



MORRIS AREA PUBLIC LIBRARY
BOOKS FOR ALL

**POLICIES OF
THE MORRIS AREA
PUBLIC LIBRARY DISTRICT
Updated January 12, 2026**



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Section 1	Mission Statement and Objectives
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 5/15/2023 Approving Authority: Morris Area Public Library District Board of Trustees

The vision of the Morris Area Public Library District is to be an informed and engaged community embracing the opportunity to recreate and learn through literacy, meaningful experiences, and from one another.

Our mission is to provide materials, programming, and space to cultivate curiosity, enlighten the mind, and strengthen the community.

A. General Purposes

The Morris Area Public Library District exists (1) to further the lifelong education of those adults who are desirous of becoming completely well-rounded persons, and (2) to make available to both children and adults the wonderful world of enjoyment and recreation inherent in the printed word.

The Library's concern, therefore, should be that of a positive contribution in the form of enlightenment and enrichment in moral, mental, social, cultural, and spiritual needs of its borrowers. Through the media of books, expertly and carefully selected, this enlightenment is made possible. Other educational material such as magazines, newspapers, periodicals, videos, and other media should supplement the use of books in achieving this goal of a continuing education. Additionally, reading for sheer enjoyment, which is such a vital part of Library tradition and one of the main reasons for a Library's existence, should be encouraged and nourished, particularly among its clientele of all ages.

Library service should be available to all responsible residents and taxpayers without discrimination based on origin, age, background, or views. The staff and the Board should keep constantly on the alert for new and workable ideas that can effectively meet the challenges of our growing and developing community.

B. Means of Attainment

In maintaining these objectives, the following policies should be observed by the Board and staff: a high degree of accuracy in records maintained and information given, cooperation with civic organizations, an open-minded attitude toward new methods and improvements for better systematic and imaginative arrangement, and a careful observation of ethics in relations between Board members and staff.



C. Library Bill of Rights

In conclusion, we express approval of an acceptance of these principles as further stated in the American Library Association Bill of Rights, adopted by the Board of Trustees of the Morris Area Public Library District. A copy of the Library Bill of Rights is found in Appendix A.



Section 2	Collection Development and Book Selection
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 3/7/12, 3/13/23 Approving Authority: Morris Area Public Library District Board of Trustees

A. Policy Statement

The Morris Area Public Library District serves residents of the district as well as nonresident cardholders from the surrounding area. Library patrons include adults of all ages as well as children from preschool through senior high.

The authority and responsibility for the selection of library materials are delegated to the library director and, under their direction, to additional staff members who are qualified for this activity. No employee may be disciplined or dismissed for the selection of library materials when the selection is made in good faith and in accordance with the written policy required to be established pursuant to Illinois Library Law. Suggestions from patrons are welcome and will be considered using the same criteria as all other selections.

B. Definition and Scope

In accordance with the recommendations of Serving Our Public: Standards for Illinois Public Libraries, the Morris Area Public Library allocates not less than 9% of its operating budget for materials for patrons every year unless a yearly exemption due to an unusual circumstance is made by the vote of the Board. These materials will be selected in a variety of formats including, but not limited to, print, video, sound recording, electronic media, and other materials that support the Library's mission (i.e. The Library of Things). Each type of material must be considered in terms of its own excellence and the audience for whom it is intended. No single standard can be applied in all cases. Some materials may be judged primarily in terms of artistic merit, scholarship, or value to humanity; others are selected to satisfy the informational, recreational, or educational interests of the community. Reviews in professionally recognized periodicals are a primary source for materials selection. Standard bibliographies, book lists by recognized authorities, including bestseller lists, and the advice of competent people in specific subject areas also will be used. The Library can not guarantee availability of materials needed for the formal courses of study offered by elementary and secondary schools and by institutions of higher learning.

The library may accept gifts of books, records, and other materials. Such gifts will be

added to the collection in accordance with the standards ordinarily used by the library in selections of materials and with the understanding of the donor that items not deemed suitable for the Library's collection will be sold, rehomed, donated, or recycled at the discretion of the Director. Special collections, such as historical materials, books having more than literary value, or manuscripts, will be accepted by the library only if provision can adequately be made for their care and use. The Library also welcomes monetary gifts, bequests, or memorials so long as their use is not restricted by conditions that would conflict with the standard practices and policies of the library.

The Library seeks to draw upon the collection and resources of the lending consortium. Neighboring libraries and interlibrary loans are used to secure those specialized materials that are beyond the scope of the Library's collection. The library will comply with the borrowing and lending policies set by the lending consortium.

The library keeps the collection vital and useful by retaining or replacing essential materials, and by removing, on a systematic and continuous basis, those works that are worn, outdated, of little historical significance, or no longer in demand. When possible, materials removed from the library collection may be made available to the public.

The Morris Area Public Library endeavors to build a collection representing varying points of view. The choice of library materials by users is an individual matter. Responsibility for the choice of materials of children and adolescents rests with their parents or legal guardians. While a person may reject materials for themselves and for their children, they cannot exercise censorship to restrict access to the materials by others. The library supports intellectual freedom and has adopted the following statements as policy:

[ALA Freedom to Read Statement](#)

[ALA Library Bill of Rights](#)

[Freedom to View Statement of the American Film and Video Association](#)

Requests for material reconsideration may only be made by MAPLD patrons. Please see the Grievance Policy for a reconsideration of library materials request.

[Citizen's Request for Reconsideration Of Materials](#)



Section 3	Services
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 3/7/12; amended 10/10/13; amended 2/8/16; amended 3/9/20; amended 3/13/2023; amended 10/12/2023 Approving Authority: Morris Area Public Library District Board of Trustees

A. Borrowers and Fees

a. General

The primary purpose of this Library is to provide Library service to the residents of the Library district. In addition, these services are available, with special provisions, to nonresidents wishing to use them. Borrowers may check out as many books and magazines as desired subject to the reasonable discretion of the Library Director provided that it does not deplete the collection in one area. The checkout of other materials may be restricted based on the demand for the materials.

b. Application Requirements

- i. All Library card applicants must provide their name, at least one form of contact information (phone number, email, physical address) date of birth and a signature. Proof of residency will be verified by the applicant providing a photo ID or one of the following documents: current month's utility bill, current lease agreement, and/or property tax statement. Other forms of contact information and identification may be accepted at the discretion of the Director.
 1. In the case the applicant's ID does not match their residence, they will be required to provide ID as well as two of the following documents: current month's utility bill, current lease agreement, and/or property tax statement. Other forms of contact information and identification may be accepted at the discretion of the Director.
- ii. Residents age 18 or over: Upon proper application, or presentation of expired borrower's card, any adult age 18 or over shall be issued a Library card which entitles them to use the facilities of the Library and to check out materials. Library cards shall be valid for three years from the date of

issuance, or until termination of residence in the district, whichever period is shorter.

- iii. Residents under 18 years of age: The signature of one parent or guardian is required on the Library card applications of all residents under 18 years of age. The parent(s) or guardian(s) of residents under the age of 18 will be held accountable for the items checked out on the youth's card.
- iv. Nonresident borrowers: Any family not residing in the Library district, upon proper application and payment of the nonresident fee, may be issued a Library card which entitles members of the family to use the facilities of the Library and to check out materials. Such cards shall be valid for one year. Nonresident card fees are not refundable. Nonresidents who display a current real estate tax receipt for property within the Morris Area Public Library District may receive a nonresident card without charge. Any rules cited above pertaining to residents shall likewise apply to nonresidents.
- v. Application Renewal Requirements – Current Library card holders must show a current photo ID indicating residency in the Library district. If the address on the current photo ID does not match current address, Library card holders must present as proof of residency one of the following documents: current month's utility bill, a current lease agreement and/or property tax statement. Library cards are non-transferable. Cardholders are responsible for notifying the Library of lost or stolen cards.

c. Confidentiality of Records

The Morris Area Public Library abides by the Library Records Confidentiality Act, 75 ILCS 70/1, which provides that registration and circulation records are confidential. Registration records include any information a patron provides in order for that patron to become eligible to borrow books and other materials. Circulation records include all information identifying the patron borrowing particular books or materials. The Morris Area Public Library does not make available registration or circulation records to any party except in compliance with the law. The Morris Area Public Library does not make available lists of registered Library patrons except in compliance with the law. Law enforcement officers requesting confidential information may be asked to complete the Officer's Request for Confidential Library Information form (Appendix C).

d. Second Party Authorization to Hold Pick-Up

This policy change has been approved by the attorney to allow patrons to submit written consent for second-party authorization to pick-up and check out materials reserved on their behalf.

e. Fees and Charges

In order to proceed with open and equal access to all Library Materials, the Library is Fine Free and does not collect overdue fines for general library materials housed in the Morris Area Public Library. However, the fine schedule and due dates of the Prairie Cat Consortium (or other lending consortium in use) material superseded those of the Morris Area Public Library. In addition, the Morris Area Public Library of Things is exempt and its items are not Fine-Free. For all Morris Library Fine-Free collections items, after 30 days, any items not returned will be declared lost. Patrons will be billed for the lost items and borrowing privileges will be suspended. If a patron returns an item that has been damaged beyond the point where it can be returned to circulation or if the patron loses an item, a notice will be sent to the patron assessing the cost to replace the damaged item. Notifications will be made by phone, email and or text message. It is the patron's responsibility to keep account of information current. Failure to receive the notification does not absolve the library card holder from replacement fines. The replacement cost shall be equal to the cost of the items and processing costs. Borrowing privileges will be reinstated when the patron's account is brought into good standing or at the discretion of the Director.

B. Computer and Internet Use

a. General Guidelines

- i. Persons using the Morris Area Public Library District's (the Library) Internet and computers are subject to the policies of the Library.
- ii. Computers and Internet access are available for public use on a first-come, first-serve basis.
- iii. Patrons must have a valid Library card in good standing (defined as less than \$10.00 in fees/fines and/or less than 5 overdue items) from the Library to use the computers or Internet. Those from other PrairieCat libraries who have accounts in good standing may receive a guest pass for free. Any patron from a PrairieCat Library whose account is not in good standing will not be given computer or Internet access until the account is in good standing. Anyone requesting use of a Library computer who does not have an account from a PrairieCat Library may receive one guest pass per day.
- iv. Patrons who use Library accounts other than their own or who allow others to use their account will have their privileges suspended.
- v. The use of the Library's Internet and computers is a privilege, not a right, and the Library reserves the right to limit, refuse, and/or ban any patron from using Library equipment and computers. A suspension of privileges may be appealed in writing to the Library Director.



