



OPERATIONAL POLICIES

Table of Contents

POLICY 1.1	CONTENT AND ISSUANCE OF POLICIES.	4
POLICY 2.1	MISSION STATEMENT (AIMS AND PURPOSES)	6
POLICY 2.2	RELEASE OF PUBLIC STATEMENTS	7
POLICY 2.3	POLICY OF THE CLIFTON PARK-HALFMOON PUBLIC LIBRARY WITH REGARD TO THE FREEDOM OF INFORMATION LAW	8
POLICY 2.4	CONFLICTS OF INTEREST	15
POLICY 2.5	WHISTLEBLOWER POLICY	20
POLICY 3.1	RULES OF CONDUCT FOR LIBRARY USERS	23
POLICY 3.2	ISSUANCE OF LIBRARY CARDS	25
POLICY 3.3	LIBRARY SERVICE TO NON-RESIDENTS	27
POLICY 3.4	HOURS OPEN AND HOLIDAY SCHEDULE	28
POLICY 3.5	USE OF FACILITIES AND MATERIALS	30
POLICY 3.6	USE OF PROGRAM ROOMS BY THE PUBLIC	31
POLICY 3.7	USE OF THE LIBRARY BY TUTORS	34
POLICY 3.8	UNATTENDED CHILDREN	35
POLICY 3.9	REMOVED - SALES AND FUNDRAISING AT THE LIBRARY	36
POLICY 3.10	APPROPRIATE USE OF THE CHILDREN'S ROOM	37
POLICY 3.11	PRIVACY AND CONFIDENTIALITY	38
POLICY 3.12	SUSPENSION POLICY	40
POLICY 3.13	AUTOMATED EXTERNAL DEFIBRILLATOR POLICY	42
POLICY 3.14	SOLICITATION POLICY	44
POLICY 3.15	FILMING POLICY	46
POLICY 3.16	PROGRAMMING POLICY	48
POLICY 3.17	PREVENTION OF ABUSE AND MOLESTATION	49
POLICY 4.1	LIBRARY ACCESS	53
POLICY 4.2	MATERIALS SELECTION POLICY	54
POLICY 4.3	CIRCULATION OF MATERIALS	57
POLICY 4.4	LIBRARY CHARGES AND FEES	59
POLICY 4.5	COMPUTER AND INTERNET USE	61
POLICY 4.6	WIRELESS INTERNET USE	63
POLICY 4.7	TECHNOLOGY DEVICE LENDING POLICY	64
POLICY 4.8	SOCIAL MEDIA	63
POLICY 5.1	ROLE OF THE BOARD OF TRUSTEES: POWERS AND DUITES	68
POLICY 5.2	COMMITTEES OF THE BOARD OF TRUSTEES	69
POLICY 5.3	STANDING COMMITTEE FUNCTIONS AND RESPONSIBILITES	70
POLICY 5.4	CALENDAR FOR BOARD OF TRUSTEES	73
POLICY 5.5	CRITERIA FOR HOLDING EXECUTIVE SESSIONS BY THE BOARD OF TRUSTEES	76
POLICY 5.6	THE ELECTION AND INTERIM APPOINTMENT OF A TRUSTEE IN EVENT OF VACANCY ON THE BOARD OF TRUSTEES	77
POLICY 5.7	INDEMNIFICATION OF TRUSTEES AND EMPLOYEES	78



OPERATIONAL POLICIES

POLICY 6.1	POWERS AND DUTIES OF LIBRARY DIRECTOR	80
POLICY 6.2	ANNUAL EVALUATION OF THE LIBRARY DIRECTOR AND DETERMINATION OF DIRECTOR'S COMPENSATION	81
POLICY 7.1	GENERALLY ACCEPTED ACCOUNTING PRINCIPLES	84
POLICY 7.2	BUDGET DEVELOPMENT REVIEW and ADJUSTMENT	85
POLICY 7.3	CHECK SIGNING PROCEDURES	87
POLICY 7.4	FINANCING TRAVEL AND DUES FOR STAFF AND TRUSTEES	88
POLICY 7.5	ANTIFRAUD PROGRAMS AND CONTROLS	90
POLICY 7.6	INVESTMENTS	92
POLICY 7.7	AUDIT	96
POLICY 7.8	FIXED ASSET CAPITALIZATION POLICY	97
POLICY 7.9	SURPLUS BOOKS, FURNITURE AND EQUIPMENT POLICY	100
POLICY 7.10	FUND BALANCE POLICY	101
POLICY 8.1	COOPERATION WITH OTHER LIBRARIES AND SCHOOLS	103
POLICY 8.2	ACCEPTANCE OF GIFTS TO THE LIBRARY	104



CLIFTON PARK
HALFMOON
PUBLIC
LIBRARY

OPERATIONAL POLICIES

POLICIES



OPERATIONAL POLICIES

POLICY 1.1 CONTENT AND ISSUANCE OF POLICIES.

Need for this Policy:

In accordance with Article 10 of the Bylaws of the Clifton Park-Halfmoon Public Library, A formal method is required to establish and record policies for the Library.

Policy:

Policies of the Library shall be established by the Board, Procedures implementing the Board policies shall be the responsibility of the Director.

Initial Adoption Date: 1/22/1985

Modified Date	Description of Modification
5/30/1986	
9/19/2005	
5/23/2016	Clarified wording of policy; deleted list of definitions
12/13/2021	Reviewed; no changes.



GENERAL



OPERATIONAL POLICIES

POLICY 2.1 MISSION STATEMENT (AIMS AND PURPOSES)

Need for this Policy:

A statement is needed to explain the role of the Library.

Policy:

The Clifton Park-Halfmoon Public Library nurtures and fosters community connections by providing the space and resources for patrons to be educated, entertained and enriched.

Responsibility:

It is the responsibility of the Board to promote the role of the local public Library.

Initial Adoption Date: 3/13/1985.

Modified Date	Description of Modification
5/22/1986	
9/19/2005	
2/27/2017	Updated to new mission statement approved as part of new strategic plan



OPERATIONAL POLICIES

POLICY 2.2 RELEASE OF PUBLIC STATEMENTS

Need for this Policy:

A formal chain of responsibility is necessary to assure that only authorized publicity about the Library is released to the public and the media.

Policy:

Day to day news releases concerning activities of the Library are the responsibility of the Library Director or his/her designee. A copy of all material prepared for release to the media will be retained in the Library's files.

Special releases that either communicate actions of the Board, or are official responses to a published statement affecting the Library, should be referred to the Public Relations Committee and the President for review.

The Board President is the spokesperson for the Library. Questions from the press should be referred to the President or his/her designee. Board members should receive copies of all special releases as soon as possible.

Initial Adoption Date: 5/8/86

Modified Date	Description of Modification
12/12/1994	
09/19/2005	
5/23/2016	Updated wording about retention of news releases
12/13/2021	Reviewed; no changes.

POLICY 2.3 POLICY OF THE CLIFTON PARK-HALFMOON PUBLIC LIBRARY WITH REGARD TO THE FREEDOM OF INFORMATION LAW

Need for this Policy:

The public should have a method of accessing information to which they are entitled to access by law.

Policy:

The people's right to know the process of government decision-making and the documents and statistics leading to determinations is basic to our society. Access to such information should not be thwarted by shrouding it with the cloak of secrecy or confidentiality.

These provisions provide information concerning the procedures by which records may be obtained.

The Library shall furnish to the public the information and records required by the Freedom of Information Law, as well as records otherwise available by law.

Any conflicts among laws governing public access to records shall be construed in favor of the widest possible availability of public records.

Responsibility:

Section 1: Designation of records access officer.

The Library designates the following person as records access officer:

Library Director
475 Moe Road
Clifton Park, New York 12065

The records access officer is responsible for ensuring appropriate agency response to public requests for access to records.

The records access officer shall ensure that personnel:

- (a) Assist the requestor in identifying requested records, if necessary.
- (b) Contact persons seeking records when a request is voluminous or when locating the records involves substantial effort, so that personnel may ascertain the nature of records of primary interest and attempt to reasonably reduce the volume of records requested.
- (c) Upon locating the records, take one of the following actions:
 - (i) Make records available for inspection; or,



OPERATIONAL POLICIES

- (ii) Deny access to the records in whole or in part and explain in writing the reasons therefore.
- (d) Upon request for copies of records:
 - (i) Make a copy available upon payment or offer to pay established fees, if any, in accordance with Section 6; or
 - (ii) Permit the requestor to copy those records.
- (e) Upon request, certify that a record is a true copy; and
- (f) Upon failure to locate records, certify that:
 - (i) The Library is not the custodian for such records, or
 - (ii) The records of which the Library is a custodian cannot be found after diligent search.

Section 2: Location.

Records shall be available for public inspection and copying at:

The Clifton Park-Halfmoon Public Library
475 Moe Road
Clifton Park, New York 12065

Section 3: Hours for public inspection.

Request for public access to records shall be accepted and records produced during all hours regularly open for business.

Section 4: Requests for public access to records.

- (a) A written request may be required, but oral requests may be accepted when records are readily available.
- (b) If records are maintained on the internet, the requestor shall be informed that the records are accessible via the internet and in printed form either on paper or other information storage medium.
- (c) A response shall be given within five business days of receipt of a request by:
 - (1) informing a person requesting records that the request or portion of the request does not reasonably describe the records sought, including direction, to the extent possible, that would enable that person to request records reasonably described;
 - (2) granting or denying access to records in whole or in part;
 - (3) acknowledging the receipt of a request in writing, including an approximate date when the request will be granted or denied in whole or in part, which shall be reasonable under the circumstances of the request and shall not be more than twenty business days after the date of the acknowledgment, or if it is known that



OPERATIONAL POLICIES

- circumstances prevent disclosure within twenty business days from the date of such acknowledgment, providing a statement in writing indicating the reason for inability to grant the request within that time and a date certain, within a reasonable period under the circumstances of the request, when the request will be granted in whole or in part; or
- (4) if the receipt of request was acknowledged in writing and included an approximate date when the request would be granted in whole or in part within twenty business days of such acknowledgment, but circumstances prevent disclosure within that time, providing a statement in writing within twenty business days of such acknowledgment specifying the reason for the inability to do so and a date certain, within a reasonable period under the circumstances of the request, when the request will be granted in whole or in part.
- (d) In determining a reasonable time for granting or denying a request under the circumstances of a request, personnel shall consider the volume of a request, the ease or difficulty in locating, retrieving or generating records, the complexity of the request, the need to review records to determine the extent to which they must be disclosed, the number of requests received by the agency, and similar factors that bear on the ability to grant access to records promptly and within a reasonable time.
- (e) A failure to comply with the time limitations described herein shall constitute a denial of a request that may be appealed. Such failure shall include situations in which an officer or employee:
- (1) fails to grant access to the records sought, deny access in writing or acknowledge the receipt of a request within five business days of the receipt of a request;
 - (2) acknowledges the receipt of a request within five business days but fails to furnish an approximate date when the request will be granted or denied in whole or in part;
 - (3) furnishes an acknowledgment of the receipt of a request within five business days with an approximate date for granting or denying access in whole or in part that is unreasonable under the circumstances of the request;
 - (4) fails to respond to a request within a reasonable time after the approximate date given or within twenty business days after the date of the acknowledgment of the receipt of a request;
 - (5) determines to grant a request in whole or in part within twenty business days of the acknowledgment of the receipt of a request, but fails to do so, unless the agency provides the reason for its inability to do so in writing and a date certain within which the request will be granted in whole or in part;
 - (6) does not grant a request in whole or in part within twenty business days of the acknowledgment of the receipt of a request and fails to provide the reason in writing explaining the inability to do so and a date certain by which the request will be granted in whole or in part; or
 - (7) responds to a request, stating that more than twenty business days is needed to grant or deny the request in whole or in part and provides a date certain within which that will be accomplished, but such date is unreasonable under the circumstances of the request.

Section 5: Denial of access to records.

- (a) Denial of access to records shall be in writing stating the reason therefore and advising the requestor of the right to appeal to the individual or body established to determine appeals
- (b) If requested records are not provided promptly, as required by Section 5 (d) of these regulations, such failure shall also be deemed a denial of access.
- (c) The following person or persons or body shall determine appeals regarding denial of access to records under the Freedom of Information Law:
 - The Board of Trustees of the Clifton Park-Halfmoon Public Library
475 Moe Road
Clifton Park, New York 12065
- (d) Any person denied access to records may appeal within thirty days of a denial.
- (e) The time for deciding an appeal by the individual or body designated to determine appeals shall commence upon receipt of a written appeal identifying:
 - (1) the date and location of requests for records;
 - (2) a description, to the extent possible, of the records that were denied; and
 - (3) the name and return address of the person denied access.
- (f) A failure to determine an appeal within ten business days of its receipt by granting access to the records sought or fully explaining the reasons for further denial in writing shall constitute a denial of the appeal.
- (g) The person or body designated to determine appeals shall transmit to the Committee on Open Government copies of all appeals upon receipt of appeals. Such copies shall be addressed to:
 - Committee on Open Government
Department of State
One Commerce Plaza
99 Washington Avenue, Suite 650
Albany, NY 12231
- (h) The person or body designated to determine appeals shall inform the appellant and the Committee on Open Government of its determination in writing within ten business days of receipt of an appeal. The determination shall be transmitted to the Committee on Open Government in the same manner as set forth in subdivision (g) of this section.



OPERATIONAL POLICIES

Section 6: Fees.

- (a) There shall be no fee charged for:
 - (i) inspection of records;
 - (ii) search for records;
 - (iii) any certification pursuant to this part.
- (b) Copies may be provided without charging a fee.
- (c) Fees for copies may be charged, provided that:
 - (1) the fee for copying records shall not exceed 25 cents per page for photocopies not exceeding 9 by 14 inches.
 - (2) the fee for photocopies of records in excess of 9 x 14 inches shall not exceed the actual cost of reproduction; or
 - (3) an agency has the authority to redact portions of a paper record and does so prior to disclosure of the record by making a photocopy from which the proper redactions are made.
- (d) The fee an agency may charge for a copy of any other record is based on the actual cost of reproduction and may include only the following:
 - (1) an amount equal to the hourly salary attributed to the lowest paid employee who has the necessary skill required to prepare a copy of the requested record, but only when more than two hours of the employee's time is necessary to do so; and
 - (2) the actual cost of the storage devices or media provided to the person making the request in complying with such request; or
 - (3) the actual cost to the agency of engaging an outside professional service to prepare a copy of a record, but only when an agency's information technology equipment is inadequate to prepare a copy, and if such service is used to prepare the copy.
- (e) When an agency has the ability to retrieve or extract a record or data maintained in a computer storage system with reasonable effort, or when doing so requires less employee time than engaging in manual retrieval or redactions from non-electronic records, the agency shall be required to retrieve or extract such record or data electronically. In such case, the agency may charge a fee in accordance with paragraph (d)(1) and (2) above.
- (f) An agency shall inform a person requesting a record of the estimated cost of preparing a copy of the record if more than two hours of an agency employee's time is needed, or if it is necessary to retain an outside professional service to prepare a copy of the record.

