

2017 Edition

STLS Trustee & Policy Manual



STLS

Southern Tier Library System

Connecting Community Libraries

9424 Scott Road

Painted Post, NY 14870

**SOUTHERN TIER LIBRARY SYSTEM
TRUSTEE & POLICY MANUAL
2017 Edition**

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STLS PLAN of SERVICE

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BOARD DEVELOPMENT

- New York Library Association www.nyla.org
- Library Trustees’ Association <http://librarytrustees.org>
- NY State Library – DLD Training Webinars www.nysl.nysed.gov/libdev/webinars
- Handbook for Library Trustees – 2016 Edition

STLS OVERVIEW

Southern Tier Library System (STLS) advocates for excellent service at the 48 member public libraries, branches and reading centers located in the five counties we serve – Allegany, Chemung, Schuyler, Steuben and Yates. We are one of New York State's 23 public library systems established in 1958 by State Education Law. We help members save funds through economies of scale and by sharing resources and services. Through System services residents use library resources online from home, school, or work. Over 160,000 library cardholders access the combined library collections of more than one million items, including books, audio recordings and CDs, DVDs, magazines, digital audio books, eBooks and more.

The Southern Tier Library System is a 501(c)3 cooperative library system chartered by the Regents. Most of our financial support is state aid, allocated annually by the State legislature and distributed through the New York State Department of Education. Boards of Trustees of local libraries elect the fifteen members of the System Board. STLS completes an annual application for state aid, files an annual financial and services report with the NYS Division of Library Development, and files a 990 form with the Internal Revenue Service. In 2011 STLS worked with a Steering committee of community residents to create the Foundation for Southern Tier Libraries. The Foundation is chartered by the Regents, has 501(c)3 status, has a eight-member Board of Trustees. Fund raised by the Foundation are used to support library system and member library projects.

Mission

The Southern Tier Library System, a regional consortium of public libraries, works in partnership with its members to connect, empower and advocate for all public libraries in our 5-county region.

STLS connects Libraries through:

- Delivery among libraries
- Shared online catalog STARCat
- E-mail and distribution lists
- Telecommunications

STLS Connects Libraries and their Residents to:

- Interloan of materials from outside the region
- Online requests through STARCat, the regional catalog
- Free online resources such as downloadable audio and eBooks and databases on health, business, and auto repair as well as magazine and newspaper articles
- Rotating collections of large print books, audio books, and books for young people

Libraries benefit from:

- Loan of materials between libraries
- Shared patron database
- Cataloging of library materials
- Physical processing of library materials
- Back-up reference available through Steele Memorial Library
- Continuing education for staff and trustees
- Consultant support for adult, youth, outreach, and information technology services and library administration
- Help with annual reports, New York State construction aid grants, library charters, and New York State library law

Revised January 2017

TRUSTEE JOB DESCRIPTION

APPLIES TO: STLS Trustees

REFERENCES: *Handbook for Library Trustees of New York State*;
Statement on the Governance Role of a Trustee or Board Member;
Authority of the Board Policy
Conflict of Interest Policy

Library System trustees play a special, especially important role in husbanding the dedicated and prudent use of library resources, as well as striving to provide the services which best benefit and support the library community at large.¹ A Southern Tier Library System Trustee is a person to whom property is legally committed in trust, both the physical property and the resources and services the System provides to its member libraries. While delegating day-to-day activities to competent staff, the trustees must always be mindful of how their decisions impact the future of our library community.

Trustees must fulfill the duties legally referred to as “care, loyalty, and obedience”², and must be tireless advocates for improving library services.³ The effective trustee must be well versed in good governance practices

¹ Nichols, Jerry. Handbook for Library Trustees of New York State. 2010 ed. Palmer School of Library and Information Science. 2010; p. v.

²Statement of the Governance Role of a Trustee or Board Member. University of the State of New York Board of Regents, May 2012. n.p.

³ Nichols. Jerry. op. cit. p. 11

that will enable the board to meet the challenges presented by a rapidly changing political, social and cultural environment. All trustees are indemnified by an “umbrella” liability policy for Trustees and Directory Insurance coverage maintained by the System.

Trustees must act in good faith and exercise the degree of diligence, care and skill that an ordinary individual would deem prudent in a like situation. Trustees owe allegiance to the System and must act with the best interest of the system in mind, with fiduciary responsibility and dedication to the fulfillment of the System’s mission and goals.

The particular responsibilities of trustees are:

1. Select, hire and regularly evaluate a qualified Executive Director;
2. Secure and manage adequate funding to support the System’s mission and its physical property;
3. Develop and adopt policies regarding system governance and use;
4. Maintain a facility that meets the needs of the system and its services;
5. Conduct the business of the System in an open and ethical manner in compliance with all applicable laws and regulations, STLS By-Laws, Policies and Procedures, as well as with respect for the institution, staff and public.
6. Avoid any conflict of interest when exercising Trustee duties.

By serving on the Board of Trustees, each trustee agrees to:

1. Attend all STLS Board meetings unless excused;
2. Participate on one or more Board committees;
3. Visit member libraries and interact with library staff, as circumstances permit;
4. Support Board decisions and maintain confidentiality of the Board’s executive sessions;
5. Serve in leadership positions or undertake special assignments willingly;
6. Suggest and recruit possible nominees to the Board who can make significant contributions;
7. Promote the Southern Tier Library System and the Foundation for Southern Tier Libraries and support their fundraising activities.

Adopted by the STLS Board of Trustees April 17, 2012

2017 BOARD MEETING SCHEDULE – DATES & LOCATIONS

- January 17 - Southern Tier Library System, Painted Post
- March 21 - Southern Tier Library System, Painted Post
- April 18 - Dorman Library, Bath (Steuben County)
- May 16 - Penn Yan Public Library, Penn Yan (Yates County)
- June 20 - Horseheads Free Library, Horseheads (Chemung County)
- July 18 - Watkins Glen Free Public Library (Schuyler County)
- September 19 - Cuba Circulating Library Association (Allegany County)
- October 17 - Southern Tier Library System, Painted Post
- November 21 - Southern Tier Library System, Painted Post
- December 19 - Southern Tier Library System, Painted Post

All meetings begin at 2:00 pm and are open to the public and STLS member libraries.

2017 TRUSTEE LIST

PAT SELWOOD - President

3632 Central Ave
Penn Yan, NY 14527
(315) 521-6092
Email: selwood79@gmail.com
Appointed to fill unexpired term: 2010 - 2013
Term: 2015 - 2019
Yates County

RICHARD AHOLA- Vice President

4568 Lakeview Road
Dundee, New York 14837
(607) 243-5116
Email: RAhola@stny.rr.com
Appointed to fill unexpired term: 2015 - 2017
Term: 2013 - 2017
Yates County

CINDY EMMER - Secretary

858 Davis Street
Elmira, NY 14901
(607) 733-2844
Email: cindy.emmer@yahoo.com
Appointed to fill unexpired term: 2011 - 2012
Term: 2013 - 2017
Chemung County

BETSY GORMAN - Treasurer

2445 State Route 352
Elmira, NY 14903
(607) 733-9063
Email: bgmaus2@aol.com
Term 2016 - 2020
Chemung County

DELORES ACKERMAN

1314 State Route 19
Wellsville, NY 14895
716-474-7395
Email: ackermdd@retired.alfredstate.edu
Unexpired Term: 2017 - 2021
Allegany County

SISI BARR

270 Fisher Hill Road
Corning, NY 14830
607-733-8047
Email: gwbsi82@gmail.com
Unexpired Term: 2014 - 2018
Chemung County

SARAH COLLINS

5 Woodland Way
Painted Post, NY 14870
607-937-3775
sccollins57@yahoo.com
Term: 2015 - 2019
Steuben County

LYNNETTE DECKER

9314 County Road 7
Cuba, NY 14727
(585) 307-0734
email: kodadog246@gmail.com
Appointed to fill unexpired term: 2012 - 2016
Term: 2017 - 2021
Allegany County

MAIJA A. DeROCHE

233 South Genesee Street, PO Box 571
Montour Falls, NY 14865
(607) 535-9521
Email: jderoche@stny.rr.com
Appointed to fill unexpired term: 2009 - 2013
Term: 2014 - 2018
Schuyler County

CYNTHIA DUTTON

9767 West Cuba Rd.
Cuba, NY 14727
585-307-1874
Email: cyndutton@verizon.net
Appointed to fill unexpired term: 2017 - 2020
Allegany County

PATRICIA FINNERTY

7389 Wildflower Way
Bath, NY 14810
(607) 776-3111
Email: Patricia_Finnerty@yahoo.com
Term: 2013 - 2017
Steuben County

KATHY GREEN

7 Avondale Ave
Hornell, NY 14843
607- 382-4549
Email: kathypgreen@gmail.com
Term: 2017 - 2021
Steuben County

DENISE KING

117 Larchmont Road
Elmira, NY 14905
607-846-2662
Email: dwking.ny@gmail.com
Appointed to fill unexpired term: 2011 - 2014
Term: 2015 - 2019
Chemung County

DALE WEXELL

372 W. Second Street
Corning, NY 14830
607-936-4876
Email: dwexell@stny.rr.com
Appointed to fill unexpired term: 2011 - 2015
Term: 2016 - 2020
Steuben County

VACANT

Street Address
City/State Address
Phone
Email:
Appointed to fill unexpired term: 2015-2019
Schuyler County

BRIAN M. HILDRETH, Executive Director

9424 Scott Road
Painted Post, NY 14870
Work: (607) 962-3141 Ext. 207
Cell: (585) 610-5653
Email: CommunityLibraryParnter@stls.org

2017 BOARD COMMITTEES

Executive Committee

Pat Selwood	President
Richard Ahola	Vice President
Betsy Gorman	Treasurer
Cindy Emmer	Secretary
Denise King	Past President

Finance & Facilities Committee

Betsy Gorman, Chair
SiSi Barr
Pat Finnerty
Dale Wexell

Personnel & Policies Committee

Maija DeRoche, Chair
Delores Ackerman
Richard Ahola
Cindy Emmer

Public Relations Committee

Lynnette Decker, Chair
Sarah Collins
Cindy Dutton
Denise King

2016 ACTION ITEMS

January 2016

Annual Organizational Meeting Actions*** FOR APPROVAL****Doc. #16-11**

Executive Director Recommendation: Approve action items per STLS Organizational Meeting Policy

- A. Designation of the Official Newspaper: *Corning Leader*
- B. Appointment of the Financial Clerk: Brian M. Hildreth
- C. Appointment of the Internal Auditor: Dale Wexell and Richard Ahola as Alternate
- D. Appointment of the External Auditor: Mengel, Metzger, Barr & Co. LLP
- E. Appointment of the Attorney: Conrad Wolan of Sayles & Evans, Attorneys-at-Law
- F. Authorization of the Executive Director to Certify Payrolls: Brian M. Hildreth
- G. Authorization of Executive Director to Make Grant Applications: Executive Director
- H. Authorization of the Executive Director to certify payments: Executive Director
- I. Authorization of the Business Mileage Reimbursement Rate: \$.54 per mile
- J. Designation of the Bank Depository: Community Bank NA
- K. Designation of the Authorized Signatories for Checks: Treasurer, President, local trustee (Bonnie Weber), and Executive Director
- L. Authorization of Certain Payments between Board Meetings: credit card, utility bills, lease payments, payroll, payroll taxes, payroll deductions, and fringe benefit expenses.
- M. Establish Treasurer and Internal Auditor surety coverage for the year: \$750,000.

Move: P Selwood; Second: G Felli; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: Mileage is reduced to .54/mile.

Approve 2016 Board Meeting Schedule*** FOR APPROVAL****Doc. #16-12**Move: R. Ahola; Second: S. Collins; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

No discussion.

Approve Proposed Collection Management Policy*** FOR APPROVAL****Doc. #16-13**

Personnel & Policies Committee Recommendation: Approve changes to the Collection Management Policy as proposed at the December 2015 Board Meeting.

Move: Second: Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

No discussion.

Approve Temporary Part Time ILS Specialist Position * FOR APPROVAL Doc. #16-14
complete duties of the Part Time ILS Specialist while she is on leave of absence, and allow for advertisement.

Move: M. DeRoche; Second: E. Pekarek; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

No discussion.

Approve Proposed Part Time Administrative Assistant Job Title and Description * FOR APPROVAL Doc. #16-15

Executive Director's Recommendation: Approve changes in Job Title & Job Description of Administrative Assistant, and allow for job advertisement.

Move: R. Ahola; Second: P. Selwood; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

No discussion.

Approve Revisions to STLS Organizational Chart * FOR APPROVAL Doc. #16-16

Executive Director's Recommendation: Approve revisions to STLS organizational chart

Move: B. Weber; Second: G. Felli; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

No discussion.

March 2016

Approve 2015 Annual Report for Public Library System * FOR APPROVAL Doc. #16-28

Executive Director's Recommendation: Approve the 2015 Annual Report to the State

Move: A. Yanda; Second: C. Emmer; Aye: 11 Nay: 0 Abstain: 0 Absent: 4

Approved

Discussion: B. Hildreth highlighted that this year the STLS training provided to member libraries has increased.

Appointment of Alexandra Hoffman to Temporary Part Time ILS Specialist * FOR APPROVAL Doc. #16-29

Executive Director's Recommendation: Approve the appointment of Alexandra Hoffman

Move: A. Yanda; Second: M. DeRoche; Aye: 11 Nay: 0 Abstain: 0 Absent: 4

Approved

No Discussion.

Appointment of Kylie Baker for Part-time Delivery Driver * FOR APPROVAL Doc. #16-30

Executive Director's Recommendation: Approve the appointment of Kylie Baker for \$9.50/hr.

Move: M. DeRoche; Second G. Felli; Aye: 11 Nay: 0 Abstain: 0 Absent: 4

Approved

No Discussion.

April 2016

Approve 2015 Annual Financial Report to the State Comptroller

*** FOR APPROVAL Doc. #16-40**

Finance & Facilities Committee Recommendation: that the STLS Board of Trustees approves the System's Report to the New York State Comptroller for the 2015 Fiscal Year.

Move: Put of Committee Second; Aye: 10 Nay: 0 Abstain: 0 Absent: 5

Approved

Discussion: B. Hildreth indicated the State Comptroller report is ready for board approval. The financials reflect STLS's end of year 2015 figures.

Appointment of Ella Chatlani to Administrative Assistant * FOR APPROVAL Doc. #16-41

Executive Director's Recommendation: Approve the appointment of Ella Chatlani to part time administrative assistant at a rate of \$15.00 per hour.

Move: A. Yanda; Second: P. Selwood; Aye: 10 Nay: 0 Abstain: 0 Absent: 5

Approved

Discussion: Welcome, Ella to STLS.

May 2016

No Board Actions in May 2016

June 2016

Approve SirsiDynix Renewal Invoice based on 2016 -2022 Long Term Agreement

*** FOR APPROVAL Doc. #16-60**

Executive Director Recommendation: The STLS Board of Trustees approves the expenditure of \$67,237.67 for the continuation of SirsiDynix ILS Services to Member Libraries from September 1, 2016 through August 31st, 2017.

Move: B. Weber; Second: B. Gorman; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: E. Pekarek asked if there was anything negative about the relationship with SirsiDynix and ILS Services. B. Hildreth said that it is competitive pricing and can only do a 2% increase in the next few years.

Approve the Proposed Revisions to the Authority of Board Policy

*** FOR APPROVAL Doc. #16-61**

Personnel & Policies Committee Recommendation: The STLS Board of Trustees approves the proposed revisions to the Authority of Board Policy as presented at the May 17, 2016 STLS Board Meeting.

Move: Came out of committee; Second; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: D. King stated that this has been approved by our Attorney. E. Pekarek asked if the revisions are effective the date it is approved. B. Hildreth confirmed that it is effective today, June 21, 2016. Board will receive a copy.

Approve the Proposed Revisions to the Youth Services & ILL Consultant Job Title/Description

*** FOR APPROVAL Doc. #16-62**

Executive Director Recommendation: The STLS Board of Trustees approves the proposed revisions to the Youth Services & ILL Consultant Position as presented at the May 17th, 2016 STLS Board Meeting including a salary adjustment as set by the Board of Trustees.

Move: R. Ahola; Second: C. Emmer; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: The STLS board of trustees approved the proposed Job Title/Description change for Youth Services & ILL Consultant Lorie Brown with a salary adjustment to reflect \$59,000 annually effective today, June 21, 2016.

Approve the Trustee Development Consultant Job Title/Description

*** FOR APPROVAL Doc. #16-63**

Executive Director Recommendation: The STLS Board of Trustees approves the proposed Trustee Development Consultant Position as presented at the May 17th, 2016 STLS Board Meeting including a salary as set by the Board of Trustees.

Move: M. DeRoche; Second: S. Collins; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: Position was approved with a salary range of \$57,000 – \$59,000 per year effective today, June 21, 2016.

Approve the Appointment of Margo Gustina to Trustee Development Consultant

*** FOR APPROVAL**

Executive Director Recommendation: The STLS Board of Trustees approves the appointment of Margo Gustina to the position of Trustee Development Consultant as presented at the May 17th, 2016 STLS Board Meeting at the salary set by the Board of Trustees.

Move: E. Pekarek; Second: S. Barr; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: The STLS board of trustees approved the appointment of Margo Gustina to Trustee Development Consultant with a salary to reflect \$57,000 annually effective today, June 21, 2016.

Approve the Proposed Revisions to the Processing and Delivery Supervisor Job Title/Description

*** FOR APPROVAL Doc. #16-64**

Executive Director Recommendation: The STLS Board of Trustees approves the propose revisions to the Processing & Delivery Supervisor Position as presented at the May 17th, 2016 STLS Board Meeting including a salary adjustment as set by the Board of Trustees.

Move: M. DeRoche; Second: B. Weber; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: The STLS board of trustees approved the proposed JobTitle/Description change for Processing and Delivery Supervisor Pam Rogers with a salary adjustment to reflect \$29,000 annually effective today, June 21, 2016.

Approve the Proposed Revisions to the Member Services Consultant Job Title/Description

*** FOR APPROVAL Doc. #16-65**

Executive Director Recommendation: The STLS Board of Trustees approves the proposed revisions to the current Member Services Consultant Position that includes a Job Title change to Program & Advocacy Development Consultant including a salary range as set by the Board of Trustees.

Move: B. Weber; Second: B. Gorman; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: Salary range of \$42,000 to \$48,000 per year effective today, June 21, 2016.

Approve the Recruitment and Advertising of the vacant Program & Advocacy Development Consultant Position

*** FOR APPROVAL**

Executive Director Recommendation: The STLS Board of Trustees approves the recruitment and advertising of the vacant Program & Advocacy Development Consultant Position.

Move: S. Barr; Second: M. DeRoche; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

DISCUSSION: STLS will advertise for this position.

Approve the Proposed Revisions to the STLS Organizational Chart

*** FOR APPROVAL Doc. #16-66**

Executive Director Recommendation: The STLS Board of Trustees approves the proposed revisions to the STLS Organizational Chart, which incorporates the changes as presented at the May 17, 2016 STLS Board Meeting.

Move: E.Pekarek; Second: D. Wexell; Aye: 13 Nay: 0 Abstain: 0 Absent: 2

Approved

Discussion: None.

July 2016

Expenditure Approvals -Monthly Unpaid Bills Detail * FOR APPROVAL Doc. #16-79

Finance & Facilities Committee Recommendation: Approve expenditures of the *Unpaid Bills Detail* for the most recent month as authorized by the Financial Clerk, Internal Auditor and Treasurer per the Authority of Board Policy.

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion:

P. Finnerty – substitution from the packet of bills. The documents start out in our Purchase Order process/vouchers. The check mark says “yes” they are taken care of and circles are from P. Selwood that the checks have been written. Cycle is from June 24 to July 8th.

- M. DeRoche – asked for clarification on the bill for Marc Rubin & Associates. Answer: He is assisting with the billboard development.

- G. Felli – Inquired about a bill for a retired employee’s health insurance. Answer by B. Gorman: STLS pays the bill and then the retired employee reimburses STLS.

- G. Felli – What if they do not pay their bill? D. Wexell replied that there is a 30 or 60 day grace period.

2015 Independent Financial Auditor’s Report * FOR APPROVAL Copies to be provided at meeting.

Finance & Facilities Committee Recommendation: Accept the 2015 Independent Financial Auditor’s Report as presented by Mengel, Metzger, Barr & Co.

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Approve the Dark Fiber Installation and Lease Payment to Southern Tier Network for STLS and Southeast Steuben County Library * FOR APPROVAL Doc. #16-80

Executive Committee Recommendation: The STLS Board of Trustees approves the expenditure of \$23,938.35 for the installation of lateral dark fiber from STLS Headquarters to Southeast Steuben County Library.

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Approve the Dark Fiber Installation and Lease Payment to Southern Tier Network for Member Libraries in Chemung, Schuyler and Yates counties. * FOR APPROVAL Doc. #16-81

Executive Committee Recommendation: The STLS Board of Trustees approves the expenditure of \$97,866 for the installation of lateral dark fiber from STLS Headquarters to 10 library sites (Bath, Big Flats, Canisteo, Cohocton, Elmira, West Elmira, Horseheads, Jasper, Montour Falls and Watkins Glen).

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: - R. Ahola – Yates County is listed but is not considered this year. B. Gorman – The understanding is that the libraries pay a portion back to STLS. When is the live date? D. King answered that Corning Library is live already. Not sure what the timeframe is.

Approve the Purchase of Freegal Music Services to Member Libraries for 2016/2017

*** FOR APPROVAL Doc. #16-82**

Executive Committee Recommendation: The STLS Board of Trustees approves the expenditure of \$35,000 for contracted Downloadable Music Services with Library Ideas for 2016/2017 per STLS Purchasing Policy.

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion:

Approve the Purchase of Equipment from Teracai to Connect Chemung & Schuyler Counties Dark Fiber Loops

*** FOR APPROVAL Doc. #16-81A**

Executive Committee Recommendation: The STLS Board of Trustees approves the expenditure of \$51,898.40 for equipment needed to make dark fiber Internet live in 6 libraries (Big Flats, Elmira, Horseheads, Montour Falls, Watkins Glen & West Elmira).

Move: Out of committee; Second; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

September 2016

Expenditure Approvals -Monthly Unpaid Bills Detail

*** FOR APPROVAL Doc. #16-95**

Finance & Facilities Committee Recommendation: Approve expenditures of the *Unpaid Bills Detail* for the most recent month as authorized by the Financial Clerk, Internal Auditor and Treasurer per the Authority of Board Policy.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth this report has been included, and will continue to be included per the STLS Finance Policy.