- vi. Persons age 10 and under must be directly supervised at all times by a parent or guardian age 18 or older to use the Library's computers or Internet. The parent/guardian and youth must sit at the same computer station or immediately next to each other's stations.
- vii. Persons aged 11 through 17 may use a computer or the Library's Internet with a Parental Consent Form (Appendix D) on file at the Library.
- viii. The Library prohibits the loading of personal software on all Library computers.
- ix. The Library provides printing services for a per-page fee. Patrons are responsible for previewing printed items and are responsible for paying for all printouts. Earphones or earbuds are required for listening to audio on the computers; patrons may use their personal equipment for this purpose or purchase earbuds at the circulation desk.
- x. When a computer session ends, each computer restarts and wipes clean any files saved to the computer by its previous user. Flash drives may be purchased at the circulation desk to save files before a session closes.
- xi. The Library's staff may provide assistance to patrons in the use of electronic information networks and other software programs installed on the Library's computers as time and staff knowledge permits. The Library offers computer classes to assist patrons wishing to improve their computer skills.
- xii. Use of any public computer or Internet connection at the Library constitutes acceptance of this policy and related procedures.

b. Acceptable Use Guidelines

The Library requires that patrons using electronic information networks such as the Internet do so within the guidelines of acceptable use. The following activities are unacceptable:

- i. Use of electronic information networks for any purpose which results in the harassment of other users.
- ii. Destruction of, damage to, or unauthorized alteration of the Library's computer equipment, software, or network security procedures.
- iii. Use of electronic information networks in any way which violates a federal or state law, including unauthorized copying or distribution of copyrighted materials.
- iv. Use of electronic information networks in any way that violates licensing and payment agreements between the Library and network/database providers.
- v. Unauthorized duplication of copy-protected software or violation of software license agreements.
- vi. Violation of system security or other means of gaining unauthorized access to other computers or systems.
- vii. Behaving in a manner that is disruptive to others.

c. Library Patrons' Rights

Library patrons have certain rights with respect to use of electronic information networks such as the Internet. The Library will work to preserve and protect those rights, subject to limitations imposed by licensing and payment agreements with database providers.

- i. The Library respects the confidentiality of records, electronic or otherwise, that identify individual users and link them to search strategies, sites accessed, or other specific data about the information they retrieved or sought to retrieve. The Library respects its patrons' privacy; however, it is unable to guarantee privacy in a public forum.
- ii. Library patrons have the right to equitable access to electronic information networks.
- iii. Library patrons have the right to access and read all Library service policies and discuss questions with appropriate Library staff.

d. Time Restrictions

Use of Library computers is at the discretion of Library staff.

e. Internet Usage

The Internet is an unregulated medium connecting people and information sources from around the world. The Library does not and cannot control the information content available through global resources such as information obtained from outside sources via the Internet. Internet resources enhance and supplement resources that are available locally within the Library. Library users must be aware that this Library does not exercise control over information obtained via the Internet and must keep in mind the following points when evaluating information obtained via the Internet:

- i. Information may or may not be reliable or from a reliable source.
- ii. Information may or may not be accurate.
- iii. Information may or may not be current and up to date.
- iv. The Library is a family-friendly establishment. Patrons are to reflect and respect this role of the Library in the content viewed through the Library's Internet connection and/or on Library computers. Certain information may be considered controversial/ objectionable by some Library patrons. Some materials on the Internet are considered obscene and/or harmful to minors.
- v. Parents and guardians are responsible for monitoring their children's access to the Internet.
- vi. Links to information on the Internet may not always be valid, and particular information sites on the Internet may sometimes be unavailable and this unavailability often occurs unpredictably.

- vii. The availability of information on the Internet does not constitute endorsement of the content by the Library.
- viii. The Library urges patrons to be informed consumers and carefully evaluate information obtained via the Internet. Library staff may be available to assist patrons in making judgments about the reliability or currency of certain types of Internet information sources, but are unable to provide definitive analysis of particular sources due to the extremely large variety and volume of information available via the Internet.
- ix. The Library is not responsible for damages or losses, indirect or direct, arising from a patrons' use of Internet information resources.

f. Internet Connection

The Library offers wireless Internet access for patron use. The Library's wireless access points may be limited at the Library's discretion. There may be times when the user may not be able to access a given site on the Internet due to circumstances beyond the control of the Library.

C. Service to Patrons With Disabilities

The Morris Area Public Library offers the same services to patrons with disabilities as to all other segments of the population. In addition to those services, the Morris Area Public Library acts as facilitator between the patron and Services to the Blind and Physically Handicapped, offers home delivery to patrons with disabilities which prevent them from coming to the Library, and welcomes service animals in the Library.

a. Service Animal Policy

- i. Policy Statement: In accordance with the Americans with Disabilities Act (ADA), service animals are welcomed and permitted in all facilities. Per ADA, service animals are dogs or miniature horses individually trained to do work or perform tasks for an individual with a disability. For details, please see ADA requirements for service animals. No other animals are permitted.
- ii. Definition and Scope: In regards to a miniature horse, they generally range in height from 24 inches to 34 inches measured to the shoulders and generally weigh between 70 and 100 pounds. Per ADA, size and weight can be factors in determining if the Library is able to accommodate this type of service animal.
- iii. Behavioral Guidelines: Service animals must be in physical proximity with their handler and under handler control at all times. They may not be left unattended. Service animals must not display disruptive behavior such as barking and growling. Service animal handlers are responsible for any



upkeep or clean-up of the animal. Staff may ask a person to remove from the Library any animal including a service animal, when that animal's behavior poses a direct threat to the health and safety of others, as in accordance with ADA guidelines.

b. Sensory Room Policy

- i. Policy Statement: The Sensory Room of the Library is for use by small groups limited to five people in total. The purpose of this room is to provide a space away from the possibly noisy environment of the rest of the Youth Services Department. Use of this room should be consistent with the objective of the Library, which is to provide a suitable environment for learning for all ages.
- ii. Scope and Definition: Use of the Sensory Room will be arranged at the Circulation Desk. The Sensory Room will be used as it becomes available on a first come, first served basis. A waiting list will be kept if the room is occupied. No advance registration will be taken. The Sensory Room may be used for one hour. When the one-hour time limit expires, the room will revert to a first-in-first-out policy as administered by Library staff. A valid photo ID must be presented for an individual using the Sensory Room (or their legal guardian).

The Sensory Room will be limited to the current Fire Code occupancy requirements. No extra chairs will be allowed. A caretaker must be present at all times with patron(s) using the Sensory Room. Activities in the Sensory Room should not materially or substantially interfere with the proper functions of the Library. Prohibited activities include: causing excessive noise, creating safety hazards or security risks, and creating other disturbances that violate the Library Patron Behavior Policy. The Library may also deny access to the Sensory Room to individuals that have failed to follow the rules and regulations for the room's use. See the procedures posted in the Sensory Room and in the Appendix N for more information.

All individuals are responsible for the condition of the room and should return furniture to the original arrangement. Patrons of the room are responsible for any repair costs for any damage to the room incurred during its use.

D. Faxing and Copying Services

Fees will be charged for use of the Library fax machine and copy machines. The fee schedule will be posted at the circulation desk.

E. Notary Service

As a service to the community, the Library offers limited notary services. Although a notary should be available during open library hours, the Library recommends a scheduled appointment. Notary service will be provided at a fee of \$1.00 per item notarized, and only to residents providing proper photo identification in accordance with applicable statutes. Notary service will not be provided if, in the sole discretion of the Library, there are issues of identification or authenticity of documents.

F. Proctoring Service

a. Policy Statement

The Morris Area Public Library will proctor online and written exams for free for residents of Grundy County who provide a current, valid form of ID. Proctoring may be provided for a fee for individuals residing outside Grundy County.

b. Scope and Definition

- i. Online testing may be done via a Library computer or the student's personal laptop. The Library will not download software onto Library computers that is not compatible with the Library's network. The Library cannot guarantee that technical problems will not occur when using the Library's network or its computers.
- ii. The Library is not responsible for deadlines set by the institution.
- iii. The Library will not retain copies of the completed exams.
- iv. The Library does not guarantee the name of an individual proctor; any designated staff may act as the proctor.
- v. The designated staff proctoring an exam will verify identification of the student.
- vi. Exams will be conducted within immediate sight of the circulation desk, but the proctor will also be assisting other Library users and will not sit with the student.
- vii. The Library agrees to provide a reasonably quiet space for students to undertake the exam.
- viii. The proctor will not be responsible for timing an exam.
- ix. The proctor will not grade any exam.
- x. The student should contact the Library 24 hours prior to the scheduled exam date to be sure the exam has arrived. This applies to both written and online tests.



- xi. Exams are administered by appointment only during normal business hours.
- xii. All students must complete an exam proctoring application. Applications for proctoring must be submitted at least seven days in advance of the anticipated exam appointment date.
- xiii. The student must make arrangements with the school to have written tests sent to the Library. Appointments will not be scheduled and/or given final approval until the Library receives the exam materials.
- xiv. Appointments may be scheduled by the director/designated staff member(s). The staff member scheduling the exam appointment is responsible for informing all staff working at the time of the appointment so that they are prepared for the student. Exams that have not been taken will be stored in the Library director's office.
- xv. The Library is not responsible for exams sent without prior arrangements and/or notification. Prior proctoring arrangements with an institution or a student do not indicate an ongoing partnership; the student and/or institution must verify with the Library all future arrangements on a case-by-case basis.
- xvi. The Library reserves the right to cancel or reschedule exams.
- xvii. Students are responsible for notifying the Library as soon as possible if they are unable to keep a scheduled proctoring appointment. Anyone who schedules an appointment and does not show up may forfeit the opportunity to have future exams proctored.
- xviii. Exams that have not been taken within two weeks of receipt at the Library will be mailed back, blank, to the school or agency, unless the student has contacted the Library within those two weeks to set up a testing date that extends beyond the two week period. Students are responsible for any fees associated with returning exams back to their school or agency.
- xix. Tests to be returned by mail must be accompanied by a postage-paid envelope.
- xx. Students are not allowed to mail their own tests back.



Section 4	Relationships
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 8/3/2010 Approving Authority: Morris Area Public Library District Board of Trustees

A. Board of Trustees--Library Director Relationships

a. Board of Trustees

i. Duties and Responsibilities

1. The Board is the legal policy-making body.
2. The Board shall select and employ the Library Director.
3. The Board shall encourage improved public relations and shall be concerned about interpreting the Library program and its facilities to the community.
4. The Board shall lead the way in maintaining an ample budget, which will enable the Library to meet its ever-increasing needs for service. It shall also be responsible for the administration of the budget.

b. Library Director

- i. Duties and Responsibilities: The Director shall administer the policies, procedures, protocols, and plans adopted by the Board. Among duties and responsibilities of the Director are ensuring compliance with federal, state, and local laws; hiring personnel; directing, supervising and disciplining of all personnel; monthly and annual reports as required by the Board; and recommending such policy, procedure, protocols, and plans as will promote the efficiency and service of the Library.
- ii. Director's Authority to Spend Policy
 1. The Director of the Morris Public Library must seek contracts for all services provided to the Library. All contracts must be approved by majority vote during a full meeting of the Library Board and signed by both the Director and the Board President.



2. The Director should endeavor to acquire local bids whenever possible for contracts. The Morris Public Library may spend in excess of \$20,000.00 only after completing the formal bid process as described in Illinois Law.
3. The Director of the Morris Public Library is authorized to spend up to \$2000 on emergent building needs in the first 48 hours of an emergency. In the event of an emergent situation the Director will also follow the Communications Policy, which states the Director has latitude to handle the situation provided the Director notifies the President at the first possible convenience by phone after the event has occurred. Once the situation is no longer urgent, the Director will write a report of the incident, which should include any amount spent on mitigation efforts, and email it to the President and BCC the members of the Board.
4. The Director has the authority to spend according to the annual Board-approved budget and must notify the Board monthly with a report of expenditures. Any expenditures not accounted for in the annual budget must be approved in advance by the Board.

B. Public Library—School Relationships

a. General

The Morris Area Public Library District is aware of the important role a public Library plays in serving school children. Within the limits dictated by the responsibility of the public Library to serve the full community, the Library considers such services among its most important functions.

b. Services

The Library will accommodate visits of classroom groups to the Library. Such visits should be scheduled a week in advance. It is suggested that the teacher concerned consult the Library Director for instructional materials available to aid in planning the visit.