- (g) An agency may require that the fee for copying or reproducing a record be paid in advance of the preparation of such copy.

Section 7: Public notice.

A notice containing the title or name and business address of the records access officers and appeals person or body and the location where records can be seen or copies shall be posted in a conspicuous location wherever records are kept and/or published in a local newspaper of general circulation. Sample attached as Appendix 2.3-A.

THE CLIFTON PARK-HALFMOON PUBLIC LIBRARY

YOU HAVE A RIGHT TO SEE PUBLIC RECORDS

APPENDIX 2.3-A

The amended Freedom of Information Law, which took effect January 1, 1978, gives you the right of access to many public records.

The Library has adopted regulations governing when, where and how you can see public records.

The regulations can be seen at all places where records are kept.

According to these regulations, records can be seen and copied at:

The Clifton Park-Halfmoon Public Library
475 Moe Road
Clifton Park, New York 12065

The following officials will help you to exercise your right to access:

1. Agency officials who have in the past been authorized to make records available.
2. Records Access Officer(s):

Library Director
Clifton Park-Halfmoon Public Library
45 Moe Road
Clifton Park, New York 12065

If you are denied access to a record, you may appeal to the following person(s) or body:

The Board of Trustees
Clifton Park-Halfmoon Public Library
475 Moe Road
Clifton Park, New York 12065



OPERATIONAL POLICIES

Initial Adoption Date: 3/13/1985

Modified Date	Description of Modification
06/11/1999	
09/19/2005	
06/20/2016	Updated based on current Model Rules for Public Agencies from COOG
06/20/2022	Reviewed; no changes.

POLICY 2.4 CONFLICTS OF INTEREST

Need for this policy:

The Board has adopted this policy to ensure that the Clifton Park-Halfmoon Public Library (Library) trustees and employees act in the Library's best interest. This policy is needed to provide additional detail to Article XI (Conflict of Interest) of the Bylaws of the Library and to Section 8 of Policy 7.5 (Antifraud Programs and Controls) of the Library and to comply with both the General Municipal Law and the Not-For-Profit Corporation Law.

Definitions:

Unless the context clearly provides otherwise, the terms set forth below shall have the following meanings:

1. A **"Conflict of Interest"** arises if a trustee or an officer or employee has an existing or potential business, financial or personal interest or holds an elected or appointed position that could impair or might reasonable appear to impair the exercise of independent, unbiased judgment in the discharge of his or her responsibilities to the Library.
2. **"Interest"** means a direct or indirect financial or material benefit, but does not include any benefit arising from the provision or receipt of any services generally available to the residents or taxpayers of the municipality or an area of the municipality, or a lawful class of such residents or taxpayers. A municipal officer or employee is deemed to have an interest in any private organization when he or she, his or her spouse/domestic partner, or a member of his or her household, is an owner, partner, member, director, officer, employee, or directly or indirectly owns or controls more than 5% of the organization's outstanding stock.
3. **"Legislation"** means a matter which appears on the agenda of the Library Board of Trustees or on a committee thereof, on which any official action will be taken and shall include proposed or adopted acts, local laws, ordinances, or resolutions.
4. **"Officer" or "Employee"** means an elected or appointed officer or employee of the Library whether paid or unpaid. A "key employee" is any person in a position to exercise substantial influence over Library affairs.
5. **"Related Party Transaction"** means any arrangement in which a trustee or key employee has a direct or indirect financial interest with the Library.
6. **"Relative"** means spouse, domestic partner, a child, stepchild, grandchild, great-grandchild, parent, stepparent, brother, sister, spouse of brother or sister, stepbrother, stepsister, or legal guardian of any of said persons of an officer or employee.
7. **"Spouse"** means the husband or wife of an officer or employee unless living separate and apart pursuant to:
 - a. a judicial order, decree, or judgment of separation, or

OPERATIONAL POLICIES

- b. a legally binding written agreement of separation in accordance with the Domestic Relations Law.

Standards of Conduct:

Every officer or employee of the Library shall be subject to and abide by the following standards of conduct:

1. **Gifts:** No officer or employee shall directly or indirectly solicit or receive any money, whether in the form of cash, check, loan, credit, or any other form in any amount, or solicit any gifts, or accept or receive any individual gift, whether in the form of services, loan, travel, entertainment, hospitality, thing or promise, or any other form, under circumstances in which it could be reasonably inferred that the money or gift was intended to influence or could be reasonably expected to influence him/her in the performance of official duties or was intended as a reward for any official action. In no event should an officer or employee accept any gift or thing having a value of more than seventy-five dollars.
2. **Confidential Information:** No officer or employee shall disclose confidential information acquired on the course of official duties or use such information to further a personal interest.
3. **Disclosure of Interest in Legislation:** To the extent known, any officer or employee of the Library who participates in the discussion or gives an official opinion to the Library Board on any legislation before it shall disclose any perceived conflicts to either the Director or Board of Trustees and the nature and extent of any direct or indirect financial or other private interest he/she may have in such legislation, as soon as the conflict arises or becomes known.
4. **Disclosure of Interests in Contracts:** To the extent known, any officer or employee of the Library who has, will have, or subsequently acquires any interest in any contract with the Library shall disclose the nature and extent of such interest to either the Director or Board of Trustees as well as his/her immediate supervisor, as soon as he/she has knowledge of such actual or prospective interest.
5. **Prohibited Conflicts of Interest:** No Library officer or employee shall have an interest in any contract of the Library when such Library officer or employee has the power to:
 - a. negotiate, prepare, authorize, or approve the contract or authorize or approve payment thereunder,
 - b. audit bills or claims under the contract,
 - c. appoint an officer or employee who has any of the powers or duties set forth above.

No chief fiscal officer, treasurer, or his/her deputy or employee shall have an interest in a bank or trust company designated as a depository, paying agent, registration agent or for investment of funds of the Library of which he/she is an officer or employee.

OPERATIONAL POLICIES

The provisions of this section shall in no event be construed to preclude the payment of lawful compensation and necessary expenses of any Library officer or employee in one or more positions of public employment, the holding of which is not prohibited by law

6. Investments in Conflict with Official Duties: No officer or employee shall invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction which creates a conflict.
7. Private Employment: No officer or employee shall engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her duties.
8. Interests in Real Property: No officer or employee of the Library who has an interest in any real property, either individually or as an officer or employee of a corporation or partnership shall participate in the acquisition or plan for acquisition of said property or any property adjacent to said property by the Library. Participation, shall include the promotion of the site as well as the negotiation of the terms of acquisition.
9. Use of Library Property: No Library officer or employee shall use or permit the use of property owned or leased to the Library for other than official purposes or for activities not otherwise officially approved.
10. Conflicts of Interest – Disclosure, Abstention and Recusal: A trustee who has a conflict of interest in a matter involving the Library shall disclose and abstain from any vote on such matter and recuse him or herself from any deliberations. A trustee or employee who has a conflict of interest shall not attempt to influence others in the deliberation or voting on the matter.
11. Related Party Transactions: No trustee or employee may participate in deliberations or voting regarding a related party transaction, (that is, any arrangement in which the trustee or key employee has a direct or indirect financial interest with the Library).
12. The Board of Trustees may waive a conflict of interest when such conflict is de minimis or under extraordinary circumstances after disclosure of all pertinent facts and deliberations. Any such waiver shall be fully documented in the Board minutes. As an example of a de minimis transaction, the Library may purchase, in the ordinary course of business and pursuant to its Material Selection Policy, a book written by the relative of a trustee.

Responsibilities:

It is the responsibility of Trustees and key employees to promptly disclose any related party transactions to the Board President and anyone else designated by the president to receive such disclosure, such as Counsel to the Board and any relevant Committee of the Board. A record of all disclosures shall be maintained.

It is the responsibility of Trustees and all employees to promptly disclose any conflict of interest to the Board President and anyone else designated by the president to receive such disclosure, such as Counsel to the Board and any relevant Committee of the Board. A record of all disclosures shall be maintained.

OPERATIONAL POLICIES

It shall be the responsibility of the Director to ensure that:

- All staff (including the Director) and Board of Trustees are given a copy of this policy to read and a copy of the disclosure below to sign.
- The signed disclosures will be kept on file.

Disclosure:

This form shall be completed upon initial appointment and annually thereafter by individuals who serve, or during the past year have served, as an officer or member of the Board of Trustees of the Clifton Park-Halfmoon Public Library.

This form shall be completed upon initial appointment by employees of the Clifton Park-Halfmoon Public Library.

1. The standard of behavior at the Clifton Park-Halfmoon Public Library is that all employees and Board members shall avoid any conflict of interest between the interests of the Library on one hand, and personal, professional, and business interests on the other. This includes avoiding actual conflicts of interest as well as perceptions of conflicts of interest.
2. I understand that the purposes of this policy are:
 - a. to protect the integrity of the Library's decision-making process,
 - b. to enable our constituencies to have confidence in our integrity, and
 - c. to protect the integrity and reputation of volunteers, staff, and Board members.
3. Upon or before election, hiring, or appointment, I will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure, which is set forth below, will be kept on file and I will update it as appropriate.
4. In the course of meetings or activities, I will disclose any interests in a transaction or decision where I (including my business or other nonprofit affiliation), my family and/or my significant other, employer, or close associates will receive a benefit or gain. After disclosure, I understand that I will be asked to leave the room for the discussion and will not be permitted to vote on the question.
5. I understand that this policy is meant to be a supplement to good judgment, and I will respect its spirit as well as its wording.

Pursuant to the Conflicts of Interest Policy of the Clifton Park-Halfmoon Public Library, I hereby state that I have no interests, relationships or holdings that could potentially result in a conflict of interest, except as noted below:



OPERATIONAL POLICIES

I have read the Conflicts of Interest Policy and understand my responsibility of disclosure. I agree to abide by the Policy and update this disclosure whenever necessary.

Signed: _____

Date:_____

Initial Adoption Date: 9/21/2009

Modified Date	Description of Modification
12/18/2017	Clarification of wording under Gifts; clarification that perceived conflicts must be disclosed to Director or Board; addition of Board ability to waive perceived conflict; addition that conflicted party must abstain from voting and deliberation; clarification on disclosure form of who should sign and when.
06/20/2022	Added domestic partner to definition of "interest".

POLICY 2.5 WHISTLEBLOWER POLICY

Purpose

The Clifton Park-Halfmoon Public Library is committed to operating in compliance with all applicable laws, rules and regulations as well as its policies and bylaws. Further, the Clifton Park-Halfmoon Public Library requires trustees, officers, employees and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

The Clifton Park-Halfmoon Public Library is committed to maintaining an environment where trustees, officers, employees and volunteers are free to raise good faith concerns regarding the operation of the Clifton Park-Halfmoon Public Library including but not limited to:

1. Reporting suspected violations of law;
2. Providing truthful information in connection with an inquiry or investigation by a court, agency, law enforcement, and/or other governmental body; and
3. Identifying actual or potential violations of the Clifton Park-Halfmoon Public Library's bylaws and policies.

Reporting a Violation

Trustees, officers, employees and volunteers of the Clifton Park-Halfmoon Public Library should raise concerns with and report violations to either the Director or the Library Board President. If concerns are with or about either of those parties, the individual should address concerns to any member of the Executive Committee of the Board of Trustees. If for any reason an individual does not feel comfortable reporting the problem to those parties, they may bring the matter directly to the Library Board.

No Retaliation

The Clifton Park-Halfmoon Public Library expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against anyone who raises suspected violations of law, cooperates in inquiries or investigations or identifies potential violations of Clifton Park-Halfmoon Public Library's policies or bylaws. Any trustee, officer, employee or volunteer who engages in retaliation will be subject to discipline, up to and including termination or removal.

Any trustee, officer, employee or volunteer who believes that they have been subjected to any form of retaliation as a result of reporting a suspected violation of law or policy should immediately report the retaliation to the Library Board President or Director. If the concerns are with or about either of those parties, the individual should address concerns to any member of the Executive Committee. If for any reasons an individual does not feel comfortable reporting the problem to those parties, they may bring the matter directly to the Library Board.

Investigation

All reports of suspected violations of law, or Clifton Park-Halfmoon Public Library's bylaws or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality, consistent with a full and fair investigation, and referred as necessary. The Library Board President or Director will conduct or designate other internal or external parties to conduct the investigations. The investigating parties will notify the concerned individuals of their findings and prepare other reports as indicated by the circumstances. A summary of all such reports will be presented to the Executive Committee and to the full Board as appropriate.

In the event that a report of a suspected violation of law or policy or retaliation involves the Library Board President or Director, the Library Board Vice-President and Treasurer will conduct the investigation, or designate a third party to conduct the investigation.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Responsibilities

It shall be the responsibility of the Director to distribute a copy of this policy to all staff, volunteers, trustees, and officers. The Whistleblower Policy will be included in the Employee Handbook.

Initial Adoption Date: 1/26/2015

Modified Date	Description of Modification/Notes
	Also located as Appendix D in Purchasing Manual
11/16/2020	Updated language: full policy no longer needed in Purchasing Manual, only referenced.



CLIFTON PARK
HALFMOON
PUBLIC
LIBRARY

OPERATIONAL POLICIES

PUBLIC

POLICY 3.1 RULES OF CONDUCT FOR LIBRARY USERS

Need for this Policy:

A policy is needed to promote and maintain a library atmosphere in which patron behavior is non-intrusive to others and materials are protected.

Policy:

No person shall engage in disruptive behavior; make unreasonable noise; use abusive or obscene language; physically or sexually harass others; obstruct pedestrian traffic; loiter; steal or damage Library property; gamble; litter; or create a hazardous or physically offensive condition.

All conversation shall be kept as low as possible and of minimum duration.

Parents/guardians are responsible for the actions of their children. However, if the children's actions are disruptive, or if children are left unattended, particularly at closing times, it is the Library's policy to discuss the issue with the parent(s)/guardians(s).

Light snacks and non-alcoholic beverages in spill-proof containers are permitted in the Library with the following exceptions; Food and drink is not permitted in the Local History Room or in the public computer area at any time.

Unless authorized by the Library for specific events, alcohol use is not allowed anywhere on Library property, including in the parking lot, on the grounds, in the building and in the Reading Garden.

Patrons must be properly attired when in the building. Shirts and shoes must be worn in the building. Patrons whose bodily hygiene is offensive so as to constitute a nuisance to other patrons may be asked to leave the building.

Smoking, tobacco use or related activities, including vaping or use of smokeless products, is not allowed anywhere on Library property, including in the parking lot, on the grounds, in the building, and in the Reading Garden.

All patrons are expected to observe the rights of other Library users and staff.

No animals are allowed in the Library, except for service animals or those used in Library programs.

Patrons shall not be intrusive, nor harass or annoy others by staring at another person with the intent to annoy that person, or by following another person about the building with the intent to annoy that person.



OPERATIONAL POLICIES

Responsibilities:

It shall be the duty of the Director, or whomever is designated to act in his/ her capacity to see that the rules are carried out. Any person who fails to observe the above Rules of Conduct will be asked to comply or leave.