Interior Painting Bid for STLS Building*** FOR APPROVAL Doc. #16-96**

Executive Director Recommendation: Approve Brooks Painting Unlimited to paint STLS Headquarters building interior for the lump sum price of \$23,000 per the STLS Purchasing Policy.

Move: R. Ahola; Second: P. Selwood; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion:

C. Emmer asked if other bids were submitted. B. Hildreth confirmed that three bids were submitted and the decision was based on recommendation not necessarily the lowest bid (although Brooks Painting came in as such).

- R. Ahola questioned the specs of the bid of one coat of painting versus two coats as quoted. B. Hildreth indicated that the paint is a higher grade that will last longer with two coats.

- G. Felli asked if the quote included labor as it is not a line item on the estimate. B. Hildreth confirmed that the price includes labor cost.

STLS 2015 IRS 990 Filing * FOR APPROVAL (Copies provided at Board Meeting 7.19.2016)**Doc. #16-97**

Finance & Facilities Committee Recommendation: Approve the proposed IRS 990 Form for the 2015 Fiscal Year as presented at July 19, 2016 STLS Board of Trustees Meeting.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

STLS Member Library Cost Share 2017 – 2019*** FOR APPROVAL Doc. #16-98**

Executive Director Recommendation: Approve the proposed Member Library Cost Share for 2017 – 2019 as discussed and presented to STLS member libraries August 31, 2016.

Move: B.Gorman; Second: P. Selwood; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: D. King shared that after attending the Cost Share meeting member library feedback indicated it was helpful to have information that could be shared with their respective boards. The presentation was thorough and helped participants to understand what cost share pays for and what it does not. It was a collaborative discussion and a good response. B. Hildreth stated some member libraries indicated a desire to see some type of incentive if circulation increases. The next time Cost Share will be presented is 2020 when the approved 2017 2019 Cost Share Agreement expires.

Approve the Finance Policy*** FOR APPROVAL****(Copies provided at Board Meeting 7.19.2016) Doc. #16-99**

Personnel & Policies Committee Recommendation: Approve the proposed revisions to the STLS Finance Policy as presented at the July 19, 2016 board meeting.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: P. Finnerty moved to amend the policy to insert a clause in the credit card section which includes employee's responsibility to submit tax exempt forms for all expenses. P. Selwood seconded. Inserted with 12 Aye and 3 Absent.

Public Relations Committee Recommendation: Approve amended 2016/2017 NYS Construction Aid to Public Libraries allocations from Wayland to STLS Dark Fiber

*** FOR APPROVAL**

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Board to approve Executive Directors Contract for five years as a salary position in the amount of \$104,063.00

*** FOR APPROVAL**

Move: R. Ahola; Second: E. Pekarek; Aye: 12 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion:

D. King will be meeting with B. Hildreth to go over contract and signature requirements.

October 2016

Expenditure Approvals -Monthly Unpaid Bills Detail

*** FOR APPROVAL Doc. #16-114**

Finance & Facilities Committee Recommendation: Approve expenditures of the *Unpaid Bills Detail* for the most recent month as authorized by the Financial Clerk, Internal Auditor and Treasurer per the Authority of Board Policy.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth encouraged questions from the Board.

- C. Emmer asked what TERACAI for \$40,000 on Pg. 4 was for. B. Hildreth clarified that it was for Dark Fiber equipment.

- D. King recapped the three-way check mark process. a) B. Hildreth checks are for bills against the PO b) D. Wexell checks in agreement for bills against the PO c) P. Finnerty checks are for verification that the payees and amounts match the checks to be signed.

Receipt Approvals Monthly Deposit Summary*** FOR APPROVAL Doc. #16-115**

Finance & Facilities Committee Recommendation: Approve receipts of the *Deposit Summary* for the most recent month as authorized by the Financial Clerk per the Finance Policy.

Move: Out of Committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: P. Finnerty stated that the Deposit Summary shows the checks that come into STLS.

Discussion from the committee is around how fast to deposit the checks. The committee also suggested putting a description of what the checks are for in the memo section.

- G. Felli questions why Addison had two checks to deposit. B. Hildreth stated that one check was for the IT related service and the other for the Music Service cost-share.

Approve the 2017-2021 Free Direct Access Plan*** FOR APPROVAL Doc. #16-116**

Executive Director's Recommendation: Approve the proposed 2017-2021 Free Direct Access Plan as presented to the STLS membership and approved by each member library board to be included in the 2017-2021 STLS Plan of Service.

Move: M. DeRoche; Second: C. Emmer; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth confirmed that every member Library board received and approved the policy that an individual is not charged for library cards (unless outside of the service area)

- M. DeRoche asked if anything is being done about the unserved areas. B. Hildreth replied that they are working on the western side of the boundaries (includes four libraries)

Approve the 2017-2021 Central Library Plan***FOR APPROVAL Doc. #16-117**

Executive Director Recommendation: Approve the proposed 2017-2021 Central Library Plan as developed by the Central Library Planning Committee, presented to the STLS membership and approved by the Central Library Board to be included in the 2017-2021 STLS Plan of Service.

Move: P. Selwood; Second: G. Felli; Aye:11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth stated that a meeting is taking place this week for review and approval. This will become a subdocument.

Appoint Alexandra Hoffman to the position of ILS Specialist*** FOR APPROVAL Doc. #16-118**

Executive Director Recommendation: Appoint Alexandra Hoffman to the position of full time ILS Specialist with a 3-month non-professional probationary period per Staff Organization Contract 2015-2018.

Move: P. Selwood; Second: M. DeRoche; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth informed the Board that A. Hoffman’s resume is attached for review for hire at the recommendation an annual salary of \$32,000.

- D. Wexell highlighted should a resume be posted as a public document? B. Hildreth agreed that a document, such as a resume, should be provided at the meeting as a separate insert and not included in the Board packet as a public document. D. King added that the Board would be comfortable with the Executive Director’s decision to hire and that information will be provided on potential candidates, such as this, at the time of the meeting versus published publically.

November 2016

Expenditure Approvals -Monthly Unpaid Bills Detail * FOR APPROVAL Doc. #16-128

Finance & Facilities Committee Recommendation: Approve expenditures of the *Unpaid Bills Detail* for the most recent month as authorized by the Financial Clerk, Internal Auditor and Treasurer per the Authority of Board Policy.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Receipt Approvals Monthly Deposit Summary * FOR APPROVAL Doc. #16-129

Finance & Facilities Committee Recommendation: Approve receipts of the *Deposit Summary* for the most recent month as authorized by the Financial Clerk per the Finance Policy.

Move: Out of Committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Approve the Proposed 2017 STLS Operating Budget * FOR APPROVAL Doc. #16-130

Approve the 2017 Operating Budget as presented at the October 2016 STLS Board Meeting. B. Gorman proposed a change in wording because the proposed numbers in the operating budget had been modified since the October 2016 STLS Board meeting. B. Gorman moved to amend the original statement to take out “at the October” and just state “as presented at the 2016 STLS Board Meeting”. R. Ahola seconded.

Move: C. Emmer; Second: P. Selwood; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: B. Hildreth pointed out line item #5452 under expenses. “Contingency” decreased due to the increase in the “Salary and Benefit” line. These changes are due to one additional staff receiving health insurance coverage than previously budgeted.

- B. Gorman questioned the increase in Salaries and Personnel Benefits line item and the reduction in Contingency being the same as 2016. B. Hildreth explained the variance in contingency figures.
- D. Wexell explained that the \$10,000 Revenue is for member library IT contracts which balances the budget in the end.

Approve Construction for STN Connections to Steuben & Yates Library Sites

*** FOR APPROVAL Doc. #16-131**

Executive Director Recommendation: Approve STLS/STN Statement of Work for construction and connection of Addison, Avoca, Branchport, Dundee, Hammondsport, Hornell, Howard, Penn Yan, Prattsburgh, Pulteney, Savona and Wayland libraries located in Steuben and Yates counties per STLS Purchasing Policy in the amount of \$486,379.

Move: C. Emmer; Second: P. Selwood; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: A motion was made to add the total amount of \$486,379 to the master agreement statement of work. The cost is not included in the document.

- P. Selwood asked why the direction of the statement of work was written from Branchport to Dundee instead of Watkins to Dundee. B. Hildreth will obtain clarification in the statement of work.

Appoint Kylie Baker to the position of Part Time ILS Specialist * FOR APPROVAL

Executive Director Recommendation: Appoint Kylie Baker to the position of Part-Time ILS Specialist with a 3-month non-professional probationary period per Staff Organization Contract 2015- 2018 at a salary of \$14.75 per hour.

Move: B. Gorman Second: P. Selwood Aye 11 Nay 0 Abstain 0 Absent 3

Approved

Discussion: None

Approve the revised Program and Advocacy Consultant position up to \$55,000 per year.

*** FOR APPROVAL**

Move: P. Finnerty; Second: C. Emmer; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

December 2016

Trustee Appointment

*** FOR APPROVAL**

Executive Committee Recommendation: Approve the appointment of Delores Ackerman to serve as STLS Trustee for the Term 2017 – 2021 as 1 of 3 representatives for Allegany County.

Move: Out of Committee; Second; Aye: 10 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: D. King read a letter from Dom Comstock from Wellsville in support of the appointment of D.Ackerman.

Trustee Appointment

*** FOR APPROVAL**

Executive Committee Recommendation: Approve the appointment of Lynnette Decker to serve as STLS Trustee for the Term 2017 – 2021 as 1 of 3 representatives for Allegany County.

Move: Out of Committee; Second; Aye: 10 Nay: 0 Abstain: 1 Absent: 3

Approved

Discussion: B. Gorman led the Trustee Oaths taken by both D. Ackerman and L. Decker at 3:04 pm.

Expenditure Approvals -Monthly Unpaid Bills Detail

*** FOR APPROVAL**

Doc. #16-145

Finance & Facilities Committee Recommendation: Approve expenditures of the *Unpaid Bills Detail* for the most recent month as authorized by the Financial Clerk, Internal Auditor and Treasurer per the Authority of Board Policy.

Move: Out of committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Receipt Approvals – Monthly Deposit Summary

*** FOR APPROVAL**

Doc. #16-146

Finance & Facilities Committee Recommendation: Approve receipts of the *Deposit Summary* for the most recent month as authorized by the Financial Clerk per the Finance Policy.

Move: Out of Committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Approve the 2016-2017 Executive Director’s Performance Objectives

*** FOR APPROVAL**

(Provided at Board Meeting) Doc. #16-147

Personnel & Policies Committee Recommendation: Approve the proposed 2016-2017 Executive Director’s Performance Objectives.

Move: Out of Committee; Second; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

Appoint Kirsten Dombroski to the position of Part time Delivery Driver * FOR APPROVAL

Executive Director Recommendation: Appoint Kirsten Dombroski to the position of Part-Time Delivery Driver with a 3-month non-professional probationary period per Staff Organization Contract at the salary of \$9.70 per hour.

Move: D. Ackerman; Second: M. DeRoche; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: C. Emmer asked if there were any special driver's license required for this position and B. Hildreth added there were no special requirements necessary other than a valid driver's license and a clean driving record.

Approve the Purchase of New Consultant Vehicle * FOR APPROVAL Doc. #16-148

Executive Director Recommendation: Approve the purchase of 2017 Subaru Legacy from Simmons-Rockwell Dealership per STLS Purchasing Policy in the amount of \$23,499 plus registration fees.

Move: S. Barr; Second: D. Ackerman; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: M. DeRoche asked if the vehicle includes 4-wheel drive and B. Hildreth confirmed that it does. C. Emmer asked if the three bids were comparable and B. Hildreth confirmed they were.

Approve December's One-Time Personnel Payment to STLS Staff *FOR APPROVAL

Executive Director Recommendation: Approve the one-time net payment of \$100 to each STLS Staff member excluding the Executive Director as included in the approved 2016 STLS Budget.

Move: B. Weber; Second: L. Decker; Aye: 11 Nay: 0 Abstain: 0 Absent: 3

Approved

Discussion: None.

2017 LIBRARY SYSTEM BUDGET

	2016 Budget	Approved 2017	Difference
Revenue			
4700 · Basic State Aid	\$ 822,566.00	\$ 858,045.00	\$ 35,479.00
4706 · Jails and Institutions	\$ 3,696.00	\$ 4,113.00	\$ 417.00
4709 · Local Services Support	\$ 90,452.00	\$ 94,354.00	\$ 3,902.00
4710 · Supplemental Aid	\$ 124,026.00	\$ 129,375.00	\$ 5,349.00
4711 · Coordinated Outreach	\$ 71,946.00	\$ 75,049.00	\$ 3,103.00
4713 · State Corrections	\$ 25,198.00	\$ 26,285.00	\$ 1,087.00
4719 · Interest	\$ 750.00	\$ 950.00	\$ 200.00
4721 · E-Rate Funding	\$ 104,310.00	\$ 112,500.00	\$ 8,190.00
4723 · Member Library Cost Share	\$ 427,759.00	\$ 428,666.00	\$ 907.00
4724 · Member Library IT Contracts	\$ 27,000.00	\$ 38,000.00	\$ 11,000.00
4725 · Grants Revenue	\$ 63,391.00	\$ 65,000.00	\$ 1,609.00
4733 · Member Library Processing Fees	\$ 20,000.00	\$ 18,000.00	\$ (2,000.00)
4740 · Prof Development & Conf Fees	\$ 1,000.00	\$ 1,000.00	\$ -
4781 · Retiree Health Ins Payments	\$ 4,200.00	\$ 2,300.00	\$ (1,900.00)
4782 · Donations	\$ 1,200.00	\$ 1,500.00	\$ 300.00
4784 · General Reimbursements & Refund	\$ 3,000.00	\$ 3,000.00	\$ -
	\$ 1,791,744.00	\$ 1,858,137.00	\$ 66,393.00
Expenses			
Total 5100 · Salaries	\$ 786,229.00	\$ 808,748.00	\$ 22,519.00
Total 5150 · Personnel Benefits	\$ 384,977.00	\$ 418,014.00	\$ 33,037.00
5203 · STLS Equipment	\$ 4,000.00	\$ 5,000.00	\$ 1,000.00
5204 · STLS Software & Small Equipment	\$ 9,500.00	\$ 10,000.00	\$ 500.00
5205 · Maintenance Contracts & Leases	\$ 14,000.00	\$ 15,000.00	\$ 1,000.00
5407 · Integrated Library System	\$ 80,030.00	\$ 69,000.00	\$ (11,030.00)
5408 · Platform Fees & Licenses	\$ 16,000.00	\$ 16,000.00	\$ -
5409 · STLS Telephone/Internet	\$ 115,900.00	\$ 125,000.00	\$ 9,100.00
5417 · Library Materials	\$ 14,000.00	\$ 20,000.00	\$ 6,000.00
5418 · Consultant Collection	\$ 500.00	\$ 1,000.00	\$ 500.00
5419 · Electronic Materials	\$ 89,608.00	\$ 89,747.00	\$ 139.00
5420 · Staff Development Travel	\$ 12,000.00	\$ 14,000.00	\$ 2,000.00
5422 · Trustee Mileage	\$ 7,500.00	\$ 7,500.00	\$ -
5423 · Trustee Continuing Education	\$ 4,200.00	\$ 4,500.00	\$ 300.00
5424 · Conference Registration	\$ 6,500.00	\$ 7,000.00	\$ 500.00
5425 · Staff & Member Library Mileage	\$ 1,500.00	\$ 3,000.00	\$ 1,500.00
5427 · Programming & Annual Conference	\$ 12,000.00	\$ 12,000.00	\$ -
5428 · Meeting Supplies	\$ 1,200.00	\$ 3,000.00	\$ 1,800.00
5430 · Office Supplies	\$ 16,000.00	\$ 12,000.00	\$ (4,000.00)
5433 · Postage	\$ 5,000.00	\$ 4,500.00	\$ (500.00)
5434 · Public Relations	\$ 15,000.00	\$ 20,000.00	\$ 5,000.00

5436 - STLS Grants to Member Libraries	\$ 8,000.00	\$ 12,000.00	\$ 4,000.00
5442 - Professional Fees	\$ 8,000.00	\$ 8,500.00	\$ 500.00
5443 - Legal Counsel	\$ 2,500.00	\$ 3,000.00	\$ 500.00
5444 - Accounting Support & Audit	\$ 10,500.00	\$ 10,500.00	\$ -
5450 - Utilities	\$ 14,000.00	\$ 11,000.00	\$ (3,000.00)
5451 - Building Maintenance & Repairs	\$ 16,000.00	\$ 20,000.00	\$ 4,000.00
5452 - Contingency	\$ 50,500.00	\$ 43,628.00	\$ (6,872.00)
5454 - Commercial Insurance	\$ 13,600.00	\$ 15,000.00	\$ 1,400.00
5471 - Vehicle Maintenance & Repairs	\$ 7,000.00	\$ 7,000.00	\$ -
5473 - Vehicle Fuel	\$ 21,000.00	\$ 17,000.00	\$ (4,000.00)
5474 - Vehicle Insurance	\$ 5,000.00	\$ 5,500.00	\$ 500.00
5475 - Vehicle Purchase	\$ 20,000.00	\$ 20,000.00	\$ -
5490 - Grants	\$ 20,000.00	\$ 20,000.00	\$ -
	\$ 1,791,744.00	\$ 1,858,137.00	\$ -

**STATE AID FUNDING
and
RESPONSIBILITIES OF SYSTEMS AND MEMBER LIBRARIES**

2016 STLS State Aid:

Basic Aid	\$858,045
Local Services Support Aid	\$ 94,354
Supplementary Aid	<u>\$129,375</u>
Total Basic Aid	\$1,081,774

Outreach	\$75,049
State Corrections	\$26,285
Jails	<u>\$ 4,113</u>
Total Categorical Aid	\$ 105,447

Total State Aid ***\$1,187,221***

2016 STLS State Aid, 4.3% increase from 2015.

Public Library System responsibilities according to State Law & Regulations:

- Plan of service
- Director with 8 years of experience
- At least 3 full-time certified public librarians, exclusive of librarians employed in technical processing
- A means of location of materials added in libraries of the system (*STARCat*)
- Annual budget on forms prescribed by the Commissioner of Education
- Coordination of the reference and interlibrary loan programs and functions with local Reference and Research Library System (*South Central Regional Library Council*)
- Coordinated Outreach Services designed to identify, contact, and serve persons who are educationally disadvantaged, developmentally or learning disabled, members of ethnic or minority groups in need of special library services, unemployed or underemployed, living in areas underserved by a library (more than 20 miles from a library facility), blind or physically disabled, aged, or confined in institutions. Eligibility criteria include:
 - an approved plan
 - administration by at least one full-time certified professional librarian with expertise in outreach service
 - an advisory council (5-11 members) composed of persons who are members of the target population
- Reserve funds for an automation program to support bibliographic control and interlibrary sharing of information resources of member libraries, and to coordinate and integrate the automated system of member libraries.

Central Library Aid—Steele:

Central Library Development Aid	\$97,436
Central Book Aid	<u>\$67,709</u>
Total aid	\$165,145

Central Library responsibilities according to State Law and Regulation:

- Provide an annual average of not less than 55 hours per week of service, or amount required under Regulation 90.2
- At least two FTE professional positions paid for from local funds
- A 10 year plan of Central Library Development prepared by the Board of Trustees of the Central Library which meets system-wide needs
- An annual report submitted to the Division of Library Development on steps taken to achieve the objectives of this plan
- Purchase of books and materials, including non-print materials, as defined in regulations...to provide maximum use of the collection by residents of the area served by the system
- Materials acquired shall be adult non-fiction or foreign language materials in print form or microform

Member Library Aid:

Local Library Services Aid	\$112,642
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Member library responsibilities according to State Law and Regulations:

- Acceptance by all libraries in the system of a borrower’s card issued by the system or by any library in the system, to be honored on the same basis as that specified for cardholders in each individual library
- Restrictions upon the loan of specific materials shall be limited to nonprint materials and equipment, and printed materials less than one year old, including fiction and nonfiction books and periodicals. Such materials must have been purchased from local funds.
- Meet minimum standards

January 1, 2017

OUTREACH SERVICES

STLS receives three state grants which together fund System-centered outreach endeavors. These grants are determined by, and obtained through, adherence to NYS Education Law and Education Commissioner’s Regulations. Some things to note about the STLS outreach program:

- 1) Funding is separate from the general STLS budget
- 2) There are specific laws, guidelines, and regulations which determine how the funds may be used and who is to be served
- 3) Services under these programs are developed and implemented with advisement from the populations and facilities to be served

- 4) STLS with the advice and consent of the Coordinated Outreach Services Advisory Council (COSAC) and the 3 state correctional facilities has developed the following guidelines:
- services funded by these programs will be offered to all System residents in all libraries and all facilities
 - wherever possible, STLS will take an “expansive” approach in making services as widely available to as many System area residents as possible
- 5) **When fully funded, the three categories of Outreach state aid to STLS** total approximately \$111,000/year; in 2016 STLS received approximately \$105,447.

	Full funding	Received 2016
Outreach	\$80,209	\$75,049
Corrections	\$28,092	\$26,285
Jails	\$ 3,527	\$ 4,113

Coordinated Outreach Services Program

Under New York State Education Law, §273 (1) (h) (1), and Commissioner's Regulations §90.3, Public Library Systems provide Coordinated Outreach Library Services directly and through their member libraries to New Yorkers who are most in need and who often are not regular library users.

Program Basics

I. Each System provides service to all or some of the following **target populations**:

- Blind/Physically Disabled
- Aged
- Developmentally or learning disabled
- Institutionalized
- Members of ethnic/minority groups in need of special services
- Educationally Disadvantaged
- Unemployed/Underemployed
- Geographically isolated

II. Each System must employ at least one full-time, certified librarian with expertise in providing public library outreach service.

III. Each System maintains a **Coordinated Outreach Services Advisory Group** which meets at least twice a year, includes 5-11 members, includes members of the target population groups and agencies who work with these groups within the system's service area, and one director of a member library. Council members are to serve three-year terms

Each public library system receives **Coordinated Outreach State Aid**: \$43,000 plus \$.13 per capita population annually.

State Aid for Services to State Correctional Facility Libraries

Under New York State Education Law, [§285 \(1\)](#); Commissioner's Regulations [§90.14](#), seventeen of the 23 public library systems receive state correctional facility aid.