C. Public Relations

It shall be the responsibility of the Library Board of Trustees and Library Director to encourage and implement sound public relations policies with the community, individual citizens, civic groups, organizations, schools, and public officials.



a. Objectives

- i. To encourage and promote the use of the Library and its services.
- ii. To maintain and insist upon high standards of personnel performance.
- iii. To initiate cooperation with community organizations and individuals.
- iv. To keep the Library Director and staff informed of community trends and interest.
- v. To present to the public the Library program and to actively work toward the attainment of public support for the Library.
- vi. To be constantly concerned about and to strive to create favorable public opinion.

b. Policies

- i. Responsibility for representing the Library to the press rests solely with the Board, the Library Director, and the Assistant Director; no other employee may act as spokesman for the Library unless specifically delegated such function by the Board.
- ii. Feature stories, news events, or other information to be released to the press should originate with the Board or the Library Director.
- iii. Personnel associated with the Library will, as public servants, be friendly and courteous and will conduct themselves in such manner as reflects credit on the Library.
- iv. Constant and consistent communication with the local newspaper and other mass media should be made.
- v. Advantage should be taken of all newsworthy events to create favorable publicity for the Library.
- vi. Acknowledgment of gifts should be made promptly and publicized when appropriate. Attempts may be made to invite contributions.
- vii. Maximum use of Library facilities and services should be encouraged, consistent with operating limitations.



Section 5	Personnel
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 3/7/12; 9/24/13; amended 2/18/16; amended 3/14/16; 4/14/16; 3/9/20; amended 10/12/2023; amended 5/20/25 Approving Authority: Morris Area Public Library District Board of Trustees

A.Employee Practices

It is the policy of the Library Board of Trustees of the Morris Area Public Library District that the normal working conditions in the Library shall, in general, relate to the standards indicated by the American Library Association. Further, the Library provides such conditions as are conducive to pleasant and efficient work and as are commensurate with good service to the public.

a. At Will Policy and Disclaimer

It is the policy of the Morris Area Public Library that all employment is on an "at will" basis, which allows the employment to be terminated at any time by either the employee or the Library "at will" with or without cause. Nothing in this policy shall be held to convey to any employee a promise or offer of any type of right to continued employment. This is not an employment contract.

b. Equal Employment Opportunity Policy

The Morris Area Public Library provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, or any other basis prohibited by law. Nothing in the previous paragraph is meant to limit or expand the Library's obligation pursuant to all state, local and federal rules and regulations in all phases of employment.

c. Immigration Compliance

The Morris Area Public Library complies with the requirements of federal immigration law, and for all employees hired after 1988, the Library shall have a properly completed Form I-9 that shall be kept as a part of its permanent personnel records. Copies of Form I-9 (Employment Eligibility Verification) can be obtained through the U.S. Department of Justice Immigration and Naturalization Service or through the personnel office of the Prairie Area Library System.

d. Employee Categories

The Library categorizes employees in the following categories:

- i. Regular Full-Time Employees: A regular full-time employee is an employee who is regularly scheduled to work 35 hours per week. Full-time employees are considered eligible for all employee benefits.
- ii. Regular Part-Time Employees: A regular part-time employee is an employee who is regularly scheduled to work less than 35 hours per week. Employees who work less than 18 hours per week are not eligible for employee benefits although those who worked an average of 11.5 hours per week (600 hours annually) or more prior to September 7, 2011 will be enrolled in the Illinois Municipal Retirement Fund (IMRF).
- iii. Non-Exempt and Exempt Employees: The Illinois Minimum Wage Law and the federal Fair Labor Standards Act classifies employees as either non-exempt or exempt for the purpose of minimum wage and overtime requirements. Under state and federal law, non-exempt employees are entitled to minimum wage and, if they work more than 40 hours in a work week, overtime or compensatory time. An employee's weekly earnings and job duties determine whether he or she is exempt or non-exempt.

e. Recruitment and Appointment

The Library Director shall be employed by the Board of Trustees. Qualifications should include a professional degree from a Library school accredited by the Committee on Accreditation of the American Library Association, and two years experience in a public Library or experience that the Board considers equivalent to such experience. Other employees shall be hired by the Library Director. The assistant director shall be hired by the Library Director with approval of the Board of Trustees.

f. Safe Hiring and Screening

The Morris Area Public Library District holds a fundamental belief that its Board of Trustees and administrative staff have a duty to provide a safe and secure

environment for patrons and staff. In an effort to best ensure this, every selected applicant for regular full-time or part-time employment positions with the District (other than the position of Page) will undergo a criminal background check. Employment offers to individuals who are not currently employed by the District will be conditional based upon successful completion of a criminal background check. Pages currently employed by the district need to successfully complete a criminal background check prior to appointment to higher positions. The criminal background check shall include submission of a current photo ID. The criminal background check will be in accordance with state and federal laws. Refusal to submit to and/or failing a criminal background check will remove the employment candidate from consideration for hire with the District.

g. Non-Harassment Policy

The Morris Area Public Library will not tolerate, condone, or allow harassment, whether engaged in by fellow employees, supervisors, or non-employees who are using the Library. Such conduct may result in disciplinary action up to and including discharge. This policy covers all employees. Sexual harassment is any behavior that includes unwelcome sexual advances and other verbal or physical conduct of a sexual nature when the conduct unreasonably interferes with an individual's job performance or creates an intimidating, hostile or offensive work environment. Conduct that belittles or demeans any individual on the basis of race, religion, national origin, age, disability, or other similar characteristics or circumstances will not be tolerated.

h. Complaint Procedure

The Library Director is responsible for creating an atmosphere free of discrimination. Further, employees are responsible for respecting the rights of their coworkers. If the employee experiences any job-related discrimination or harassment based on his/her race, color, religion, gender, or any other basis prohibited by law, or if the employee believes he/she has been treated in an unlawful, discriminatory manner or has been unlawfully harassed, promptly report the incident to the Library Director.

- i. If the employee believes it would be inappropriate to discuss the matter with the Library Director, he/she may report it directly to the president of the Board of Library Trustees. Once made aware of the complaint, the Morris Area Public Library is committed to commence an immediate, thorough investigation of the allegations. The complaint will be kept confidential to the maximum extent possible.
- ii. If, at the completion of the investigation, the Morris Area Public Library determines that an employee is guilty of discriminatory or harassing



behavior, appropriate disciplinary action will be taken against the offending employee.

- iii. The Morris Area Public Library prohibits any form of retaliation against any employee for filing a bonafide complaint under this policy or for assisting in the complaint investigation. However, if, after investigating any complaint of unlawful discrimination, the Morris Area Public Library determines that an employee intentionally provided false information regarding the complaint, disciplinary action may be taken against the one who gave the false information.

i. Promotion, Demotion, Suspension, Termination, and Dismissal

- i. Promotion: Appointment and promotion shall be based on merit.
- ii. Demotion: Demotion of employees to lower-paying positions or positions of less responsibility shall be at the discretion of the Library Director.
- iii. Suspension: At the discretion of the Library Director, an employee may be suspended. The suspended employee may retain the right to present his or her case before the Board of Trustees in accordance with the grievance procedure.
- iv. Termination: Employees who voluntarily resign from the Library are asked to provide at least two weeks' advance notice of their resignation.
- v. Dismissal: Any employee may be dismissed with or without cause, at any time. Dismissals shall be at the discretion of the Library Director.

j. Personnel Records/Employee Evaluations

Events in each employee's history with the Library will be kept in the employee's personnel file. The employee is responsible for notifying the administrative assistant or Library Director of changes in address, telephone number, marital status, etc. Each employee will be given an annual performance review. The Library Director will conduct these reviews, and the personnel files will be documented with the results of this interview. The Library Director will also be reviewed in the same manner by the full Board of Trustees.

k. Workers' Compensation

All employees are covered by Worker's Compensation insurance without cost to the individual. Employees who are injured on the job at the Morris Area Public Library are covered by workers' compensation insurance. It is the employee's responsibility to immediately notify the Library Director of any injuries sustained while on the job at the Morris Area Public Library.



I. Compensation and Retirement

The salary of a Library employee, as that of a person in any profession, is based on ability and market conditions, and increases are based on an employee's ability, performance, and market conditions. The Board of Trustees may recognize outstanding ability and growth by granting increases beyond those noted in the Library's pay plan, but is not obligated to grant increases. New employees are hired at the minimum rate for the position unless additional qualification or special circumstances make it desirable to offer a higher step of the range provided. The salary of the Library Director and other professional employees are determined on an individual basis and will be reviewed at the time the annual budget is prepared. Wages and salaries are reviewed annually by the Board.

m. Identity Protection Act

The purpose of this policy is to protect social security numbers from unauthorized disclosure. Regarding the use of social security numbers, the Morris Area Public Library District intends to comply with the provisions of the Identity Protection Act (5 ILCS 179/1 *et seq.*).

- i. All employees who have access to social security numbers in the course of performing their duties must be trained to protect the confidentiality of social security numbers. Training will include instructions on the proper handling of information that contains social security numbers from the time of collection through the destruction of the information.
- ii. Only employees who are required to use or handle information or documents that contain social security numbers will have access to such information or documents.
- iii. Social security numbers requested from an individual will be provided in a manner that makes the social security number easily redacted if required to be released as part of a public records request. When collecting a social security number, or upon request by the individual, a Statement of the purpose or purposes for which the social security number is being collected and used must be provided.

n. IPA Restrictions

No employee may do any of the following:

- i. Publicly post or publicly display in any manner an individual's social security number. "Publicly post" or "publicly display" means to intentionally communicate or otherwise intentionally make available to the general public.



- ii. Print an individual's social security number on any card required for the individual to access products or services.
- iii. Encode or embed an individual's social security number in or on any cards or documents, including, but not limited to, using a barcode, chip, magnetic strip, RFID technology, or other technology.
- iv. Require an individual to transmit his or her social security number over the Internet, unless the connection is secure or the social security number is encrypted.
- v. Print an individual's social security number on any materials that are mailed to the individual, through the U.S. Postal Service, any private mail service, electronic mail, or any similar method of delivery, unless State or federal law requires the social security number to be on the document to be mailed. Notwithstanding any provision in this Section to the contrary, social security numbers may be included in applications and forms sent by mail, including, but not limited to, any material mailed in connection with the administration of the Unemployment Insurance Act, any material mailed in connection with any tax administered by the Department of Revenue, and documents sent as part of an application or enrollment process or to establish, amend, or terminate an account, contract, or policy or to confirm the accuracy of the social security number. A social security number that may permissibly be mailed under this Section may not be printed, in whole or in part, on a postcard or other mailer that does not require an envelope or be visible on an envelope without the envelope having been opened.
- vi. Collect, use, or disclose a social security number from an individual, unless:
 - 1. Required to do so under State or federal law, rules, or regulations, or the collection, use, or disclosure of the social security number is otherwise necessary for the performance of that agency's duties and responsibilities;
 - 2. The need and purpose for the social security number is documented before collection of the social security number; and
 - 3. The social security number collected is relevant to the documented need and purpose.
 - 4. Require an individual to use his or her social security number to access an Internet website.
 - 5. Use the social security number for any purpose other than the purpose for which it was collected.

o. IPA Restriction Exceptions

The prohibitions listed immediately above do not apply in the following circumstances:

- i. The disclosure of social security numbers pursuant to a court order, warrant, or subpoena.



