

23-306. LIBRARY PERSONNEL.

{A) APPOINTMENT OF PERSONNEL.

EACH BOARD OF LIBRARY TRUSTEES SHALL:

(1) SELECT AND APPOINT A CERTIFICATED PROFESSIONAL LIBRARIAN AS DIRECTOR OF THE LIBRARY; AND

(2) ON RECOMMENDATION OF THE DIRECTOR, APPOINT ANY OTHER NECESSARY EMPLOYEES.

{B) PERSONNEL POLICIES.

EACH BOARD OF LIBRARY TRUSTEES:

(1) MAY ADOPT POLICIES FOR STAFF CLASSIFICATION, SALARIES, AND BENEFITS INCLUDING VACATION, SICK LEAVE, AND HOURS OF WORK; OR

(2) SHALL USE THE COUNTY PERSONNEL AGENCY, IF ANY, AND REQUEST ITS ADVICE IN SETTING UP PERSONNEL POLICIES AND PROCEDURES.

{C) QUALIFICATICNS OF PROFESSIONAL EMPLOYEES.

EACH APPOINTEE TO THE PROFESSIONAL LIBRARY STAFF SHALL HOLD A CERTIFICATE OR PROVISIONAL CERTIFICATE OF LIBRARY QUALIFICATIONS ISSUED BY THE STATE SUPERINTENDENT.

{D) DISMISSAL OF EMPLOYEES.

(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 UNDER ITS JURISDICTION FOR ANY OF THE FOLLOWING REASONS:

{I) IMMORALITY;

{II) MISCONDUCT IN OFFICE;

{III) INSUBORDINATION;

{IV) INCOMPETENCY; OR

{V) WILLFUL NEGLECT OF DUTY.

(2) (I) BEFORE REMOVING AN EMPLOYEE, THE BOARD SHALL SEND HIM A WRITTEN COPY OF THE CHARGES AGAINST HIM AND GIVE HIM AN OPPORTUNITY TO REQUEST A HEARING WITHIN 10 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 DAYS AFTER THE BOARD SENDS THE EMPLOYEE A NOTICE OF THE HEARING. THE EMPLOYEE SHALL HAVE AN OPPORTUNITY TO BE HEARD PUBLICLY BEFORE THE BOARD IN HIS OWN DEFENSE, IN PERSON OR BY COUNSEL.