

(8) ANY OTHER PERSONNEL PROCEDURES AND PRACTICES NECESSARY FOR THE EFFICIENT OPERATION OF THE LIBRARY.

(c) Each PROFESSIONAL PUBLIC LIBRARIAN appointee to the professional library staff:

(1) [shall] SHALL hold a certificate [or provisional certificate] of library qualifications issued by the State Superintendent; OR

(2) (I) SHALL BE ELIGIBLE FOR STATE CERTIFICATION AS A PROFESSIONAL PUBLIC LIBRARIAN; AND

(II) SHALL APPLY FOR CERTIFICATION WITHIN 6 MONTHS OF STARTING EMPLOYMENT.

(D) (1) THE DIRECTOR OR THE DIRECTOR'S DESIGNEE MAY SUSPEND A LIBRARY EMPLOYEE WITHOUT PAY FOR A SPECIFIED PERIOD UP TO 10 WORKING DAYS, FOR THE FOLLOWING REASONS:

~~(I)~~ IMMORALITY;

~~(II)~~ (I) MISCONDUCT IN OFFICE;

~~(III)~~ (II) INSUBORDINATION;

~~(IV)~~ (III) INCOMPETENCY; OR

~~(V)~~ (IV) WILLFUL NEGLECT OF DUTY.

(2) (1) THE DIRECTOR OR THE DIRECTOR'S DESIGNEE SHALL GIVE THE SUSPENDED EMPLOYEE A WRITTEN STATEMENT THAT SPECIFIES THE REASONS FOR THE SUSPENSION.

(II) THE DIRECTOR OR THE DIRECTOR'S DESIGNEE SHALL PLACE A COPY OF THE WRITTEN STATEMENT THAT SPECIFIES THE REASONS FOR THE SUSPENSION IN THE EMPLOYEE'S OFFICIAL PERSONNEL FILE.

(3) (1) THE EMPLOYEE SHALL HAVE THE OPPORTUNITY TO REPLY IN WRITING TO THE DIRECTOR WITHIN 10 WORKING DAYS AFTER THE EMPLOYEE RECEIVES NOTICE OF THE SUSPENSION.

(II) THE EMPLOYEE MAY REQUEST A HEARING BEFORE THE BOARD OF TRUSTEES WITHIN 10 WORKING DAYS AFTER RECEIVING NOTICE OF THE SUSPENSION.