Program Basics

I. Each System must meet with state correctional facility General Library librarians annually to negotiate a plan to make System library resources available to the facilities general population. The plan must include:

- the identification of the eligible State correctional facility libraries in the system area, and the reasons given by any such facility which elects not to participate
- the identification of system personnel involved in negotiating the plan of service with participating correctional facility libraries and of the personnel responsible for implementation of such plan, including any consultant services to be provided
- a description of how the public library system resources will be made available for the educational, cultural and recreational needs of the inmates
- an agreement on procedures to recover or replace missing or damaged materials loaned to a participating facility library

Each public library system receives **State Aid for Services to State Correctional Facilities**: \$9.25 per inmate based on population in each correctional facility in the system's service area as of July 1 of the previous year. The New York State Department of Corrections provides the population figure to Library Development.

County Jail “Interinstitutional” Aid

Under New York State Education Law, [§285 \(2\)](#); Commissioner's Regulations [§90.14](#), provides each system with one or more county jails with an amount based on the population in the jails as of July 1 of the previous year. The New York State Commission of Correction provides the population figure to Library Development. The total statewide aid is set at \$175,000.

Examples of STLS Outreach Services

The following services are offered to STLS member libraries, state and county correctional facilities, and area residential facilities housing coordinated outreach populations. Note that STLS general funds pay for housing these services: building upkeep, heat, lights, etc. State law & Commissioner’s regulations forbid using outreach grant funding to pay for these costs.

- Training of library staff to provide library services to targeted outreach populations. ((Coordinated Outreach Services, State Correctional Facility, and County Jail funding)
- Build library awareness and connect underserved populations with library services by offering speaker services and presentations at community events. (Coordinated Outreach Services, State Correctional Facility, and County Jail funding)
- Consultant services on outreach topics to libraries and on library services to agencies/organizations (Coordinated Outreach Services, State Correctional Facility, and County Jail funding)
- Downloadable Audio books and eBooks (Coordinated Outreach Services)

- JobLink, a mobile digital literacy and job readiness program, makes digital literacy instruction available through the region’s member libraries and community organizations. (STLS Operational Funds, Coordinated Outreach Services, State Correctional Facility, and County Jail funding)
- Outreach Mini-Grants to Libraries (Coordinated Outreach Services funding)
- Rotating Collections of large print and audio books (Coordinated Outreach Services funding)
- Circulation of themed kits
- Talking Book & Braille Library (TBBL) (Coordinated Outreach Services funding)

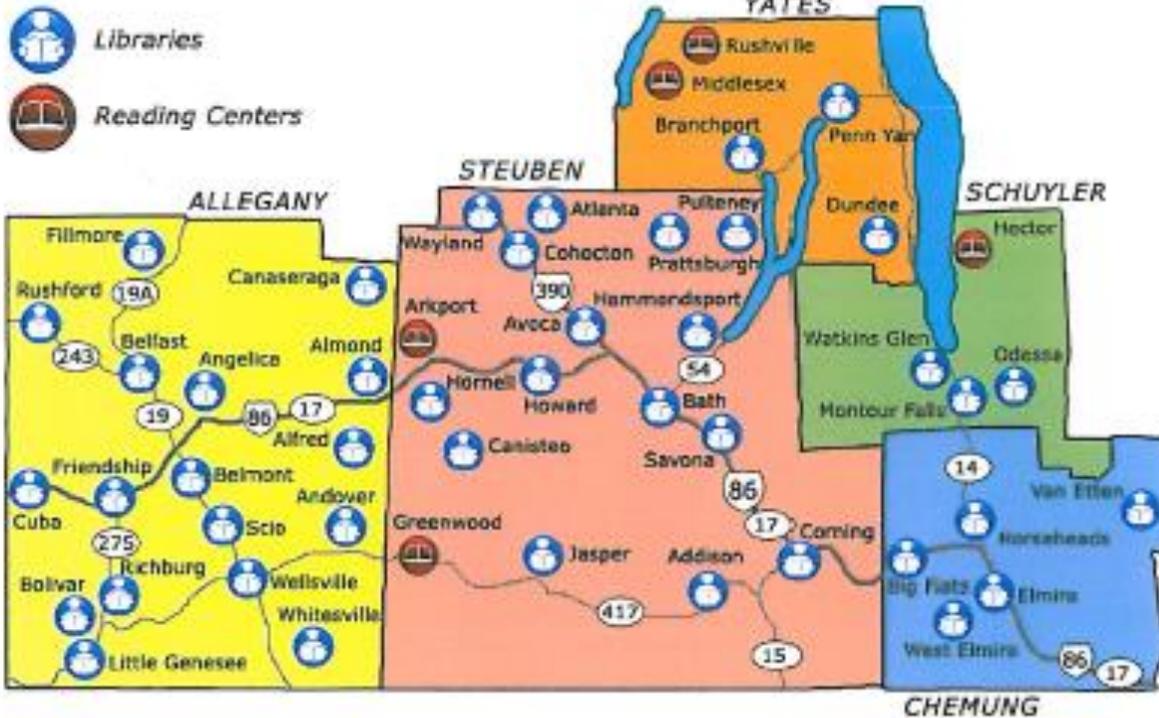
January 2017

MAP OF MEMBER LIBRARIES

[Print version](#)

Member Libraries of the Southern Tier Library System

Click on the library or county name in the map for more information about each library, or use the [alphabetical listing](#) below.



Member Library Listing

- | | | |
|---|---|---|
| Addison Public Library | Cohocton Public Library | Montour Falls Memorial Library |
| Alfred Box of Books Library | Coming, Southeast Steuben County Library | Odessa, Dutton S. Peterson Memorial Library |
| Almond 20th Century Club Library | Cuba Circulating Library Association | Penn Yan Public Library |
| Andover Free Library | Dundee Library | Prattsburgh Library |
| Angelica Free Library | Elmira, Steele Memorial Library | Pulteney Free Library |
| Arikport Village Book Center | Fillmore, Wide Awake Club Library | Richburg, Colonial Library |
| Atlanta, E. J. Coffrell Memorial Library | Friendship Free Library | Rushford Free Library |
| Avoca Free Library | Greenwood Reading Center | Rushville, Mabel D. Blodgett Memorial Library |
| Bath, Dormann Library | Hammondsport, Fred & Harriett Taylor Memorial Library | Savona Free Library |
| Belfast Public Library | Hector, Elizabeth B. Part Reading Center | Scio Memorial Library |
| Belmont Library & Historical Society Free Library | Hornell Public Library | Van Etten Library |
| Big Flats Library | Horseheads Free Library | Watkins Glen Public Library |
| Bolivar Free Library | Howard Public Library | Wayland Free Library |
| Branchport, Modeste Berlioz Memorial Library | Jasper Free Library | Wellsville, David A. Howe Public Library |
| Canaseraga, Essential Club Free Library | Little Genesee, Genesee Library | West Elmira Library |
| Canisteo, Windaughian Free Library | Middlesex Reading Center | Whitesville Public Library |

ANNUAL SYSTEM AWARDS

Outstanding Library Advocate Award

The Outstanding Library Advocate Award recognizes a person who has made extraordinary contributions to the development, improvement or expansion of library service to the residents of the Southern Tier Library System. The award also encourages and rewards the fine tradition of citizenship and excellence.

Eligible Candidates: Trustees, Volunteers and Advocates for Member Libraries

Library Volunteer Award

The Library Volunteer Award recognizes a person within a member library that assists member librarians or board members in the day to day operations of the library. The award takes a particular interest in volunteers that go above and beyond to make their library a special place.

Eligible Candidates: Operational volunteers.

Innovative Library Director Award

This award recognizes an STLS member library director that demonstrates an overall commitment to the betterment of their public library based on current and innovative practices. Nominees can be nominated by library boards, patrons, staff and volunteers. The nomination can be based on a recent project that increased the library's ability to bring in new community members or provide outreach to community groups.

Eligible Candidates: Library Directors of Member Libraries

Best Use of Social Media Award

This award will be presented to an STLS member library, or member library's "friends group" that demonstrates an effective use of social media to promote library services, engage library users, or disseminate information about library advocacy initiatives. Nominations can be based on a single social media post that generated many "likes", "comments", "shares" or "followers". Nominations may also incorporate a string of social media posts linked to a specific library project or initiative. The successful entry will demonstrate a high-level of engagement with social media followers.

Eligible Candidates: Member libraries and member libraries' "friends groups"

2016 NYLA Scholarships

STLS will offer four scholarships in 2016 to member librarians. Scholarships will include a one year membership to NYLA, and provide expense reimbursement up to \$1,200 for the 2016 NYLA Conference in Saratoga Springs, NY (November 2nd – 5th). Scholarships will cover hotel for 3 nights, mileage reimbursement to and from Saratoga Springs, and conference registration. Scholarship winners are required to write a one page blog entry following conference that will be shared with STLS member libraries. The blog entry will highlight lessons learned from conference.

OFFICE STAFF

SOUTHERN TIER LIBRARY SYSTEM

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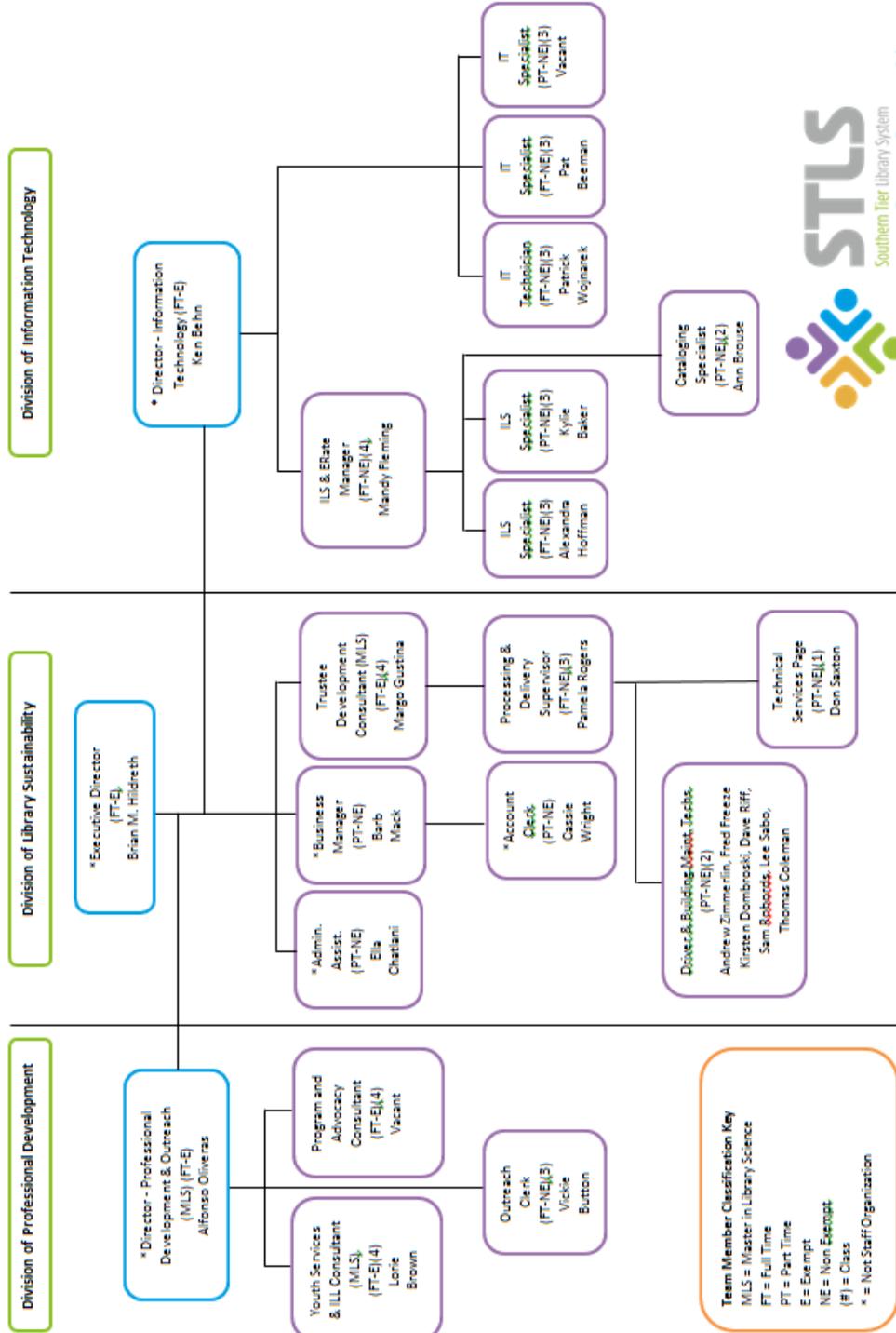
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Updated 12/12/2016

<i>Employee</i>	<i>Extension</i>	<i>Department</i>
Alex Hoffman	219	Cataloging
Alfonso Oliveras	212	Director - Professional Development/Library Outreach
Andy Zimmerlin	223	Delivery Driver
Ann Brouse	226	Cataloging Specialist
Barb Mack	217	Business Manager
Brian Hildreth	207	Executive Director - Library Sustainability & System Resources
Cassandra Wright	206	Account Clerk
Dave Riff	223	Vehicle Maintenance
Don Saxton	213	Page
Ella Chatlani	201	Admin Assist
Kylie Baker	218	Cataloging
Fred Freeze	223	Delivery Driver
Ken Behn	211	Assistant Director - Information Technology
Kirsten Dombroski	223	Driver
Lee Sabo	223	Delivery Driver
Lorie Brown	209	Interlibrary Loan/Youth Services Consultant
Mandy Fleming	210	ILS & Technical Services Manager
Margo Gustina	205	Member Service Consultant
Pam Rogers	223	Shipping/Receiving/Delivery Scheduling
Pat Beeman	224	Information Technology Specialist
Patrick Wojnarek	208	IT Systems & Network Specialist
Sam Robords	223	Delivery Driver
Tom Coleman	223	Delivery Driver
Vickie Button	215	Rotating Collections/Talking Books
Vacant	204	Program and Advocacy Consultant
Urgent Assistance	528	IT

ORGANIZATIONAL CHART



Staff Performance Evaluation:

Guide



The following evaluation form is designed to formally document the performance of an employee during a specified period of review. It is also expected that informal communication between the supervisor and employee regarding job performance will be ongoing throughout the review period.

The performance evaluation process should allow employees to further understand what is expected from them, how well they are doing and how they can improve job-related performance. Finally, the supervisor and employee will together decide on development goals for the upcoming year.



◆ Procedures

- The employee and supervisor will each review the employee's current **Job Description** (to be attached to this evaluation form).
- Supervisors will assign one overall rating for each of the five **Performance Factors**. Ratings for each performance factor should be considered according to the needs of each department and the employee's job description. The possible ratings are as follows:
 - *Does Not Meet Expectations*—Performance is significantly below expectations.
 - *Meets Expectations*—Proficient in the performance factor.
- An employee's notable achievements, outstanding work performance and/or job-related strengths can be formally documented in the **Notes/Comments** section of the relevant performance factor. Work on special projects may also be noted. A supervisor should also use this section to substantiate a "Does Not Meet Expectations" rating with specific examples of job performance that were unsatisfactory, and/or comment on how the employee could improve their job performance.

- The **Action Plan & Development Goals** section provides an opportunity for the employee and supervisor to identify and discuss up to three training, education and/or professional growth priorities for the upcoming evaluation period, as well as review any previously established goals.
- The **Comments & Signatures** section offers both the employee and supervisor a formal opportunity to include their written comments regarding the employee's performance evaluation. Signatures of the employee, supervisor and system director are required before the performance evaluation is added to the employee's personnel file.

◆ **Timeline**

- Evaluations are required following an employee's probationary period and on an annual basis. The annual evaluation process will generally be performed in all departments during the month of January.
- A *workday* is defined in this context as an employee's regularly scheduled work day, excluding weekends, vacations, holidays and scheduled time off.
- The supervisor and employee will meet and discuss the employee's performance evaluation. This meeting will be held no later than five workdays after the evaluation form has been filled in by the supervisor.
- A copy of the evaluation form filled in by the supervisor will be provided to the employee within five workdays of the meeting.
- An employee who does not agree with a rating received in any area of the evaluation may submit a statement of rebuttal in the space provided for employee comments, or as an attachment. The employee has up to 15 workdays in which to respond to the evaluation and return the form to the supervisor.
- When the evaluation form is turned in to the supervisor, both the employee and supervisor will sign and date the form. The supervisor will then immediately pass the form on to the system director.
- The system director will have five workdays to review, sign and return copies of the evaluation form to the employee and the supervisor, and a copy will be placed in the employee's personnel file.

This evaluation form was developed in August 2002 by a seven-member committee, with the participation of representatives from the STLS Staff Organization and STLS Administration.

Staff Performance Evaluation



Employee: _____ Position Title: _____
 Evaluating Supervisor: _____ Date Report Prepared: _____
 Type of Evaluation: Probationary Annual Other: _____
 Evaluation Period: From _____ To _____ Date of Meeting: _____

◆ **Review of Attached Job Description**

- The employee's current job description should be reviewed by both supervisor and employee.

◆ **Review of Performance Factors**

*One overall rating should be assigned for each performance factor.
 Bulleted items provide examples of some behaviors which may be considered.*

Factor	Does Not Meet Expectations	Meets Expectations	Notes/Comments
<p>Job Knowledge</p> <ul style="list-style-type: none"> • Has clear understanding of the policies, procedures and skills pertinent to job. • Gathers background information, identifies priorities and establishes realistic deadlines. • Thinks beyond the details of the job and contributes to meeting system goals. • Accepts and uses new system standards, 			

Factor	Does Not Meet Expectations	Meets Expectations	Notes/Comments
<p>procedures and guidelines as they are introduced.</p>			
<p>Job Performance</p> <ul style="list-style-type: none"> • Meets deadlines or expected production level without compromising thoroughness, neatness or accuracy. • Accepts responsibility for job duties, new challenges and problems encountered. • Strives to provide high quality service. • Makes reasoned decisions about areas affecting job functions. 			
<p>Problem-Solving & Initiative</p> <ul style="list-style-type: none"> • Uses relevant information for decision-making and for anticipating, analyzing and problem-solving. • Volunteers for tasks and responsibilities; actively seeks ways to contribute to the organization. • Seeks out and participates willingly in training opportunities. • Shares resources and information to help identify and solve problems; responds rapidly and courteously to requests; resolves problems as they arise. • Demonstrates willingness to refocus efforts 			

Factor	Does Not Meet Expectations	Meets Expectations	Notes/Comments
<p>when new directions better enable the accomplishment of the organization's mission.</p>			
<p>Teamwork</p> <ul style="list-style-type: none"> • Seeks to make everyone in the organization successful. • Interacts well with staff and/or member libraries to cooperatively solve problems. • Works with peers, supervisors and subordinates toward common goals; fills in and backs up as needed. • Coordinates work with others. 			
<p>Work Rules/Regulations</p> <ul style="list-style-type: none"> • Arrives on time to begin work. • Obtains supervisor approval for planned or emergency leave. • Punctual in attending meetings and appointments. • Maintains equipment and building according to accepted standards. • Observes appropriate time for breaks. 			
<p>Other</p> <ul style="list-style-type: none"> • Additional factors of particular significance, as needed. Factors specified: 			

Factor	Does Not Meet Expectations	Meets Expectations	Notes/Comments

◆ **Action Plan & Development Goals**

• **Review of Past Year's Development Goals**

- Goal #1: _____
 - Actions/Comments: _____
 - _____

- Goal #2: _____
 - Actions/Comments: _____
 - _____

- Goal #3: _____
 - Actions/Comments: _____
 - _____

• **Identification of Development Goals for Upcoming Year**

- Goal #1: _____
 - Associated Action/Training Plans: _____
 - _____

- Goal #2: _____

▪ Associated Action/Training Plans: _____

○ Goal #3: _____

▪ Associated Action/Training Plans: _____

◆ **Comments & Signatures**

• **Supervisor's Comments:**

print or type name

signature

position title

date

• **Employee's Comments**

I met with my supervisor on _____ to discuss my work performance during the stated review period. I have read this evaluation and discussed it with my supervisor. My signature does not necessarily signify that I agree with this evaluation.

My written comments concerning this evaluation, desires for future work, or anything that should become part of my personnel record follow. (Additional comments may be made on a separate paper and appended to and made part of the evaluation form.)

print or type name *signature* *position title* *date*

• **Review by System Director**

This performance evaluation is now a permanent record in the employee's personnel file.

print or type name *signature* *position title* *date*

Distribution of Final Evaluation

Original: Personnel File
Copy: Employee
Copy: Supervisor

DEFERRED COMPENSATION PLAN

**Southern Tier Library System Adoption Of
The State of New York Deferred Compensation Plan**

WHEREAS, the Southern Tier Library System wishes to adopt the Deferred Compensation Plan for Employees of the State of New York and Other Participating Public Jurisdictions (the "Plan") for the voluntary participation of all eligible employees; and

WHEREAS, the Southern Tier Library System is a local public employer eligible to adopt the Plan pursuant to Section 5 of the State Finance Law; and

WHEREAS, the Southern Tier Library System has reviewed the Plan established in accordance with Section 457 of the Internal Revenue Code and Section 5 of the State Finance Law of the State of New York; and

WHEREAS, the purpose of the Plan is to encourage employees to make and continue careers with the Southern Tier Library System by providing eligible employees with a convenient and tax-favored method of saving on a regular and long-term basis and thereby providing additional funds for their retirement;

NOW, THEREFORE, it is hereby:

RESOLVED, that the Southern Tier Library System hereby adopts the Plan for the voluntary participation of all eligible employees; and it is further

RESOLVED, that the appropriate officials of the Southern Tier Library System are hereby authorized to take such actions and enter such agreements as are required or necessary for the adoption, implementation, and maintenance of the Plan; and it is further

RESOLVED, that the Administrative Services Agency is hereby authorized to file copies of these resolutions and other required documents with the President of the State of New York Civil Service Commission.

**SOUTHERN TIER LIBRARY SYSTEM
BY-LAWS**

**ARTICLE I
Name**

This organization shall be known as the Southern Tier Library System.

**ARTICLE II
Purpose**

The purpose of the Southern Tier Library System shall be to expand and improve public library service in the counties of Allegany, Chemung, Schuyler, Steuben and Yates in the State of New York.

**ARTICLE III
Membership**

Section 1.

Membership of the Southern Tier Library System (henceforth referred to as the System) shall be open to all libraries chartered by the New York State Board of Regents within the five county area served by the system.

Section 2.

