left me, our Board members”

## **CORA (Colorado Open Records Act) fee recovery**

“...current search and retrieval fee in the CRS has increased to "up to \$41.37 per hour (no charge for the first hour) only if the district has adopted written policy

imposing the fee posted on the custodian's website or otherwise published... Can withhold records until payment received. Can require a deposit CRS 24-72-205(6)"

## **Travel policy**

“...conference/travel policy for employees? Ours doesn't mention at all if employees should be paid during travel and conferences and I would like to see what is common practice for full time and part time staff members”

## **SB21-088 Library liability for child sexual abuse onsite**

“Way back, in 2021, the Colorado Legislature passed the Child Sexual Abuse Accountability Act: SB21-088. This law does/did a couple of things.

Removes immunity from claims against public employees and public entities for knowing (or should have known) about sexual misconduct if the victim participated in an organization that provides youth programming.

Altered the statute of limitations on civil action for past claims of sexual misconduct.

## **Llano, TX censorship case**

“...astonishing conclusion (10 of the 17 judges sitting "en banc") is that library patrons *have no right to receive information*, and that public library collections are "government speech." So "plaintiffs cannot invoke a right to receive information to challenge a library's removal of books."

The seven dissenting judges write, "In an effort to ratify this official abridgement of free speech, the majority overturns decades of settled First Amendment law, disparaging its free speech protections as a 'nightmare' to apply."

## **The Library as a passport facility location**

“...passport acceptance facility? There is a high need for passport application processing right now so the INS (or whatever they’re called now) are looking for more facilities. The library would receive a \$35 fee, so of course we wouldn’t advertise this as a library program.”

## **Digital materials circulation vs. in-print and/or on-hand**

“start the year about 35% digital, but ... tells me by the end of the year we shift the budget toward demand. I think 50/50 is coming up on us fast. Unless the state legislature makes EBSCO illegal.”

[current RFL Library circulation ratio is 23% digital vs 77% print].

Creed Kidd – July 5, 2025