Initial Adoption Date: 3/13/1985

Modified Date	Description of Modification
5/6/1997	
4/23/2001	
9/19/2005	
7/16/2007	Added Reading Garden to no smoking areas
10/20/2008	Added no smoking within 50 yards of front entrance
10/15/2012	Entire library property smoke free
4/20/2015	Allowed beverages in covered cups
12/18/2017	Allow snacks; updated service animal wording
4/16/2018	Added vaping and smokeless tobacco to prohibited activities
10/20/18	Prohibited alcohol consumption on property, unless authorized by Library; added guardian to statement that parents are responsible for children.
11/16/2020	Removed reference to surveys etc., and selling as covered in policies 3.14 and 3.9
06/20/2022	Removed restriction of hot beverages in Children's Library.

POLICY 3.2 ISSUANCE OF LIBRARY CARDS

Need for this policy:

A formal policy is necessary so that cards are issued only to persons entitled to them.

Policy:

- A. A CPH RESIDENT library card may be issued to a person who:
 1. Is a resident of the library tax district, who presents acceptable proof of identity and address; and
 2. Is an individual 15 years of age or older OR a child 14 years of age or younger who has a signed library card application from his/her parent or legal guardian; and
 3. Has no outstanding financial or property obligation to the Library.

- B. A REGULAR library card may be issued to a person who:
 1. Is a resident within the Southern Adirondack Library System, or the Mohawk Valley Library System, who presents acceptable proof of identity and address; and
 2. Is an individual 15 years of age or older OR a child 14 years of age or younger who has a signed library card application from his/her parent or legal guardian; and
 3. Has no outstanding financial or property obligation to the Library.

- C. An OUTSIDE MVLS/SALS library card may be issued to a person who:
 1. Resides in the Upper Hudson Library System service area who presents acceptable proof of identity and address; and
 2. Is an individual 15 years of age or older OR a child 14 years of age or younger who has a signed library card application from his/her parent or legal guardian; and
 3. Has no outstanding financial or property obligation to the Library.

- D. A TEMPORARY library card may be issued to a person who:
 1. Resides outside of the SALS, MVLS or Upper Hudson service areas, and who presents acceptable proof of identity and address.
 2. Is an individual 15 years of age or older OR a child 14 years of age or younger who has a signed library card application from his/her parent or legal guardian; and
 3. Has no outstanding financial or property obligation to the Library.
 4. Falls under categoris A through C but has yet to provide acceptable proof of address and identity.

The borrowing privileges associated with each category of library card are the responsibility of the Director and details shall be published on the library website.

Responsibility:

Enforcement of the policy is the responsibility of the Director.



OPERATIONAL POLICIES

Initial Adoption Date: 5/8/1986

Modified Date	Description of Modification
6/11/1999	
9/19/2005	
6/20/2016	Updated to reflect current practice
10/20/2018	Changed wording from grades to ages; changed age to 15 when parent signature not required on library card application.
3/21/2022	Added the outside MVLS/SALS category.

POLICY 3.3 LIBRARY SERVICE TO NON-RESIDENTS

Need for This Policy:

To advise non-district residents of certain restrictions that may apply to their borrowing of materials and use of services. Non-district residents include REGULAR, TEMPORARY, and OUTSIDE MVLS/SALS card holders.

Policy:

Non-district residents have the following restrictions:

- Not permitted to borrow museum passes
- Not permitted to place holds on new materials
- May be denied borrowing of electronic content

In addition, temporary residents are restricted to borrowing a total of two (2) physical items.

The Director or designee shall publish on the website the categories of materials that are restricted. At the discretion of the Director, residents of the District will be given priority registration for selected programs which require attendance to be limited.

Responsibilities:

It shall be the responsibility of the Director to ensure compliance with this Policy and to maintain and display an up-to-date list of restricted materials for patrons.

Initial Adoption Date: 1/10/1997

Modified Date	Description of Modification
9/19/2005	
6/20/2016	Definition of non-district residents: updated communication method for list of restricted materials.
3/21/2022	Updated restrictions



OPERATIONAL POLICIES

POLICY 3.4 HOURS OPEN AND HOLIDAY SCHEDULE

Need for this Policy:

A formal policy of library hours and observed holidays is required for the benefit of patrons and staff.

Policy:

A. Hours

The Library will be open to the public during the following times:

Monday - Thursday	9:00 AM – 9:00 PM
Friday	9:00 AM - 6:00 PM
Saturday	9:00 AM - 5:00 PM
Sunday	12:00 PM - 5:00 PM

B. Holidays

The Library will be closed on the following holidays:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Easter
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day / Indigenous Peoples Day
- Veteran's Day
- Thanksgiving Day
- Christmas Eve Day
- Christmas Day

When Christmas Day and New Year's Day fall on Sunday, the Library will close on the following Monday.

The Library will close on Thanksgiving Eve and New Year's Eve at 5:00 PM.

Responsibilities:

It is the responsibility of the Director to recommend to the Board any revision of hours, days open, or holidays. It is the responsibility of the Board to enact revisions in the interest of the public it serves.

Initial Adoption Date: 3/13/1985



OPERATIONAL POLICIES

Modified Date	Description of Modification
11/15/1986	
1/5/1987	
5/2/1991	
12/14/1992	
9/19/2005	
7/16/2007	
10/20/2008	Updated hours to include 8:30 am-9 pm Monday through Thursday and Friday mornings from 9 am-10 am effective January 1, 2009
6/20/2016	Revised formatting
11/15/2021	Added MLK, Juneteenth and Columbus Day/Indigenous Peoples Day as closed days



OPERATIONAL POLICIES

POLICY 3.5 USE OF FACILITIES AND MATERIALS

Need for this Policy:

A policy is necessary to define the use of the Library's facilities, materials and services.

Policy:

Any visitor to the Library may use materials on site. Appointments may be required to access special collections.

A person or representative of an organization who requests to display materials which are of an educational, cultural, or civic nature may be given permission by the Director to use a specific place for a specified time if time and space are available. Requests for display space for commercial, religious, partisan or political purposes will be denied.

Requests by patrons or visitors to use materials, equipment, or space intended for exclusive use by Library personnel (including staff, volunteers, Friends of the Library) in the performance of their library duties will be denied.

A person or representative of an organization requesting to use the program room (s), when not otherwise scheduled for Library purposes, may do so by following the rules outlined in Policy 3.6.

Initial Adoption Date: 3/13/85

Modified Date	Description of Modification
4/7/1999	
9/19/2005	
6/20/2016	Changed Community room to program room
3/21/2022	Added information about access to special collecitons

POLICY 3.6 USE OF PROGRAM ROOMS BY THE PUBLIC

Need for this Policy:

A policy is required to establish the terms and conditions for public use of the Library's Program Rooms.

Policy:

The Program Rooms of the Library, when not otherwise scheduled for Library programs or purposes, are available under the following general conditions:

1. Program Rooms will only be available for use during the hours the Library is open to the public.
2. The individual reserving and assuming responsibility for the room must be:
 - a. at least 18 years of age
 - b. a resident of the Clifton Park-Halfmoon Library District
 - c. A Clifton Park-Halfmoon library card holder in good standing
 - d. Present at the meeting/event for which the room has been reserved
3. Rooms may be reserved by any individual or group up to twelve (12) times per year.
4. Rooms may be reserved for programs of educational value and discussion of current public issues. Rooms are not available for private social functions such as weddings, birthday or anniversary parties, or for individual use. Programs must be free and open to the public.
5. Rooms may also be reserved for programs and meetings of a non-commercial nature and must be open to the public. Programs/meetings may not be used to directly solicit business or collect contact information from program attendees to market any product or services.
6. When not otherwise scheduled, Program Rooms C, D and the two first floor study rooms are available for use during regular library hours on a walk-in basis by library card holders in good standing, subject to procedures and time limits established by the director.
7. A Reservation form must be completed and submitted via the Library's website when requesting a room reservation.
8. No charge shall be made for admission to any program or meeting. However, groups that normally collect dues/membership fees may use the Program Rooms so long as their meeting on Library premises are open to the public at no charge. Fundraising is not allowed.
9. If Library equipment (such as projectors or audio-visual units) is requested, arrangements with library staff must be made at least 72 hours in advance.

OPERATIONAL POLICIES

10. The reserving party is responsible for leaving the room in the same condition as it was when they arrived. Light refreshments may, with prior approval be permitted in designated rooms. No alcoholic beverages may be served. The reserving party will be charged a \$75 fee if extraordinary housekeeping service is necessary.
11. The Library charter states that the Library shall not participate in, or intervene (including publishing or distributing statements) in any political campaign on behalf of any candidate for public office. Thus Program Rooms may not be used for these purposes.
12. Permission to use a Room does not constitute endorsement by the Library. Programs / Meetings are not sponsored or promoted by the Library.
13. There shall be no distribution of literature on library property either inside or outside, other than to program participants in the program room. All literature is subject to library approval.
14. An organization may not have the name, address, or phone number of the Clifton Park-Halfmoon Public Library serve as the address of record for an organization.
15. Programs / meetings may not disrupt the use of the Library by others. Persons attending the program / meeting are subject to all Library rules and regulations.
16. Groups must secure public performance rights to screen films in library meeting rooms and provide the Library with proof of same. The Library is not responsible for securing these rights, nor is it liable for a group's violation of this regulation.

Room Reservation

- A. The Library reserves the right to cancel meeting room reservations in the event of a conflict with a library sponsored program. In such cases, every reasonable effort will be made, in a timely manner, to notify the person (s) having made the reservation of the cancellation of their reservation and every reasonable effort will be made to arrange alternate space for the displaced program.
- B. Reservation requests for program rooms may be submitted 10 weeks in advance of the proposed reservation date and must be submitted at least 72 hours in advance of the proposed reservation date and time.

Room reservations as provided for in this policy will be reviewed annually and adjustments made to this policy as deemed necessary by the Board of Trustees to allow for the maximal, fair use of meeting spaces.

Responsibilities:

Abuse of this Room Policy may preclude further room reservations. It is the responsibility of the Director to interpret and apply this Policy.



OPERATIONAL POLICIES

Initial Adoption Date: 3/28/1990

Modified Date	Description of Modification
5/23/1994; 9/19/2005; 4/6/2007; 7/16/2007; 1/28/2008	
2/23/2009	Increased number of times per year groups allowed to book rooms
4/11/2011	Revised wording regarding reservation form and timing of requests
2/27/2017	Room C&D and study rooms available on walk in basis for library card holders in good standing
5/14/2018	Changed booking age to 18; Removed \$25 AV fee; Implemented \$75 cleaning fee; Reordered policy for clarity.
6/20/2022	Revised the number of time rooms can be booked by a group or individual to twelve times per year.



POLICY 3.7 USE OF THE LIBRARY BY TUTORS

Need for this Policy:

The Library premises are available for patron use to meet their needs in accessing information and for use of library materials and equipment. As part of its educational mission, the Library permits tutoring on the premises in accordance with this policy.

A policy is required in order to maintain an atmosphere in which all patrons may use the Library without being disturbed by those engaged in teaching activities.

Policy:

Tutor groups will be limited to a maximum of 2 students per tutor per session. The use of the Library space is not to be used as a classroom or office for tutors to work from, but as a safe and quiet workspace for students to receive instruction.

Students and tutors may work in the Library so long as Policy 3.1 (Rules of Conduct for Library Users) is upheld.

Students must be under their tutor’s supervision at all times.

Responsibilities:

It is the responsibility of the Director to issue detailed procedures for the use of the Library by volunteer tutors and to ensure adherence to this policy.

Initial Adoption Date: 2/15/2001

Modified Date	Description of Modification
09/19/2005	
07/17/2006	
02/23/2009	Modified to remove the restriction on paid tutors
02/26/2018	Modified to remove suggestion to use study rooms



OPERATIONAL POLICIES

POLICY 3.8 UNATTENDED CHILDREN

Need for this Policy:

Children are welcome at the Library. However, a policy to deal with unattended children is needed.

Policy:

Children ten (10) years of age or younger must be accompanied while at the Library by a parent or caregiver. The parent or caregiver must be in the immediate vicinity of (and in visual contact with) the child. While children of this age groups are in attendance at a supervised library program, parents must remain in the library and are expected to pick up their child at the end of the program.

Children between eleven (11) and fourteen (14) shall not be left unattended in the Library for more than three hours and must be picked up or leave the premises by normal closing hours.

Responsibilities:

Children are the responsibility of their parents or caregivers. The Library takes no responsibility for the safety or welfare of children left unattended at the Library in violation of this policy.

If a child is left at the Library in violation of this policy, the Library will call the parent or caregiver to pick up the child. If a parent or caregiver cannot be reached, and/or cannot pick up the child within 30 minutes of such call, local authorities will be called and apprised of the situation.

Under no circumstances will Library staff arrange for or transport the child off the Library premises.

Initial Adoption Date: 10/15/1988

Modified Date	Description of Modification
12/1/1998	
9/19/2005	
9/19/2016	Changed minimum age of unattended children to 10 years and younger; updated language to reflect current practice
12/13/2021	Reviewed; no changes.



OPERATIONAL POLICIES

POLICY 3.9 REMOVED - SALES AND FUNDRAISING AT THE LIBRARY

Policy removed as covered in Policy 3.14 Solicitation Policy

Modified Date	Description of Modification
6/10/1999	
9/19/05	
12/14/09	Added clause #2 allowing Board to occasionally allow on-site sales/fundraising
4/24/17	Remove clause #2
12/14/2020	Policy removed

POLICY 3.10 APPROPRIATE USE OF THE CHILDREN'S LIBRARY

Need for this Policy:

In an effort to ensure the safety of children and maintain an atmosphere of constructive library use, the following policy regarding appropriate use of the Children's Library is required.

Policy:

1. The materials, services and equipment in the Clifton Park-Halfmoon Public Library Children's Library are intended for the use of children, their parents and caregivers, and others needing children's materials and services for some specific purpose.
2. Appropriate use of the Children's room includes:
 - a. Use by children from birth to age fourteen (14).
 - b. Use by a parent or caregiver while attending a child or selecting materials for a child.
 - c. Use by a teacher, day care provider, researcher, etc. in developing curricula or other resources related to children's literature or materials.
 - d. Use by a patron over age 14 when materials suitable to the patron's particular needs are not available in the other areas of the Library.
 - e. Tour groups, visiting librarians, library volunteers, teachers, city officials, trades people, or others visiting the Children's area for business-related purposes.
1. All other patrons must use the other areas of the library.

Responsibilities:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 4/21/2008

Modified Date	Description of Modification
09/19/2016	Removed unnecessary language; revised name to Children's Library (from Children's Room);
12/13/2021	Added selecting material for child to section 2b.

POLICY 3.11 PRIVACY AND CONFIDENTIALITY

Need for this Policy:

So that all involved may have a clear understanding of the extent and limitations of the Library's protection of the privacy and confidentiality of its patrons.