- ii. The collection, use, or disclosure of social security numbers in order to ensure the safety of other employees.
- iii. The collection, use, or disclosure of social security numbers for internal verification or administrative purposes.
- iv. The collection or use of social security numbers to investigate or prevent fraud, to conduct background checks, to collect a debt, to obtain a credit report from a consumer reporting agency under the federal Fair Credit Reporting Act, to undertake any permissible purpose that is enumerated under the federal Gramm Leach Bliley Act, or to locate a missing person, a lost relative, or a person who is due a benefit, such as a pension benefit or an unclaimed property benefit.

Notwithstanding any other provision of this policy to the contrary, all employees must comply with the provisions of any other state law with respect to allowing the public inspection and copying of information or documents containing all or any portion of an individual's social security number. This includes requests for information or documents under the Illinois Freedom of Information Act. Employees must redact social security numbers before allowing the public inspection or copying of the information or documents.

A copy of this policy shall be made available to the public upon request. This policy does not apply to the collection, use, or disclosure of a social security number as required by state or federal law, rule, or regulation.

B. Benefits

a. Group Health Insurance

Employees working at least 32 hours per week on a year-round basis are eligible for participation in the Library's group insurance plan. Coverage will begin 30 days after the first day of work. The plan includes medical, dental, vision and life/Accidental Death and Dismemberment (AD&D) insurance. Eligible employees may elect to opt out of the medical part of the plan at any time, with enrollment and/or re-enrollment to be determined by the insurance provider's policies at a qualifying event or during open enrollment. Enrollment in the life/AD&D insurance is required for all eligible employees and cannot be opted out of. The amount of employer contribution to the cost of coverage will be determined by the Board and reviewed on a regular basis and provided in an annual table (See Appendix F.) (Last update: 12/2021)



b. Social Security/Retirement Benefits

All Library employees are covered by Social Security and contribute as mandated by law. Employees who worked six hundred (600) or more hours per year (approximately eleven and a half [11.5] hours per week) prior to September 7, 2011 and/or employees who work one thousand (1,000) or more hours per year (approximately nineteen [19] hours per week) on or after September 7, 2011 are members of the Illinois Municipal Retirement Fund (IMRF) and contribute at the rate prescribed by law. Employees enrolled in IMRF prior to September 7, 2011 will continue to be subject to the 600-hour annual standard. Coverage under IMRF is in addition to Social Security coverage. During each pay period a percentage amount is deducted from the wages of IMRF-covered employees for the pension. The Library also contributes to IMRF for covered employees. Details about the IMRF pension plan are available from the Library Director (see also Appendix G).

C. Time Off

a. Policy Statement

Due to reasons employees must be absent from work, adequate provisions for such absences shall be outlined for the following conditions: Paid Time Off (PTO), sick leave, extended leave, and closures.

b. Scope and Definition

- i. Attendance: Employees are expected to arrive at work on time for all scheduled shifts. Planned absences must be arranged and approved in advance by following all Library policies and procedures. Employees unable to report to work as scheduled must contact their supervisor as soon as possible but no later than 15 minutes before their scheduled shift to explain the reason for the absence and the expected date of return to work. The Director may require additional documentation substantiating the reason for the absence. The employees must personally contact their supervisor on a daily basis during all absences except for those absences arranged and approved in advance. Unapproved absences are subject to disciplinary action up to and including termination. Failure to report for three consecutive shifts without notice to the supervisor, “no-call, no-show”, will be considered a voluntary resignation by the employee.
- ii. PTO (Paid Time Off): Paid time off should be scheduled as early as possible for the purpose of maintaining the function of the Library. Therefore, PTO requests must be submitted in writing to the employee’s supervisor no less



than five business days in advance of the requested time off and scheduled in Paylocity or current time clock system. Approval of requested PTO is subject to availability of staff coverage. Submitting a PTO request does not guarantee approval. PTO will accrue for each “normally scheduled hour” worked at the Library at a given rate. (See Table 1). Employees may only request to take time off the amount of time they have accrued. It will be recorded each pay period in the current payroll system. After three months of employment, an employee may take off hourly increments that have been accrued. Roll over of PTO time will be capped at 50% above allotment provided each year. Once the PTO cap has been reached, no new PTO accrual shall be earned until such time as the PTO hours fall below the cap. (See Table 1)

Table 1:

PTO Rate-“Normally Scheduled Hours”			
	Tier 1 Accrual Rate 1-5 Years	Tier 2 Accrual Rate 6-10 Years	Tier 3 Accrual Rate 11+ Years
Director	0.05769231	0.05769231	0.07692308
Staff	0.03846154	0.05769231	0.07692308

- iii. Sick Leave/Extended Leave of Absence/Family and Medical Leave Act (FMLA): Employees shall be provided sick leave based upon “normally scheduled hours.” (See Table 2). The Director may receive a different rate as per the negotiated contract. Repeated days of absentia from illness or injury may require a doctor’s note. A medical release for full duty may be required upon returning to work. A discussion may be held with the Director about moving to an extended leave after ten days. (See Emergent Response Policy for emergency-event related leave, such as pandemic closures.) Unused sick days will be capped at 720 hours and will be recorded for purposes of pension service credit in accordance with IMRF regulations.



Table 2:

Sick Leave Rate-"Normally Scheduled Hours"		
	Accrual Rate	Cap in Hours
Director	0.046154	720
Staff	0.046154	720

Extended leave of absence may be granted at the discretion of the Director. Extended leaves shall not be granted for more than 12 months in accordance with the Family and Medical Leave Act (FMLA). In the event that the extended leave of absence is granted, all sick leave and PTO accrued must be used first. Once identified benefits have been exhausted, leave may be granted without pay. No guarantee shall be given that the employee will be rehired in the same position should he or she request employment in the future. While the Library is a governing body and governed by FMLA, it does not meet the legal requirements of over 50 employees for FMLA eligibility, therefore, family and medical leave is granted at the discretion of the Library.

- iv. Holidays and Other Closings: Closures of the Library may be based upon holidays, government mandated closures as per the Closures Calendar in the appendix of the Library By-Laws. The Board will determine on an annual basis which days the Library will remain closed if a holiday falls on a weekend. There may also be closures due to emergent situations. Eligible employees will be compensated for holiday pay for their "normally scheduled hours". Unless pre-approved in writing by their Supervisor, employees must work their scheduled hours directly prior to and after the Library closing in order to be paid for any early/holiday closure. Employees must be employed for at least 30 days in order to be paid for closures based upon the Closures Calendar, which may not include emergent situations. In the event of emergency closure, the Director may close the Library but must notify the Board through the President in writing. Employees who had "normally scheduled hours" will be paid. If the Library is open and an employee cannot make it to work due to an emergent situation, such as inclement weather, interstate closure, etc., they must notify the Director prior to the start of their "normally scheduled" shift. At the discretion of the Director, in order to be paid for that time, the employee must use accrued PTO hours or make the time off up. Only if the employee does not have

accrued PTO time may, at the discretion of the Director, take the hours without pay.

- v. Leave for Illness or Death In Immediate Family: Leave for illness and/or death in the family of an employee shall be granted, not to exceed three (3) days with pay; if further time is needed, an employee must use PTO hours or can be provided leave without pay at the discretion of the Director. Members of a family are defined as the following: parents, stepparents, spouse/partner, children, siblings, step siblings, grandparents, grandchildren, father/mother/brother/sister-in laws, and persons living in the same household as the employee. It is at the discretion of the Director to grant unpaid leave or to allow PTO leave for a non-familial illness or death.
- vi. Reserve Military Duty Leave: Employees who are members of the reserves of the U.S. Armed Forces or Illinois State Militia shall be allowed leave for a period spent in military service in accordance with the Family Military Leave Act (820 ILCS 151) and Illinois Service Member Employment and Reemployment Rights Act (330 ILCS 61). The Library shall comply with all state and federal laws concerning military leave to the extent applicable to the Library district.
- vii. Maternity/Paternity Leave: Eligible employees may use unpaid leave for up to 12 weeks per 12 month period for the birth of a child to the employee or employee's spouse or partner and for the placement of a child with the employee for adoption or foster care. The 12-month period in which the 12 week entitlement occurs shall be a rolling 12 months measured forward from the date an employee uses any leave under this policy. Any earned but unused sick leave or PTO time may be used in conjunction with unpaid maternity/paternity leave. The Library shall comply with all state and federal laws concerning maternity and paternity leave to the extent applicable to the Library district.
- viii. Jury or Other Civic Duty: All staff requested to serve jury duty will be given the required time off to fulfill this obligation. Employees will be paid their "normally scheduled hours" for jury service. In cases where jury duty does not require a full day, employees are expected to return to work as much of their "normally scheduled hours" as possible. Employees must notify the Director as soon as possible when they receive a jury duty summons and provide proof of service to be paid. Payment of time off for other civic duty shall be made at the discretion of the Director with concurrence of the Board. In no event shall any such decision necessarily be used as a precedent for future requests for payment.
- ix. Victim's Economic Security and Safety Act (VESSA): The Victims' Economic Security and Safety Act (VESSA) allows employees who are victims of domestic or sexual violence or who have family or household members who are victims of such violence to take up to twelve (12) weeks of unpaid leave per any twelve (12) month period to seek medical help, legal assistance, counseling, safety planning, and other assistance. The Act also prohibits



employers from discriminating against employees who are victims of domestic or sexual violence or who have family or household members who are victims of domestic or sexual violence. The Library shall comply with all state and federal laws concerning VESSA to the extent applicable to the Library district.

D. Pay Practices

a. Hours of Work

It is the policy of this Library to remain open during such hours as best serve the needs of the community. Library service hours are to be determined by the Board and posted in a conspicuous place by the Library Director. Individual work schedules shall be designated by the Library Director, who shall be responsible for the assignment of such working schedules as best serves the needs of the community.

b. Attendance and Time Reporting

Employees are expected to arrive at work and be at their workstation productively engaged in Library business by the scheduled start time. Staff members are required to maintain and submit accurate records of hours and days worked and records of absence. All employees shall report their hours by clocking into and out of the Paylocity, or other currently used timekeeping system.

c. Payroll Period and Payday

The work week begins on Monday morning and ends the following Sunday. Employees are paid by check every two weeks. Direct deposit is encouraged.



d. Overtime and Compensatory Time

All non-exempt employees that work hours in excess of 40 hours in a given week shall receive compensatory (comp) time on the basis of time and one-half for all hours worked in excess of 40 in a given week. Employees are given as much notice as possible when asked to work overtime. The Library Director must approve the earning of any comp time. When scheduling time, an attempt is made to meet both the Library's and the employee's needs.