An Annual Membership Meeting of the System shall be held each year, preferably in October. The Executive Director of the System shall be responsible for notifying the member libraries of the time and place of the Annual Membership Meeting. Each member library shall be represented at the Annual Membership Meeting by an individual selected by the Board of Trustees of that library. That individual shall cast one vote in all actions taken at the Annual Membership Meeting.

Section 3.

An agenda for the Annual Meeting shall be forwarded to each member library at least thirty days in advance of the Annual Meeting. A minimum of three items shall be placed on the Annual Meeting agenda (1) Election of Trustees, as needed, to the Board of Trustees of the System -- this election shall be made by the representatives of the member libraries present at the meeting; (2) A brief report by the Executive Director of the System on the performance of the System during the previous 12 months and plans for the year ahead; (3) a report by the Executive Director regarding the audited finances of the System for the previous financial year.

ARTICLE IV
Board of Trustees

Section 1.

The System shall be governed by a Board of Trustees consisting of fifteen members. Each member of the Board of Trustees shall reside within the county he/she will represent on the Board. Ten of the Board positions shall be distributed equally between the five counties comprising the System. In recognition of the population differences between the five counties, the remaining Board positions shall be assigned as follows: Allegany County, one additional Trustee; Chemung County, two additional Trustees; and Steuben County, two additional Trustees. At least two, but not more than two, of the four Steuben County Trustees shall reside in the Southeast Steuben County Library service area. All Trustees shall be nominated by the member libraries in the counties they represent. Current employees of the System and current employees of member libraries shall be disqualified from serving as Trustees of the System.

Section 2.

When a vacancy occurs on the Board of Trustees, whether through the normal completion of a Trustee's authorized period of service, or the departure before the completion of an authorized period of service, the Public Relations Committee shall, in a timely fashion, actively canvass the library community in each county wherein the vacancy exists to identify and nominate one or more candidates. In the case where the term was completed by a Trustee fulfilling the authorized period of service, the candidate or candidates shall stand for election at the next Annual Membership Meeting. In the case of a premature ending of a term, the candidate or candidates shall be presented to the current Board of Trustees for consideration for appointment as a Trustee, as noted in Article IV, Section 5.

Section 3.

A term of office of a Trustee shall be five calendar years, beginning on January 1. Terms of Trustees shall be staggered so that three expire each year. A Trustee may not be elected to more than two consecutive full five-year terms. Following such service a Trustee may again be appointed or selected after an interim of at least one year.

Section 4.

The President of the Board of Trustees shall inform, in writing, all Member Library Trustee and Reading Center Board Presidents of the System of the nominating process described in this section and encourage them to recommend potential candidates to the Public Relations Committee. At the same time, the Member Library and Reading Center

Directors shall also be informed by a copy of the communication from the President of the Board of Trustees. The communications shall make clear that, where a System Trustee or Trustees have indicated a willingness to serve an additional five-year term, this in no way precludes the nomination of other candidates for election to the position.

Additional candidates may be nominated from the floor at the Annual Membership Meeting. These nominations shall be made solely by representatives from libraries in the same county as that of the Trustee position to be filled.

Section 5.

In the event of a vacancy on the board occurring during an unexpired term, a successor Trustee shall be elected by the remaining Trustees to serve from the day of election until the next Annual Meeting. Candidates for this Trustee position shall be nominated by the same process as stated in Section 4 of this Article.

In the event that, after diligent effort by the Public Relations Committee, no candidate for an expired term is available for election at the Annual Meeting, the Public Relations Committee shall continue their efforts to identify a candidate for the open position. Such a candidate will be elected by the remaining Trustees to serve from the day of election until the next Annual Meeting.

Section 6.

In accordance with New York State Education Law, Section 226(4), "If any trustee shall fail to attend three consecutive meetings without excuse accepted as satisfactory by the trustees, he shall be deemed to have resigned..." The vacancy shall be filled in accordance with the provisions in Article IV, Section 5 of the System by-laws. Therefore, each Trustee shall notify either the Board President or the Executive Director in advance if unable to attend a Board meeting.

The Board of Trustees may remove a Trustee for misconduct, incapacity, neglect of duty, or refusal or failure to carry into effect the System's purpose as defined in the mission statement. In the event that information is brought forward that a Trustee is engaged in behavior(s) that suggest that the Trustee should be removed from the Board, the Trustee may be subject to a removal hearing conducted by the Board in a special meeting called for that purpose upon at least ten (10) days written notice specifying the time and place of such hearing and a description of the allegations.

The President of the Board, if not the accused, or the Vice President if the President is the accused, shall preside over such meeting as he would over any other Board meeting. The presiding officer will appoint a Board Trustee to present the substance of the allegations and the proof thereof and the accused Trustee will be permitted a full and fair opportunity to respond.

The hearing will take place in Executive Session which is not a hearing on the record, nor is it open to the public. Each Trustee shall have one vote, except for the accused. If the number of Trustees present at this Executive Session who vote in favor of removal constitutes a two-thirds majority vote of the full fifteen-member Board of Trustees then the motion shall be carried. For the purpose of this hearing, including the subsequent open meeting as noted below, the President or the presiding officer shall have a vote. Immediately following the Executive Session, if there is a determination that the accused Trustee is subject to removal, a resolution in open meeting shall be moved to a vote for the accused Trustee to be removed from the Board. The accused Trustee shall not be permitted to vote in the open meeting. This resolution shall require a two-thirds majority vote of the full fifteen-member Board of Trustees to become effective.

As directed by New York State Public Education Law, Section 226, the Executive Committee may not make removals from office.

Section 7.

Every Trustee, Officer, Executive Director and staff member of the System shall be indemnified by the System to the fullest extent provided by New York State law for claims arising out of the employee's duties for the System. The foregoing right of indemnification shall not be exclusive of any other right to which such person may be entitled.

ARTICLE V Officers

Section 1.

The Officers of the System and its Board of Trustees shall be President, Vice-President, Secretary and Treasurer. They shall be elected annually at the January meeting of the System Board, as stated in Section 3 of this Article. All Officers shall be members of the Board of Trustees, except for the Treasurer, as stated in Section 2D of this Article.

Section 2.

A. The President shall preside at all meetings of the Board and also at the Annual Membership Meeting; shall appoint members of all committees; shall be ex-officio member of all committees; shall authorize calls for Special Board Meetings and Emergency Board Meetings; shall sign official documents; shall serve as liaison to STLS Directors' Advisory Council; and shall perform all other duties of a presiding officer.

B. The Vice-President shall perform all the duties of the President in case of the absence or disability of the President; shall act as Parliamentarian for the interpretation of Robert's Rules of Order, if required; and shall be given first consideration for chairperson of any ad hoc committees that may be appointed by the President.

C. The Secretary shall ensure that the minutes of all Board meeting are kept and recorded.

D. The Treasurer, who may be a non-Board member duly appointed by the Board, shall have charge of the funds of the System; shall have oversight of all monies received and disbursed, and of all financial records; shall have oversight of all duly appointed signatories and the signing of all checks; shall make a report of the status of the funds of the System at each regular meeting of the Board; and shall be covered by a commercial fidelity bond.

E. In addition to the foregoing duties, each Officer shall have such additional powers or duties as conferred by the Board.

Section 3.

The term of office of all elected Officers shall be one calendar year. No Officer, except for the Secretary and the Treasurer shall serve for more than three consecutive full year terms.

Section 4.

Any Officer may be removed from office by a two-thirds majority vote of the full Board of Trustees.

Section 5.

Should an office become vacant prior to its expiration, the Board at the first regular meeting held after such vacancy occurs, shall select one of the members of the Board to fill the unexpired term.

ARTICLE VI Committees

Section 1.

After the annual Organizational Meeting in January, the incoming President of the Board of Trustees shall promptly appoint the Chairs and members of the Standing Board Committees. Each Committee Chair shall be responsible for reporting results of

committee meetings for distribution to the Trustees at the time of notification of Board meetings.

A. Executive Committee: shall consist of the President, Vice-President, Secretary, and Treasurer, as well as the immediate Past-President, if that person is a current member of the Board, or, if not, another Trustee elected by the Board. The responsibilities of this Committee are

1. To create and set the agenda for all regular Board meetings;
2. To make decisions required before the next regular Board meeting and to advise the Executive Director on crucial issues between regularly scheduled Board meetings, or when there is not a quorum at a regular board meeting.
3. To plan and implement the orientation of newly appointed/elected Board members on the workings of the Board of Trustees and the System.

B. Finance and Facilities Committee: shall consist of five members of the Board appointed by the President. The responsibilities of this committee are

1. To develop annual budgets, budget amendments, financial plans, borrowing arrangements and any other financial matters;
2. To receive and investigate possible financial concerns under the STLS Whistleblower and Ethical Conduct Policy
3. To review, oversee and make recommendations concerning matters affecting the facility, property, equipment and vehicles of STLS.

C. Personnel and Policies Committee: shall consist of five members of the Board appointed by the President. The responsibilities of this committee are

1. To review, oversee and make recommendations concerning matters of personnel;
2. To develop and review written policies to ensure the effective operation of the System, as required by NYS Commissioner's Regulation 90.2 for part of the minimum standards set by the Board of Regents;
3. To oversee the Executive Director's annual performance Evaluation as established by the Board.

D. Public Relations Committee: shall consist of five members of the Board of Trustees appointed by the President. The responsibilities of this committee are

1. To oversee awarding of System grants;
2. To oversee such activities as System awards, press releases of System activities, planning the Annual Meeting, etc.;
2. To oversee the process of nominating candidates for election to the Board of Trustees;
3. To advocate on behalf of the System.

Section 2.

The President may appoint Board members to *ad hoc* committees necessary to deal with temporary issues or projects as established by the Board.

Section 3.

All committee appointments shall continue until new appointments are made by the newly elected President of the Board as required in Article VI, Section 1.

Section 4..

All committee meetings except for the Executive Committee will have a quorum of a majority of enrolled members. The quorum for the Executive Committee is three (3).

Section 5.

All committee meetings are subject to the Open Meetings law.

ARTICLE VII
The Executive Director

Section 1.

The Executive Director of the Southern Tier Library System shall be its chief administrative and financial officer, and shall possess at least the minimum qualifications required by New York State Education Law. The Executive Director shall be hired and appointed by a two-thirds majority of the full Board of Trustees, and shall perform his duties according to a written job description and/or contract with the Board of Trustees. Removal of the Executive Director shall be pursuant to the terms of the contract, upon a two-thirds majority vote of the full Board.

Section 2.

The Executive Director shall supervise the System staff and be responsible for the hiring, termination, direction, training and evaluation of personnel, their job classifications and job descriptions with the methods involved. These shall be approved by the Board.

Section 3.

The Executive Director shall administer the System in accordance with the policies adopted by the Board and shall efficiently serve the member libraries within the budgeted appropriations. The Executive Director shall be responsible for the operation and maintenance of the System's headquarters, facility and equipment.

Section 4.

The Executive Director shall attend all Board meetings and may take part in deliberations but shall have no vote. The Executive Director shall furnish such information and reports as may be requested by the Board, assist in the development of the annual budget, make recommendations, and offer professional advice.

Section 5.

At each Annual Membership Meeting the Executive Director shall present a brief report on; (1) the condition and progress of the System concerning established goals and objectives during the current year, (2) recommendations for the coming year and (3) a report on the financial condition of the System as stated in Article III, Section 3.

Section 6.

The Executive Director shall be evaluated annually in writing by the Board. This evaluation of the Executive Director's performance shall be based on (1) performance against objectives jointly established by the Executive Director and the Board, and (2) a review by the Board of input from the Trustees of STLS and Directors of the member libraries.

ARTICLE VIII
Board Meetings

Section 1. Meeting Procedure

- A. Board meetings shall be held at least ten (10) times each calendar year, as called by the President of the Board upon at least a seven day notice to all Board members. Special meetings may be called as noted in Section 3 of this Article.
- B. At all Board meetings a quorum shall consist of eight members of the Board.
- C. Unless stated otherwise in these By-Laws, motions before the Board shall be approved by a simple majority of those Trustees present.
- D. The latest edition of Robert's Rules of Order shall govern the Board in matters of parliamentary procedure.
- E. Public notice of the time and place of all scheduled Board meetings shall be given to the news media and shall be conspicuously posted in one or more designated public venues.

F. All Board meetings are subject to the Open Meetings Law. Board members may participate in meetings by video conference, Skype and other forms of video communication.

Section 2.

A. Prior to each meeting, all members of the Board shall be sent a copy of the agenda, a copy of the minutes of the preceding meeting, a copy of the Treasurer's report and a copy of the committee reports.

B. An Executive session may be called at any time during a regular Board meeting by any Trustee by means of a motion to go into closed or Executive session. As directed by New York State Public Officers Law, Section 105, (1) the motion must identify the "general area or areas of the subject or subjects to be considered", (2) the subjects to be discussed must be limited to the eight items specified in the law, and (3) the motion must be adopted by majority vote of the full Board. As required by Section 105, attendance at an Executive session shall be permitted to all Trustees and to any other persons approved by the Board.

Section 3.

A. A Special meeting is a separate Board meeting held at a time different from that of any regular Board meeting. It is convened only to consider one or more items of business specified in the call for the meeting. Only business mentioned in the call for the meeting may be transacted.

B. Such Special meetings shall be called at the direction of the President of the Board or at the written request of four (4) Board members to the President.

C. Advance notice and an agenda should be given to the Trustees at least five business days before the day the Special meeting is to be held and should specify the time and place of the meeting.

D. If, in a Special meeting, it becomes necessary to take an emergency action for which no notice was given, that action must be ratified at the next regular Board meeting or at another Special meeting called for that purpose in order to be legal.

Amendment of the By-Laws

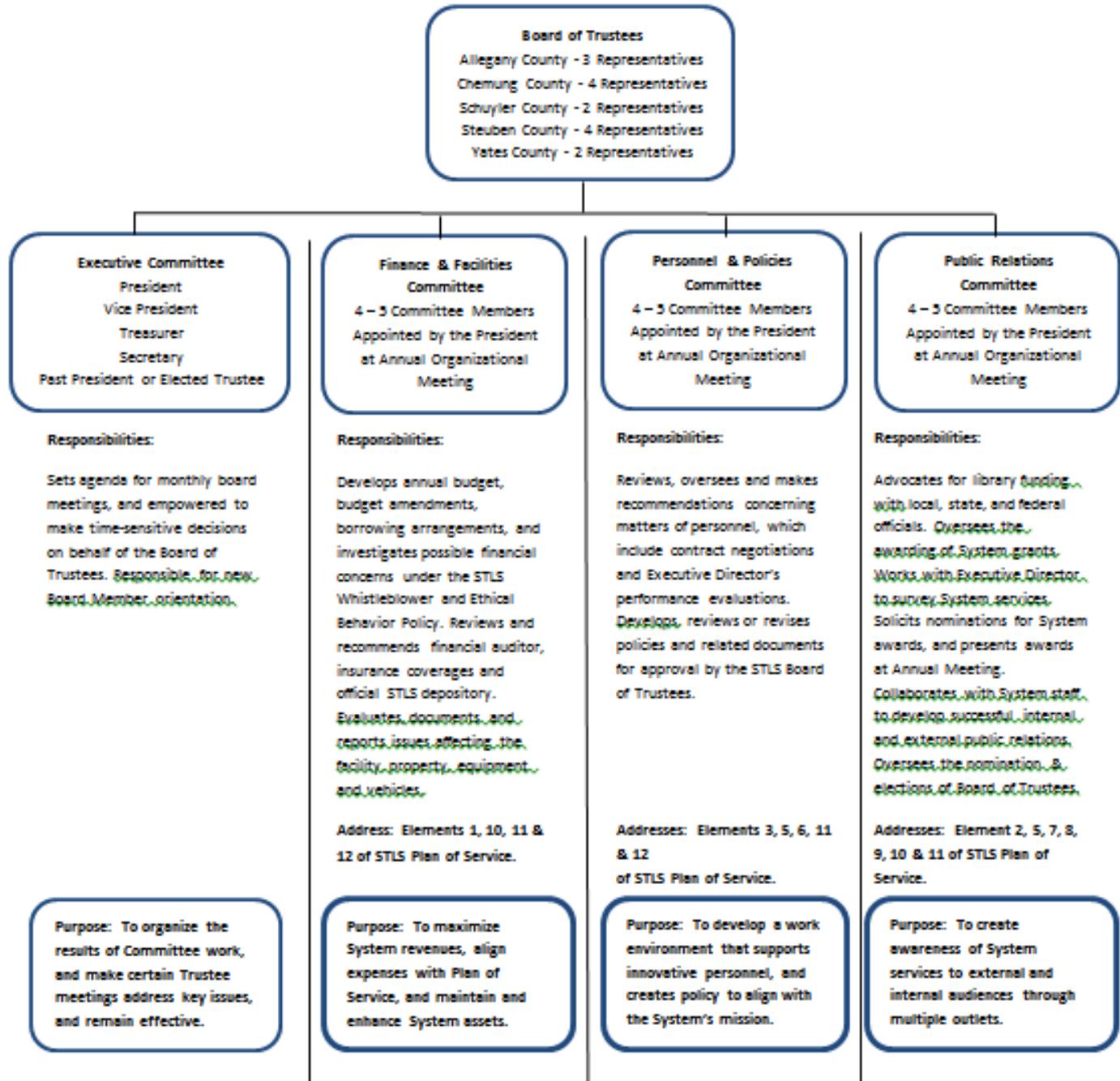
1. Amendment of these By-Laws shall be a two-step process requiring approval both by the Board of Trustees and subsequently by the member libraries at an Annual Membership Meeting.

2. Any member of the Board may initiate the amendment process as follows (1) By presenting a proposed amendment at any Board meeting with a vote to be taken at the next Board meeting, or (2) By presenting a proposed amendment in writing at least five days prior to a meeting, a vote to be taken at that meeting. In either case, this first step in the adoption of an amendment requires a two-thirds majority vote of the Trustees present, except that, as required by New York State Education Law, Section 226, “no rule by which more than a majority vote shall be required for any specified action by the trustees shall be amended, suspended, or repealed by a smaller vote than that required for action thereunder.”

3. If the proposed amendment or amendments are approved by the Board, they shall be presented to the member libraries at the next regularly scheduled Annual Membership Meeting. Each amendment shall come into effect if it receives a plurality of votes from the duly appointed representatives of the member libraries present at the Annual Membership Meeting. However, the Board may act in accordance with the Board approved amendment(s) between the first and second step of the amendment process. In the event that the Board approved amendment(s) is not ratified by the membership at the Annual Meeting, such amendment(s) shall be revoked until further approved revision.

These By-Laws supersede those approved September 23, 1958, revised by vote November 13, 1989, revised by vote October 22, 1991, revised by vote February 15, 1995, revised by vote May 18, 1999, revised by vote December 18, 2001, revised by vote March 22, 2005, revised by vote May 16, 2006, revised by vote June 20, 2006, revised by vote October 16, 2007, revised by vote October 21, 2008, revised by vote October 25, 2011, revised by vote October 23, 2012, revised by vote October 23, 2012, revised by vote October 22, 2013, revised by vote October 7, 2014, revised by vote October 6, 2015.

Southern Tier Library System – Board of Trustees Committee Structure



GENERAL STATEMENT OF POLICIES

APPLIES TO: STLS Board of Trustees and Executive Director

References: STLS Authority of the Board Policy
Handbook for Library Trustees for New York State

It is the responsibility of the Board of Trustees to establish and maintain written policies to ensure the effective operation of the Southern Tier Library System. Policymaking is an important part of a Trustee's job, requiring a thoughtful study of the issues involved and a deep understanding of the System's mission. The STLS Board is required by the NYS Commissioner's Regulation 90.2 to create certain policies as part of the minimum standards set by the Board of Regents for libraries and systems. These policies are intended to be used by the Board of Trustees for its own functions. The Board of Trustees is responsible for reviewing and revising these policies on a timely basis as well as ultimately enforcing them with the assistance of the Library System staff.

This policy Manual included the STLS By-Laws, policies that deal with board operations and external policies that deal with issues concerning member libraries and, to a lesser extent, the public. The STLS Policies Committee will seek input from the Executive Director when developing new policies or revising existing policies. The Policy Committee will establish procedures that apply to board functions. The Executive Director will implement those operations procedures necessary to comply with approved policies.

Policies established by the Board must comply with current laws and regulations and be consistent with the System's mission, goals and plans. Every effort has been made to have each policy be clearly written, easily understandable and enforceable without undue burden on System staff. Each policy in this manual has been formally adopted by the Board of Trustees, and the date of the latest revision noted.

Each policy under development or review will be presented to the Board at one meeting for review and possible discussion, and presented to the Board at the next meeting for Board action.

The Policies Committee of the STLS Board of Trustees will undertake to review and, if necessary, revise each policy once every five years from the date of adoption or latest revision. New proposals for policies must be presented to the Policies Committee for approval before being presented to the Board of Trustees for adoption.

Keeping the master records of the Policy Manual will be the responsibility of the STLS Board Secretary. Each Trustee will be given a complete copy of the Policy Manual and copies of the Policy Manual must be on file at the System Headquarters, and be easily accessible by staff and public.

Committee reports are agenda items and minutes of the most recent committee meeting will be included in the board packet. The committee chair or designee may give an oral report. Any board action items on the agenda stemming from a committee recommendation will automatically proceed to discussion and vote. The committee recommendation is the motion and no second is needed.

As stated in the STLS Bylaws, and in accordance with New York State Law the requirement for a quorum at full Board meetings is eight.

The quorum for the Executive committee is three; all other committee meetings will have a quorum of “a majority of the enrolled members.”

Committee meetings are subject to the Open Meetings law. However, informal committee discussions and conferring by telephone or e-mail is acceptable as long as any decision made is confirmed by a formal vote in open meeting.

Closed meeting or Executive Session:

First, a motion must be made during an open meeting to enter into executive session;

Second, the motion must identify the ‘general area or areas of the subject or subjects to be considered’; and

Third, the motion must be carried by a majority vote of the total membership of the public body.

There are eight areas that may be discussed behind closed doors are:

- (a) Matters which will imperil the public safety if disclosed;
- (b) Any matter which may disclose the identity of a law enforcement agency or informer;
- (c) Information relating to current or future investigation or prosecution of a criminal offence which would imperil effective law enforcement if disclosed;
- (d) Discussions regarding proposed, pending or current litigation;
- (e) Collective negotiations pursuant to Article 14 of the Civil Service Law (Taylor Law)
- (f) The medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation;
- (g) The preparation, grading or administration of examinations;
- (h) The proposed acquisition, sale or lease of real property or the proposed acquisition of securities, or the sale or exchange of securities held by such public body, but only when publicity would substantially affect the value thereof.