Policy:

1. The Library collects only that personally identifiable information about patrons which is necessary to ensure the proper operation of the Library and otherwise required for accessing Library resources or participating in Library functions, including, but limited to, the use of its website.
2. Notwithstanding the foregoing principle, patrons should not have the expectation of complete privacy and confidentiality. Library employees working within the scope of their duties will have access to personal information.
3. When a patrons visits the Library's website, non-personal information (such as cookies, IP Address) may be required for the running of online applications, however this data has no element by which specific individuals may be identified to or by third parties.
4. The Library will not sell, lease, or otherwise distribute or disclose a patron's email address, postal address, phone number, borrower records, or other personal information to outside parties unless required by law.
5. Some Library website pages contain links to external sites not maintained by the Library. The Library cannot be responsible for a patron's privacy when the patron discloses information to outside websites. Visitors to those websites are advised to check the privacy statements of each site to learn how the website will use such information.
6. To use Clifton Park-Halfmoon Public Library databases remotely (from outside the Library), users are asked for their Clifton Park-Halfmoon Public Library card number to ensure that only authorized users have access. Database vendors do not have access to any user records or information.
7. Photos and videos which may appear on the Library's websites are gathered from public programs, events, and Library spaces. To insure the privacy of individuals, including children, images will not be identified using full names or personal identifying information without written approval from the photographed subject, parent, or legal guardian.
8. If the Library's information gathering practices change, the Library will notify patrons of the change by posting the information on the Library's website.



OPERATIONAL POLICIES

9. Any concerns about how patron information is used should be directed to the Director or Assistant Director of Technology.

Responsibilities:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 1/24/2011

Modified Date	Description of Modification
4/16/2018	Deleted statement about using patron information in ways not disclosed in policy; updated how patrons will be notified of changes to the policy

POLICY 3.12 SUSPENSION POLICY

Need for this Policy

In order to maintain a comfortable and safe environment for all patrons and library staff, the Board of Trustees has approved Policy #3.1, the Rules of Conduct for Library Users. This Suspension Policy describes actions that may be taken when patrons violate those Rules of Conduct. Suspension of library privileges may result in removal from and denial of access to the Clifton Park–Halfmoon Public Library facility and services for a designated period of time. The Library reserves the right at all times to immediately discharge a patron who is dangerous or in any way threatening to other patrons, library staff, or library property.

Policy

When a patron has violated the Rules of Conduct the Library Director or designee will address the situation as follows:

Warnings

1. Provide the patron with a copy of the Rules of Conduct for Library Users and explain to the patron how the behavior is violating the Policy and the importance of abiding by the Rules of Conduct. The patron will be advised that he/she may be asked to leave the library facility if unable to comply with the Rules of Conduct.
2. Complete an Incident Report form to document the warning and submit it to the Library Director's office.

Suspensions

1. When a patron continues to violate the Rules of Conduct for Library Users, the Library Director or designee will review previous incident reports, and then instruct the patron to leave the library facility for the day.
2. Suspensions for longer than one day may be issued if a patron violates the Rules of Conduct, at the discretion of the Library Director or designee.
3. Depending on the severity of the incident, a patron may be suspended for a maximum of 52 weeks.
4. If a decision is made to suspend a patron for more than the remainder of the day, the Library Director or designee will complete a "Notice of Library Suspension" letter, and provide a copy to the patron. If the patron is a minor (under the age of 18), the Library will attempt to notify the minor's parent or guardian, and provide the parent or guardian with a copy of the letter.
5. An Incident Report documenting the suspension will also be completed by the Library Director or designee and placed on file in the Library Director's office.
6. Any patron who is suspended for longer than one day is entitled to an appeal.

Appeals

1. A one-day suspension cannot be appealed.
2. Patrons suspended for more than one day may contact the Library Director in writing within five days of the suspension. The Library Director or designee will review the patron's appeal, as well as Incident Reports and related documentation. The patron may also request an appointment with the Library Director or designee to discuss the suspension.
3. The suspension period may be terminated or shortened, or remain in place at the discretion of the Library Director or designee who will then inform the patron of the decision in writing.
4. The patron may appeal the decision of the Library Director or designee to the Library Board of Trustees via a written notice of appeal within ten days after the receipt of that decision. The notice of appeal must be sent to both the Library Director and the Library Board President, care of: Clifton Park–Halfmoon Public Library, 475 Moe Road, Clifton Park, NY 12065.
5. The Library Board of Trustees will review the appeal at its next regularly scheduled meeting. The patron will be provided with notice of the meeting date, and may appear in person. If the patron is a minor (under the age of 18), a parent or guardian must accompany the minor to the meeting.
6. The patron will be notified by letter of the decision of the Library Board of Trustees after they have reviewed the appeal. The suspension will remain in effect until this decision is made.
7. Any patron appealing a decision to the Library Board of Trustees shall be aware that the meetings of the Board of Trustees are, by law, open to the public. The Board's discussion and consideration of an appeal, including the underlying facts and any statements made by the appealing patron shall, generally, be done in a public forum. Consequently a patron should not have an expectation of privacy with regard to his or her appeal.

Responsibilities:

It is the responsibility of the Library Director or his/her designee to enforce this policy.

Initial Adoption Date: 11/18/2013

Modified Date	Description of Modification
2/25/2019	Minor wording changes

POLICY 3.13 Automated External Defibrillator Policy

Need for this Policy

The Clifton Park-Halfmoon Public Library provides an Automated External Defibrillator (AED) to make early defibrillation accessible to patrons, staff and other persons who experience sudden cardiac arrest. The Purpose of this policy is to provide information and guidelines regarding the use of the AED.

Location

The AED is located in the lobby area near the Welcome Desk

Medical Control

A licensed physician will be designated as the Emergency Health Care Provider for the AED program.

On-Site Coordinator

The On-Site AED Coordinator is the Assistant Director for Public Service. The On-Site AED Coordinator is responsible for establishing a procedure to assure that the AED is maintained in a state of readiness and that monitoring is documented.

Training

The Library will have adequate staff members trained and certified in CPR and AED use present during regular business hours. The On-Site Coordinator is responsible for overseeing a training program to properly train and certify designated staff members in the use of the AED. The On-Site Coordinator will maintain a list of all trained personnel authorized to use the AED. Authorized individuals will have current certification in adult and child CPR and AED use from the American Heart Association, the American Red Cross or another nationally recognized training organization. The Library will provide all required certification training for designated employees.

Maintaining Readiness

The AED will be maintained in accordance with manufacture's specifications, including daily, monthly and annual inspections. Documentation of the AED maintenance will be kept and posted adjacent to the AED unit.

Quick reference Cards:

Quick Reference Cards will be kept posted next to the AED cabinet and will include the following information:

1. Procedures for the use of the AED
2. Steps to follow after using the AED
3. AED maintenance documentation



OPERATIONAL POLICIES

Reporting

If the Library's AED is used, the AED Post Incident Report must be completed and the computerized log downloaded from the AED as soon as possible. Copies of the report will be distributed within 24 hours to the Emergency Health Care Provider and the Library Director.

Responsibility

It is the responsibility of the Library Director and his/her staff to enforce this policy.

Initial Adoption Date: 6/17/2013

Modified Date	Description of Modification
2/25/2019	Minor wording changes

POLICY 3.14 SOLICITATION, SALES, AND FUNDRAISING POLICY

Policy

The Clifton Park Halfmoon Public Library has a responsibility to its patrons to provide unfettered access to its building, programs, and resources. While respecting and abiding by the rights guaranteed under the First Amendment to the United States Constitution, it has the authority to make reasonable rules that are universally applicable regarding the allowed use of the library building and property, including restrictions on conduct involving solicitation. Solicitation Activities refer to any person-to-person encounter or communication for the purposes of obtaining contributions and donations, collecting signatures, conducting informational demonstrations, or distributing educational or promotional materials. The following rules and regulations must be followed:

1. Any person wishing to engage in Solicitation Activities must first inform the person at the library's Ask Desk of his or her desire and intent. Each individual will be asked to provide their name and address and a copy of the leaflet or petition they plan to circulate, and will be provided a copy of this policy.
2. Persons permitted to engage in Solicitation Activities may stand on library property, but there will be no Solicitation Activity within the building, under the overhang at the library's main entrance, or within 50 feet of any entrance door.
3. Aggressive solicitation is not allowed. Sidewalks cannot be blocked. Persons engaging in Solicitation Activities shall not block, hinder, interfere, or otherwise impede patrons or staff wishing to enter or exit the library building or use the exterior book returns, nor seek to intimidate, threaten, or harass patrons or staff. The Library reserves the right to terminate any Solicitation Activities that may interfere with the safe operation of the Library.
4. Leaving pamphlets or literature on vehicles in the parking lot is not allowed.
5. No Solicitation Activities are permitted for the purposes of selling items, merchandise, tickets, or other commercial or fundraising activities. This includes individuals, for-profit, and not-for-profit organizations. The only exception is for those activities authorized by the Director for fundraising activities involving the Friends of the Library.

Nothing in this policy shall be construed as preventing the sale of publications, artwork, or recordings by writers, artists or performers who have been engaged by the library for a presentation or performance.

The Library Director, or his/her designee, shall have the right to make the final determination as to whether an intended Solicitation Activity is permitted under this policy.

Persons who fail to comply with any of the above policies or procedures will be asked to leave the library premises and may be barred from the right to engage in Solicitation Activities in the future.



OPERATIONAL POLICIES

The library will not assume responsibility for any harm or injury as a result of Solicitation Activities.

The presence of persons performing any form of Solicitation Activity on library property does not constitute the library's endorsement, support, or opposition of the subject matter, or the endorsement, support or opposition of the policies, beliefs, or affiliations of any person or group engaging in Solicitation Activities.

Initial Adoption Date: 4/18/2016

Modified Date	Description of Modification
12/14/2020	Changed policy title; removed reference to Policy 3.9

POLICY 3.15 FILMING POLICY

Need for this Policy:

The Clifton Park-Halfmoon Public Library (Library) recognizes the First Amendment right to film in public settings. This Policy is needed to ensure that filming and photography is consistent with the Library's Mission Statement and other Policies and does not interfere with the provision of Library services.

Policy:

Staff and patrons cannot be filmed or photographed without permission. Note that any persons filming or photographing on Library premises have sole responsibility for gaining all necessary releases and permissions from persons who are filmed or photographed. The Library undertakes no responsibility for obtaining these releases.

Library staff may terminate any photo or film session that appears to compromise public safety, security, patron privacy or does not meet the standards of this policy. This includes harassment of other patrons.

The Library allows for photographers and reporters from news agencies to work on stories or projects that directly involve the Library and its programs. Media requests for interviews, quotes or photographs from CPH staff must be approved in advance by the Library Director.

More specifically, the Library permits photography and filming of its premises and activities when the use of the photographs and films involve the Library directly, i.e. books, articles, or videos about the Library, the Library's position in Saratoga County as a tourist or learning destination, or as part of a piece used to describe our community's environs.

The Library does not permit news media to use its facilities for stories or projects that do not relate to the Library; however, research photography and filming of the Library's materials and resources are permitted within certain limitations (see below).

The Library does not allow the use of its facilities as interview venues for stories unrelated to the Library, and access to Library patrons is not permitted for opinion polls or candid interviews within its facilities.

Research Photography and Filming:

The Library permits research photography and filming of its materials and resources within certain limitations. Researchers and journalists are responsible for obtaining their own permissions when photographing copyrighted material in the Library. Additional permissions must be obtained from the Library Administration to photograph or film materials or items in special collections because of complex copyright issues in these areas. Because of these issues, permission to reproduce materials from special collections may in some cases be denied or involve a fee.



OPERATIONAL POLICIES

Casual Amateur Photography and Filing:

Casual amateur photography and filming of short segments is only permitted within the general guidelines set forth above and does not require authorization. The use of additional equipment such as lighting is not permitted. Such photography or filming should not include any other unrelated persons. Please note that library furnishings cannot be rearranged to accommodate the photographer's wishes.

Group Use of Program Rooms:

Groups arranging meetings in the Library Program Rooms may arrange for photographers and news media during the event. Photography for such events is restricted to the space reserved by the group and may not take place in other areas of the Library. The group reserving the room is responsible for obtaining any necessary permission to film participants, presenters or attendees.

Commercial Photography or Filming:

The Library does not permit commercial photography or filming on or in its facility. This includes, but is not limited to, using Library building, grounds or interiors as a stage set for portraiture, model photography, and product photography. This includes photography or filming used to advertise goods or services unrelated to the Library for commercial sale or promotion.

Partisan Political Purposes:

Consistent with the Room Use Policy, filming that will be used to promote a particular political position or candidate is not allowed.

Approved: 11/16/20

POLICY 3.16 PROGRAMMING POLICY

Need for this Policy:

A policy is necessary to define “program” as that term is used by the Library, to set the parameters for programming by the Library, and to specifically address virtual programming.

Definition:

A "program" is a planned interaction between library staff or an outside presenter and the program participants (patrons) for the purpose of supporting the library’s mission to inform, enrich, and entertain the community and promoting library materials, facilities, or services. Programming includes but is not limited to such activities as story times, craft and STEM programs, computer and tech classes, summer library programs for children, speakers, author events, book discussion groups, monthly clubs, etc. Programs will be provided in a number of different settings or platforms including, but not limited to, physically in the library, off-site, and virtual. Virtual programs may be streamed, recorded, or live.

Policy:

Selection of library program topics, speakers, courses, classes, and resource materials is made by library staff on the basis of the interests and needs of library users and the community. Library programming does not exclude topics, books, speakers, media and other resources because they might be controversial. The library does not conduct programming that is purely commercial or religious in nature.

Virtual Programming:

The Library makes no warranties and/or representations concerning live virtual programs. A patron’s decision to participate in the programs is an express consent by the patron to waive any and all claims against the Library which may result from participation, and releases and discharges the Clifton Park-Halfmoon Library from any and all liabilities.

Responsibility:

The responsibility for implementing this Policy lies with the Library Director. The program budget is recommended by the Library Director and approved by the Board of Trustees annually.

Approved: 11/16/20

POLICY 3.17 Prevention of Abuse and Molestation Policy

Need for this Policy

The Clifton Park-Halfmoon Public Library does not permit or condone actual or threatened acts of physical or mental abuse, sexual abuse, sexual molestation or sexual misconduct to occur in the Library or at any activity sponsored by the Library.

Sexual abuse takes the form of inappropriate sexual contact or interaction for the gratification of the abuser. Sexual abuse includes sexual assault, exploitation, molestation or injury. It does not include sexual harassment, which is another form of behavior prohibited by the Clifton Park-Halfmoon Public Library.

All employees, volunteers, and trustees are subject to this policy, and prior to commencement of employment or other service, must review this policy and sign where indicated below, acknowledging review, understanding and receipt of this policy. We have adopted mandatory procedures that employees, volunteers, and trustees must follow when they learn of or witness sexual abuse or molestation.

Background Checks

All new employees of the Library are subject to a background check that includes multi-state criminal records, sex offender registry, and identity/residence verification. All records, forms and reports will be maintained in the employee's personnel file.

Any Library volunteer whose duties will include working with patrons will receive an appropriate background check that is satisfactory to the Library before beginning their volunteer work.

Reporting Procedure

If an employee or volunteer believes that there has been any suspicious behavior regarding the safety of a patron, the incident should be reported to the Director or the President of the Board of Trustees (President) immediately.