- i. Eligible Employees: Eligible employees are employees in positions that are classified as non-exempt under the federal Fair Labor Standards Act (FLSA).
- ii. Determination of Overtime Hours: Overtime hours are any hours worked in a given work week in excess of forty (40) hours. The beginning day of the work week for each eligible employee shall commence at 12:01 AM each Monday.
- iii. Accrual of Comp Time
 1. Rate: For each hour of overtime worked by an eligible employee in a given work week, one and a half (1-1/2) hours of comp time shall accrue.
 2. Limitations: Eligible employees may accrue not more than 24 hours of comp time, computed as one and one half hours of comp time for not more than 16 hours of overtime work.
 3. Use: An eligible employee who has accrued comp time shall be allowed to use said time within a reasonable period following accrual so long as the operations of the Library are not unduly disrupted. Requested use of comp time shall be submitted to the Library Director at least two weeks in advance. Comp time shall not be counted as hours worked in the period in which such hours are used.
- iv. Payment of Cash in Lieu of Comp Time
 1. Authority of Employer: Nothing herein shall prohibit the employer, at the employer's option, of freely substituting cash, in whole or in part, for comp time off, and the overtime payment in cash does not affect subsequent granting of comp time in future work weeks or work periods.
 2. Payments to Employee: Cash payments to an employee for accrued comp time may be made at any time except that on termination, payment shall be made pursuant to Section 3.D. of this policy. No employee shall otherwise have the right to receive, upon request, cash in lieu of accrued comp time.

e. Work Breaks

Any employee who is scheduled and works at least four to six hours on any day is provided one fifteen minute work break. Any employee who is scheduled and works in excess of six hours is provided two fifteen-minute work breaks. Employees who are scheduled and work at least seven and a half continuous hours must take an unpaid lunch break of at least 30 minutes based on Illinois law, and it must start no later than five hours after the beginning of the shift. Staff may combine their two fifteen minute breaks with their lunch break for a 60 minute break (30 minutes of which will be unpaid). Staff members who combine their breaks with their lunch will not have any other paid breaks throughout the day. The purpose of the work break is to promote more efficient work. Breaks are not cumulative and cannot be carried over to another day. It is the responsibility of each employee to take his or her break if desired and as operationally feasible. If necessary, employees should ask other staff members to cover for them at the circulation desk so they may take a break.

E. Staff Development and Expense Reimbursement

- a. Professional Meetings: Employees are encouraged to attend professional meetings. Work schedules, at the discretion of the Library Director, may be arranged to permit rotation of such attendance by all interested staff members, so long as normal operation of the Library is not affected. Remittance for travel at the rate allowed by the IRS shall be paid by the Library.
- b. Education: Staff members are encouraged to take advantage of college-level courses that will contribute to their value to the Library). Any staff member requesting tuition reimbursement will sign a reimbursement agreement (Appendix H), which must be approved by the Director and Board of Trustees. Requests do not guarantee reimbursement. This agreement states the employee must work at least 12 months after the completion of the course(s) before receiving reimbursement. Should the employment with the Library be terminated within 12 months after completion of the course(s), the employee will NOT be eligible for reimbursement. Completion of approved courses may be considered a recommendation for a merit increase in the employee's pay.
- c. Professional Organizations: Membership fees for professional organizations will be paid for the Library Director. Membership fees for all employees and the Board of Trustees will be paid subject to Board approval.

Remote Work

- i. Policy Statement: The goal of the Library Staff is to meet the needs of the community, which sometimes necessitates remote work. Remote work is an arrangement that allows employees to work off-site for all or some of their regularly scheduled work hours. Although not all jobs can be performed satisfactorily from other locations, the Library recognized that, in some



cases, remote work arrangements can provide a mutually beneficial option for both the Library and employees.

- ii. Definition and Scope: During normal Library hours, there should be enough staff to meet the functional needs of the Library. There are occasions when Library staff may need to be engaged in remote work. The Library Director or Library Designee (Person in Charge) shall have the responsibility to enforce the remote work policy. Not all positions can be performed from off-site locations. In order to work remotely, the following basic requirements must be met:

1. An employee must work the same hours from home as the employee would work in the Library. Employees must be reachable by phone and email when working remotely.
2. Employees must be available to attend scheduled meetings and participate in other required Library activities.

Remote work arrangements are approved on a case-by-case basis by the Library Director. The Board President will approve remote work when involving the Library Director. Remote work might not be feasible within some positions.

Employees interested in remote work arrangements should obtain approval of arrangements from the Library Director.

The Library Director has the right to cancel or suspend employee remote work privileges.

F. Conduct

a. Breaches of Conduct

- i. Falsifying employment application, time sheet, expense report, personnel or other documents or records of the Library
- ii. Unauthorized possession of Library, patron or staff property
- iii. Possession, distribution or use of weapons or explosives, or violating criminal laws on the premises of the Library
- iv. Fighting and/or other disorderly conduct
- v. Dishonesty, fraud, theft or sabotage against the Library or its staff
- vi. Using threatening, intimidating, coercing, abusive or vulgar language, or interfering with the performance of other staff members of the Library or its patrons
- vii. Insubordination or failure to perform reasonable duties, which are assigned



- viii. Unauthorized use of material, time, equipment or property of the Library or a patron
- ix. Damaging or destroying Library or patron property through careless or willful acts
- x. Conduct that the Library feels reflects adversely on the staff member or the Library
- xi. Performance that does not meet the requirements for the position
- xii. Abuse or negligence of our security or confidential materials
- xiii. Installing unauthorized or illegal copies of software on a Library-owned computer
- xiv. Revealing any confidential information to any person who isn't authorized to receive it
- xv. Repeated tardiness or absence; failure to report for work without a satisfactory reason; abuse of leave privileges
- xvi. Violation of the Library's drug/alcohol policy
- xvii. Any behavior that results in an individual not performing his/her job
- xviii. Engaging in such other practices as the Library determines may be inconsistent with the ordinary and reasonable rules of conduct necessary to the welfare of the Library, its staff or patrons

b. Grievance Procedure

- i. Policy Statement: An employee with a grievance about the workplace should bring the matter to the Director. If the grievance is not resolved satisfactorily, an employee may bring the matter to the Library Board, or the designated whistleblower agent at the following address:
 - 1. Grundy County State's Attorney office at 111 E Washington St #16
Morris IL 60450 - 815.941.3276
- ii. Definition and Scope: An employee's grievance to the Library Board shall be submitted in writing to the Library Board President, the Chair of the Personnel Committee, in the following format:
 - 1. Statement of grievance;
 - 2. Director's response to the grievance;
 - 3. Action, if any, taken by the director

The Library Board may take action as the Library Board deems appropriate, including action with respect to an employee's job description, job title, compensation, benefits, suspension and termination. In the event the matter involves the conduct of the Director, an employee may submit the written grievance directly to the Library Board President.

c. Smoking

In accordance with Illinois State Law, the Library prohibits any form of tobacco consumption in the Library building and within 15 feet of any Library entrance.

d. Dress Code

The Morris Area Public Library maintains a business casual working environment. All employees should use discretion in wearing attire that is appropriate for the office and customer interaction.

e. E-Mail, Internet, and Telephone Use

- i. Email: The e-mail system is to be used for purposes of the Library and not for personal purposes of the employees.
- ii. Personal Use of the Internet and Telephone: Use of the Internet for personal reasons (including but not limited to personal e-mail correspondence) is restricted to break time. Use of the Library's telephone or a personal cell phone is restricted to break time, unless permission is granted by the Library Director.
- iii. Prohibited Content: E-mails may not contain statements or content that is libelous, offensive, harassing, illegal, derogatory, or discriminatory. Foul, inappropriate, or offensive messages such as racial, sexual, or religious slurs or jokes are prohibited. Sexually explicit messages or images, cartoons, or jokes are prohibited.
- iv. Security: The e-mail system is only to be used by authorized persons, and an employee must have been issued an email password in order to use the system. Employees shall not disclose their codes or passwords to others and may not use someone else's code or password without express written authorization from the Library.
- v. No Presumption of Privacy: E-mail communications should not be assumed to be private and security cannot be guaranteed. Highly confidential or sensitive information should not be sent through email.
- vi. Consequences of Violations: Violations of this policy may result in discipline, suspension and even termination of employment.

f. Drugs and Alcohol

The illicit manufacture, use, possession, or distribution of controlled substances, look-alike drugs, drug paraphernalia, medical marijuana, e-cigarettes, and the manufacture, use, possession, or distribution of alcoholic beverages, marijuana and its derivatives as defined by Illinois and Federal Statute, at any time, is not permitted at any Library location. Alcohol, drug or illicit substance use that poses a

threat to the health and safety of employees or patrons in the Library may result in disciplinary action up to and including termination of employment. (Last update: 12/2021)

g. Social Media

- i. Policy Statement: social media accounts are designed for and limited to the conveyance of information about Library services, programs, collections and activities; to reach out to patrons, and community; to raise awareness of the Library brand; and to discuss the Library activities, events and collections. The Library reserves the right to monitor all content before content is posted and to modify or remove any messages or posts deemed to be abusive, defamatory, contrary to Library policy, or otherwise inappropriate (and removed if necessary) by the Library and its employees, volunteers, elected officials, and patrons.
- ii. Definition and Scope
 1. Library-Sponsored Social Media: Only those employees responsible for the Library's social media sites should be actively participating on those sites during work hours. Any employee without this privilege engaging in activity on Library-sponsored social media shall be disciplined. The Library Director should retain full administrative privileges and control for all social media sites. Other employees assigned responsibility to the Library's social media sites should be assigned limited editor privileges as the Director sees appropriate. The Director should extend administrative privileges to the Board President or other designated Trustee or employee for the purposes of account recovery. Employees who contribute to the Library's social media should present content in a professional manner and should check facts, cite sources, avoid copyright infringement, present balanced and objective views, acknowledge and correct errors, and check grammar and spelling before posting. Employees should not discuss confidential, work-related matters through social media. Content that is posted on Library-sponsored social media sites is subject to the Freedom of Information Act and record retention requirements.
 2. Employee Personal Use of Social Media: Library employees have the same right to self-expression enjoyed by members of the community as a whole when discussing matters of public concern. As public employees, Library employees are cautioned that speech made pursuant to official duties is not protected speech under the First Amendment and may form the basis for discipline if deemed a violation of any policy of the Library. Employees should keep in mind the following best practices when posting content about Library-related subjects and issues on personal time.



- a. If you identify yourself as an employee of the Library, make it clear that the views expressed are yours alone and do not represent the views of the Library.
 - b. Respect the Library's confidential and proprietary information. Do not post information that is still in draft form or is confidential.
 - c. No comments with any kind of negative, mocking, condescending, derogatory, etc. slant should be made about patrons in general, about specific questions from patrons, or about patron behavior on the Library's social media sites.
 - d. The Library does not endorse, monitor or review the content of personal, non-Library related social media activity of its employees.
 - e. Employee use of personal social media is not permitted during working hours except for work-related purposes such as professional development or Library-related social media outlets.
3. Trustee Use of Social Media: Library Trustees have the same right to self-expression enjoyed by members of the community as a whole when discussing matters of public concern. Trustees should keep in mind the following best practices when posting content about Library-related subjects on social media.
 - a. If you identify yourself as a Library Trustee, make it clear that the views expressed are yours alone and do not represent the views of the Library or other Trustees.
 - b. Respect the Library's confidential and proprietary information. Do not post information that is still in draft form or is confidential.
 - c. No comments with any kind of negative, mocking, condescending, derogatory, etc. slant should be made about Library patrons, Trustees, policy, or staff in general, about specific questions from patrons, about interactions with staff of the Library, or about patron behavior on the Library's social media sites.
 - d. Trustees will adhere to the Trustee Communication Policy.
4. Posting On Social Media: The Library permits patrons to comment on Library posts and patrons are invited to share opinions about Library-related subjects, resources and programs. Postings do not indicate Library endorsement of the ideas, issues, or opinions expressed in posts on its social media sites. The purpose of the Library's social media sites is to inform Library users about educational opportunities, Library programs, events (including those co-sponsored with other organizations) and materials, and to encourage dialogue and the exchange of information and knowledge



between users and Library staff about these programs, events and materials. The Library reserves the right to restrict or remove any content that is deemed to be in violation of this policy or any applicable law. Content that is deemed not suitable for posting by the Library because it is not topically related to the particular subject being commented on, or is deemed prohibited based on the criteria defined below, shall be retained pursuant to the records retention schedule along with a description of the reason(s) the specific content was deleted. Content and comments on the Library's social media accounts containing any of the following forms of content and postings shall not be allowed:

- a. Obscenity or child pornography
- b. Content that promotes, fosters, or perpetuates discrimination and/or harassment on the basis of legally protected categories of race, color, national origin, religion, sex, age, or disability.
- c. Content that promotes, fosters, or perpetuates discrimination and/or harassment on the basis of creed, political view, gender, marital status, physical or mental disability, sexual orientation, or ancestry.
- d. Slanderous, libelous, threatening or defamatory statements.
- e. Copyrighted or trademarked material.
- f. Spam.
- g. Content not related to Library business, programs, events, resources and materials, unless approved by the Director.
- h. Advertising or sale of merchandise or services; or
- i. Charitable solicitations or political campaigning
- j. Private or personal information, including name, age, phone number, address, etc.