A public body may never vote to appropriate public monies during a closed session. Although most public bodies may vote during a properly convened executive session, any vote to appropriate public monies must be taken in public.

Note that item (f) is often referenced as “personnel,” even though that term does not appear in the grounds for holding executive sessions. Only when the discussion focuses on a “particular person or corporation” in relation to one or more of the topics listed in that provision is an executive session permitted.

*ADOPTED by the STLS Board of Trustees on April 17, 2012.
Revised by Board Approval on November 17, 2015.*

STLS POLICY MANUAL

AUTHORITY OF THE BOARD POLICY

APPLIES TO: STLS Board of Trustees

REFERENCES: New York State Education Law, Sec. 226 *Powers of Trustees of Institutions*; NYS Code of Rules and Regulations, Part 90.6c [11, 12] *Financial accounting in cooperative library systems and reference and research resources systems*. NYCRR 90.9c [12]; *Handbook for Library Trustees of New York State*.

INTRODUCTION

The Board of Trustees of the Southern Tier Library System has broad authority to establish policy and manage the affairs of the System. As an educational corporation chartered by the Regents of the State of New York, this authority is granted to the STLS Board of Trustees by Section 226 of the New York State Education Law, Powers of Trustees of Institutions.

The authority delegated by law to the Board shall be applied as follows. As its prime responsibility, the Board shall ensure that the System is accountable to its members and the public for the System's finances, property, and programs. The Board will comply with all applicable laws and ethical standards, protect the rights of its staff and members, and exercise fiduciary responsibility in the use of public and private funds.

The oversight authority of the STLS Board includes, but is not limited to: (1) the commitment of all System funds; (2) the disbursement of all System funds, originating from both governmental and non-governmental sources; (3) the review and approval of all contractual commitments to be made by the System; (4) the review and approval of all personnel actions, both of an individual and organizational nature; (5) the delegation of authority where appropriate to individual STLS trustees or members of the STLS staff; and (6) ensuring that the Board acts as a collective authority when interacting with the public, STLS staff and STLS member libraries.

COMMITMENT OF FUNDS

For those individual items, systems, and services included in an annual budget previously approved by the Board and not exceeding \$20,000.00 in value, the Executive Director, or his or her designate, may proceed with purchase actions with a vendor as required without additional specific approval by the Board. Individual items, systems, and services, whether included in an approved budget or not, but exceeding \$20,000.00 in value, require additional specific approval by the Board before a purchasing action may be initiated with a vendor, except expenditures for those items which have previously been specifically approved by the Board when the grant applications were approved, and the item description of value has not changed. Board approval must be received before moving funds from contingency to pay for an identified need.

The Executive Director may authorize the purchase of an item or service up to \$5000.00, even if it is not an approved budget item. In the event of an emergency expenditure exceeding \$5000.00, the Executive Director shall ask the President of the Board to poll the Executive Committee of the Board to obtain approval of the expenditure. This action will be reported at the next regular Board meeting.

DISBURSEMENT OF FUNDS

In conformance with the New York State Code of Rules and Regulations, Part 90.6c[11,12] *Financial accounting in cooperative library systems and reference and research library resources systems* (8NYCRR90.6c[11,12]) the STLS Board of Trustees shall disburse all library funds only on the basis of itemized vouchers which have been certified by the claimants or the purchasing agent and audited and approved by the Board except as otherwise provided below.

(1). At the beginning of each calendar year, the STLS Board of Trustees shall appoint an individual to be designated as Auditor and an individual to be designated as Alternate Auditor. These persons shall act on behalf of the Southern Tier Library System and shall be considered employees of the System only while performing the duties of Auditor and shall not receive any benefits or rights of regular employees. These individuals so designated may not hold the office of Financial Clerk or Treasurer and they shall be bonded with such penalties and sureties as the Board may require. The Auditor and/or Alternate Auditor shall be authorized by the Board to act on its behalf in the disbursement of all STLS funds in the manner required by 8_NYCRR90.6c [11]. The Auditor and/or Alternate Auditor shall formally examine in each case, a vendor claim form together with its supporting documentation, including but not limited to an original invoice, background ordering information as prescribed by policy, a purchase order if one has been issued, and documentation to show receipt and acceptance of the item or service. The auditing process should determine:

- That the proposed payment is for a valid and legal purpose;
- That the obligation was incurred by an authorized STLS official⁴
- That the items for which payment is claimed were in fact received, or to ensure that in the case of services, that they were actually rendered;
- That the obligation does not exceed the available funding; and
- That the submitted vendor claim form is in proper form, mathematically correct, does not include previously paid charges and is in agreement with the purchase order or contract.

The Executive Director or his or her designate is authorized to sign Purchase Orders, Invoices marked with a vendor claim stamp, and vendor claim forms and will do so before the Auditor or Alternate Auditor examines the packet. The Executive Director is the only staff member authorized to sign the Purchase Order form for approval of payment. The Board Auditor shall examine each packet in accordance with the provisions of this policy and initial the vendor claim form or vendor claim stamp for approval of payment.

To ensure the timely payment of bills, the audit activity described above shall take place within the existing bi-weekly bill payment schedule.

In the case of inconsistencies pertaining to the review of Accounts Payable, all actions by the Board Auditor and/or Alternate Auditor will be available for review at the next regularly scheduled Board meeting.

(2). If by sickness or any other cause the Auditor or the Alternate Auditor is unable to perform his or her duties the Executive Committee may undertake the Auditor's responsibilities: The STLS Board President will appoint an eligible member of the Executive Committee to perform the audit.

(3). In conformance with the provisions of 8_NYCRR90.9c [12], the STLS Board may provide by resolution that amounts due upon contracts, for fixed salaries or for compensation of employees regularly engaged at agreed

⁴"official" means any person authorized to act on behalf of STLS

periodic rates, may be paid without prior audit upon submission to the STLS Treasurer of a voucher or payroll duly certified by the STLS Executive Director or his or her duly authorized representative. The STLS Board may, by resolution, annually pre-authorize the disbursement of funds to pay most recurring bills such as utilities, etc. This may be done without prior audit, upon submission to the STLS Treasurer of a voucher. The Board shall then formally approve the disbursement action after the event at the next Board meeting. One of the Board signatories shall sign all checks.

CONTRACTUAL COMMITMENTS

The Executive Director or a staff member designated by the Executive Director or a Trustee designated by the President of the Board of Trustees shall negotiate all contracts, except as otherwise provided in paragraphs (1) and (2) below. The Board of Trustees shall approve all contracts involving capital projects, loans, real property leases, grant applications, consultant agreements and major procurements in which a statement of work is required to define the task. The Executive Director shall perform appropriate review and analysis of a proposed contract or contract renewal, or amendment to a contract before submitting it to the Board for approval. If there are issues related to the proposed contract that cannot be resolved at the Board meeting at which the contract is discussed, the President of the Board shall assign the contract to the appropriate committee for further review. A multi-year contract, once approved, does not have to go through the approval process in subsequent years, as long as the terms of the contract are unchanged. Board approval is not required for normal maintenance or service contracts that relate to day-to-day operations. The commitment of funds for these contracts is covered by the STLS Purchasing Policy. All approved contracts shall be signed either by the President or the Executive Director, except as noted below.

(1). Contract negotiations by the System with the Staff Organization of the Southern Tier Library System shall be conducted by an ad-hoc negotiating committee selected by the Board President. Prior to the opening of formal negotiations, the ad-hoc negotiating committee shall make recommendations for negotiating points, issues, and a financial commitment cap to the Board of Trustees for their approval or modification. The Executive Director will participate in the negotiations and the discussions of the ad-hoc committee in an advisory role. The final text of a new contract with the Southern Tier Staff Association shall be submitted to the Board for approval. If approved by the Board, the contract shall be signed by the Board President on behalf of the Southern Tier Library System.

(2). Any negotiations potentially leading to a formal employment contract (not an 'at will' arrangement) with a candidate for the position of Executive Director shall be conducted by an ad-hoc negotiating committee selected by the Board President. If a contract results from the negotiation, it shall be signed by the Board President.

PERSONNEL ACTIONS

The Board of Trustees is solely responsible for the hiring of a professional and competent STLS Executive Director. The Board is also responsible for the evaluation of the Executive Director's performance on a regular basis and for the termination of the Director's employment when this action is required. The Board creates all other positions, establishes salaries, and formally appoints and discharges staff on the recommendation of the Executive Director. In conformance with the provisions of New York State Education Law (Section 226-7, *Officers and employees* and 226-8, *Removals and suspensions*) the STLS Trustees shall approve all personnel actions a legal meeting of the Board.

The Executive Committee is authorized to appoint staff on behalf of the Board only in the following circumstances; to fill a vacant staff position, other than that of Executive Director, that has already been authorized by the Board and funded in the annual budget where action by the full Board may cause an

unacceptable time delay injurious to the well-being of the System. As required by the STLS By-Laws, the chairman of the Executive Committee shall report the Committee's actions to the Secretary for distribution to the Trustees at the time of notification of the next Board meeting.

Personnel actions are not final until they have been approved by the Board or Executive Committee as described above. In any personnel action at STLS, whether involving a current or potentially new employee, the individual involved should be made aware that he or she has not been formally hired or separated from employment by STLS until Board action has been completed.

DELEGATION OF AUTHORITY

In certain circumstances the Board may delegate authority to the Executive Director. The scope and degree of this delegation is documented in this and other policy documents, in the by-laws of the System, in the job description of the position of Executive Director and any associated employment contract.

BOARD INTERACTIONS WITH THE PUBLIC, STLS STAFF, AND STLS MEMBER LIBRARIES

The STLS Board of Trustees exercises a collective authority. As noted in the *Handbook for Library Trustees of New York State*, "Individual trustees, regardless of their position on the Board, do not have the power to command the services of a staff member, nor to speak or act on behalf of the System unless they have been specifically granted that authority by a vote of the Board." Every STLS Trustee is expected to publicly support, as the Board's official position, all decisions adopted by the Board. Should a Trustee disagree with any Board decision, he or she should first address the whole Board with those concerns at a regularly scheduled Board meeting.

Under the First Amendment of the United States Constitution, the rights of a Trustee who strongly disagrees with a Board decision are protected, should he or she speak out publicly against it. However, in such instances, the individual must make it clear to all concerned that he or she does not represent the Board's position in the matter.

Adopted by the STLS Board of Trustees April 19, 2011 to be effective July 1, 2011

Revised policy adopted by the Board of Trustees July 19, 2011 effective July 19, 2011

Revised policy adopted by the Board of Trustees November 15, 2011 effective November 15, 2011

Revised policy adopted by the Board of Trustees April 17, 2012 effective April 17, 2012

Revised by the Board Approval June 21, 2016.

STLS POLICY MANUAL

TRUSTEE SELECTION AND ELECTION POLICY

APPLIES TO: STLS Board of Trustees

REFERENCES: STLS By-laws Article III Membership; Article IV Sections 1 and 3.
Handbook for Library Trustees of New York State by Jerry Nichols,
et.al.; STLS Trustee Job Description

In the event of a vacancy on the Board of Trustees, either by retirement or the departure of a Trustee before completion of an authorized period of service, the STLS By-Laws, Article IV. Board of Trustees, Section 3 establishes that the Public Relations Committee of the Board shall, in a timely fashion, canvass the library communities in each county where the vacancy exists to identify and nominate one or more candidates. All qualified candidates shall be presented to the member libraries for election at the STLS Annual Meeting. The Board of Trustees may appoint a candidate to fill an unexpired term vacancy, but the new Trustee must still be elected by the membership at the Annual Meeting.

Trustee duties are clearly spelled out in the referenced *Handbook for Library Trustees of New York State* and the STLS Trustee Job Description. Trustees must reside in the county served by that position on the STLS Board. Board members must be willing to devote the necessary time and energy to carrying out the duties and responsibilities of an STLS Trustee.

Prospective trustees will be contacted by a member of the Board from the county to be represented for a personal introduction and given a copy of the Trustee Job Description. At that time candidates should submit a letter of interest.

STLS offers an orientation session for each new Trustee with the Executive Committee of the Board and the Executive Director. This orientation will include a tour of the facility, an opportunity to meet key personnel and see STLS operations, as well as a question and answer period to further the new Trustee's understanding of the culture of the organization and get them current with respect to duties, responsibilities, issues and plans.

*Adopted by STLS Board of Trustees January 17, 2012.
Revised by the Board of Trustees on June 16, 2015.*

STLS POLICY MANUAL

COLLECTION MANAGEMENT POLICY

APPLIES TO: STLS Board of Trustee
STLS Member Libraries
General Public

REFERENCES: Authority of the Board Policy
The Library Bill of Rights, American Library Association
Freedom to Read Statement, American Library Association
Freedom to View Statement, American Library Association
Request for Reconsideration of Library Materials

This Collection Management policy reflects the philosophy and mission of the Southern Tier Library System, its Board of Trustees and its staff. In accordance with the guidelines included in the American Library Associations' Library Bill of Rights, Freedom to Read and Freedom to View Statements, the Southern Tier Library System has developed and maintains a collection of materials, both print and digital that meets the needs of a diverse community of member libraries and library staff.

The overall responsibility for the materials collection rests with the Board of Trustees in its collective authority. The responsibility for selection of materials in the collection rests with the Executive Director and qualified members of the professional STLS staff. Materials for the STLS collections will be selected by STLS professional staff.

The main purposes of the STLS collection are to provide and organize library materials that:

1. Assist System and member library staff and trustees in developing and enhancing their library skills;
2. Support member libraries as they assist individuals fulfilling their needs for recreational, cultural and educational materials;
3. Assist member libraries in providing access to library materials to members of Coordinated Outreach populations.
4. Identify and encourage use of new formats and technologies.
5. Assist member libraries to respond to changes in demographics

While some STLS materials are of lasting importance, the majority are of temporary value, purchased to reside off-site by augmenting or supplementing member library or facility collections and encouraging cooperative collection development.

STLS considers reputable, professionally prepared review literature and other sources in the selection, and purchase of new library materials as well as selection of older or donated materials.

Selection criteria include:

1. Content
2. Format
3. Currency
4. Relation to the current collection
5. Price
6. Demand

A selected work need not satisfy all criteria listed above to be included in the collection.

It is an essential role of the public library to make all, including possible controversial materials, freely available to all patrons. STLS supports its member libraries in this role by collecting materials representing minority or controversial viewpoints not owned by member libraries and supplementing titles on lightly represented topics or formats. However, it is not the role of STLS to advocate for or endorse any particular idea, opinion, or point of view; nor will STLS act in loco parentis. Any community member wishes to express opinions regarding STLS

materials on loan to a member library should use local member library procedures established by its Board of Trustees.

The Board of Trustees recognizes the importance of providing a procedure whereby opinions from the member libraries regarding materials selected can be voiced. A request for reconsideration must be made in writing on forms provided by STLS. These forms are available upon request from the STLS Headquarters and upon completion, should be mailed to the STLS Executive Director. Upon receipt of the signed form, the Executive Director will convene a committee with the Executive Director and two professional librarians not involved in the selection of the material.

Within two weeks the committee shall:

1. Examine the material in question, the issues raised and the circumstances involved.
2. Make a decision to remove or retain the material in question.
3. Notify the American Library Association of any challenges.

The Executive Director will respond in writing by certified mail to the member library within 10 days of the committee's decision.

Should the member library wish to appeal the decision, the member library Board of Trustees President may write to the President of the STLS Board of Trustees to request a hearing by the STLS Board. The STLS Board will complete a review of the issue within 90 days and respond to the member library Board of Trustees as soon as may be possible after such review. Any further appeal must be made to the Commissioner of Education in Albany, N.Y.

REQUEST FOR RECONSIDERATION OF LIBRARY MATERIALS

Completely fill out the following form and mail to Executive Director, Southern Tier Library System, 9424 Scott Rd, Painted Post, NY 14870.

Member Library Name: _____

Contact Name: _____ Date _____

Address: _____

City: _____ State _____ ZIP _____

Phone: _____ E-Mail _____

Resource on which you are commenting:

Book ____ Audiobook ____ Multi-media Kit ____ e-Book ____ Electronic information/network (please specify) _____ Other (please specify) _____

Title: _____

Author/Producer: _____

What brought this title to your attention?

Did you read, view, or listen to the entire work? If no, what parts?

What do you believe is the theme of this title?

What specifically concerns you about this title? Please cite pages, scenes, items.

Are there, in your judgment, any positive elements in this title? Please describe:

Will you share any reviews of this title that support your point of view? _____

Are there resources you suggest to provide additional information and/or other viewpoints on this topic?

Contact Person's Signature: _____

Reconsideration action:

Date request received: _____

Findings of Reconsideration Committee: _____

Date response sent to member library _____

Adopted by the STLS Board of Trustees July 15, 2013.

Revised by the Board of Trustees January 19, 2016.

STLS Policy Manual

CONFERENCE ROOM POLICY

APPLIES TO: STLS Board of Trustees, STLS library outlets and other STLS affiliates.

The Southern Tier Library System is a supporting agency consisting of 48 library outlets. It maintains meeting room space for use by the STLS staff, as well as member libraries, the STLS Board of Trustees, and other affiliated groups, such as the Foundation for Southern Tier Libraries.

Adopted by the Board of Trustees December 16, 2008.

Revised by the Board of Trustees November 17, 2015.

CONFLICT OF INTEREST POLICY

APPLIES TO: STLS Board of Trustees and employees

REFERENCES: Authority of the Board Policy
Whistleblower's and Ethical Behavior Policy

Trustees and employees of the Southern Tier Library System (STLS) shall adhere to the highest standards of honesty, good faith and fair dealing in all activities relating to the organization. STLS encourages all to use the four values of caring, respect, honesty and responsibility in all of their activities.

No trustee, employee or any member of their respective families or households shall accept gifts, gratuities, or favors of any kind from any person, firm or corporation doing business or seeking to do business with STLS and which could reasonably be expected to influence, or created the appearance of influencing, his or her actions affecting the Southern Tier Library System. This prohibition is not intended to preclude business meals or other nominal benefits with a maximum limit of \$50.00 (Fifty Dollars) in value during the reasonable and ordinary course of business.

Without full and complete disclosure to and approval by the Board of Trustees or its Executive Committee, no trustee or employee shall have any position of influence with, or a material financial interest in, any other entity, the existence of which does or could reasonably be expected to conflict with the proper performance of his or her duties or responsibilities to STLS, or which could reasonably be expected to affect his or her independent judgment and action with respect to transactions between the Southern Tier Library System and such other entity. If such a position exists, it must be disclosed to the Executive Director and to the President of the Board.

Each trustee and administrator shall provide the Board of Trustees or the Executive Committee with a written notification of any transaction or situation that may imply any reasonable doubt concerning the possible existence of a conflict of interest by the director or administrator.

In the event that STLS may wish to contract or enter into an arrangement for goods or services under circumstances that may present a conflict of interest affecting one or more of its trustees or administrators the following shall apply. The affected person(s) of the Southern Tier Library System agree(s) to provide full information to the Board of Trustees or its Executive Committee to allow the Board of Trustees or its Executive Committee to approve or disapprove by resolution, with the advantage of full disclosure, such contract or arrangement. The affected person shall recuse himself from the vote.

Annually, or upon start of duties, STLS trustees and non-union employees shall complete and return to the Executive Director or his or her designee a Disclosure of Interests Form.

The Executive Director shall administer this policy. Any disputed action of the Executive Director with respect to this policy shall be resolved by the Board of Trustees.

*Adopted by the STLS Board of Trustees September 18, 2007. Revisions adopted November 2008. Further revisions adopted March 2011. **Further revisions adopted June 16, 2011.***

**SOUTHERN TIER LIBRARY SYSTEM
DISCLOSURE OF INTEREST FORM**

Name of Person Completing the Form: _____

Position / Title: _____

Verified By Executive Director: _____ Date: _____

The conflict of interest policy, which sets forth standards of expected conduct, includes a provision which requires trustees and non-union employees to disclose all interests which could result in a conflict.

Please complete and return the enclosed Disclosure of Interests Form. Please be assured that the disclosure requirements are intended to provide the Board with a systematic and ongoing method of disclosing and ethically resolving potential conflicts of interest. Although it is impossible to list every circumstance giving rise to a possible conflict of interest, the following will serve as a guide to the types of activities that might cause conflicts and that should be fully reported:

1. Outside Interests

- A. To hold, directly or indirectly, a position or a material financial interest in any other entity from which the individual has reason to believe the Southern Tier Library System secures goods or services (including the services of buying or selling stocks, bonds, or other securities), or that provides services competitive with the system.
- B. To compete, directly or indirectly with the Southern Tier Library System in the purchase or sale of property or property rights, interests or services.

2. Outside Activities

To render directive, managerial, or consultative services to any outside concern that does business with, or competes with the services of the Southern Tier Library System, or to render other services in competition with the Southern Tier Library System.

3. Inside Information

To disclose or use information relating to the Southern Tier Library System’s business for the personal profit or advantage of the individual or his/her respective families or households.

4. Gifts, Gratuities, and Entertainment

To accept gifts, excessive entertainment, or other favors from any outside concern that does, or is seeking to do, business with, or is a competitor of, the Southern Tier Library System - under circumstances from which it might be inferred that such action was intended to influence or possibly would influence the individual in the performance of his/her duties.

This prohibition is not intended to preclude business meals or other nominal benefits in the reasonable and ordinary course of business.

Full disclosure of any situation in doubt should be made so as to permit an impartial and objective determination. It should be particularly noted that disclosure relates not only to yourself, but also to your respective families or households.

TO: Executive Director and President, STLS Board of Trustees

RE: Conflict of Interest Disclosure

A copy of the Southern Tier Library System’s Conflict of Interest Policy has been furnished to me. I hereby state that I, or members of my respective families or households, have the following affiliations or interest and have taken part in the following transactions that, when considered in conjunction with the position with or relation to the Southern Tier Library System, might possibly constitute a conflict of interest. (Check “None” where applicable)

1. Outside Interests

Identify any interests, other than investments, of yourself or your respective families or households, as described in the first numbered paragraph of the accompanying disclosure form.

() None

2. Investments

List and describe, with respect to yourself or your respective families or households, all investments that might be within the category of “financial interest”, as described in the first numbered paragraph of the accompanying disclosure form.

() None

3. Outside Activities

Identify any outside activities, of yourself or your respective families or households, as described in paragraph number 2 of the accompanying disclosure form.