- If the victim is an adult, the abuse will be reported to Saratoga County Office of Adult and Family Services 518-884-4159.
- If the victim is a child, the abuse will be reported to the parent or guardian and the New York State Office of Child and Family Services' Child Abuse Hotline 1-800-342-3720, and to the Saratoga County Children's Protective Services Department 518-884-4151.

The Director or President shall notify the Board of Trustees of the allegations. In consultation with the Board of Trustees, the Director or President may notify the Library's insurance carrier and seek advice in immediate handling of the matter. Legal advice and counsel regarding the handling of the matter shall be obtained immediately.

OPERATIONAL POLICIES

The Director or President will communicate to appropriate employees the existence of the incident, steps being taken in response, and who should speak to the press, general public, and other agencies, etc. The official spokesperson for the Library in any of these matters will be the Director or President.

Investigation and Follow-up

All employees or volunteers after witnessing an incident should complete the Library's Incident Report Form for immediate review by the Director or President.

The form should include:

- Name and title of reporter
- Name and address of individuals involved
- Description of incident/activity/misconduct
- How misconduct was discovered
- Where and when misconduct took place
- Names of witnesses
- Names of collaborating persons
- Description of physical injury any medical response

The Library will endeavor to keep the identities of any alleged victim(s) and any alleged violator(s) confidential.

Employees must document all efforts in the handling of any incident.

All allegations will be taken seriously and Library employees will take appropriate action in accordance with the laws of the State of New York, insurance policy requirements, and based upon advice of legal counsel.

Retaliation Prohibited

The Library prohibits any retaliation against anyone, including any employee, volunteer, trustee or other individual, who in good faith reports sexual abuse, alleges that it is being committed or participates in the investigation. Intentionally false or malicious accusations of abuse are prohibited.

Anyone who improperly retaliates against someone who has made a good faith allegation of sexual abuse, or intentionally provides false information to that effect, will be subject to discipline, up to and including termination.

Education and Training

Regular training will occur regarding the prevention of abuse and molestation. The training will outline these procedures to prevent abuse or molestation, the handling of complaints, necessary disciplinary action, and applicable federal, state and local requirements. The training will cover the "red flags" that can suggest someone is being abused. All attendees will be required to sign off that they attended and completed the training.



OPERATIONAL POLICIES

Responsibilities

It is the responsibility of the Director and President to ensure adherence to this policy. I have reviewed and understand the Prevention of Abuse and Molestation Policy and understand my responsibilities for reporting suspected abuse.

Signed: _____ Date: _____

Initial Adoption Date: 5/24/2021



MATERIALS

POLICY 4.1 KEY AND BUILDING ACCESS

Need for this Policy:

To ensure the security of the library building and contents, a key and proximity card control policy is required.

Policy:

All keys and proximity cards are the property of the Clifton Park-Halfmoon Public Library.

Distribution of keys to the external staff entrance and circulation entrance doors is limited to:

- A. Library Board President
- B. Library Director
- C. Building Facility Manager

Proximity cards and keys to internal doors are distributed to staff and service personnel on an as needed basis.

A list of key and proximity card holders is maintained and updated annually or whenever personnel assignments of key holders are changed.

Responsibility:

The Director or designee is responsible for issuing keys and proximity cards to authorized personnel and for maintaining a list of key and card holders.

Initial Adoption Date: 1/22/1985

Modified Date	Description of Modification
5/22/1986	
4/7/1999	
9/19/2005	
11/21/2016	Updated wording under Need for Policy; eliminated Treasurer and Chair of Buildings & Grounds Committee as key holders; added in details about proximity cards
4/25/2022	Reviewed; no changes

POLICY 4.2 MATERIALS SELECTION POLICY

Need for this Policy:

The Collection Development and Materials Selection Policy is necessary to provide a framework for the growth and development of collections in support of the Library's mission to provide the space and resources for patrons to be educated, entertained and enriched. The policy is needed to guide staff and inform the public about the principles on which selection is based.

Policy:

The Library's goal is to provide the community with materials that reflect a wide range of views, expressions, opinions and interests. The Library provides free access to materials in a variety of formats to all patrons. Library patrons make their own choices as to what they will use based on individual interests and concerns. Responsibility for a child's use of library materials lies with his or her parent or guardian.

The Library Board endorses and declares that it will adhere to the principles of intellectual freedom adopted by the American Library Association.

Library Bill of Rights

Freedom to Read

Freedom to View

Interpretations of the Library Bill of Rights

Scope of the Collection

The scope of the collection refers to the range and type of materials selected including the formats offered and the level of difficulty. The scope is as broad as possible to allow for free expression and free access to ideas. The Library's collections will focus on the general patron rather than the researcher. Materials of local significance or value may be digitized to expand access. The collection is not archival. No extraordinary efforts are made to retain or preserve last copies or out of print titles.

Objectives of Selection

Selection may be defined as the decision that must be made to add materials to the collection or to retain materials already in the collection. The primary objectives are:

- To maintain a well-balanced and broad collection of materials for information, reference and research. Emphasis will not be placed on scholarly works, but on materials which will be considered accessible to the general public.
- To provide materials which support educational, cultural and civic activities in the community.
- To collect materials of contemporary significance as well as permanent value.
- To provide materials for recreation and enlightenment.

Criteria for Selection

Resources are evaluated as a whole and not on the basis of a particular section or sections. A resource will not be excluded from the library's collection because it presents an aspect of life realistically or because of frankness of expression.

While a single standard cannot be applied, potential resources are judged by appropriate criteria. In some instances, these criteria include artistic or literary merit, scholarship or the value of the resource to the informational needs of the community. The Library's decision to acquire material does not constitute endorsement of the material's content.

General criteria for selecting library materials are listed below. An item need not meet all the criteria in order to be acceptable.

- Relevance to community needs
- Public demand, interest or need
- Contemporary significance, popular interest or permanent value
- Attention of critics and reviewers
- Prominence, authority and/or competence of author, creator or publisher
- Timeliness of material
- Relationship to present collections
- Statement of challenging, original or alternative point of view
- Accessibility for multiple users of electronic formats
- Availability and accessibility of the same resources in other Southern Adirondack Library System member libraries or through interlibrary loan.

Responsibility for Selection

Authority and responsibility for the selection of library resources is delegated to the Library Director by the Board of Trustees. At the discretion of the Library Director, staff who are qualified by reason of education, training and experience are given the responsibility to select resources within the framework of this policy.

Budget

The materials budget is recommended by the Library Director and approved by the Board of Trustees annually.

Suggestions for Additions to the Collection

Patron suggestions are always considered for addition to the collection. Suggested materials are subject to the above selection criteria.

Collection Maintenance, Replacement and Weeding.

The process of removing items from the collection is an integral part of collection development. Materials that are worn, obsolete, unused, old editions or unnecessarily duplicated are removed in order to maintain the collection's usefulness, currency, relevance and condition. The Library Director and designated staff members are responsible for collection maintenance and for the disposition of withdrawn resources. Withdrawn items may be offered to the Friends of the Library for fundraising purposes, offered to other libraries or non-profit organizations, recycled or discarded.

Gifts

Gifts of books and other resources are accepted with the understanding that they may be used or disposed of at the Library's discretion. Gift materials are subject to the same selection criteria as purchased materials.

When a cash gift is given to the Library for the purchase of memorial books or other tributes, the selection will be made by the Library Director or designated staff with consideration given to the donor's wishes.

Requests for Reconsideration of Materials

Patrons requesting that resources be withdrawn must complete the Request for Reconsideration of Library Materials form and submit it to the Library Director. Once a decision has been made regarding the retention or removal of the material, the Library Director will notify the patron of the results of the reconsideration. If the patron indicates dissatisfaction with the resolution, he/she may appeal to the Library Board.

Responsibility:

It is the responsibility of the Director to maintain adequate procedures to implement this policy.

Initial Adoption Date: 3/13/1985

Modified Date	Description of Modification
2/15/1993	
4/7/1999	
9/19/2005	
12/18/2017	Expanded the policy to include details on scope, objectives, criteria, responsibility, budget, recommendations, collection maintenance, gifts, and request for reconsideration; removed Library Bill of Rights documents as attachments and referenced them in policy.

POLICY 4.3 CIRCULATION OF MATERIALS

Need for this Policy:

The Library needs a single policy to formalize the loan periods and amounts of Library material which may circulate.

Policy:

3 Day Loan Period

- Museum Passes
- Movie Express

7 Day Loan Period

- Magazines
- Newer movies
- Children's Holiday books
- Test prep books
- Finch robots
- Activities
- Video games
- Book Express books

14 Day Loan Period

- New and popular adult books
- Early literacy kits
- Older movies, television shows, etc.

28 Day Loan Period

- All other materials in the general collection including audiobooks, music, educational movies, Large Type books, Children's books, and software.

Reference books and materials do not circulate.

Materials, except those noted below, may be renewed twice if no other patron has a hold on them.

- 1 renewal – Video games
- No renewal – Book and Movie express, Activities, Finch robots, Museum passes

Accounts are limited to 99 items checked out at any given time, except intesm noted below:

- 3 item loan limit – Video games
- 2 item loan limit – Early literacy kits, Activities (board games, flashcards, etc.)
- 1 item loan limit – Finch Robots, Museum Passes

The Director may impose temporary changes to the loan period and to the amount of material borrowed



OPERATIONAL POLICIES

Responsibilities:

It is the responsibility of the Director to make recommendations to the Board for changes to this policy.

Initial Adoption Date: 1/22/1985

Modified Date	Description of Modification
5/22/1986	
12/17/1986	
6/11/1999	
9/19/2005	
11/21/2016	Updated list of 7 day loan items and 14 day loan items
11/16/2020	Updated items under each loan period; reversed order of loan periods.

POLICY 4.4 LIBRARY CHARGES AND FEES

Need for this Policy:

This policy provides guidance for Library staff in the levying of fines and fees.

Policy:

Library materials are loaned free of charge, however fines and fees are charged to encourage patrons to return items by the due date and in good condition so that they can be used by others.

Fines

1. \$5.00 per day for museum passes.
2. \$1.00 per day for Book Express, Movie Express, Activities, Early Literacy Kits, Video Games, Computer Software, Finch Robots, Hotspots, and any other “specialty materials” as determined by the director.
3. \$0.25 per day for New & Popular Books (including New & Popular Larte Type Books), New Movies, New Audiobooks.
4. \$0.10 per day for all other materials.

Fees

1. If an item is lost or damaged to the extent that it is unusable, a fee is assessed according to the price indicated in the Library’s records.
2. Patrons who return items paid for as lost are given a refund within 6 months of payment less a \$5.00 administration fee per item.

The Library shall have available to the public a current statement of fines and fees. A patron with \$20 or more in unpaid fines and fees on their library account is blocked from using the card until the amount owed is lower than \$20.

Billing notices are sent to patrons when items are 50 days overdue.

For accounts with more than \$30 in unreturned materials, the Library may forward the account to its Collection Agency. If the account is referred to the Collection Agency, the patron must pay a \$10 service fee in addition to the amount owed on the account.

Exemptions from Fines

The following groups are exempt from fines:

1. Current and retired staff members
2. Former Library Board members
3. Current Friends of the Library Board members
4. Patrons receiving outreach/homebound services

Senior citizens may be exempt from fines upon request.

Fines may be reduced or waived by authorized staff if the situation warrants.



OPERATIONAL POLICIES

Responsibilities:

The responsibility for establishing fees, charges, and determining procedures is delegated by the Board to the Director with the understanding that the Director will inform the Board prior to implementation of significant changes.

Initial Adoption Date: 1/22/1985

Modified Date	Description of Modification
5/22/1986	
12/17/1986	
4/7/1999	
9/19/2005	
11/21/2016	Removed reference to fee for reserving materials; updated wording; included fines and fee schedule
2/27/2017	Defined fine exempt groups
11/15/2021	Modified fee structure to match current practice

POLICY 4.5 COMPUTER AND INTERNET USE

Need for this Policy:

A policy is needed to ensure appropriate use of public computer and Internet resources.

The mission of the Library is to provide educational, informational and recreational resources to patrons of all ages, cultural, and economic backgrounds. The Library is committed to protecting intellectual freedom, promoting lifelong learning and providing materials and resources that accomplish these objectives. As part of its mission to meet the needs of the community, the Library provides computers which allow public access to a variety of electronic resources including the library catalog, databases, software and the Internet.

Policy:

To promote equitable access to computer and Internet resources, the Library utilizes software to manage computer reservations, time limits and printing. This system requires patrons to enter a valid library card number or visitor's pass number to access a computer. Clifton Park-Halfmoon Library tax district residents who wish to access Library computers on a regular basis are requested to obtain a library card. Visitors may obtain a daily visitor's pass.

In order to ensure the use of computer and Internet resources is consistent with the mission of the library, computer stations will be located where they can be monitored for assistance and security.

All prospective users of Library computer and Internet resources must read and agree to abide by the Computer and Internet Use Policy.

The Library upholds and affirms the right of each individual to have access to constitutionally protected materials. Thus adults and children 15 years of age and older are responsible for proper use of Library computers and the Internet. Persons under the age of 15 may have full access to the Internet if they obtain written permission from a parent or legal guardian.

The Library may impose reasonable restrictions and conditions on the use of technology available to patrons.

The Library may charge for some services such as printing.

The Library reserves the right to change computer hardware or software offered to the public at any time.

Library computer and Internet resources may be used only for lawful purposes. Examples of unacceptable purposes include but are not limited to:

OPERATIONAL POLICIES

- Attempting to alter or damage computer or network equipment, software configurations, or files belonging to the Library, other users or external networks
- Attempting unauthorized entry to the Library's computers or network or external networks
- Violation of copyright or communications laws
- Violation of software license agreements
- Transmission of speech not protected by the First Amendment, such as libel and obscenity

The Library strives to balance the rights of patrons to access different information resources with the rights of patrons and staff members to work in a public environment free from harassing sounds and visuals. Patrons are asked to remain sensitive to the fact that they are working in a public environment shared by people of all ages, with a variety of information interests and needs. In order to ensure an efficient, productive computing environment, the Library insists on the practice of cooperative computing. This includes:

- Respecting the privacy of other users
- Not using computer accounts, access codes, or network identification codes assigned to others

Viewing material of a generally inappropriate or offensive nature, including sexually explicit materials, is not allowed. Any patron viewing content inappropriate for a public building will be asked to leave for the day. If the misuse continues the patron will be banned from using the Internet at the Library.

Responsibility:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 9/19/97

Modified Date	Description of Modification
9/20/2004	
9/19/2005	
8/20/2007	
5/14/2012	
10/20/2018	Lowered age from 18 to 15 when parental permission for Internet not required.

POLICY 4.6 WIRELESS INTERNET USE

Need for this Policy:

A policy is needed to ensure patrons' understanding of the Library's wireless Internet resources.

Policy:

Free wireless Internet access is available at the Library. Patrons who use electronic devices with wireless capabilities may be able to access a wireless connection from inside or around the perimeter of the Library. The Library's Computer and Internet Use Policy #4.5 applies to wireless access.

The Library's wireless network is not secure. Information sent from or to a device can be captured by anyone else with a wireless device and the appropriate software, within three hundred feet.