The Library reserves the right to modify or remove any messages or postings deemed to be contrary to this Policy, or otherwise inappropriate, and to ban patrons from Library-sponsored platforms.

5. Violations: The Library, its employees, agents and officials assume no responsibility for any damages, direct or indirect, arising from participation in Library-sponsored social media. Violations of any aspect of this policy by employees may result in discipline, up to and including termination of employment.
6. Patron Participation: By joining, utilizing and/or posting on the Library's social media sites, you agree to comply with this Policy. The Library's Social Media Policy applies whether or not a patron chooses to post comments using a computer at the Library or when posting from any other computer to any Library social media site. While the Library encourages dialogue, it respectfully requests that commenters be mindful that its social media sites are open to the



public and that commenters be courteous and civil toward one another. Patrons are personally responsible for their commentary. Patrons should be aware that they may be held personally liable for commentary that is defamatory, obscene, proprietary or libelous by any offended party, not just the Library. "Library location" means in any Library building, on any Library premises, in any Library-owned vehicle, or at any Library-sponsored activity where patrons or employees are engaged in activities under the jurisdiction of the Library. This shall include any period of time when an employee is supervising students on behalf of a school district or is otherwise engaged in Library business. Any employee who violates the term of the Library's drug and alcohol policy may be suspended or terminated pursuant to the rules and regulations of the Library and applicable state statutes. The Library may, in its discretion, refer incidents to appropriate legal authorities for prosecution when this policy is violated. Sanctions against employees shall be in accordance with prescribed Library regulations and procedures. The Library's employees, as a condition of their employment, agree to abide by the terms of this policy and to notify the Library, no later than five (5) days after a conviction, of any criminal drug or alcohol statute conviction for a violation occurring at a Library location. The Library, if or when required by law, shall report such conviction to the appropriate authorities. A patron who violates the terms of this policy may be expelled from the Library location involved or any Library location at the discretion of the Library, and use privileges may be suspended for a specified period of time. The Library may, in its discretion, refer incidents to appropriate legal authority for prosecution when this policy is violated. Sanctions against patrons shall be in accordance with prescribed Library regulations and procedures. (Last update: 10/7/20)



Section 6	Bloodborne Pathogens
Public Policy and Procedure Manual	Issued: 1/5/2010, updated 3/9/20 Approving Authority: Morris Area Public Library District Board of Trustees

A. Policy Statement

While normal Library operations are not likely to involve circumstances exposing employees or users to blood borne pathogens, the Morris Area Public Library complies with Illinois Department of Labor regulations and therefore the federal Occupational Safety and Health Administration regulations relating to occupational exposures to blood borne pathogens, which have been incorporated by administrative actions.

B. Definition and Scope

Exposure Determination: No particular job classification of the Library has occupational exposure (meaning “reasonably anticipated...contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties”), however, emergencies may occur with staff or patrons, particularly youth or elderly patrons, to which Library employees in all classifications may be called upon to respond with assistance. Or emergencies with “out of control” individuals (e.g. biting, spitting, etc.) could present an individual threat.

C. Universal Precautions

All potential circumstances of exposure must be taken into account by the Library and its employees to protect against exposures. Hepatitis B (HBV), human immunodeficiency virus (HIV), and other blood borne pathogens found in human blood and other body fluids or wastes cause life-threatening diseases. In emergency or other such circumstances, when contact with blood or other potentially infectious materials may result, the Library’s approach to infection control requires all human blood, body fluids, and body wastes- to be treated as if known to be infectious for HIV, HBV, and other blood borne pathogens.



Engineering and work practice controls shall be used to eliminate or minimize employee exposures, and if a possibility of exposure remains, personal protective equipment shall also be used along with proper hand washing procedures with disinfectant soap.

D.Exposure Control Plan

At any time within the Library environment that human blood, human body fluids, or other potentially infectious materials are presented, the area contaminated shall be immediately cordoned off and quarantined, even if the entire Library must be closed to accomplish this completely. Personal protection clothing, such as gloves, gowns, masks, etc., shall be provided and used in the cleanup and safe disposal of contaminated waste such as diapers, blood-tinged materials (e.g. Band-Aids, gauze, cotton, clothing, etc.), etc. If advisable, a professional hazardous/contaminated cleanup firm shall be contacted and retained for complete cleanup and decontamination. The quarantine shall be effective until complete cleanup and disposal is obtained. Hand-washing facilities are provided by the Library and must be used by the employees as soon as feasible, including following the removal of personal protective equipment. The Library shall maintain an incident report log with a complete record of all incidents, exposures, cleanup, and disposals in addition to following what is required by regulations.

E.Training and Immunizations

The Library shall provide directly or through System, State, or associational programs, annual in-service training/educational programs for all affected employees. Any employee who has an occupational exposure shall be offered, at no charge, the hepatitis B vaccine series, in accordance with the regulations. Following the report of an exposure incident, the Library will make immediately available to the exposed employee or employees a confidential medical evaluation and follow-up as provided in the regulations.



Section 7	Prohibited Gifts and Political Activities
Public Policy and Procedure Manual	Issued: 1/5/2010 Approving Authority: Morris Area Public Library District Board of Trustees

A. General

It is the policy of the Morris Area Public Library to comply with the State Officials and Employees Ethics Act ("Ethics Act") through the promulgation of this policy. Neither the Open Meetings Act nor the Freedom of Information Act of Illinois, or any policies of this Library in furtherance of those Acts, shall be applicable to proceedings, meetings, or documents involved here, which are exempt there from.

B. Definitions

The terms "gift," "prohibited source," and "employee," whether used in the singular or plural form and as used in this Policy, have the meaning as defined in the Ethics Act.

C. Prohibited Gifts

The solicitation and acceptance of any "gifts" from any "prohibited source" are banned and prohibited to the extent required for the Ethics Act for all Library employees, officers, and Trustees.



D. Enforcement

Any person who violates this policy shall be subject to termination of other discipline, including but not limited to suspension (with or without compensation) of employment for a stated term, a requirement to reimburse, return, or turn over any prohibited gift as directed by the Board of Library Trustees.

E. Prohibited Political Activities

The participation in political activities prohibited under the Ethics Act is hereby prohibited for employees, officers, and Trustees.



Section 8	Finances
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 11/7/2012, 03/13/2023 Approving Authority: Morris Area Public Library District Board of Trustees

A. General

An annual Library budget shall be prepared by the Finance Committee of the Board of Trustees and the Library Director and approved by the Board. Once the budget is approved, the Library operating funds may be expended only with specific Board approval. The Board must formally approve any expenditures, transfers, or loans made from any bond fund, special fund, or other non-operating funds over which the Board has control. The Board may make expenditures, transfers, and loans as permitted by existing statutes, ordinances, and other applicable laws.

B. Investment of Public Funds

C. Purpose

The purpose of this policy statement is to outline the responsibilities, general objectives, and specific guidelines for management of public funds by the Morris Area Public Library.

D. Responsibilities

All investment policies and procedures of the Morris Area Public Library will be in accordance with Illinois law. The authority of the Library Board of Trustees to control and invest public funds is defined in the Illinois Public Funds Investment Act, and the investments permitted are described therein. Administration and execution of these policies are the responsibility of the Treasurer, and, by designation, the Library Director acting under the authority of the Library Board of Trustees. Investments, fund balances,



and the status of such accounts will be reported at each regularly scheduled meeting of the Library Board.

a. Objectives

In selecting financial institutions and investment instruments to be used, the following general objectives should be considered:

- i. Safety
- ii. Maintenance of sufficient liquidity to meet current obligations
- iii. Return of investment
- iv. Simplicity of management

b. Guidelines

The following guidelines should be used to meet the general investment objectives:

- i. Safety: Investments will be made only in securities guaranteed by the U.S. government, or in FDIC or FSLIC insured institutions. Deposit accounts in banks or savings and loan institutions will not exceed the amount insured by FDIC or FSLIC coverage. Authorized investments include and will primarily consist of: Certificates of Deposit, Treasury Bills and other securities guaranteed by the U.S. Government, participation in the State of Illinois Public Treasurer's Investment Pool, and any other investments allowed under State law that satisfy the investment objectives of the Library district.
- ii. Maintenance of sufficient liquidity to meet current obligations: In general, investments should be managed to meet liquidity needs for the current month plus one month (based on forecasted needs).
- iii. Return on investment: Within the constraints on Illinois law and this investment policy, every effort should be made to maximize return on investments made. All available funds will be placed in investments or kept in interest bearing deposit accounts at all times.
- iv. Simplicity of management: The time required by Library administrative staff to manage investments shall be kept to a minimum.

E. Credit Card Use Policy (amended 1/12/2026)

This policy provides guidelines for the distribution, use, and oversight of Library-issued credit cards to ensure responsible use, accurate documentation, and accountability of Library funds.

Credit card accounts will be established in the name of the Morris Area Public Library; individual cards will be issued in the name of a specific staff member, with credit limits assigned based on position and approved budgetary authority.

The Library Director will be the Authorizing Officer on the account and responsible for the issuance, account monitoring, and overseeing compliance with the Credit Card Use Policy. The Business Manager is expressly precluded from being issued a credit card as this position is responsible for independent review and auditing of credit card accounts.

Library credit cards must be used for proper Library purposes. Any personal use of Library credit cards is strictly prohibited and may result in disciplinary action up to and including termination. In addition, the staff member will be required to reimburse the Library for any improper credit card purchases.

Any benefits derived from the use of the credit card will be the property of the Library.

A list of staff members with credit cards and their credit limits will be maintained and reviewed by the Board of Trustees annually. Any time additional staff members are issued a credit card, the Library Director will inform the Board of Trustees at the next regular Board Meeting.

Credit Card Oversight and Audit

All staff members issued a credit card must sign an acknowledgement form recognizing their responsibility to comply with the Library policy regarding credit cards. The cardholder is responsible for all use of the credit card issued in their name.

Library credit cards shall be safeguarded to prevent loss or theft of public funds or unauthorized use. The Business Manager will have online access and monitor the account weekly for accuracy. Monthly statements shall be reviewed and approved by the cardholders, Business Manager, and Library Director.

In the event of a lost or stolen credit card, the staff member shall immediately notify the issuing bank, then the Library Director. Written documentation (an incident report) detailing the date and circumstances of the theft or loss shall be completed within 5 business days and a copy placed in the credit card account file as well as the staff member file. The Library Director shall notify the Board of Trustees of the loss or theft at the next regular Board meeting.