() None

4. Other

List any other activities in which you or your respective families or households are engaged that may be regarded as constituting a conflict of interest, giving particular attention to the paragraphs numbered 2 and 3 of the accompanying disclosure form.

() None

5. I hereby certify that neither I nor any member of my respective families or households has accepted gifts, gratuities, or entertainment that might influence my judgment or actions concerning the business of the Library System, except as listed below:

I hereby agree to report to the Board Chairperson any further situation that may develop before completion of my next questionnaire.

Date	Name (Printed or typed)	Signature
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Adopted by the Southern Tier Library System Board of Trustees November 20, 2007.

DISASTER PREPAREDNESS POLICY

APPLIES TO: STLS Board of Trustees
STLS Staff
STLS Insurers

REFERENCES: Authority of the Board Policy
Facilities Maintenance Policy
Federal Emergency Management Agency
Records Retention Policy

Natural and man-made disasters, resulting from such events as floods, storms and fires cannot always be prevented; however the severity of their effects can be minimized by preparing ahead of time. The safety and well-being of STLS employees, trustees and visitors while at the System's Service Center are of paramount importance should any disaster occur. Also of vital concern is the preservation of the System's critical resources.

To ensure maximum practical safety to staff and guests, in the event of any emergency, the Southern Tier Library System will maintain an up-to-date Emergency Procedures and Disaster Recovery Plan. This plan will include but not be limited to such items as:

1. periodic training of staff and trustees;
2. posted information concerning layout of building, location of fire extinguishers, fire exits and alternate escape routes; emergency contact numbers;
3. an established evacuation procedure that is practiced at least once a year.

The Plan will also protect all legal and essential documents, such as the original STLS charter, current payroll and personnel records, and any records which are required to be kept by law. A fireproof, lockable cabinet has been purchased for this purpose. Backups of digital information will also be maintained.

The Plan will be finished and in place one year after the adoption of the Policy by the Board of Trustees.

Attached to this Plan will be:

1. a complete inventory list of furniture, equipment, vehicles and computer center hardware and software with best guess estimates of replacement cost.
2. a complete list of documents needed to resume normal operations, and a list of current insurance policies.
3. Insurance policies will be reviewed periodically to ensure proper coverage for each of the various policies.

Each employee and trustee will be provided with a copy of appropriate parts of this plan. Copies will also be maintained at the STLS Headquarters and at a safe offsite location. The Plan will be reviewed and updated as necessary by the Executive Director annually.

Adopted by the STLS Board of Trustees September 17, 2013.

EMERGENCY CLOSINGS POLICY

In the event the Executive Director or Designee of the Southern Tier Library System deems it necessary to close due to inclement weather or other unforeseen circumstances, employees will be paid for the hours that they are scheduled to work on that particular day; up to five work days per incident. If more than five work days is required by the status of the situation, the Executive Director or Designee will consult with the Board of Trustees. In exceptional or emergency circumstances the Executive Director or Designee may consult with the President of the Board of Trustees or a Designee. If closure of the building is deemed necessary, or if roads are closed by the employee's county of residence, employees will be paid for the hours that they are scheduled to work on that particular day.

Original policy adopted by STLS Board of Trustees, November 2004

Reviewed by Policies Committee, November 2008

Revised by Board Approval January 17, 2017.

EXECUTIVE DIRECTOR'S PERFORMANCE AND SALARY EVALUATION POLICY

Applies To: Executive Director
Southern Tier Library Board of Trustees

References: Article VII, Section 6 of the STLS By-Laws
Authority of the Board Policy

Policy: The Executive Director of the Southern Tier Library System shall have his/her performance and salary evaluated annually in accordance with the anniversary date of the Executive Director's hiring by the Board of Trustees. The performance assessment instrument will be developed by the Personnel and Policies Committee based on the following:

- Goals and objectives as mutually established by the Board of Trustees and the Executive Director.
- Execution of duties and responsibilities as described in the Southern Tier Library System Executive Director Job Description. (attached)
- Accomplishment of the Southern Tier Library System goals as described in the System Plan of Service

The performance assessment may be developed by any and/or all of the following means:

- Survey of the System Board of Trustees
- Survey interactions of the staff with the Executive Director
- Survey of the member Library Directors concerning their interaction with the Executive Director

The Personnel and Policies Committee shall, after the Executive Director's evaluation process is complete, present the written performance review to the Board for approval. At that time the Personnel and Policies Committee may make a recommendation for salary change to the Board of Trustees at a regular Board meeting.

Considerations for determining salary change will include:

- overall effectiveness of work performed during previous year;
- a comparison to other System Director salaries in similar regions of New York State; and the current economic environment.

In the case of a newly hired Executive Director, a six-month progress report shall be conducted based upon objectives jointly established by the Board of Trustees and the Executive Director; a copy of the documentation this report shall be added to the Executive Director's Personnel file.

Minutes of all committee meetings and Board actions concerning the Executive Director's evaluation shall be kept in the appropriate STLS file.

Adopted by the STLS Board of Trustees April 19, 2011.
Revised by the STLS Board of Trustees December 16, 2014.

STLS POLICY MANUAL

FACILITIES MANAGEMENT and MAINTENANCE POLICY

APPLIES TO: STLS Trustees and Management

REFERENCE DOCUMENTS: STLS By-Laws, Article VI, Section 1, Para D and Article VII, Section 3 Executive Director Job Description

POLICY: It is the policy of STLS to preserve and improve STLS physical assets and ensure a safe, professional workplace environment for staff and visitors by proper management of its facilities, equipment and vehicles and performing appropriate maintenance on a regular basis. As prescribed in the By-Laws the Finance & Facilities

Committee has the responsibility to review, oversee and make recommendations concerning matters affecting STLS facilities, equipment and vehicles. The Executive Director has overall responsibility for the management and maintenance of STLS facilities and equipment.

PLAN: The Finance & Facilities Committee will support activities relating to major equipment acquisition and facility acquisition, renovation and modification projects as required by the Board or requested by the Executive Director. The Finance & Facilities Committee will inspect the facilities and grounds twice each year using the attached Maintenance Schedule checklist as a guide. Recommendations for actions to be taken resulting from inspections will be discussed with the Executive Director and reported to the Board of Trustees. The Finance & Facilities Committee will assist the STLS administrative staff in identifying solutions to maintenance/repair problems.

The Executive Director will maintain a process for day-to-day facility maintenance by STLS staff. Maintenance of critical equipment, such as HVAC, backup generator, fire extinguishers, security system, Copier, and IT equipment is typically performed by outside sources, at the discretion of the Executive Director. Grounds maintenance is usually performed by an outside source on an as-needed basis. STLS vehicles are maintained in accordance with manufacturer recommendations and inspected annually. Needed repairs are identified by the driver or user of each vehicle and reported to the Business Manager, or in case of emergency, the Executive Director.

Adopted By the STLS Board of Trustees on June 19, 2012.

STLS POLICY MANUAL

FINANCE POLICY

Applies To: Southern Tier Library Board of Trustees, Employees and Volunteers

References: STLS By-Laws, Articles VI & VII
Authority of the Board Policy
Investment Policy
Purchasing Policy
Grant Funds Policy
Organizational Meeting Policy
Tuition Reimbursement Policy

POLICY: It is the policy of STLS to manage all of its assets using accepted business practices. The Board of Trustees and Executive Director will work together to make certain that all financial matters of the organization are addressed with care, integrity, and honesty. This policy and related procedural guidelines are intended to:

Protect the liquid assets, facilities and equipment of STLS by employing judicious management and effective internal controls that ensure best value for STLS and that minimize the risk of fraud, waste and abuse. This applies to all receipts, expenditures, investments, and property;

Ensure the maintenance of accurate records of STLS financial activities;

Provide a framework of operating standards and behavioral expectations; and,

Ensure compliance with federal, state and local legal and reporting requirements.

FINANCIAL STRATEGY – To ensure there are adequate resources to maintain and update services to its member libraries STLS will continually attempt to increase the number and size of its funding sources through foundation support, active advocacy programs and revenue-enhancing projects while practicing prudent management of organization assets.

FISCAL YEAR: The fiscal year for STLS is January 1 through December 31.

ACCOUNTING METHOD - STLS will maintain its accounting records on an accrual basis conforming to generally accepted accounting principles and in a manner that facilitates the preparation of appropriate audited financial statements. For reporting purposes the NYS annual report will be filed using an accrual basis of accounting. The Federal 990 Income Tax Report will be filed after depreciation is calculated and the annual audit of STLS records by an outside firm has been completed.

BOOKS OF ORIGINAL ENTRY - STLS will maintain a Chart of Accounts and will utilize established commercial accounting software for managing funds. Adequate documentation will be maintained to support all general entries. The Business Manager and Treasurer will prepare appropriate monthly financial reports that include receipts, disbursements and activity on special projects. The Budget Report will include a comparison of actual expenditures to the budget.

BUDGET - The Executive Director, together with the Finance and Facilities Committee, will prepare an annual operating budget to be submitted to the Board of Trustees for approval. The preliminary budget will be presented for review to the Finance and Facilities Committee in September, and the full board in October. The budget for the coming year must be approved by the Board of Trustees not later than November 30 of the current year.

MEMBER LIBRARY CONTRIBUTIONS –Member libraries, branches and reading centers contribute to STLS operating costs. In partnership with STLS members, STLS will develop and maintain a cost-sharing plan that provides for an equitable distribution of these costs to each member.

AUDITS – The Finance and Facilities Committee will select a qualified external auditor to audit accounting records on an annual basis and will go out for competitive bids for auditing services at least every five (5) years. Official annual audit reports will be reviewed by the Finance and Facilities Committee and presented to the Board of Trustees for review and approval. An internal auditor will audit disbursements made during the bi-weekly accounts payable cycle in accordance with guidelines provided in the Authority of the Board Policy.

BANK RECONCILIATIONS - Bank and investment account statements will be reconciled monthly with STLS records for accuracy and completeness with review by the Executive Director. In the absence of the Business Manager, the Account Clerk will do the reconciliations on a temporary basis until the Business Manager returns or a new Business Manager is appointed. The Executive Director will review and sign the monthly reconciliations and the Financial Clerk shall report on the completion and approval of each month's reconciliation.

INVESTMENTS and BANK ACCOUNTS - The Finance and Facilities Committee will make recommendations to the

Board of Trustees regarding banking and investment opportunities for STLS in accordance with applicable laws and statutes. The Board of Trustees will approve the initiation and termination of all bank and investment accounts.

No personal funds of individual Trustees, employees or volunteers may be intermingled or combined with any bank or investment account of the STLS. Likewise no STLS funds may be intermingled or combined with any external accounts of Trustees, employees or volunteers. Invoices for any purchases or services authorized by the STLS may only be paid from properly established accounts of the STLS after appropriate verification, approval and audit as outlined in this policy.

CASH and OPERATING CASH BALANCE – STLS general policy is to accept checks only in payment for services, materials and donations. At each Board meeting the Treasurer will provide an itemized list of all receipts since the last Board meeting. STLS will strive to maintain an unrestricted operating cash balance of one-third (1/3) of the annual operating budget as determined by the year-end audit. The Finance and Facilities Committee shall track progress toward this goal as specified by the Authority of the Board Policy. The Finance and Facilities Committee shall report on the status of the operating cash balance annually at the time STLS receives its total State Aid.

CREDIT CARDS - It is the policy of STLS to provide certain employees with corporate credit cards for the purpose of conducting STLS business. Corporate credit card user and credit limit approvals are at the discretion of the Executive Director. In general, credit cards will be controlled by the Executive Director and/or Business Manager.

Credit Card Policy Requirements:

All corporate credit cards are the property of STLS and authorized users shall take the necessary precautions to ensure the safekeeping and proper use of the card.

Corporate credit cards may not be used for personal expenditures of any kind.

Credit cards may not be used for cash advances.

Travel expenses charged to a credit card must be accompanied by an approved Expense Report and appropriate receipts.

Purchases charged to a credit card are subject to the provisions of the Purchasing Policy.

Credit card statements will be reviewed for validity and accuracy by the Business Manager and the Executive Director prior to being paid.

Personal Credit Cards may not be used to secure vendor accounts opened for STLS. In addition, personal credit cards may not be attached to an STLS credit account.

Upon cessation of business with a vendor that has the STLS credit card on file, the vendor will be contacted to remove the credit card number from their files.

EMPLOYEE AND TRUSTEE REIMBURSEMENT –It is the policy of STLS to not have employees use personal funds when conducting business on behalf of STLS. Exceptions to this policy must be approved by the Executive Director, in which case employees will be reimbursed by submitting a completed claim form. Trustees will be reimbursed for all reasonable and appropriate expenses when traveling on STLS business, upon submittal of a

completed claim form.

INSURANCE - Reasonable, adequate coverage will be maintained to safeguard the assets of the Organization and its trustees, management and employees. Such coverage will include property and liability, worker's compensation, Director's and Officer's Insurance and other insurance deemed necessary by the Board of Trustees.

PROPERTY

REAL PROPERTY/REAL ESTATE – Acquisition or lease of all real property requires approval by the Board of Trustees.

EQUIPMENT - Equipment shall be defined as items (purchased or donated) necessary to manage and maintain STLS facilities, projects or events.

Fixed Assets shall be defined as all items valued at \$5,000 or more that have an established useful life. Most assets will have a useful life of five years, computers and computer software, 3 years. Such items will be depreciated using a Straight Line method of depreciation. All other items are considered expense items.

The Business Manager will maintain an inventory record of each item of capital equipment in the accounting system. The record will include a description of each item, date of purchase or acquisition, price or fair value of each item and its location. Records must be updated whenever property is disposed of or acquired.

PURCHASES – All purchases will be made in accordance with the STLS Purchasing Policy.

LEASE/BUY: When acquiring equipment, where appropriate, a Lease vs. Buy analysis will be conducted to determine the best value for the organization.

MILEAGE REIMBURSEMENT

TRUSTEES: Trustees may apply for mileage reimbursement when attending STLS Board meetings, assigned Board committee meetings, and assigned duties. They are eligible to be reimbursed for the distance traveled to and from their places of residence to the meeting. Reimbursement will be made only where transportation has not otherwise been provided by STLS. The mileage reimbursement rate will be established each year during the annual organizational trustee meeting. Trustees will be reimbursed by submitting a completed claim form.

STAFF: Normal travel back and forth to work is not reimbursable. When business travel is required, employees will use STLS-owned vehicles when available. In circumstances where it is necessary for staff to use their own vehicles for business travel, employees will be reimbursed for mileage costs incurred for trips authorized by the Executive Director or the Business Manager. The mileage reimbursement rate will be the same as provided for in the current contract between the Staff Organization of Southern Tier Library System and the Southern Tier Library System. Employees will be reimbursed by submitting a completed claim form.

MEMBER LIBRARIES: At the Executive Director's discretion, representatives from member libraries may be reimbursed mileage from their home libraries to attend STLS events at the established reimbursement rate when

funds have been made available for that purpose.

Every Trustee and all employees having financial or property management responsibility are to be informed of the appropriate policies and must comply with their requirements.

*Adopted by the STLS Board of Trustees on April 17, 2012.
Revised by Board Approval on September 20, 2016.*

STLS POLICY MANUAL

FREEDOM TO READ POLICY

American Library Association - The Freedom to Read Statement

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend.

We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. *It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority.*

Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. *Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.*

Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.

No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. *There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression.*

To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be devised that will suit the demands of one group without limiting the freedom of others.

5. *It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.*

The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

6. *It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.*

It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. *It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.*

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what

people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.

***Adopted by the Board of Trustees of the Southern Tier Library System
September 16, 2008.***

STLS POLICY MANUAL

GIFT ACCEPTANCE POLICY

APPLIES TO: STLS Board of Trustees, STLS Staff

REFERENCES: STLS Materials Selection Policy
STLS Mission Statement
STLS Conflict of Interest Policy
Guidelines for Implementing Gift Acceptance Policy

The mission of the Southern Tier Library System is to “expand and improve public library service” within the five county service area. To this end, STLS will accept gifts with the following considerations:

1. STLS will accept new or used library materials, such as books, electronic media, etc. if they are in good physical condition and if, in the opinion of the System staff responsible for selection they meet objective criteria for the selection of library materials as specified in the STLS Materials Selection Policy.
2. Although donors are encouraged to make gifts of monies, personal property, real property, securities, or equivalent to The Foundation For Southern Tier Libraries, gifts of this sort may be accepted by STLS. STLS will convert gifts of real property and securities to cash in a timely manner.
3. Cash gifts in memory or honor of individuals will be accepted by STLS and will be used to enhance System resources.

4. All forms of gifts or donated properties may be subject to review prior to acceptance as noted in the attached implementation guidelines. STLS will seek the advice of legal counsel in matters relating to the acceptance of gifts when appropriate.

In accordance with the STLS Conflict of Interest Policy, in no case shall a Southern Tier Library System Trustee or staff member accept personal gifts, gratuities, or favors from any person, firm, or corporation doing business with, or seeking to do business with STLS that might appear to influence his or her actions affecting the Southern Tier Library System.

GIFT ACCEPTANCE POLICY IMPLEMENTATION GUIDELINES

The President of the STLS Board of Trustees will review all restricted gifts and gifts over \$500 in value prior to presentation to the Board of Trustees for the normal approval process.

The Southern Tier Library System (STLS) will seek the advice of legal counsel in matters relating to acceptance of gifts when appropriate. Review by counsel is recommended for:

1. Gifts of securities that are subject to restrictions or buy-sell agreements.
2. Documents naming STLS as trustee or requiring STLS to act in any fiduciary capacity.
3. Gifts requiring STLS to assume financial or other obligations.
4. Transactions with potential conflicts of interest
5. Gifts of property which may be subject to environmental or other regulatory restrictions.

GIFTS GENERALLY ACCEPTED

- A. Cash gifts are acceptable by check, money order, or online payment.
- B. **MARKETABLE SECURITIES.** In some cases marketable securities may be restricted, for example, by applicable securities laws or the terms of the proposed gift; in such instances the decision whether to accept the restricted securities shall be made by the Board of Trustees. Marketable securities may be transferred electronically to an account maintained at one or more brokerage firms or delivered physically with the transferor's endorsement or signed stock power (with appropriate signature guarantees) attached. All marketable securities will be sold promptly upon receipt.
- C. **BEQUESTS AND BENEFICIARY DESIGNATIONS UNDER REVOCABLE TRUSTS, LIFE INSURANCE POLICIES, COMMERCIAL ANNUITIES AND RETIREMENT PLANS.** Donors may make bequests to STLS under trusts, life insurance policies, commercial annuities and retirement plans.(see below.)
- D. **CHARITABLE REMAINDER TRUSTS.** STLS will accept designation as a remainder beneficiary of charitable remainder trusts which will receive the assets of a trust when the donor dies.

- E. CHARITABLE LEAD TRUSTS. STLS will accept designation as an income beneficiary of charitable lead trusts, which will allow STLS to receive income from a trust until the donor dies.

- F. TANGIBLE PERSONAL PROPERTY. The STLS Board of Trustees shall review and determine whether to accept any gifts of tangible personal property in light of the following considerations: Does the property further the mission of STLS? Is the property marketable? Are there any unacceptable restrictions imposed on the property? Are there any carrying costs for the property for which STLS may be responsible? Is the title/provenance of the property clear?

- G. LIFE INSURANCE. STLS will accept gifts of life insurance where STLS is named as both beneficiary and irrevocable owner of the insurance policy. The donor must agree to pay, before due, any future premiums owing on the policy.

- H. REAL ESTATE/REAL PROPERTY. All gifts of real estate are subject to review by the STLS Board of Trustees. Prior to acceptance of any gift of real estate STLS shall require an initial environmental review by a qualified environmental firm. In the event that the initial review reveals a potential problem, the organization may retain a qualified environmental firm to conduct an environmental audit. Criteria for acceptance of gifts of real estate include: Is the property useful for STLS's purposes? Is the property readily marketable? If there are structures on the property, has a safety inspection been performed by a licensed inspector? Are there covenants, conditions, restrictions, reservations, easements, encumbrances or other limitations associated with the property? Are there carrying costs (including insurance, property taxes, mortgages, notes, or the like) or maintenance expenses associated with the property? Does the environmental review or audit reflect that the property is damaged or otherwise requires remediation?

Adopted by STLS Board of Trustees April 17, 2012.

STLS POLICY MANUAL

GRANT FUNDS POLICY

Federal and New York State grant funds issued to STLS or passed through by STLS to member libraries will be managed by the Executive Director or his/her designate in accordance with applicable Federal and New York State laws, and policies and procedures approved by the STLS *Board of Trustees*. *Grants from local governments and non-profit organizations will be managed by the Executive Director or his/her designate in accordance with the grantors' requirements and standard business practices.* Grant funds which are designated for the direct benefit of member libraries shall be passed on to them in a timely manner following receipt of the funds by the System.

It is the policy of the Southern Tier Library System not to advance payment to any library for grant funds prior to receiving the grant money at STLS.

Libraries which participate in programs where delayed funding is expected should be prepared to either begin the project with their own institutional funds at their own risk, or wait until STLS has received the grant funds.

Adopted by the Board of Trustees of the Southern Tier Library System on September 21, 2010.

INFORMATION SECURITY POLICY

APPLIES TO: STLS Board of Trustees
STLS Member Libraries
Public Information

REFERENCES: www.ftc.gov. (Federal Trade Commission Website 2012);
Consolidated Laws of New York State: Civil Practice Laws and
Rules, Sec. 4509.

The Southern Tier Library System stores digital information collected by its member libraries which contains library patron names, addresses, telephone numbers, e-mail addresses, and other personal information in a regional shared database. It also stores other information such as borrowing records and other confidential and private information.

The System must comply with New York State Laws on Library Records which states that all library records shall be confidential and not be disclosed except that such records may be disclosed to the extent necessary for the proper operation of [the] library, and shall be disclosed upon request of the user or pursuant to subpoena, court order or where otherwise required by statute.⁵

The System is also obligated to protect this sensitive information by providing up-to-date and continually monitored deterrents to the rapidly increasing threat of identity theft. To this extent, the System has, and will continue to strengthen the security of patron information and records in the shared integrated databases by restricting access to libraries with secure telecommunications connections. This will be accomplished by either data circuitry or virtual private networks or other means, and by maintaining internal firewalls and other protections on its servers and equipment. STLS does not collect or store library user social security numbers.

Should there be any sort of breach in security of information held by STLS, that could result in harm to a person or business, the System will immediately notify local authorities and any other agencies or people that may be affected by the compromise⁶.