Library staff is not able to provide technical assistance and no guarantee can be provided that you will be able to make a wireless connection. The Library assumes no responsibility for the safety of patron's equipment and/or configurations, security, or data files resulting from connection to the Library's network.

Responsibilities:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 5/14/12

Modified Date	Description of Modification
10/20/2018	Reviewed; no changes

POLICY 4.7 TECHNOLOGY DEVICE LENDING POLICY

Need for this Policy:

A policy is needed to manage the loan of technology devices such as laptops, iPads, hotspots, Chromebooks, and other electronic devices for patron use.

Policy:

Technology device equipment such as laptops, tablets, hotspots, and other technology devices can be loaned to library patrons age 15 years and older whose Library account is in good standing.

Patrons can check out devices at a Service Desk using their library card, and by doing so, the borrower agrees to abide by the Library's Computer and Internet Use Policy and the Library's Code of Conduct. By borrowing a device using a valid library card, the patron agrees to the following:

- They will not alter or install any software or hardware settings or configurations on the device, nor damage software, hardware or network services accessible through the device.
- They will not hold the Library responsible for any damage or loss of data or media due to any cause while using the device.
- They understand that the wireless network is public and that they should take appropriate caution with personal information while using library computer devices.
- Any use of the device for illegal purposes, unauthorized copying of copyright-protected materials in any format, or transmission of threatening, harassing, defamatory or obscene material is strictly prohibited.

Public computer devices will be loaned out at the sole discretion of the Library and will be available on a first come-first served basis and cannot be reserved in advance.

When assisting patrons with computer device checkout, Library staff will inform borrowers of the maximum replacement cost for devices and provide instruction on how to use the device. Lost or damaged material fees for computer devices will be based on a reasonable assessment of the cost of replacement or repair of the equipment. The borrower will be responsible for any loss or damage and will be liable for an amount up to the full replacement cost if the equipment is damaged or stolen. Once a device is checked out to a patron, it becomes the responsibility of that patron.

Initial Adoption Date: 7/19/2010

Modified Date	Description of Modification
09/21/2015	Device agnostic; eliminated residency requirement; no forms; changed title from Laptop Lending to Computer Device Lending
5/24/2021	Updated to include lending of hotspots and Chromebooks for home use.

POLICY 4.8 SOCIAL MEDIA

Need for this Policy

The Library uses social media as an important enhancement to communication and information exchange between staff, Library patrons and the community.

Social media is defined as, but not limited to, Facebook and Instagram.

This policy governs the use of the Library's social media accounts, publication of comments and staff responses.

Use of Library's Accounts

The Library social media offerings may include information regarding Library programs, services, collections, news and events as well as useful and entertaining information.

Positive interaction with community members will be promoted on the Library's social media accounts to foster an atmosphere of education and learning. The Library may repost and/or like content from community partners. The act of liking or following another page does not imply endorsement by the Library.

Publication of Comments

The Library invites comments, posts and messages, while recognizing and respecting differences of opinion and upholding the standards delineated in the Rules of Conduct for Library Users.

Comments expressed on the Library's social media accounts do not reflect the views or positions of the Library, its Trustees, or its employees.

The Library reserves the right to monitor content on the Library's social media sites and to remove any comments or postings that contain the following type of negative content:

- Commercial promotions or spam
- Duplicate posts from the same person
- Threatening language or personal attacks
- Private, personal information published without consent
- Obscene or libelous content
- Copyright infringement/plagiarized material
- Political advocacy
- Off-topic and/or disruptive posts
- Posts that violate laws or Library policies

If an individual repeatedly provides content that meets the above criteria, the Library may block them from posting any further information to the Library's social media sites, but only after said person has received one warning that they are violating Library policy. Any social media user who has been banned or had a message/content deleted may appeal this decision, in writing or email, to the Library Director.



OPERATIONAL POLICIES

Responsibilities:

Social media content is the responsibility of the Web & Digital Content Coordinator.

It is the responsibility of the Director to interpret and apply this policy.

Initial Adoption Date: 3/15/2021



TRUSTEES



OPERATIONAL POLICIES

POLICY 5.1 ROLE OF THE BOARD OF TRUSTEES: DUTIES AND RESPONSIBILITIES

Need for this Policy:

This Policy sets forth the basic duties and responsibilities of the Board of Trustees.

Policy:

It is the responsibility of the Board to ensure that the Library is well managed, in a manner consistent with the law and with the policies that have been established. The Board will:

- Create and develop the mission of the library;
- Regularly plan and evaluate the library’s mission and strategic vision based on community needs;
- Select, hire and regularly evaluate a qualified library director;
- Secure adequate funding for the library;
- Exercise fiduciary responsibility for the use of public and private funds;
- Adopt policies and rules regarding library governance and use;
- Maintain a facility that meets the library’s and community’s needs;
- Promote the library in the local community and in society in general;
- Conduct the business of the library in an open and ethical manner in compliance with all applicable laws and regulations and with respect for the institution, staff and public.
- Receive annual sexual harassment prevention training

Responsibilities:

It is the responsibility of the Board of Trustees to understand and implement this policy.

Initial Adoption Date: 5/1/1986

Modified Date	Description of Modification
6/11/1999	
9/19/2005	
12/19/2016	Created a broader set of board duties; changed the responsibility to Board of Trustees; changed title from “powers” to “responsibilities”
12/16/19	Added sexual harassment prevention training



OPERATIONAL POLICIES

POLICY 5.2 COMMITTEES OF THE BOARD OF TRUSTEES

Need for this Policy:

This policy is needed in order for the Board to operate effectively.

Policy:

1. Standing committees are:
 - Building and Grounds
 - Finance and Audit
 - Legislative
 - Long Range Planning
 - Personnel
 - Policy
 - Public Relations
2. Matters brought to the Board that require investigation and consideration should be referred to committee for recommendation to the full Board.
3. Each Board member shall be assigned to two or more standing committees.
4. Additionally, there shall be an Executive Committee composed of the President, the Vice-president and the Treasurer.
5. The purpose of the Executive Committee is to exercise general leadership activities in the intervals between Board meetings.
6. The Executive Committee or a majority thereof will meet at least once each calendar month so that its members are aware of what challenges they face and be able to step into the breach in and when needed.
7. The Executive Committee or a majority thereof shall meet with the Library Director at least once each calendar month. This requirement may be combined with the monthly meeting specified in 6, above.

Initial Adoption Date: 3/17/1990

Modified Date	Description of Modification
6/16/2003	
9/19/2005	
8/17/2009	Added Executive Committee and responsibilities
3/21/2011	Added Long Range Planning Committee to standing committees
6/15/2015	Changed Finance Committee to Finance and <i>Audit</i>



OPERATIONAL POLICIES

POLICY 5.3 STANDING COMMITTEE FUNCTIONS AND RESPONSIBILITIES

Need for this Policy:

A policy is required to define areas and limitations of responsibilities of each standing committee.

Policy:

The standing committee of the Board of Trustees and their functions and responsibilities are as follows:

- A. Policy Committee
 1. Prepare and revise library policy for submission to the Board for approval.
 2. Prepare initial responses for the Board to those questions not covered by existing policy.
 3. Adjust the library calendar of holidays and library hours in accord with Policy 5.4.
 4. Review all policies annually to determine if any need to be updated.
- B. Personnel Committee
 1. Recommend salary structure for all staff, after reviewing input from the Director.
 2. Review and approve organizational structure and job descriptions prepared by the Director.
 3. Advise the Director on staffing issues and staff problems, when requested by the Director or the Board.
 4. Evaluate the Director's performance and prepare a written report. The Chairman and President of the Board will meet with the Director for a formal discussion of evaluation.
 5. Recommend resolution of, or answers to questions concerning employee relations matters: sick leave, vacation, compensatory time, benefits, etc.
 6. Evaluate and recommend to the Board candidates for vacant positions on the Board.
- C. Public Relations Committee
 1. Develop an on-going plan for establishing positive public relations.



OPERATIONAL POLICIES

2. Develop proposals for any issue related to Board communications with the public.
3. Develop and implement Board approved plans for any board-approved public relations program.

D. Building and Grounds Committee

1. Ensure that the buildings and grounds are maintained in good condition with maintenance and repairs accomplished in a timely fashion.
2. Ensure the development of landscaping plans.
3. Review recommendations from the Director for capital equipment and furnishings.
4. Project future facility needs of the Library.
5. Develop plans and be responsible for alterations of and additions to the buildings and grounds.

E. Finance and Audit Committee

1. Receive and evaluate budget recommendations from standing committees and the Director.
2. Formulate a proposed budget in accordance with Policy 7.1.
3. Oversee implementation of the budget.
4. Project long-range financial needs.
5. Oversee financial management, including investments.
6. Review the approved budget mid-year and recommend adjustments as necessary.
7. Oversee the annual audit of the Library's financial statements.

F. Legislative Committee

1. Define legislative needs and goals and recommend them to the Board.
2. Inform Board of legislation pertinent to libraries.
3. Represent the Library in legislative hearings and issues at all levels.
4. Conduct direct discussions with legislative leadership and staff educating them to the needs of the Library.
5. Establish on-going contact and relationship with appropriate mentors of the executive and legislative departments.



OPERATIONAL POLICIES

- 6. Encourage legislative/lobbying activity by the Friends and other groups who share our goals.
- 7. Work with the public Relations Committee to educate the community on the impact of legislative action, or lack of it, at the local level.

G. Long Range Planning Committee

- 1. Identify long term changes and growth patterns in the Library District's service area, as a precursor to implementing Item 2, below.
- 2. Identify needs and desires of the Library District's population that could be met through Library services.
- 3. Identify potential limitations to implementing changes (i.e. finance, physical capacity, etc.).
- 4. Make recommendations to the Board as to what new services or activities should be pursued, and what changes to existing services should be made.
- 5. Provide guidance and assistance to the Board in implementing these changes.
- 6. Identify contingencies that could have severe consequences for the Library and make recommendations to the Board regarding how to plan and prepare for them.

Responsibility:

It is the responsibility of each standing committee chairperson to ensure that committees perform the stated functions.

Initial Adoption Date: 3/17/1990

Modified Date	Description of Modification
6/16/2003	
9/19/2005	
3/21/2011	Added Long Range Planning Committee to standing committees
6/15/2015	Changed Finance Committee to Finance and <i>Audit</i> and added responsibilities



OPERATIONAL POLICIES

POLICY 5.4 CALENDAR FOR BOARD OF TRUSTEES

Need for this Policy:

A calendar of regularly scheduled Board and Committee activities shall be prepared, reviewed annually, and affixed hereto.

Policy:

An ongoing calendar shall be maintained by the Policy Committee, structured as follows:

DATE/ ITEM	RESPONSIBILITY
<u>JANUARY</u>	
Submit committee preferences	Board
Organizational Meeting	
Elect new officers to the Board	Board
Administer Oath of Office to Trustees	Counsel
Appoint Counsel, Clerk, and Board Secretary	Board
Set date for the Annual Budget Vote and Trustee Election	Board
Review and approve Board Calendar	Board
Sign Conflicts of Interest statements	Board, Director and Admin. Staff
Assign monthly claims review responsibilities	Board
Assign monthly FOL Board Meeting attendance	Board
Designation of depositories	Board
Resolution to allow electronic transfers	Board
Resolution to change authorized users on Fidelity account	Board
Approve Board meeting schedule	Board
Trustee Training and Education (as necessary)	Board
Make Board committee assignments	President
Send letter to Saratoga County Board of Elections requesting support for Annual Budget Vote and Trustee Election	President
Set committee goals	Committee Chairpersons
Update Library operations calendar	Policy Committee
Prepare NY State Annual Report	Director
<u>FEBRUARY</u>	
Approve investment plan for tax levies revenues	Director & Finance Chair
Approve the NY State Annual Report	Board
Review annual financial audit report	Board
<u>FEBRUARY/MARCH</u>	
Attend Library Advocacy Day	Legislative Committee
<u>APRIL</u>	
Make recommendations for budget by May 1 to Finance Committee	All Standing Committees & Director



OPERATIONAL POLICIES

MAY

Attend annual SALS dinner meeting (optional)	Board
Develop next year's budget	Finance Committee & Director

JUNE

Conduct mid-year evaluation of Director	Personnel Chair & President
Approve budget for next year	Board
Recruit candidates for Board	Board

JULY

Review & make adjustments as required to current budget	Finance Committee & Director
Appoint election coordinator	Director
Announce date for election after Labor Day	President

AUGUST

Accept completed petitions for Trustee candidates	Director
Hold joint meeting with FOL Board	Board
Prepare communication plan to encourage voting	Public Relations Committee

SEPTEMBER

Complete plans for vote by District residents on election of Trustees and budget referendum	President
---	-----------

OCTOBER

Present draft Board meeting schedule for next year	Director
Annual Board Retreat	Board

NOVEMBER

Set Board goals for next year	Board
Complete Board self-evaluation	Board
Appoint Ad Hoc Nominating Committee to recommend Officers of the Board for next year	President
Policy Committee reviews Annual Calendar	Policy Committee

DECEMBER

Present slate of Officers	Nominating Committee
Accept floor nominations for Officers of the Board	Board
Conduct year-end evaluation of Director	Personnel Chair & President
Prepare annual committee summaries and suggest next year's goals / activities	Committee Chairs

Responsibilities:

The Policy Committee will review calendar annually and transmit suggested calendar to the Board in January of each year. The Board President is responsible for monitoring the timely completion of the stated tasks.



OPERATIONAL POLICIES

Initial Adoption Date: 3/28/1990

Modified Date	Description of Modification
1/4/1994	
5/4/2001	
9/19/2005	
4/18/2008	
12/16/2016	
12/18/2017	Reviewed, no changes
12/17/2018	Added send letter to BOE; revised the date of election announcement; added Annual Board Retreat
12/16/2019	Added audit; minor revisions
1/3/2022	Minor revisions



OPERATIONAL POLICIES

POLICY 5.5 CRITERIA FOR HOLDING EXECUTIVE SESSIONS BY THE BOARD OF TRUSTEES

Need for this Policy:

The Board requires means of consistently determining the need for meeting in executive session.

Policy:

It is the policy of the Board that its regularly scheduled meetings shall be open to the general public.

As an exception to this general rule, the Board may meet in executive session for the reasons referenced in New York State Public Officers Law.

The Board may request the presence of staff or other appropriate resource persons at specific executive sessions.

Responsibilities:

The Board President is responsible for determining that business be conducted in executive session. The determination is subject to the agenda approval process which begins each meeting.

Initial Adoption Date: 3/18/1985

Modified Date	Description of Modification
9/19/05	
12/19/16	Reviewed; no changes
11/15/2021	Reviewed; no changes



OPERATIONAL POLICIES

POLICY 5.6 THE INTERIM APPOINTMENT OF A TRUSTEE IN EVENT OF VACANCY ON THE BOARD OF TRUSTEES

Need for this Policy:

A policy is necessary to assure that the Board operates at its full complement of members when a vacancy occurs during a trustee’s term of office

Policy:

- A. The Personnel Committee is responsible for soliciting, interviewing and recommending a candidate to the Board to fill a Trustee vacancy in a timely manner.
- B. The Board shall appoint a qualified person as interim trustee until the electorate votes to fill the position.
- C. The appointment to fill the vacancy shall be through December 31 following the next regularly scheduled election.