Credit cards are the property of the Library and must be returned upon termination of employment with the Library. The Library Director, or their designee, is required to immediately close such credit card accounts.

Payment of the monthly balance will be made by the Business Manager in such a way that no finance charges are incurred. The Library Director and Business Manager are responsible for ensuring that adequate procedures are in place to guarantee prompt payment of all credit card invoices.

The monthly statements will be provided to the Board of Trustees along with receipts in the monthly financial statements. The Business Manager is responsible for ensuring activity and account information is noted on the credit card statement for each line of entry.

Documentation and Receipts

Cardholders must obtain and submit itemized receipts for all credit card transactions, along with a charge line and detailed description of the business purpose. Receipts must be submitted within 5 business days of purchase.

The Business Manager must retain the credit card bank statements and accompanying receipts on file as required by records retention.

Credit Card Policy Staff Acknowledgement

I hereby acknowledge that I have received a copy of the Morris Area Public Library Credit Card Use Policy. I have read the policy and protocols and clarified with the Administration any questions regarding its provisions. I agree to comply with all the requirements contained therein and understand appropriate disciplinary action will be taken if I am found in violation of the policy and that the library will require restitution if the credit card is used improperly.

Staff Signature:

Date:

Business Manager Signature:



Section 9	Library Premises
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 12/7/11; amended 12/9/13 amended 9/19/2022 Approving Authority: Morris Area Public Library District Board of Trustees

A.General

a. Guidelines

- i. The library premises will not be used for any for-profit business as a location of operation, with the exception of tutoring as described in Section H, or at the discretion of the library staff.
- ii. The Library should not be used to store materials for other than Library-oriented programs.
- iii. Firearm Concealed Carry Act—our policy Premises-B-General-unacceptable or illegal-“Possessing weapons in the Library unless authorized by law.”

B.Code of Conduct on Library Premises

a. Policy Statement

The Morris Area Public Library is designed to be a safe and comfortable place for all members of the public to use. Patrons are expected to observe the rights of other patrons and staff members. The Morris Area Public Library’s Behavior Policy is intended to protect the rights and safety of Library patrons, to protect the rights and safety of staff members, and to preserve and protect the Library’s resources.

b. Definition and Scope

Patrons who exhibit disruptive behavior in the Library will be asked to follow the regulations listed below. Patrons who continue to cause disruptive behavior may be asked to leave the Library premises. Disruptive Behavior is generally defined as “behavior that interferes with the normal operation of the Library or which interferes with use of the Library.” The Library Director and/or Library Designee (Person in Charge) shall have the responsibility for enforcing the Behavior Policy and determining when behavior in the Library is disruptive.

c. Regulations

The following types of disruptive behavior will not be tolerated in the Library:

- i. Any behavior that endangers the safety or health of others.
- ii. Violation of any local, state, or federal law.
- iii. Vandalism or deliberate destruction of Library resources.
- iv. Theft of Library materials or the personal property of other patrons and staff.
- v. Taking Library materials into the lobby or restrooms if the materials have not been checked out.
- vi. Use of abusive or intimidating language or gestures to patrons or staff members.
- vii. Behavior that is willfully annoying, harassing, or threatening to another person. (Harassment is defined as making obscene or indecent comments or requests with the intent to offend, threaten, or annoy someone.
- viii. Solicitation
- ix. Monopolizing Library resources or staff time.
- x. Use of the Library telephone, unless in an emergency or a request for transportation.
- xi. Using audio equipment or cell phones that disturbs others.
- xii. Use of skateboards, roller blades, skate shoes, or scooters inside the Library or on Library property.
- xiii. The wearing of a shirt and pair of shoes is required in the Library.
- xiv. Loitering on the premises after closing.
- xv. Use of alcohol or illegal substances in the Library.
- xvi. Smoking and/or vaping.
- xvii. Eating on the first floor of the library.
- xviii. Behavior that disrupts or interferes with normal operations of the Library as defined by the Library Director or designated staff members (Person in Charge).

The Library staff reserves the right to ask a patron to leave the Library for any of the reasons listed above.

C. Children in the Library

a. Policy Statement

The Library welcomes the use of its services and facilities by children.

b. Definition and Scope

Staff members are committed to:

- i. Helping children find materials for school work and recreational reading;
- ii. Providing an environment that encourages study and exploration
- iii. Planning short programs that inform and enrich

Staff members are also committed to the well-being and safety of children; Library facilities are not designed or licensed to provide basic childcare needs such as healthy snacks, physical exercise or emergency care if the child becomes ill or upset. Any public place may be dangerous for a child who is left unattended for long hours or who is left stranded after closing hours. The Library encourages parents to consider the safety and well-being of their children and the needs of other Library users of all ages. Children in at least the fourth grade and above may use the Library unattended, providing proper behavior as defined by the PATRON CONDUCT POLICY is maintained.

D.Procedures in Suspension of Library Privileges

E.Disruptive Behavior

a. Guidelines

- i. Anyone violating Library rules may be asked to leave the premises. In the event that person who is asked to leave the Library refuses to do so, Library staff will call the police.
- ii. Library staff members will keep a written record of any incidents of disruptive behavior.
- iii. The Library Director will refer cases of severe or repeated violations of the rules of the Library to the Library Board for action. The Board may exclude persons from the use of the Library for up to one year. Written notification shall be made whenever actions concerning severe or repeated violations are made. (See Appendix J) Patrons who have been excluded from the Library have the right to request a hearing before the Board.

F. Overdue Library Materials

Persons who have not returned overdue Library materials, or those persons having outstanding fines, may not check out any additional Library materials until all books or other materials have been returned and fines paid in full.

G. Destruction of Library Materials or Property:

Persons damaging Library property will be prosecuted to the fullest extent of the law. Persons destroying Library property will be required to pay for whatever damage they have caused. Library staff members will keep a written record of incidents of destruction of Library property.

H. Study Rooms

The Morris Area Public Library has enclosed study rooms available for public use. These rooms are first-come first-served and are designed for use by one to four individuals at a time. Requesting users are required to show an ID and sign in at the Circulation desk with their name and time. the user(s) may occupy the room for up to two hours per day. Additional time may be granted by Library staff if no other patrons are waiting to use the room. the rooms may not be reserved on an extend (more than a month in advance) or permanent basis. Persons using the study rooms are expected to engage in activities associated with the use of a public library and subject to the Library's Patron Behavior policies. Study rooms are not intended to be the regular meeting site of any group or organization. Buying, selling, advertising or trading products or services are prohibited with the exception of paid tutoring.

I. Study Rooms

The MAPL has enclosed study rooms available for public use. These rooms are first-come first-served and are designed for use by one to four individuals at a time. Requesting users are required to show an ID and sign in at the Circulation desk with their name and time. the user(s) may occupy the room for up to two hours per day. Additional time may be granted by Library staff if no other patrons are waiting to use the room. the rooms may not be reserved on an extend (more than a month in advance) or permanent basis. Persons using the study rooms are expected to engage in activities associated with the use of a public library and subject to the Library's Patron Behavior policies. Study rooms are not intended to be the regular meeting site of any

group or organization. Buying, selling, advertising or trading products or services are prohibited with the exception of paid tutoring.

J. Meeting Rooms

Definition and Scope of use

The MAPL welcomes the public use of Library facilities for educational, civic, cultural, and other uses consistent with the public interest when such use does not interfere with normal Library operations or Library sponsored activities. Permission to use the facility is revocable and does not constitute a lease. The Library reserves the right to deny applications for use based on availability of space, availability of Library Staff, frequency of use, or as further outlined in this policy. Permission to use a Library meeting space does not imply Library endorsement of the aims, policies, or activities of any group or organization. Advertisements or announcements implying such endorsement are not permitted.

a. Guidelines

- i. Library meeting spaces can be reserved by adults over the age of 18 with proper identification.
- ii. Fees for using the space are:
 1. Resident groups --\$0.00
 2. Non-resident groups --\$50.00
 3. Commercial use – \$100.00
- iii. The individual representative must confirm by signing an application available from the Library Staff prior to the first meeting (Appendix K).
- iv. Library programming has priority, and the Library reserves the right to cancel or re-locate within the Library any previously scheduled meeting.
- v. Meetings, programs or events may not disrupt Library users or Staff. MAPLD reserves the right to purchase additional insurance and security for any meeting they deem high risk. The group holding the meeting will be required to pay for the additional insurance and security prior to the start of the meeting. The Library reserves the right to terminate meetings, programs and events that disrupt or interfere with normal Library operations.
- vi. Future access will be denied if the above requirements are not met. A fee separate from the room rental fee may be assessed for cleaning or the actual cost of repairs if it is deemed necessary by the Library Staff.
- vii. Booking of a meeting space will be on a first come, first served basis no more than three months out.
- viii. The Library will not be the phone contact for the event or activity. The Library's name, address, telephone number, or URL may not be used as the address or headquarters for any group using the Library.



- ix. The Library is not responsible for any loss, theft or damage to any equipment or to the personal belongings of any meeting attendee.
- x. Meeting space requests need to be submitted and approved by the Library staff.
- xi. Meeting space may be reserved for groups of children's programming that are supervised by adults at the ratio of one adult for every seven children. Groups with members under the age of 18 must have an adult sponsor in attendance at all times during their meetings.
- xii. Groups from outside of the Library's jurisdiction (non-resident groups) may use the Library for a fee based on the room arrangement fee. Public information meetings are to be open to the public and free of charge for attendees. No fee shall be charged or donation solicited as a condition of entry.

b. Rules for Use

- i. Rooms must be left in neat, clean, orderly condition with all chairs, tables and equipment returned to their original position.
- ii. Arrangements need to be made to use Library equipment. Library Staff will assist with setup of the equipment as available.
- iii. The Library does not provide service to carry supplies. All groups, except those sponsored by the Library, must provide their own support for preparation and clean up.
- iv. It is not permissible to affix or adhere anything to the walls, doors, windows, or other surfaces.
- v. The use of firearms or hazardous materials is not permitted at any time. Open flames and/or anything with a heating unit are not permissible.
- vi. Use of marijuana, tobacco products or of alcoholic beverages is not permitted at any time.
- vii. The auditorium can hold up to 153 people.
- viii. No meeting shall last later than the Library's closing time unless by special permission.
- ix. No group may reassign a reserved time to another group.
- x. Participants attending events at the Library are responsible for the supervision of their children while attending the meeting. Groups that hold children's programs are responsible for the care of the participants and their siblings before, during, and after the programs. Group supervisors must stay until all children have been picked up by their parents.
- xi. Light refreshments may be served. Groups will ensure all spills and debris are cleaned up before leaving the Library. No refreshment may be taken into the library space..
- xii. Library Director, Trustees and Staff are authorized to monitor the use of the meeting spaces and to enforce all policies concerning their use.



K. Insurance

The Board of Trustees shall determine that the property of the Library is adequately insured against loss and damage. The Board shall likewise determine that the Library carries adequate general public liability insurance, worker compensation, errors and omission insurance for the Board, and any other type of insurance that it considers necessary. The insurance program shall be reviewed annually by the Board. Provision for personnel insurance will be found under Section 5, Subsection K.