Adopted by STLS Board of Trustees January 15, 2013.

⁵ Civil Practice Laws and Rules, Sec. 4509. Consolidated Laws of New York State. NY Code website, 2012

⁶ Information Compromise and the Risk of Identity Theft. www.ftc.gov. 2012

INTERNET SAFETY POLICY

APPLIES TO: Board of Trustees
Member Libraries
Public Information

REFERENCES: NYS DLD Internet-Ready Libraries Program
Consolidated Laws of New York State: N Y Civil Practice Law and Rules, Section 4509.
www.ftc.gov. (Federal Trade Commission Website, 2012)
Children's Internet Protection Act (CIPA); Neighborhood Children's Internet Protection Act (NCIPA) US Congress 2000.
STLS Information Security Policy

INTRODUCTION:

The Southern Tier Library System, a regional consortium of public libraries, works in partnership with its members to support and strengthen them through clearly defined, cost-effective services that make possible the coordination and sharing of resources, enabling all individuals in the five-county region to have equal access to excellent library services.

Southern Tier Library System (STLS) supports the goals and objectives of the New York State Division of Library Development's Internet-Ready Libraries Program. To assist individual System members to use computers and

telecommunications technology, access a full range of library resources, and provide the services of skilled library personnel needed in order to be an Internet-Ready Library and an integral part of the statewide electronic learning community, STLS:

1. operates an Integrated Library System (ILS), currently Sirsi/Dynix, that allows member libraries to participate in a shared patron database and the shared online catalog (STARCat) as well as to circulate materials electronically;
2. provides member libraries with technical assistance on the use of hardware, software and peripherals used to access the STLS automated network;
3. maintains a wide-area network that provides access to the Internet for libraries that have no other high-speed access, and connects libraries to the STLS ILS for sharing of library resources.

PRIVACY:

The Southern Tier Library System will take reasonable and prudent measures to protect the privacy of data provided by patrons and generated by the System and its member libraries when using the System's Integrated Library System (ILS) and the shared wide-area network. The contents of the STLS wide-area network and ILS are confidential; unauthorized users are prohibited from attempting to gain access to the network, or stored information. STLS uses firewall equipment, software and other means to protect the confidentiality of library records. However there is no absolute guarantee of the privacy of personal information stored on STLS network servers and no guarantee of the privacy of information and communications, including e-mail, that travels across

the STLS wide-area network. STLS maintains personal information only as long as needed to conduct library business. Library records are legally confidential under New York State law:

New York Civil Practice Law & Rules Section 4509 Library Records.

Library records, which contain names or other personally identifying details regarding the users of public, free association, school, college and university libraries and library systems of this state, including but not limited to records related to the circulation of library materials, computer database searches, inter-library loan transactions, reference queries, requests for photocopies of library materials, films or records, shall be confidential and shall not be disclosed except that such records may be disclosed to the extent necessary for the proper operation of such library and shall be disclosed upon request or consent of the user or pursuant to subpoena, court order or where otherwise required by statute.⁷

INTERNET ACCESS:

The Internet is a global electronic network, mostly unregulated, on which anyone may place any content or communicate any content. The STLS and its member libraries do not endorse and do not assume responsibility for any content found or any communications made on the Internet.

The STLS maintains an Internet filtering mechanism for use on all computers in the STLS Service Center and in its member libraries. The filtering mechanism will, at a minimum, block access to the three categories of visual depictions specified by the Federal Children’s Internet Protection Act (CIPA)—visual depictions of material deemed child pornography, obscene, or any material deemed harmful to minors.⁸ The filtering mechanism can be disabled on individual computers as needed by local libraries. STLS has evaluated various filtering mechanisms before choosing the most appropriate method; however, the System does not warrant the effectiveness of Internet filtering.

It shall be the responsibility of the member libraries on the STLS wide-area network to supervise and monitor the usage of the online computer network and access to the Internet in accordance with this policy and the Children’s Internet Protection Act.

ACCESS BY MINORS:

The valuable information, opportunities for learning and interactions available on this world wide network far outweigh the possibility that users may obtain information that is not consistent with the educational and research goals of this service.

Parents or legal guardians must assume responsibility for deciding which library resources are appropriate for their own children, guiding their children in the use of the Internet and informing them about materials they should not use.

While STLS affirms and acknowledges the rights and responsibilities of parents and guardians to monitor and determine their children’s access to materials and resources, including those available through the Internet, the

⁷ [Civil Practice Laws and Rules, Sec. 4509](#). Consolidated Laws of New York State. NYS Code website 2012.

⁸ www.fcc.gov. Children’s Internet Protection Act, 2012

System has taken certain measures designed to assist in the safe and effective use of these resources by all minors.

1. To address the issue of safety and security of minors when using e-mail and other forms of direct electronic communications, as well as the unauthorized disclosure, use and dissemination of personal identification information regarding minors, STLS urges minors and their parents or guardians to keep in mind the following safety guidelines:
 - a. Never give out identifying information such as home address, school name, or telephone number.
 - b. Let parents or guardians decide whether personal family information such as age, marital status, or financial information should be revealed.
 - c. Never arrange a face-to-face meeting with someone via the computer without parents' or guardians' approval.
 - d. Never respond to messages that are suggestive, obscene, threatening, or make one uncomfortable. Tell a parent, guardian or library staff member if you receive such a message.
 - e. Have parents or guardians report an incident to the National Center for Missing and Exploited Children via www.cybertipline.com or call 1-800-843-5678 if one becomes aware of the transmission of child pornography.
 - f. Remember that people online may not be who they say they are.
 - g. Remember that everything that one reads online may not be true.
 - h. Don't open e-mail, files or website pages sent to you by people or organizations that you don't know or trust.
2. To address the issue of unauthorized access, including so-called "hacking" and other unlawful activities by minors online, minors and all other users of STLS libraries are hereby advised that any unlawful activity is strictly prohibited.
3. Assist member libraries to create and post an introductory web page (splash) for wireless Internet access which requires a patron to verify that he or she will accept the library's terms for using that access. Unless the patron agrees to this verification, he or she will be blocked from using the library's wireless Internet connection.

PROHIBITED LIBRARY ACTIVITY:

Any user of electronic STLS services in any location is strictly prohibited from any illegal activity or unlawful purpose, including but not limited to:

1. hacking;
2. harassing or invading the privacy of other users;
3. attempting to degrade the network or disrupt its performance;
4. using the network for commercial purposes;
5. sending "spam" or unsolicited advertising of any kind;
6. violation of copyright law, including downloading copyrighted works without authorization by the copyright owner.

*Adopted by the STLS Board of Trustees May 14, 2003; Revised by the STLS Board of Trustees June 15, 2004;
Revised by the STLS Board of Trustees June 19, 2012.*

INVESTMENT POLICY

APPLIES TO: STLS Board of Trustees

REFERENCES: STLS Finance Policy
STLS Authority of the Board Policy
NYS General Municipal Law, Section 11

It is the policy of the Southern Tier Library System to invest funds in a manner that will maximize the security of principal, satisfy cash flow demands, and use approved methods to provide the highest possible return. All investments will conform to applicable laws and regulations of New York State. Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence might exercise in the management of their own affairs.

Primary Objectives of the System's financial investments:

- **Preservation of Capital:** The preservation of capital is the foremost objective of the investment program. At no time should the safety of the System's funds be impaired or jeopardized. All investments shall be undertaken in a manner that first seeks to preserve capital and secondly attempts to fulfill other investment objectives.
- **Liquidity:** The System's funds are to remain sufficiently liquid to enable the System to meet anticipated operating requirements.
- **Return on Investment (Yield):** The System's investments should generate the highest available return without sacrificing the first two objectives.

Delegation of Authority

The Finance & Facilities Committee shall be responsible for the oversight of the investment program and the establishment of investment procedures, including adequate internal controls to provide a satisfactory level of accountability, consistent with this Policy. No person may engage in an investment transaction except as provided under the terms of this Policy and the established procedures.

Authorized and Suitable Investments

In accordance with NYS General Municipal Law Section 11, the following investments are deemed to be suitable for inclusion in the System's investment program.

- U.S. Treasury Bills and notes for which the full faith and credit of the U.S. Government is pledged for the repayment of principal and interest. Bills are short term (one year or less) obligations issued and sold at a discount. Notes have fixed coupon rates with original maturities of between one and five years.
- Demand deposit accounts (such as checking accounts) established with local financial institutions.
- Certificates of Deposit (CD'S) issued by local financial institutions.

Designation of Depositories

The banks and trust companies authorized for the deposit of monies will be designated at the annual Organizational Meeting of the Board of Trustees.

Collateralizing of Deposits

In accordance with the provisions of NYS General Municipal Law, Section 10, all deposits, including Certificates of Deposit and special time deposits, in excess of the amount insured under the provisions of the Federal Deposit Insurance Act shall be secured:

1. By a pledge of “eligible securities” with an aggregate “market value”, or as provided by NYS General Municipal Law, Section 10, equal to the aggregate amount of deposits.
2. By an eligible “irrevocable letter of credit” issued by a qualified bank other than the bank with the deposits in favor of the government for a term not to exceed ninety days with an aggregate value equal to 140% of the aggregate amount of deposits and the agreed upon interest, if any. A qualified bank is one whose commercial paper and other unsecured short-term obligations are rated in one of the three highest rating categories by at least one nationally recognized statistical rating organization or by a bank that is in compliance with applicable Federal minimum risk-based capital requirements.

Reporting

The Finance & Facilities Committee shall provide the STLS Board of Trustees with monthly financial investment reports which clearly provide current information such as the types of investment, depository institutions, principal balances, rates of return and maturities.

All participants involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions.

This policy shall be reviewed annually.

Adopted by the STLS Board of Trustees July 20, 2010.

Revision adopted by the STLS Board of Trustees September 16, 2014.

STLS POLICY MANUAL

LIBRARY BILL OF RIGHTS**American Library Association - Library Bill of Rights**

The American Library Association affirms that all libraries are forums for information and ideas, and that the following basic policies should guide their services.

I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.

II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.

III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.

IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.

V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.

VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 18, 1948, by the ALA Council; amended February 2, 1961; amended June 28, 1967; amended January 23, 1980; inclusion of "age" reaffirmed January 24, 1996.

***Adopted by the Board of Trustees of the Southern Tier Library System
September 16, 2008.***

STLS POLICY MANUAL

ORGANIZATIONAL MEETING POLICY

APPLIES TO: STLS Board of Trustees

REFERENCES: STLS By-laws
STLS Authority of the Board Policy

It is the policy of the Southern Tier Library System to hold an annual organizational meeting, the purpose of which is to elect officers of the Board and take the necessary actions to ensure the proper management of STLS for the coming fiscal year. The Board will hold its annual organizational meeting on the third Tuesday of January each year. The meeting will be conducted as described below.

The current President will call the meeting to order as Chairperson and will swear in new trustees and administer their Oaths of Office and conduct the election of new officers before turning the meeting over to the newly elected President.

The Board of Trustees will then:

- Appoint the STLS Financial Clerk, Internal Auditor and Alternate Auditor of the Board, External Auditor and Attorney;
- Authorize the Executive Director to certify payroll and make grant applications
- Authorize the Executive Director to certify payments of a fixed nature without prior audit upon submission to the Treasurer of a voucher. This should include credit card, and utility bills, insurance premiums, mortgage payments, payroll deductions, taxes and fringe benefit expenses.

- Establish the business mileage reimbursement rate for the current year based on the published IRS rate for business mileage;
- Designate the official Bank Depositories and Newspaper;
- Designate Authorized Signatories for Checks;
- Establish Treasurer and Internal Auditor surety coverage for the year;
- Establish the calendar and locations for Board Meeting for the next twelve months.
- Complete and submit signed Disclosure of Interests forms.
- Take any other such organizational actions as may be necessary

The Board may also conduct general business at the end of the meeting before adjourning.

Adopted by the Board of Trustees on June 21, 2011.

STLS POLICY MANUAL

PUBLIC COMMUNICATIONS POLICY

APPLIES TO: Southern Tier Library Board of Trustees, Employees and Volunteers

REFERENCES: Authority of the Board Policy
Organizational Meeting Policy
Trustee Job Description
Disaster Preparedness Policy
Ethical Behavior Policy
STLS Website (www.stls.org)

The STLS Board of Trustees has a responsibility to promote public awareness of STLS library services and programs, to develop public understanding and support of STLS and the vital role it plays in the support of its member libraries and to encourage active utilization of its services by the STLS member libraries.

The Board of Trustees recognizes that effective public relations involves every person who has connection with STLS. The Board urges its own members and STLS staff members to remember that she or he represents STLS in every public contact and that professionalism and good service enhances good public relations.

Official statements to the public and media will be made by the Executive Director or the Board President. If it is necessary for anyone other than the Executive Director or Board President to provide the public with information, such information will be reviewed and approved by the Executive Director or Board President prior to its release.

The STLS Board of Trustees will designate the official newspaper to be used for all public announcements at its annual Organization Meeting in January of each year.

Adopted by the Board of Trustees November 20, 2012.

STLS POLICY MANUAL

PURCHASING POLICY

APPLIES TO: STLS Board of Trustees; STLS employees

REFERENCES: NYS Municipal Law, Article 5 (A) Section 103 and Section 104-b
STLS Authority of the board Policy
STLS Conflict of Interest Policy

It is the policy of the Southern Tier Library System (STLS) to obtain the maximum practical value when purchasing goods and services required for the effective operation of the organization consistent with the provisions of this policy, standard business practices and in accordance with applicable laws and statutes. STLS requires competitive bids for certain items and services to keep costs at a minimum; to give interested, qualified suppliers and equal opportunity to supply goods and services to STLS; and to guard against favoritism, extravagance and fraud, waste and abuse. This policy sets forth the provisions to ensure compliance with applicable NYS General Municipal Law and STLS policies. STLS is a cooperative library system. It is neither a political subdivision nor a district thereof and is not subject to General Municipal Law except when purchasing for a member library that must comply with NYS statutes.

Purchased Items - Purchased items include all goods and services obtained using STLS funds except the following: postage, travel, utilities and loans. All purchasing actions over \$50.00 (fifty dollars) in value will require a purchase order issued by the STLS Business Office.

Insurance and legal and professional services do not require issuance of a purchase order but will follow competition guidelines.

Authorization to Commit Funds and Sign Purchase Orders – The authorization to commit funds is described in the STLS Authority of the Board Policy, Commitment of Funds Section. Purchase orders may be signed by the Executor or his/her designee.

Competition Guidelines –

Formal Bids – When STLS executes procurement actions for member libraries that are required to comply with New York State Purchasing regulations, all purchasing actions will be in accordance with applicable New York State Municipal law.

When STLS executes procurement actions for itself or member libraries that are not required to comply with New York State Purchasing regulations, the following shall apply. All contracts for public works involving an expenditure of more than \$35,000.00 (thirty-five thousand dollars) and all purchase contracts involving an expenditure of more than \$20,000.00 (twenty thousand dollars) will be awarded based on best value resulting from responses from responsible suppliers to a written Request for Proposal or Request for Quote. STLS will issue a Request for Proposal or Request for Quotation as a basis for awards for professional services and insurance. Exceptions to the requirement for a formal bid or proposal are the same as described in Section 103 of NYS Municipal Law Article 5 (a).

Other Purchases – Purchases up to \$1500.00 (one thousand five hundred dollars) may be justified by catalog/retail pricing. Purchases from \$1500.00 (one thousand five hundred dollars) to \$3000.00 (three thousand dollars) require quotes from at least two qualified suppliers. Purchases over \$3000.00 (three thousand dollars) require written quotations from at least three qualified suppliers. Purchases may not be fragmented to avoid higher approval authorities.

Single and Sole Source Purchases – Single source purchases are allowed. Single source purchases are those in which other qualified sources may be available but competition would not be beneficial because of prior agreements or technical considerations. Sole source purchases are those in which there are no other qualified suppliers. In the absence of competition, reasonable attempts to negotiate fair and reasonable pricing are required.

Purchase Order Documentation - A file that includes a copy of the purchase order, records of quotes/bids, price analysis, packing slip, invoice, vendor claim form and approval stamp, and check or voucher number will be established for each purchase order issued and filed in accordance with established procedures. If it is a sole or single source procurement or the low bidder is not chosen justification for the price paid is required.

Receipt of Goods and Services – Receipt of goods and services will be verified in writing by a staff person other than the originator of the purchase.

Inspection and Monitoring – To ensure compliance with purchase order requirements, goods and services received will be inspected or verified by the originator of the request and results documented in the purchase order file. Services provided will be monitored by a staff person to ensure that contractual agreements are met.

Supplier Qualification – Reasonable efforts will be made to ensure suppliers providing goods and services to STLS are qualified and reputable. It is STLS policy to purchase goods and services from qualified local sources when prices are fair and reasonable.

Sales Tax Exemption – STLS is not required to pay New York State and local sales tax on purchased items.

Ethical Practices and Conflict of Interest - Individuals purchasing goods and services must conduct business in a professional manner and qualified vendors must be given an equal opportunity to compete for STLS business. Purchasing decisions should be made with integrity and objectivity, free from any personal bias or benefit. The STLS Conflict of Interest Policy provides specific guidelines regarding gifts and gratuities, and STLS persons holding interests in suppliers doing business with STLS. Employees who would benefit from a given prospective supplier selling goods or services to STLS may not participate in the supplier selection process.

Unauthorized Purchases – No individual may commit STLS funds without proper authorization.

Responsibility – The Executive Director of STLS has overall responsibility for purchasing for STLS and for implementing effective procedures that comply with the requirements of this policy and demonstrate effective internal controls.

Adopted by the STLS Board of Trustees September 20, 2011.

Revised by the Board of Trustees September 15, 2015.

STLS POLICY MANUAL

RECORDS RETENTION POLICY

A library should keep certain financial records and personnel records, as well as official documents of Board business, such as minutes. Information for the following schedule has been taken from *Retention and disposition of library and library system records*, by Warren Broderick, New York State Archives Technical Information Series #06, Revised April 2000. The publication can be found at:

http://www.archives.nysed.gov/a/nysaservices/ns_serv_mg_retentionlib6.shtml.

According to this publication, “No public library nor any public or school library system covered by the Local Government Records Law, may legally dispose of records until the governing body passes a resolution adopting the appropriate records retention and disposition schedule.”

Item	Description of Record	(Retention)
1	Official minutes and hearing proceedings of governing body or board, commission or committee thereof, including all records accepted as part of minutes. (Permanent)	
2	Agenda for meeting of governing body or board or agency, commission or committee (1 year)	
3	Legal opinion or directive rendered by government agency (Permanent)	
4	Local rule, regulation, ordinance, resolution, proclamation, or court order (Permanent)	
5	Legal agreement , including contract, lease, and release involving local government (6 years) after expiration or termination but not less than 6 years after final payment under contract	
6	Grant program file	
	<ul style="list-style-type: none"> a. Application, proposal, agreement, narrative, evaluation, and annual report for approved grant (Permanent) b. Background material, fiscal records, and supporting documentation: (6 years) after renewal or close of grant or denial of application 	
	Note: For additional fiscal items, see the Fiscal section of this schedule	
7	Public Educational or informational program file	
	<ul style="list-style-type: none"> a. Official copy of literature or other material made available to the public (Permanent) b. File on each instructional course or program (1 year) after course or program discontinued 	
8	Opinion survey records	
	<ul style="list-style-type: none"> a. Survey results, including official copy of survey form (Permanent) b. Completed survey forms (0) after survey results prepared 	

Budget

1	Budget preparation file for budget request or estimate submitted by department head, including but not limited to tentative budget appropriation, staffing requests, estimates of revenues or expenditures, narrative of services, budget message and related records (6 years)
2	Budget hearing and review files , including review of estimates and requests, and review of tentative budget (6 years)

- 3 **Preliminary or tentative budget (6 years)**
- 4 **Annual budget**
 - a. Official copy when not included in minutes (**Permanent**)
 - b. when budget is included in minutes (**0**)
- 5 **Special budget** filed with State or Federal agency (**Permanent**)
- 6 **Budget status report** on allocation, receipts, expenditures, encumbrances, and unencumbered funds
 - a. Cumulative report (**6 years**)
 - b. Monthly or Quarterly report (**1 year**)

Fiscal Accounting

- 1 **General ledger** showing summary reports and disbursements from all funds and accounts (**10 years**)
- 2 **Subsidiary ledger** providing details of the general ledger accounts (**6 years**)
- 3 **Journal** recording chronological entries of all fiscal transactions (**6 years**)
- 4 **Accounting register**, including but not limited to check register, transfer of funds register, encumbrance register, and register of claims presented for payment and paid claims (**6 years**)
- 5 **Cash transaction record** showing cash received from collection of various fees (**6 years**)
- 6 **Intermediary fiscal record of receipts and disbursements**, including but not limited to detail record, analysis, proof sheet or trial balance worksheet, and adding machine tapes (**6 years**)

Audit

- 1 **Report of audit financial affairs**
 - a. Audit filed pursuant to Section 35, General Municipal Law, conducted by NYS comptroller's Office or by outside auditing firm. (**Permanent**)
 - b. Other external audits (**6 years**)
 - c. Internal audits, conducted by local government officials (**6 years**)
- 2 **Audit background documentation**, including summaries, posting records, and related records created by an auditing office as part of the auditing procedure (**6 years**)
- 3 **Audit hearing or review file (6 years)**

Banking

- 1 **Banking communications**, including but not limited to bank statement, reconciliation, notification of voiding or return of check, cancellation of payment, or other notice for checking or savings account **(6 years)**
- 2 **Canceled check**, or other instrument of payment, such as bank check, warrant check, order check, or order to fiscal officer to pay when used as a negotiable instrument, including voided check. **(6 years)**
- 3 **Copy of check or check stub (6 years)**
- 4 **Deposit slip (6 years)**

Library System

- 1 **Incorporation, chartering and registration records (Permanent)**
- 2 **Directory of public library system** and member libraries, prepared by public library system **(0)**after superseded
- 3 **Borrowing or loaning records**, including interlibrary loan **(0)** after no longer needed
- 4 **Catalog of holdings**
 - a. Manuscript or printed catalog **(Permanent)**
 - b. Continuously updated catalog **(0)**after superseded or obsolete
- 5 **Individual title purchase requisition** which has been filled or found to be unfillable **(1 year)**
- 6 **Records documenting selection of books** and other library materials **(1 year)**