Responsibilities:

The Board is responsible for appointing a candidate to fill the vacancy.

Initial Adoption Date: 6/16/1986

Modified Date	Description of Modification
4/13/1992	
6/10/1999	
9/19/2005	
12/19/2016	Changed title to remove “election and”; re-ordered the wording and removed redundant wording.
11/15/2021	Reviewed; no changes



POLICY 5.7 INDEMNIFICATION OF TRUSTEES AND EMPLOYEES

Need for this Policy:

A policy statement is needed to clarify the indemnification of trustees and employees of the Library.

Policy:

The Library will, to the extent permitted by the Not-For-Profit Corporation Law, and the Public Officers' Law, indemnify any Library trustee or employee who is made a party to any action or proceeding by reason of acting as trustee or employee of the Library, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorney fees.

Responsibilities:

The Board President is responsible for implementing this policy.

Initial Adoption Date: 10/29/1997

Modified Date	Description of Modification
9/19/2005	
12/19/2016	Reviewed; no changes
11/15/2021	Reviewed; no changes



CLIFTON PARK
HALFMOON
PUBLIC
LIBRARY

OPERATIONAL POLICIES

DIRECTOR



OPERATIONAL POLICIES

POLICY 6.1 POWERS AND DUTIES OF LIBRARY DIRECTOR

Need for this policy:

This policy specifies the responsibilities of the Library Director in relationship to the Board of Trustees.

Policy:

The Director has the responsibility for all aspects of the library’s operation in accordance with the mission and strategic vision of the library as determined by the Board of Trustees. These responsibilities include but are not limited to:

- Determining the annual priorities and goals of the Library in conjunction with the Board.
- Determining staffing needs, hiring, supervising, and appraising staff.
- Setting the overall programs and services of the Library.
- Proposing and monitoring annual budgets.
- Overseeing the care and maintenance of library facilities.
- Coordinating beneficial partnerships and associations with other libraries and library groups, community organizations, and schools.
- Providing the Board with necessary information, data and support for its activities.

Responsibilities:

The Director provides the professional expertise on Library matters and keeps the Trustees fully informed .

Initial Adoption Date: 5/1/1986

Modified Date	Description of Modification
12/12/1994	
9/19/2005	
2/27/2017	Expanded list of duties under policy

POLICY 6.2 ANNUAL EVALUATION OF THE LIBRARY DIRECTOR AND DETERMINATION OF DIRECTOR'S COMPENSATION

Need for this Policy:

The evaluation of the Director provides an annual opportunity for the Board and Director to define the success of the previous year and to establish goals for the coming year. The evaluation will be considered in the determination of the Director's compensation.

Policy:

Evaluation:

The Personnel Committee will lead the Board's evaluation of the Performance of the Director.

An initial evaluation of a new Director will be conducted six months after start of employment. Thereafter, evaluations will be held, at a minimum, annually. In addition to providing an appraisal of past performance, the evaluation process should include goal-setting for the future evaluation period. The Director will participate in this goal-setting.

The Director will have an opportunity to place comments on the record with regard to the evaluation.

The Personnel committee will report the results of the evaluation to the Board.

Compensation:

Concurrent with preparation of the budget, the Personnel Committee in consultation with the Finance Committee will prepare a proposal for compensation of the Director for the forthcoming calendar year.

The proposal must be approved by the Board before the proposal is made to the Director.

The Personnel Committee Chairperson with the President of the Board will present the offer to the Director.

Responsibilities:

The Personnel Committee is responsible for leading the Board's evaluation of the Director and recommendation of the Director's compensation.

The Board is responsible for approving the proposal for compensation of the Director.

Initial Adoption Date: 3/13/1985



OPERATIONAL POLICIES

Modified Date	Description of Modification
12/24/1994	
04/07/1999	
09/19/2005	
12/27/2017	Policy reviewed; no changes



CLIFTON PARK
HALFMOON
PUBLIC
LIBRARY

OPERATIONAL POLICIES

FISCAL



OPERATIONAL POLICIES

POLICY 7.1 GENERALLY ACCEPTED ACCOUNTING PRINCIPLES

Need for this Policy:

A statement is needed to establish the accounting principles of the Library.

Policy:

The Library follows the Generally Accepted Accounting Principles (GAAP), as applied to governmental units, and accounting guidelines set forth by the New York State Comptroller.

Responsibilities:

The Director, Business Manager, and the Treasurer, as well as the auditing firm chosen by the Board are responsible for ensuring the Library is following generally accepted accounting principles and complies with the guidelines set forth by the New York State Comptroller.

Initial Adoption Date: 9/19/2005

Modified Date	Description of Modification
11/20/17	Removed reference to Financial Management Guide; updated position titles

POLICY 7.2 BUDGET DEVELOPMENT REVIEW and ADJUSTMENT

Need for this Policy:

Methods for budget development and review and adjustments are necessary to ensure the budget is prepared, reviewed and adjusted in a timely fashion and that the lines of responsibility are established.

Policy:

1. Budget Development

- a. All standing committees shall meet by April in order to submit by May recommendations for next year's budget. The Director will combine them with the operational needs and submit a tentative budget to the Finance Committee for approval and/or modification. The Finance Committee will prepare a proposed budget that will be submitted to the Board by its June meeting for final approval and subsequent presentation for public vote.

b. Budget Development Responsibilities:

- (1) The Director shall prepare the budget recommendations with input from all Board Committees.
- (2) The Finance Committee, with the Treasurer of the Board as chairperson, is responsible for proposing all budgets to the Board.
- (3) The Board is responsible for submitting the budget to the voters for approval.

2. Budget Review and Adjustments

- a. The Finance Committee, working with the Director, shall review the current year's budget no later than in June, forecast the year-end performance, and make suggested adjustments for approval by the Board.
- b. Whenever there is a needed change in one or more budgetary line items of \$5000 or more, the Finance Committee, working with the Director, shall make suggested adjustments for approval by the Board.

c. Budget Review and Adjustments Responsibilities

- (1) The Director shall advise the chairperson of the Finance Committee whenever there is a needed change in one or more budgetary line items of \$5000 or more.
- (2) The Finance Committee, with the Treasurer of the Board as chairperson, is responsible for proposing all budget adjustments to the Board.
- (3) The Board is responsible for approving all adjustments to the budget.



OPERATIONAL POLICIES

Initial Adoption Date: 3/13/85

Modified Date	Description of Modification
12/17/86	
7/18/94	
5/4/01	
9/19/05	
11/21/11	Revised to add in budget adjustments



OPERATIONAL POLICIES

POLICY 7.3 CHECK SIGNING PROCEDURES

Need for this Policy:

A policy is needed to achieve a more effective system of internal fiscal control and stipulate counter-signature requirements.

Policy:

Disbursement checks written for \$15,000 or more will require the signature of the President and Treasurer of the Board.

Responsibilities:

The President, Treasurer, and Business Manager will ensure that two signatures appear on all disbursement checks which are written for \$15,000 or more.

Initial Adoption Date: 9/19/2005

Modified Date	Description of Modification
11/20/2017	Changed position title

POLICY 7.4 FINANCING TRAVEL AND DUES FOR STAFF AND TRUSTEES

Need for this Policy:

Guidance is required to provide appropriate payment for professionals, staff, and trustees who attend conferences for Continuing Education programs on the Library's behalf, and reimburse employees and volunteers for travel expenses incurred while on Library business. These guidelines are consistent with the Employee Handbook.

Policy:

Librarians pay for any memberships they choose to hold in any organization.

The Library, in its sole discretion, may reimburse part or all of the cost of meetings and conferences for staff members and trustees, including registration fees, travel, lodging and meals. Attendance at professional conferences or other continuing education activities by library staff must be pre-approved by the appropriate department head and the Library Director.

Expenses that generally will be reimbursed include the following:

- Mileage for use of personal vehicles, only when less expansive transportation is not available. Reimbursement is at the current maximum rate allowed by the IRS,, for the most direct route, plus tolls and parking.
- Standard accommodation costs for hotels, motels, or similar lodgings. Non-profit, government or group rates should be requested whenever possible.
- Meals at the rate of: breakfast - \$10; lunch - \$15; dinner - \$25. The \$50 maximum daily rate will apply to full days spent away from home. If a meal is included with conference registration, the reimbursement will not include that meal
- Airfare or train fare for travel in coach or economy class or the lowest available fare
- Car rental fees, for compact or economy. Authorization for reimbursement of a rental vehicle must be obtained prior to the start of travel.
- Shuttle or airport bus service fees; costs of public transportation for other ground travel.
- Tips and gratuities, not to exceed 20%

None of the following expenses will be reimbursed:

- Travel insurance
- Alcoholic beverages
- Laundry, valet or other room services such as pay per /for view movies
- Entertainment whether of library employees or others
- Other items not essential to the conduct of library business

Employees should submit a travel expense report to the Library Director and attach original copies of receipts and bills for all expenses.

Any exception to the maximum travel rates should be approved by the Library Director before the expense is incurred.

OPERATIONAL POLICIES

Responsibilities:

The Director shall determine which Continuing Education conferences would be most beneficial to the Library as well as which staff members may attend said conferences;

The Director will authorize reimbursement for travel expenses for Library business;

The Board will determine which Board members will attend meetings and conferences and what Board Member expenses will be authorized for reimbursement.

Initial Adoption Date: 3/13/85

Modified Date	Description of Modification
5/22/1986	
10/17/1994	
9/19/2005	
12/16/2019	Added detail regarding approval process; listing of travel expenses typically reimbursable.

POLICY 7.5 ANTIFRAUD PROGRAMS AND CONTROLS

Need for this policy:

AICPA Auditing Standards recommend that organizations should have antifraud programs and controls.

Policy:

1. Fraud is defined as a willful or deliberate act with the intention of obtaining an unauthorized benefit, such as money or property, by deception or other unethical means.
2. All fraudulent acts or related misconduct are included under this policy and include, but are not limited to, such activities as:
 - a. Embezzlement, theft, misappropriation or other financial irregularities
 - b. Forgery or alteration of documents (checks, time sheets, contractor agreements, purchase orders, other financial documents, electronic files, etc.)
 - c. Improprieties in the handling of reporting of financial transactions
 - d. Misappropriation of funds, securities, supplies, inventory or any other asset (such as furniture, fixtures, equipment, materials), including assets of the Library, our patrons, suppliers, or others with whom we have a business relationship
 - e. Authorizing or receiving payment for goods not received or services not performed
 - f. Authorizing or receiving payments for hours not worked or expenses not accrued and documented
 - g. Profiteering as a result of insider knowledge of Library activities
 - h. Involvement in any transaction, or having an interest in a party involved in a transaction with the Library, without the prior approval of the Director or the Board
3. Fraud and related misconduct will not be tolerated. Employees found to have participated in such conduct may be subject to disciplinary action, up to and including termination as well as possible criminal conviction. Trustees found to have participated in such conduct may be subject to removal from the Library Board as well as possible criminal conviction.
4. All employees, vendors, contractors, and other third parties are to report suspected instances of any such misconduct to any one of the following: The Library Director, the Board President, and the Board Attorney. Such reports may be made anonymously.
5. Any reprisal against any employee or other reporting individual because that individual, in good faith, reported a violation is strictly forbidden.
6. When fraud or related misconduct is reported, an appropriate investigation and all necessary action will be undertaken. All investigations of alleged wrongdoing will be conducted in accordance with applicable laws, and Library policies and procedures.



OPERATIONAL POLICIES

- a. All Trustees and employees necessary to the investigation will cooperate fully in the investigation.
 - b. Trustees and employees should direct all inquiries from any individual who is believed to be involved in fraud or related misconduct, his or her representative, or his or her attorney, and all inquiries from the media to the Board's attorney.
 - c. Neither the existence nor the results of investigations or other follow up activity will be disclosed or discussed with anyone other than the Trustees or those persons having a legitimate need to know in order to perform their duties and responsibilities effectively.
 - d. The Board's attorney will be notified and involved in the investigation whenever appropriate.
 - e. Once the investigation is completed, and the results of the investigation reported to the Board of Trustees, the Trustees and/or Library Director may take one or both of the following steps:
 - i. Consult with the Board's attorney relative to appropriate further action
 - ii. Take appropriate action and steps to minimize reoccurrence
7. If and when fraud and/or fiscal misconduct is identified, corrective and/or punitive measures may be taken by the Board after hearing the recommendation of the Board's Attorney.
8. All current vendors and suppliers are to be annually provided with a notice prohibiting gifts having a value of seventy-five dollars or more as stated in policy 2.4 to any of the Library's employees or Board members. Such notice shall include the name and phone number of the Library Director to be contacted if they have been solicited for gifts by any of the Library's employees or trustees.
9. The Director, Assistant Directors, and Business Officer shall each annually sign a statement attesting to the fact that they currently have no conflict of interest and that they will avoid potential conflicts of interest.
10. Prior to actual employment, background checks including limited credit checks shall be made on any new employees who will hold the title of Director, Assistant Director, or Business Officer, and others as appropriate to the position.

Responsibilities:

It shall be the responsibility of the Director to ensure:

- The Antifraud policy is reviewed annually with employees.
- The distribution to all vendors and suppliers of the notice prohibiting gifts

Initial Adoption Date: 11/17/08

Modified Date	Description of Modification
06/20/2022	Modified employees that require background checks with limited credit check; changed the policy review from November to annually.

POLICY 7.6 INVESTMENTS

Need for this policy:

This policy is needed to maximize the security of the Library's funds.

General:

1. The members of the Clifton Park-Halfmoon Public Library (CPHPL) Board of Trustees are the fiscal body of the Library. The members serve without compensation.
2. This document will govern the investment activities of the CPHPL. It is the policy of the Library to invest funds in a manner that will maximize the security of the principal while satisfying cash flow demands using approved methods that will provide the highest possible return. All investments will conform to applicable laws and regulations of New York State.

Policy:

1. The Primary Objectives of the Library's financial investments are, in priority order:
 - a. Preservation of Capital - The preservation of capital is the foremost objective of the investment program. At no time should the safety of the portfolio's principal investments 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
 - b. Liquidity - The Library's investment portfolio is to remain sufficiently liquid to enable the Library to meet those operating requirements that might be reasonably anticipated
 - c. Return on Investments (Yield) - The Library's investments should generate the highest available return without sacrificing the first two objectives
 - d. Judgment and Care - Investments shall be made, under circumstances then prevailing, in such a manner as persons of prudence, discretion, and intelligence might exercise in the management of their own affairs.
2. Delegation of Authority
 - a. Management responsibility for the Library's investment program is hereby delegated to the Treasurer, who is the Library's chief fiscal officer. The Treasurer shall be responsible for the implementation of the investment program and the establishment of investment procedures consistent with this policy
 - b. No person may engage in an investment transaction except as provided under the terms of this Policy and the procedures established by the Treasurer.
3. Prohibited Investments - The fiscal officer may not purchase securities on margin or open a securities margin account for the investment of Library funds.

