

(III) IF THE EMPLOYEE REQUESTS A HEARING WITHIN THE 10-DAY PERIOD, THE BOARD SHALL PROMPTLY HOLD A HEARING, BUT A HEARING MAY NOT BE SET WITHIN 10 WORKING DAYS AFTER THE BOARD SENDS THE EMPLOYEE A NOTICE OF THE HEARING.

(4) IF AN EMPLOYEE IS SUSPENDED WITHOUT PAY AND FOUND NOT GUILTY OF THE REASONS FOR THE SUSPENSION, THE BOARD SHALL REFUND ALL PAY BENEFITS LOST BY REASON OF THE SUSPENSION TO THE EMPLOYEE.

(5) SUSPENSION OF AN EMPLOYEE WITH PAY SHALL BE AS PROVIDED BY THE LIBRARY'S PERSONNEL POLICY.

[(d)] (E) (1) On written recommendation of the library director, each board of library trustees may [suspend or] dismiss any [professional or clerical employee of any library] LIBRARY EMPLOYEE under its jurisdiction for any of the following reasons:

- ~~(i)~~ ~~Immorality;~~
- ~~(ii)~~ (I) Misconduct in office;
- ~~(iii)~~ (II) Insubordination;
- ~~(iv)~~ (III) Incompetency; or
- ~~(v)~~ (IV) Willful neglect of duty.

(2) (i) Before removing an employee, the [board] DIRECTOR shall send [him] THE EMPLOYEE a written copy of the charges against [him] THE EMPLOYEE and give [him] THE EMPLOYEE an opportunity to request a hearing BEFORE THE BOARD within 10 WORKING days.

(ii) If the employee requests a hearing within the 10-day period the board promptly shall hold a hearing, but a hearing may not be set within 10 WORKING days after the board sends the employee a notice of the hearing.

(III) The employee shall have an opportunity to be heard publicly before the board in his own defense, in person or by counsel AND TO BRING WITNESSES TO THE HEARING.

(3) If the board votes to remove the employee and:

- (i) The decision is unanimous, the decision of the board is final; or
- (ii) The decision is not unanimous, the employee may appeal to the STATE BOARD OF EDUCATION THROUGH THE State Superintendent.

[(e)] (F) The director of each library shall:

- (1) Act as the general executive officer of the library and [manage its