Payroll

- 1 **Payroll**, including information on gross and net pay, base pay, taxes, and other deductions
 - a. Year-end or periodic payroll, including same information by pay period as warrant copy, certified by fiscal officer **(55 years)**
 - b. Warrant copy when year-end or periodic payroll with same information as warrant copy is produced and retained at least 55 years **(3 years)**

- c. Warrant copy when no year-end periodic payroll with same information as warrant copy is produced **(55 years)**
- 2** **Summary report or record of payroll or time information** covering all employees or an individual employee **(6 years)**
- 3** **Payroll distribution breakdown record** used to distribute or classify labor costs **(6 years)**
- 4** **Summary record of employee’s payroll changes (6 years)** after termination of employment
- 5** **Employee’s time cards, sheets, or books (6 years)**
- 6** **Record of employee absences or accruals**
 - a. When not posted to periodic cumulative time summary record **(6 years)**
 - b. When posted to periodic cumulative time summary record **(1 year)**
- 7** **Employee request for and/or authorization given to employee to use sick, vacation, personal or other leave, or to work overtime (6 years)**
- 8** **Record of assignments, attachments, and garnishments of employee’s salary**
 - a. When employment was terminated prior to satisfaction **(6 years)** after termination of employment
 - b. When satisfied **(5 years)** after satisfaction
- 9** **Employee’s voluntary payroll deduction request form (5 years)** after superseding form is filed, authorization expires, or employment is terminated
- 10** **Employee’s personal earnings record** used to prove end-of-year total earnings, retirement or other deductions and taxes withheld. **(6 years)**
- 11** **Employee’s declaration of intention to accept or reject Social Security (10 years)** after employee died or reached age 75, whichever is shorter
- 12** **Quarterly report of wages paid** prepared for Social Security, and report of any adjustments or corrections **(6 years)**
- 13** **Copy of Federal determination of error in wage reports (6 years)**
- 14** **Payroll report** submitted to New York State Employee’s Retirement System or any other official pension system **(6 years)**
- 15** **Employer’s copy of Annual Federal Tax Return (Form 940), Quarterly Federal Tax Return (Form 941E) and Continuation Sheets (Form 941a), Notice of Tax Return Due (Form TY14), or equivalent forms (5 years)**

- 16 **Employer’s copy of US Information Return for Calendar Year (Form 1099), Withholding Tax Statement (Form W-2) or Transmittal of Wages and Tax Statements (Form W-3) or equivalent forms (5 years)**
- 17 **Employer’s Withholding Exemption Certificate (Form W-4), or equivalent form (5 years)**
- 18 **Employer’s copy of New York State income tax records relating to employees (5 years)**

Purchasing

- 1 **Purchase Order**, or similar record, used to obtain materials, supplies, or services **(6 years)**
- 2 **Purchase requisition**, request, estimate or similar record, used to submit purchase requirement **(6 years)**
- 3 **Purchasing file**, including but not limited to bid contract and specifications for purchase of materials, supplies and services not connected with capital construction **(6 years)**
- 4 **Vendor file**, including but not limited to list of vendors doing business with the local government, vendor evaluation forms, price lists or other information received from vendors **(0)** after obsolete
- 5 **Performance guarantee** or written warranty for products or similar record **(6 years)** after expiring
- 6 **Invoice**, statement or similar notification by vendor of supplies, materials, or equipment sent **(6 years)**
- 7 **Invoice register**, or similar record used to list invoices **(1 year)**
- 8 **Packing slip**, shipping ticket, copy of bill of lading or similar record used to verify receipt of materials or supplies **(6 years)**
- 9 **List or abstract of purchase orders, claims or contracts (6 years)**
- 10 **Standing order file**, used for purchase of materials and supplies which are received on a regular basis **(6 years)**

Disposition

Establish a formal disposition procedure that disposes of records regularly, at least once a year. This safeguards against the accidental destruction of records that have not attained their minimum retention periods or that have met their retention periods but are needed for some other purpose, such as litigation or investigations.

Documenting disposition of records is not required, but recommended. An authorization form should include series titles and dates, quantity of records, method of destruction, and authorization signatures. To certify destruction, the form should also include the dated signature of a witness. (Appendix C, “Records Destruction Authorization” is a sample form).

Select a method of destruction that ensures total illegibility of confidential records. The most common methods of destruction include:

Incineration

Shredding

Landfill

Recycling

Approved by the Southern Tier Library System Board of Trustees September 16, 2003.

STLS POLICY MANUAL

CHARTERED PUBLIC LIBRARIES POLICY

APPLIES TO: Established Reading Centers in STLS Service Region

The Southern Tier Library System, a regional consortium of chartered public libraries, works in partnership with its members to support and strengthen them through clearly defined, cost-effective services that make possible the coordination and sharing of resources, enabling all individuals in the five-county region to have equal access to excellent library services.

The intent of this document is to assist reading centers identify with public library best practices, and strive for standards set by the field of public librarianship.

In order to apply fair and equitable practices to all chartered public libraries, the STLS Board of Trustees has created formal requirements for services to the established reading centers of Arkport, Greenwood, Hector, Middlesex and Rushville.

In these days of transparency and accountability, the System requires each Reading Center meet most Minimum Standards for Chartered Public Libraries.

These standards, adopted by the NYS Education Department and Division for Library Development in 1994 require that all libraries:

- have a Board of Trustees of at least three (3) members;
- have Board of Trustees' meetings at least four (4) times a year;
- be governed by written By-Laws which outline the responsibilities and procedures of the Reading Center Board of Trustees;
- has Board-approved written policies for the operation of the Reading Center and oversight of its finances;
- has a Board-approved, written Long Range Plan of Service;
- presents a written budget annually to the appropriate funding agencies which would enable the Reading Center to meet or exceed these standards, and carry out its Long Range Plan of Service;
- annually present a narrative report to the community on the Reading Center's progress toward meeting its goals and objectives, as well as a statistical report to the Southern Tier Library System;
- periodically evaluates the effectiveness of the Reading Center's collection and services in meeting community needs;
- maintains a facility adequate to meet community needs, including adequate space, lighting, shelving, seating, and a restroom;
- compiles and maintains regular library records;
- maintains its collection with standard library classification and arrangement;
- provides equipment and connections to meet community needs including, but not limited to telephone, photocopier, telefacsimile capability, and microcomputer or terminal with printer to provide access to other library catalogs and other electronic information;
- distributes printed information listing the library's hours open, borrowing rules, services, location and phone number.

In addition, each STLS reading center must provide its community with:

- a Reading Center Director hired (implies paid) and trained in local library practices;
- open at least 12 regularly scheduled hours per week all year

Any Reading Center not meeting the requirements of this policy within three years will be placed on probationary status. Should the condition continue, STLS will withdraw its services from Reading Centers.

Communities wishing to create a reading center are ineligible for services from Southern Tier Library System. STLS will partner with local communities to create a new chartered public library under the Board of Regents. Charter applications for public libraries must meet all criteria outlined by the Board of Regents.

Southern Tier Library System will work with all reading centers to apply for, and leverage sustainable funds to provide services aligning with public library best practices. Reading centers will need to work within the scope of Minimum Standards for Public Libraries, chartered service areas and mechanisms prescribed in NYS Education Law to become chartered entities within five (5) years.

Adopted by STLS Board of Trustees July 21, 2015.

STLS POLICY MANUAL

TUITION REIMBURSEMENT POLICY

Proposed STLS Tuition Reimbursement Policy

The current labor contract between the Southern Tier Library System (STLS) and the Staff Organization of Southern Tier Library System provides for tuition reimbursement. This policy document delineates the specific actions to be taken by STLS management and STLS employees to implement efficiently and effectively this tuition reimbursement commitment.

Employee Qualifications

All employees, both members of the Staff Organization of Southern Tier Library System and non-members, qualify for the STLS tuition reimbursement after they have completed one year of continuous employment at STLS. The program is available to both full-time and part-time employees.

Qualifying Education Programs

Tuition reimbursement is available for courses that, in the judgment of the Executive Director of STLS, are job related. Where an employee is enrolled in a degree program that requires courses that are job related and non-job related, STLS tuition reimbursement is not available for those courses that are non-job related.

Qualifying Institutions

Tuition reimbursement is only available for studies at fully accredited educational institutions offering course work at a level higher than that of high school.

Amount of Reimbursement

Reimbursement policy is based on a conventional college program consisting of two semesters per year.

- (1) Employees who meet the requirements of the tuition program will be partially reimbursed for the tuition costs of courses they successfully complete with a final grade of an A or a B.
- (2) Reimbursement shall be available for up to six (6) credit hours of course work per semester. The total credit hours reimbursed in each calendar year shall not exceed twelve (12).
- (3) STLS grade-related tuition reimbursement shall apply to only that part of the tuition cost paid for directly by the employee after deducting tuition costs paid for by other reimbursement programs such as grants, scholarships, etc.
- (4) Qualifying course tuition costs paid for directly by the employee shall be reimbursed at a rate of seventy-five percent (75%) for a final grade of A and at a rate of fifty-percent (50%) for a final grade of B. Where the educational institution uses a grading system other than a letter grade the STLS Executive Director shall determine reasonable reimbursement percentages corresponding to the possible course outcomes.
- (5) The STLS reimbursement program is limited to tuition costs. Other potential educational costs, such as laboratory fees, the purchase of books and other educational materials, board and lodging, and transportation are not included in the STLS program.
- (6) Where a qualifying educational institution uses a trimester or quarter system reimbursement shall be provided at a rate of six credit hours per trimester or quarter, but shall not exceed twelve (12) credit hours per calendar year.
- (7) Where a school does not use the normal credit hour system of 3 to 4 hours per course, courses may be considered to be equivalent to 3 or 4 credit hours at the discretion of the STLS Executive Director.

Employee Application Procedure

Prior to each semester, trimester, or quarter, the employee shall submit a request for consideration for tuition reimbursement for each course he or she plans to take.

- (1) The request shall include the following items documented, where appropriate, by material copied from the educational institution's course catalog or other documents.
 - (a) The name of the college or educational institution.
 - (b) Dates for the start and finish of the semester, trimester, or quarter.

- (c) The name of each course, the course description, the number of credits assigned to the course by the institution, the total cost of tuition, and the tuition reimbursement anticipated by the employee from sources other than STLS.
 - (d) A written justification by the employee that the course or courses proposed for study should be considered as job related.
 - (e) The relation of the proposed course or courses to a more general study plan (such as an associate or bachelors degree) if appropriate.
- (2) Upon receipt of the employee's application the Executive Director shall approve or disapprove the employee's application on a course by course basis. Approval of a planned course of study implies that STLS will provide tuition reimbursement in the amount specified in this policy document after the employee successful completes the course with an A or B grade and continues to satisfy the other requirements of this policy.
- (3) After completion of a course approved for tuition reimbursement, the employee shall submit the following.
- (a) A copy of an official transcript or other equivalent official document verifying completion of the course and grade awarded.
 - (b) A copy of a detailed statement by the educational institution's registrar of the tuition costs for the course including grants, scholarships, and other reimbursements not originating with STLS.
 - (c) A signed statement by the employee that the documents submitted are to his or her knowledge are complete and accurate.
- (4) Upon receipt of the required documentation and verification of eligibility, STLS will reimburse that portion of the employee's tuition that conforms with the provisions of this policy.

Adopted by the STLS Board of Trustees December 15, 2009.

STLS POLICY MANUAL

STLS VOLUNTEER POLICY

APPLIES TO: STLS Trustees, Staff and Volunteers

REFERENCES: STLS Authority of the Board Policy

An STLS volunteer is anyone who, without compensation or expectation of compensation performs a task at the direction of and on behalf of STLS. Volunteers are viewed as a valuable resource to STLS, its staff, and its Board of Trustees. It is the policy of STLS to support the utilization of volunteers where practicable. Volunteers providing services to STLS must comply with the policies and procedures of STLS

Prior to being accepted as a volunteer, all volunteers will be interviewed by the appropriate STLS staff member to ascertain their suitability for and interest in opportunities available.

Volunteers are not authorized to make any statements or take any action which might significantly affect or obligate STLS, and are responsible for maintaining the confidentiality of all proprietary or privileged information to which they are exposed while serving as a volunteer, whether this information involves an individual staff member, volunteer, member library, or other person, or involves overall STLS business.

Adopted by STLS Board of Trustees March 19, 2013.

Volunteer Parental/Guardian Consent Form

By signing below, I, _____ hereby attest to the following:

- 1) I am the legal guardian of _____, who is under eighteen years of age.
- 2) I give my consent for him/her to provide certain volunteer services to STLS at times mutually agreeable to STLS and the volunteer.
- 3) I verify that the volunteer has read and understands the types of duties he/she will be expected to perform.
- 4) I understand that volunteers are not entitled to any employee benefits, including Worker's Compensation.
- 5) I take full responsibility for any and all actions of the volunteer during his/her volunteer service to STLS.

Print Name: _____

Signature: _____ Date: _____

Volunteer Application

NAME (Last) (First) (Middle)

PRESENT ADDRESS: STREET CITY STATE ZIP CODE

DAYTIME PHONE: _____ EVENING PHONE: _____

ALTERNATE PHONE NO: _____ EMAIL ADDRESS: _____

IN CASE OF EMERGENCY NOTIFY: NAME _____ PHONE _____

ARE YOU A STUDENT? : YES _____ NO _____ IF YES:

1. ARE YOUR VOLUNTEER ACTIVITIES PART OF A SCHOOL PROGRAM? YES _____ NO _____

2. IF YOU ANSWERED "YES" TO QUESTION ONE, SCHOOL NAME: _____

DO YOUR VOLUNTEER HOURS NEED TO BE REPORTED TO ANY OTHER AGENCY OR ORGANIZATION?

I certify that all statements contained in this application are correct to the best of my knowledge. I also agree that if I am accepted as a volunteer, I will abide by all policies of the STLS.

Signature: _____ Date: _____

Office Use Only

Contacted by: _____ Date: _____

STLS POLICY MANUAL

WHISTLEBLOWER and ETHICAL BEHAVIOR POLICY

The Southern Tier Library System requires trustees, employees, and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the organization must practice honesty, fair dealing, and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. The Board embraces the organization's values of integrity, honesty, ethical behavior, loyalty to the organization, courtesy, civility, respect for and co-operation among staff, trustees, member libraries, and vendors. Harassment, because of sex, race, age, color, creed, religion, sexual orientation, disability or any other reason, whether conducted by, or affecting, an employee, vendor, client, volunteer, board member, or other individual connected with STLS is strictly prohibited. This policy applies to all employees, directors, officers, volunteers, and agents of the STLS, including the Executive Director and the Board of Trustees.

The objectives of the STLS Whistleblower and Ethical Behavior Policy are to establish standards of conduct and procedures for:

- The submission of concerns, on a confidential basis, regarding:
 - (a) Harassment and bullying, sufficiently severe or pervasive to create a hostile work environment, or resulting in a tangible change in an employee's employment status or benefits,
 - (b) Questionable accounting or auditing actions by employees, trustees, officers and other stakeholders of the organization,
 - (c) Wrongful conduct such as a violation of applicable state and/or Federal laws and regulations; a serious violation of STLS Policy; or the use of STLS property, resources, or authority for personal gain or other non-STLS purpose except as provided under STLS policy
- The receipt, retention, and treatment of complaints received by the organization regarding harassment, accounting, internal controls, auditing matters or other wrongful conduct
- The protection from retaliatory actions of trustees, employees, and volunteers reporting concerns.

Reporting Responsibility

Each trustee, employee, and volunteer of STLS has an obligation to report in accordance with this Whistleblower and Ethical Behavior Policy (a) harassment or bullying, (b) questionable or improper accounting or auditing matters, (c) violations and suspected violations of this policy and (d) wrongful conduct.

Authority of the Board of Trustees

All concerns submitted in writing will be forwarded to the President of the Board of Trustees in accordance with the procedures set forth below. The President shall be responsible for designating the appropriate committee to investigate and make appropriate recommendations to the Board of Trustees with respect to the following: (a) concerns that originate from trustees and other non-employees or (b) concerns submitted by employees that have not been resolved by the System Executive Director to the satisfaction of the complainant.

Procedures and Corrective Action for Employees

Employees should first discuss their concern, in confidence, with their immediate supervisor. If, after speaking with his or her supervisor, the employee is convinced that his or her concern is unwarranted or that, in the opinion of the employee, the supervisor will take appropriate steps to resolve the employee's concern no further action is required by the employee.

- However, further action is required if the employee (a) continues to have reasonable grounds to believe the concern is valid and that the response of his or her immediate supervisor is not adequate or (b) the immediate supervisor recommends that the issue should be referred to a higher level in the organization. In this situation the employee should write a formal complaint which the first level supervisor is obligated to take to the System Executive Director (or Acting System Director) in five working days.
- The Executive Director shall promptly inform the employee of receipt of the complaint. A copy of the complaint shall be forwarded to the President of the Board of Trustees. The Executive Director shall investigate the circumstances of the complaint in a timely fashion and, where warranted, take disciplinary

and other actions. At the completion of the investigation the Executive Director shall provide the employee initiating the complaint and the President with a written summary of the action taken.

- Notwithstanding the procedure stated above, if the employee's supervisor is the subject of the employee's concern or is possibly involved, the employee may choose to discuss their concern directly and in confidence with the Executive Director and then write a formal complaint. If is the responsibility of the Executive Director to investigate promptly the circumstances of the complaint in the manner stated in the previous paragraph.
- In extraordinary circumstances, and after due consideration, an employee who suspects or believes that the Executive Director is involved in unethical or illegal behavior may take his or her concerns directly to the President of the Board of Trustees using the procedure below entitled "Reporting Procedures for Trustees and Other Volunteers."

Reporting Procedures and Corrective Action for Individuals Not Employed by the System

System trustees, System volunteers, individuals in the Member Libraries of the System and members of the general public should submit concerns in writing directly to the President of the Board of Trustees. If the President of the Board of Trustees is not available or is the subject of the concern, the complaint should be directed to the Vice-President of the Board of Trustees.

- The President shall be responsible for designating an appropriate committee, as circumstances dictate, to investigate and make appropriate recommendations to the Board of Trustees, with respect to all concerns received in writing. The designated committee has the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of the allegations.
- The President shall inform the originator of the receipt of the written complaint. All trustees of the System shall be informed of the nature of the complaint with emphasis on maintaining the confidentiality appropriate for personnel issues.
- The Board of Trustees and its designated committee shall resolve all complaints in a timely fashion and inform the individual submitting the complaint of the Board's final action.
- If the concern, for any reason, is not dealt with by the Board of Trustees to the satisfaction of the complainant, he or she may request a review by the State Librarian.

Acting in Good Faith

Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates harassment or bullying; a questionable or improper accounting or auditing practice; a violation or suspected violation of this STLS Policy; or wrongful conduct.

The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment or dismissal from the trustee or volunteer position. Such conduct may also give rise to other actions, including civil lawsuits.

Confidentiality

Reports of concerns and their investigations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

No Retaliation Provision

This Whistleblower and Ethical Behavior Policy is intended to encourage and enable employees, trustees, volunteers and others to raise concerns within STLS for investigation and appropriate action. With this goal in mind, no trustee, employee or volunteer who, in good faith, reports a concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, an employee, trustee or volunteer who retaliates against someone who has reported a concern in good faith shall be subject to discipline, up to and including termination of employment or dismissal from the trustee or volunteer position.

*Approved by the Southern Tier Library System Board of Trustees
Revised to incorporate STLS Policy on Maintaining an Ethical Environment
(Doc. #05-85, November 22, 2005).*

Approved by the Southern Tier Library System Board of Trustees December 15, 2009.

STLS POLICY MANUAL

WORKERS' COMPENSATION POLICY

Applies to: STLS Board of Trustees
STLS Staff

References: STLS Staff Association Contract
New York State Workers' Compensation Law

New York State requires most employers to maintain Worker's Compensation Insurance, which is designed to protect the financial stability and to cover the medical bills of employees who suffer an accidental injury or illness arising out of and in the course of employment, as determined by the

Workers' Compensation Board. The Southern Tier Library System provides such insurance coverage as required by law.

Employees who sustain work-related injuries or illnesses must inform their supervisor immediately.

In accordance with the law, any employee who is not able to work due to a covered injury or illness will become eligible for benefits and will claim them immediately after the required waiting period. Partial use of sick time is allowed to bring compensation up to full normal pay. Employees do not usually accrue credit in the NYS Retirement System unless sick time is used. In that case, credit in the NYS Retirement System would be pro-rated. In any event, such credits are subject to the rules of the Retirement System.

The Business Office Manager will administer all claims, unless involved in a claim him/herself. In that case, the Executive Director will administer that claim.

Adopted by STLS Board of Trustees on December 17, 2013.

WORKPLACE ENVIRONMENT POLICY

The following policies are adopted to help ensure that Southern Tier Library System staff and visitors are afforded a safe and productive workplace.

Smoking –The Southern Tier Library System is a smoke-free work area. Absolutely no smoking is permitted on BOCES property, or STLS premises, including buildings, parking lots and outbuildings or in STLS vehicles.

Alcohol and Substance Abuse – It is the policy of STLS to maintain a work environment that is free of substance abuse. This protects the safety of the public with whom we interact and the employees with whom we work. The manufacture, use, distribution, possession, sale, or purchase of illegal drugs on STLS property is prohibited. Being under the influence of illegal drugs or alcohol on STLS property is prohibited. The employment status of any person found to be in violation of this prohibition will be subject to a review by the Director and the Board of Trustees consistent with the provisions of local, State and Federal Law as a condition of continuing employment. While prescription drugs are not prohibited, they should not render an employee unfit for duty.

Violence and Firearms in the Workplace – STLS is committed to providing a safe and productive workplace for its employees. Consistent with this policy, acts or threats of physical violence, including intimidation, harassment, and/or coercion, which involve or affect STLS or which occur on STLS property will not be tolerated. This includes acts or threats of violence that occur on STLS property, regardless of the relationship between STLS and the parties involved. Acts or threats of violence include conduct which is sufficiently severe, offensive, or intimidating to alter the employment conditions at STLS, or to create a hostile, abusive, or intimidating work environment for one or several employees. This includes any and all threats or acts of violence occurring off STLS premises involving someone who is acting in the capacity of a representative of STLS. STLS prohibits the possession and/or use of any and all kinds of firearms or other weapons on all premises owned by the System.

Any employee found guilty of violating these prohibitions may face immediate disciplinary action and/or termination, and reporting to the appropriate law enforcement agencies.

Adopted by the Board of Trustees of the Southern Tier Library System on September 21, 2010.