4. Internal control - The Treasurer is responsible for establishing and maintaining internal control to insure that the assets of the Library are protected from loss, theft, or misuse. The internal control structure shall be designed to provide reasonable assurance that these objectives are met.

The internal controls shall address the following points:

- a. Separation of transaction records from the accounting data
 - b. Custodial safekeeping
 - c. Written confirmation of telephone transactions for investments and wire transfers
5. Maturity of Investments - No investment shall have a maturity date of more than two years from its date of purchase by the Library unless an investment is matched to a specific obligation of the Library.
 6. Diversification of Investments
 - a. The Library shall diversify its investments to the best of its ability based on the type of funds invested and the cash flow needs of those funds. Diversification can be achieved by the type of investment, number of institutions, and length of maturity
 - b. The Treasurer will use the following guidelines in administering the Library's investment policy:
 - (1) The Library's total (100%) portfolio may be invested in securities guaranteed by the United States, or those securities for which the full faith of the United States is pledged for the payment of principal and interest
 - (2) The Library's total (100%) portfolio may be invested in certificates of deposit, savings, or deposit accounts that have been fully collateralized
 7. Deposit Requirements - The Library's Board of Trustees shall designate its public depositories. Any eligible financial institution that has offices within the State of New York may become a public depository of the funds of the Library.
 8. Delegation of Authority
 - a. Management responsibility for the Library's investment program is delegated to the Treasurer who is considered the Library's chief financial officer. In the absence of the Treasurer, the Board President is authorized by the Board of Trustees to act in his/her stead
 - b. The Treasurer shall be responsible for the implementation of the investment program and the establishment of investment procedures consistent with this Policy. No person may engage in an investment transaction except as provided under the terms of this Policy and the procedures established by the Treasurer.
 9. Electronic Transfer of Library Funds

OPERATIONAL POLICIES

- a. The following type of transactions may be conducted by electronic transfer between financial institutions in order to expedite the transfer of funds as well as maximize interest earnings:
 - (1) All investment transfers for certificates of deposit and savings accounts authorized by the fiscal officer of the Library
 - (2) Payroll for Library employees
 - (3) To satisfy long-term bond or debt obligations when required by a depository trust company
 - b. The fiscal officer will maintain appropriate documentation of the transactions so these may be audited as required by statute. The Treasurer's signature will be on the letter of authorization for transfers which will be forwarded to the bank.
10. Library Funds – The CPHPL Board may establish funds for money and securities of the Library. All monies from whatever source derived will be receipted into funds established by the Library Board under authority of law. The authorized funds are as follows:
- a. Library Operating Fund – All money collected from tax levies, interest on investments of Library Operating Fund monies, fees, fines, rentals, and other revenues shall be deposited into the “Library Operating Fund”, and must be budgeted and expended in the manner required by law
 - b. Petty Cash Fund – This fund has been established for the purpose of paying small or emergency items of operating expense as designated by resolution of the Library Board
 - c. Gift Funds Money or Securities accepted and secured by the Library Board as a grant, gift, donation, endowment, bequest, or trust may be set aside in a separate fund or funds. Expenditures from such funds shall be in compliance with the Purchasing Policy.
11. Gifts of Stock
- a. The fiscal officer may not purchase securities for the investment of Library Funds
 - b. When the Library receives gifts of stock certificates:
 - (1) When gift stock is transferred from the donor's broker to the Library's broker, the Library will automatically at transfer become the owner of record
 - (2) The fiscal officer will determine when the stock will be sold for cash.
12. Ethics and Conflicts of Interest – Those involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the Library investment program, or that could impair their ability to make impartial decisions.

OPERATIONAL POLICIES

13. Liability - When investments are made in accordance with this Policy, no Library Trustee with investment authority shall be held liable for a loss resulting from default or insolvency of a depository of Library funds.
14. Investment Advisors, Qualified Brokers and Dealers, and Financial Institutions – All brokers, dealers, and other financial institutions that transact investment business with the CPHPL or give advice regarding its investments, must receive, read, and comprehend the Policy and agree to comply with it before providing any services or transacting any business with the Library. This is to be evidenced by a signed statement of receipt of the policy by those identified above.
15. Reporting – The Treasurer shall provide the Board of Trustees with monthly reports which clearly provide the following information regarding the investment portfolio:
 - a. Types of investments
 - b. Depository institutions
 - c. Principal balances
 - d. Rates of return
 - e. Maturities

This report is in addition to other reports which are to include a reconciliation of bank balances to fund balances, a cash position report, and a report that compares estimated and actual receipts with expenditures for each fund.

16. Investment Policy Adoption
 - a. The Library's investment Policy shall be adopted by resolution of the Library's Board of Trustees
 - b. The Policy shall be reviewed no less than annually by the Finance Committee of the Board of Trustees and any modification made to it must be approved by the Board of Trustees of the CPHPL.

Adopted: 09/21/09

POLICY 7.7 AUDIT

Need for This Policy:

To ensure external oversight of the management of the Library's fiscal procedures

Policy:

1. Each year the Library will have a full audit of its financial activities performed by a certified public accountant individual or firm authorized to do business in the State of New York. The annual audit will be overseen and reviewed by the Finance and Audit Committee of the Board of Trustees.

2. It shall be the practice of the Library to have such audit performed by the same auditing firm or individual for no more than five consecutive years. This practice will take effect with a new certified public accountant individual or firm auditing the financial activities of the year 2010.

Initial Adoption Date: 10/19/2009

Modified Date	Description of Modification
6/15/2015	Added specific not of Finance and Audit Committee responsibilities.

POLICY 7.8 FIXED ASSETT CAPITALIZATION POLICY

Need for this policy:

This policy is required to establish a uniform capitalization policy that complies with federal and state financial reporting requirements.

Policy:

Fixed assets are items of tangible property, both real and personal, having an acquisition value of \$5,000 or more and an estimated useful life of two years or more.

Capitalization Defined

“Capital Expenditures” are defined as expenditures for the acquisition cost of capital assets (land, buildings, equipment), or expenditures to make improvements to existing capital assets that materially increase the asset’s value or useful life. The acquisition cost of a capital asset includes all of the costs necessary to place the asset in service for its intended use. In general, this should include, but not necessarily be limited to, the net invoice price of the asset including the cost of any attachments, accessories, or auxiliary apparatus necessary to make it usable for the purpose for which it was acquired. Also included in the acquisition cost are freight, transit insurance and installation charges. Management should exercise good judgment and consistent treatment with regard to what costs should be included.

For donated assets, the fair market value at the date of the gift will be used as the acquisition cost.

All capitalized assets must be Library owned.

Repairs and maintenance which do not materially add to the useful life of the asset or increase the asset’s value should be expensed, not capitalized.

Capital Asset Classifications

1. Land: All purchases or donations of Land will be capitalized regardless of value. The acquisition costs of Land should include the purchase price, closing costs, all costs incurred in preparing the Land for its intended use and improvements to the Land that have indefinite lives and are permanent in nature. Land is not depreciated.
2. Land Improvements: Improvements to Land with limited lives such as fencing and gates, driveways, paving, parking lots, yard lighting and landscaping should be recorded as Land improvements. Land improvements in excess of \$5,000 should be capitalized. Land Improvements should be recorded as a separate asset from Land.
3. Buildings: All structures used for operating purposes including all permanently attached fixtures, machinery, and other components that cannot be removed without damage, such as boilers, air conditioners, wiring, and lighting fixtures. If a building is acquired by

OPERATIONAL POLICIES

purchase, the capitalized cost should include the purchase price plus other expenses incurred at the time of acquisition. A purchase of both land and buildings requires that the cost be allocated between the assets. If a building is constructed, the capitalized cost should include, but not be limited to material, labor, building permit fees, title costs, architectural, engineering and legal fees.

4. **Building Improvements:** All alterations, renovations and repairs to existing structures in excess of \$5,000 that increase the value of the property, make it more useful, or increase its useful life. This includes additions, roof replacements, and replacement of central air conditioning or heating systems or other major renovations. Work to maintain the facility in its existing condition, such as painting or repairs, should be expensed.
5. **Infrastructure:** Long-lived capital assets that normally are stationary in nature and normally can be preserved for a significantly greater number of years than most capital assets.
6. **Furniture and Equipment:** Any moveable, nonexpendable personal property, not permanently affixed to a building, with a life expectancy of more than two years and an acquisition cost of \$5,000 or more per single unit. A single unit is defined as a piece of equipment/furniture that when assembled functions as a stand-alone unit. This includes capital equipment, capital furniture & fixtures, computers, and vehicles.
7. **Library Books and Other Materials:** The value of books, art collections, and library materials are considered to be inexhaustible collections and are therefore not capitalized.
8. **Computer Equipment:** Having a useful life of two years or more and an acquisition cost of \$5,000 per unit.
9. **Construction in Progress:** Construction in progress should be capitalized at the end of each fiscal year. Construction in progress is not depreciated. When the construction is complete and the asset placed into service, the construction in progress total is transferred to the respective asset account such as Building Improvement, and depreciation then begins in accordance with the guidelines below.

Depreciation Guidelines

All depreciable assets will be depreciated using the straight-line method, with half-year convention. The straight-line method allocates an equal amount of the net cost of the asset to each accounting period in the asset's useful life. All depreciable property will have a 0% salvage value. The following useful lives will be used for depreciation purposes:

Site improvements 15 years
Building and structures 39 years
Machinery and equipment 7 years
Furnishings and Accessories 7 years
Vehicles 7 years
Computer equipment 3 years

Physical Inventory

A physical inventory of capital assets must be taken and the results reconciled with the library's financial records at a minimum of once every two years.

At the close of the inventory process, adjusting journal entries will be done where applicable for assets which have been taken out of service, or otherwise disposed.

Disposition

Capital assets which are obsolete, worn out, or no longer meet the requirements of a department will be disposed of according to the Surplus Books, Furniture and Equipment Policy 7.10.

Responsibility:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 02/27/2012

Modified Date	Description of Modification/Notes
	Also located as Appendix A in Purchasing Manual

POLICY 7.9 SURPLUS BOOKS, FURNITURE AND EQUIPMENT POLICY

Need for this policy:

A standard method of disposal is required for books, non-print materials, furniture and equipment no longer required by the Clifton Park-Halfmoon Public Library.

Policy:

When any such item is no longer functional or useful, it will be removed from inventory and disposed of as follows:

1. Surplus inventory items that may have unusual, historic or artistic value will be brought to the attention of the Board of Trustees for determination of value and disposition. Such determination may include the services of a professional appraiser or outside expert opinion.
2. Books and non-print materials other than equipment, furniture or fixtures no longer deemed appropriate for the collection may be donated to the Friends of the Clifton Park-Halfmoon Public Library.
3. Equipment, furniture or other fixtures no longer of use to the library may be donated to other libraries, schools or non-profit organizations.
4. Equipment may be sold to a technology recycling company if no libraries, schools or other non-profit organizations express an interest in accepting such as a donation.
5. If there are no non-profit organizations that will accept the donation, equipment may be processed by a technology equipment disposal firm.
6. The Director or Business Manager is authorized to accept trade-in allowances of any item of equipment, furniture or other fixtures being replaced or upgraded for which a trade-in allowance is offered.
7. In the event surplus equipment, furniture, or fixtures is/are deemed not to have unusual, historic or artistic value and is/are not disposed of through donations or sale as described above, staff members, Trustees, and their immediate family members may be permitted to acquire said materials with the approval of the Director.
8. Documentation of the method of disposal of items covered by this policy will be maintained for a period of five years.

Responsibility:

It is the responsibility of the Director and his/her staff to enforce this policy.

Initial Adoption Date: 02/27/12

Modified Date	Description of Modification/Notes
	Also located as Appendix B in Purchasing Manual
11/16/2020	Wording change from will to may in item #2; removed reference to at no cost in item #4; policy 7.9 now only referenced in Purchasing Manual



POLICY 7.10 FUND BALANCE POLICY

Need for this Policy:

The Governmental Accounting Standards Board (GASB) adopted Statement Number 54 which changes the reporting requirements for fund balances on the balance sheets of Governmental Funds. Statement 54 requires the use of five new classifications: nonspendable, restricted, committed, assigned and unassigned.

Policy:

The Board of Trustees has the authority to set up a restricted or committed fund balance by a formal action of the Board. Amendments or modifications to the restricted / committed fund balance must be approved by formal action of the Board of Trustees. Restricted / committed fund balances do not lapse at year end. The formal action required to restrict or commit fund balances shall be by board resolution or majority vote.

The Board of Trustees has the authority to assign fund balances for a specific purpose.

For the purpose of fund balance classification, expenditures are to be spent from restricted fund balances first and then unrestricted. Expenditures incurred in the unrestricted fund balance shall be reduced first from the committed fund balance, then from the assigned fund balance and lastly, the unassigned fund balance.

Approved: 2/27/12



OTHER



OPERATIONAL POLICIES

POLICY 8.1 COOPERATION WITH OTHER LIBRARIES AND SCHOOLS

Need for this Policy:

A formal statement is useful to encourage cooperation among institutions, libraries and services to benefit the general public.

Policy:

The Library will cooperate with other libraries and organizations that provide resources and services for the people of the community. The Library should act as a point of entry into national and regional networks of libraries and information resources and play a strong coordinating and leadership role in responding to local needs.

Responsibility:

The Board should encourage cooperative and reciprocal efforts to share resources and services with other libraries and schools.

The Director is responsible for determining the feasibility of, and for implementing, cooperative proposals.

Initial Adoption Date: 3/15/1985.

Modified Date	Description of Modification
5/22/1986	
9/19/2005	
9/19/2016	Reviewed; no changes

POLICY 8.2 ACCEPTANCE OF GIFTS TO THE LIBRARY

Need for this Policy:

A consistent policy regarding the acceptance of gifts to the Library is vital to the understanding and relationship between the Library and the public it serves.

Policy:

When a donor wishes to give the Library books, A/V materials, art objects, or other objects, it is with the understanding that the Library will decide which items will be accepted, which items will be used by the Library, and which will be given away or sold by the Friends. The prospective donor shall be notified that, although the gift is accepted, it may not become a part of the Library's collection.

The Library keeps no record of the final disposition of these gifts, nor will the Library certify the value of any of these gifts.

If the gift is accepted, a note of acknowledgement will be provided to each donor thanking the donor for the gift received, but will not state the monetary value of the gift.

An individual or organization can give commemorative books and may request a book title or a subject category. All donations are recorded and the donor is sent an acknowledgement letter telling which items were purchased. A book plate will acknowledge the person honored.

The Library recognizes that various groups or individuals may wish to make monetary contributions to the Library. Gifts to the Library will be acknowledged with a letter thanking the donor(s). Donors wishing to have some other form of recognition will be asked to present their requests to the Board. The Board will evaluate such requests and make a decision on a case by case basis.

Responsibilities:

The Director will be responsible for acceptance, acknowledgement, and record keeping of all donations.

Initial Adoption Date: 3/13/1985

Modified Date	Description of Modification
04/07/1999	
09/19/2005	
09/18/2006	
02/26/2018	Minor wording changes