L. Displays and Exhibits

a. Guidelines

- i. It is the policy of the Morris Area Public Library District not to advertise commercial endeavors unless the project is specifically related to the goals of the Library.
- ii. The Library welcomes displays of general interest to the community as well as materials having a direct relationship to the purposes of the Library.
- iii. All permanent or semi-permanent exhibits offered for display in the Library must be approved by the Board of Trustees. Temporary displays (up to two months' duration) may be placed on exhibit at the discretion of the Library Director.
- iv. All materials displayed in the Library will be given reasonable care and protection within the limits of the general operation of the Library, but the Library and the Board do not assume responsibility for damage or loss suffered on its premises, nor for the costs of insurance coverage. Such costs, losses, damages, etc., are understood to be the responsibility of the organization or individual providing the display or exhibit. A signed statement of insurance coverage should be provided when the display is established, or, if it is uninsured, a statement releasing the Library from responsibility.
- v. Place of exhibits will be at the discretion of the Library Director and should in no way interfere with normal operation of the Library.



Section 10	Bylaws of the Morris Area Public Library Board of Trustees
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 3/7/12; amended 7/13/2020 amended 12/23/2021; amended 10/12/2023, amended 8/15/2024 Approving Authority: Morris Area Public Library District Board of Trustees

These Bylaws are supplementary to the provisions of the statutes of the State of Illinois as they relate to the procedures of the Board of Library Trustees.

A. Board of Library Trustees

The Board of Library Trustees of the MAPL District (the Board) is charged with the responsibility of the governance of the Library. The Board will hire a skilled and qualified Library Director (Director) or acting Director who will be responsible for the day-to-day operations of the Library. Library Trustees (Trustees) are not to be compensated but will be reimbursed for necessary and related expenses. Trustee terms shall be four (4) years, except when appointed for a vacancy. Appointees for a vacancy term expires upon the next election cycle. Trustees are expected to attend Board meetings, read materials presented for review, and attend training as per the Trustee Manual. The Director shares workshops with the Board in a timely manner. It is the goal of the Board to have each Trustee attend a minimum of one educational training during each fiscal year. Trustees using their own vehicle will be reimbursed at the rate allowed by the IRS for travel to and from any library system (or other Library-related) workshop, seminar, or meeting. Outside of necessary Board duties, Trustees are regular patrons and as such are not exempt from late fees, fines, or other user fees in the library system.

B. Library Board Trustee Eligibility

To be eligible to serve as a Library Trustee for the MAPL, candidates must be a minimum of age 18, live within the Library district, be a patron in good standing, not be in violation of the Library Board's nepotism policy, and be otherwise fit to serve as mandated by law. Due

to the inherent conflict of interest, no employee shall, after termination of service or employment with the Library, be eligible to serve as Library Trustee, unless approved by a supermajority of the Library Board. (Last update: 7/2024)

C. New Trustees

Generally, the Oath of Office for Trustees will be administered by the Board Secretary at the meeting during which Trustees are appointed or inducted. As part of the new Trustee orientation and training, the Director shall meet with new Trustees to examine the Library facility, review Library services, review and sign the *Trustee Ethics Statement*, and provide new Trustees access to the following content. All physical material shall be returned to the Library at the end of a Trustee's term. See Board of Trustees file (with Director).

a. Information Content

- i. Mission statement, strategic management plan, technology plan, and all library policies and procedural plans
- ii. Budget, budget cycle, and procedures; monthly financial reports; levy, and relationship between Library and municipality, county and state library. (See appendix for schedule)
- iii. Doyle, Robert P. and Robert N. Knight, eds. *Trustee Facts File*. 4th ed. Chicago: Illinois Library Association, 2012; or current edition.
- iv. Boze, Patricia et. al. *Illinois Public Library Trustee Manual*. COSLA, Illinois State Library, 2016; or current edition.
- v. ALA's *Freedom to Read Statement* and *Library Bill of Rights* and its interpretations; collection management; censorship issues and the procedure for addressing a patron's request for reconsideration of Library materials.
- vi. United for Libraries, *Public Library Trustee Ethics Statement*.
- vii. Board bylaws, staff roles and responsibilities, and errors and omissions insurance.
- viii. Board meeting dates, committees with chairs and members, names, addresses, and term length and dates of other Trustees, sample agenda, and prior year's minutes.
- ix. *Serving our Public 4.0: Standards for Illinois Public Libraries*, State Library Per Capita Grant, *Illinois Public Library Annual Report (IPLAR)*.
- x. Current copy of *Illinois Library Laws & Rules* (St. Paul, MN: Thompson Reuters), issued periodically by and available from the Illinois Library Association.
- xi. Robert III and others, *Robert's Rules of Order, Newly Revised*, 11th ed., Da Capo Press, 2011.
- xii. Parliamentary procedure quick reference guide
- xiii. The value/benefits of membership in professional organizations such as the American Library Association and the Illinois Library Association.

- xiv. *Illinois Open Meetings Act; Illinois Ethics Act; Freedom of Information Act.*
- xv. List of websites for such organizations as American Library Association, Illinois Library Association, and the Public Library Association.
- xvi. Diamond, Stewart H., and W. Britt Isaly. *Financial Manual for Illinois Public Libraries*. Chicago: Illinois Library Association, 2007.

D. Conflict of Interest

Trustees may not, in their individual capacity, negotiate, bid for, or enter into a contract with the Library in which they have a direct or indirect financial interest. A Trustee shall disclose and withdraw from Board discussion, deliberation, and vote on any matter in which the Trustee, an immediate family member, or an organization with which the Trustee is associated has a financial interest. A Trustee may not receive anything of value that could reasonably be expected to influence a vote or other official action.

E. Nepotism

The Library shall not employ in any position relatives of any Trustee or the Board or the Director. A relative is defined as: parent, child, grandparent, grandchild, sibling, brother- or sister-in-law, aunt, uncle, niece, nephew, or one who has a relationship with the Trustee or Director similar to that of a blood relative or through marriage.

F. Grievance Procedure

An employee's grievance in the event the matter involves the conduct of the Board of Trustees or a single Trustee, the employee may submit the written grievance to the Director, or the designated whistleblower agent. In the following format:

- a. Date of grievance
- b. Statement of grievance;
- c. Response to the grievance;
- d. Action, if any, taken
 - i. The Library Board may take action as the Library Board deems appropriate.
 - ii. In the event the matter includes the conduct of the Director, an employee may submit the written grievance directly to the Library Board President, copied to a second Trustee of the employee's choice. The Board President

will bring the matter to the attention of the entire Board at the next scheduled meeting, in closed session.

- iii. Anyone with a grievance about the workplace should bring the matter, in writing, to the Director. If the grievance is not resolved satisfactorily, they may bring the matter to the designated whistleblower agent at the following address: Grundy County State's Attorney Office at 111 E Washington St # 16, Morris, IL 60450 - 815.941.3276

G. Officers and Elections

The Officers of the Board shall be President, Vice-President, Secretary, and Treasurer. They Shall be elected for (2) year terms at the Board's regular meeting in the month following the induction of newly elected Trustees. The President shall not serve more than two consecutive terms unless by unanimous Board consent. In the event of a resignation from an Office, an election among current Trustees to fill the unexpired term of that Office will be conducted at the next Board's regular meeting.

a. President

The President shall preside at all Board meetings, appoint all standing and special committees, serve as ex-officio member of all committees, and perform all other such duties as may be assigned by the Board. The President shall be the only spokesperson for the Board in all advisory or disciplinary action directed to the staff. Refer to the communications policy (section U). The President shall maintain, with the Director's assistance, accurate records of all Trustee training (i.e., OMA, FOIA, etc.).

b. Vice President

The Vice President, in the absence of the President, shall assume all duties of the President. The Vice President is responsible for educational components/materials to be presented at each Board meeting.

c. Secretary

The Secretary shall certify, by signature, all Board documents. The Secretary shall also perform all other clerical duties as may be assigned by the Board.

d. Treasurer

The Treasurer shall serve as chair on the Finance Committee, and work with the Director to develop the annual budget and other financial documents as needed or



requested. The normal depository of all financial records shall be the Library. In the absence of the Treasurer or when he or she is unable to serve, the President or Vice President may perform the duties of the Treasurer. The Treasurer shall be bonded in the amount to be approved by the Board. The Treasurer is authorized to pay salaries and bills. Library checks shall be signed by two Trustees.

H. Trustee Meetings

There are two types of Trustee meetings: Regular and Special. Regular meetings are set by ordinance. Special meetings are all other meetings, including but not limited to committee meetings and work study sessions. The Board will meet at least once per month for Regular Meetings as defined by ordinance. All meetings will be open to the public and noticed in advance both physically and electronically. The agenda and/or information packet for Regular Meetings will be distributed to the Trustees by the Director prior to meetings. Any Trustee wishing to have an item placed on an agenda will contact the Director in sufficient time preceding the meeting to have the item included. Any Trustee who is unable to attend a meeting will notify the Director to indicate that they will be absent; due to the fact that a quorum is required for each meeting, this notification shall be placed as far in advance as possible. All meetings shall be held in accordance with the Open Meetings Act (OMA), and shall be open to the public. All Trustees must take OMA training. (See Appendix NN)

a. Regular Meetings

The Regular Meeting of the Board shall be on the second Monday of each month unless otherwise noted. The meeting shall be at the Library at 6:30 pm, unless advertised to the public. At the beginning of each fiscal year, the Board shall, by ordinance, set Regular Meeting dates for the upcoming fiscal year. The Director, or President shall post the schedule in the Library and electronically.

Regular meetings shall adhere to the following agenda -

Morris Area Public Library Board of Trustees Agenda

DATE

6:30p

Morris Area Public Library Conference Room

The Morris Area Public Library will convene a regular meeting on **DATE**, at 6:30p in the library basement. The meeting will include an opportunity for public comment. Any member of the public that would like

to make a public comment can submit their public comment via email to sdavy@morrislibrary.com by 4:30p on **DATE**. Public comments submitted via email will be announced during the public comment portion of the meeting.

Agenda -

- 1. Call to Order and Roll Call**
- 2. Review of the Agenda for Additions/Changes**
- 3. Correspondence, Communications, and Public Comment**
- 4. Minutes from previous regular meeting**
- 5. Directors Report**
- 6. President's Report -**
- 7. Vice President's Report -**
- 8. Financial Report**
 - a. **MONTH** Check Detail
 - b. Fund Account
 - c. Reconciliation Report
 - d. Budget vs Actual
 - e. Spark card
 - f. Consent Agenda Motion to approve:
- 9. Committee Reports**
 - a. **Finance Committee (Cummings)**
 - b. **Technology Committee (Ebert)**
 - c. **Strategic Plan Committee (Keavney)**
 - d. **Personnel Committee (Davy)**
 - e. **Policy Committee (Cummings)**
 - f. **Facilities Committee (Geiger)**
 - g. **Ad hoc Construction Committee (Mai)**
- 10. Unfinished business**
- 11. New Business**
- 12. Executive Session**
 - a. Executive session pursuant to 5ILCS 102/2: the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body against legal counsel for the public body to determine its validity.
 - b. Executive session pursuant to 5ILCS 102/3: the selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.



13. Action on Executive Session

14. Other

15. Adjournment

All topics on the agenda are potential action items.

The Morris Area Public Library District is subject to the requirements of the Americans with Disabilities Act. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting for the facilities, are required to contact the library administrator at (815) 942-6880 x116 promptly to allow the Morris Area Public Library District to make reasonable accommodations for those persons.

, Board Secretary

b. Special Meetings

Special Meetings shall be held at any time when called by the President or Secretary or by any Committee chair Notice shall be provided as required by OMA. No business except that stated in the notice and agenda shall be transacted.

Special meetings shall adhere to the following agenda -

Morris Area Public Library

Agenda

DATE

TIME

Morris Area Public Library Conference Room

The Morris Area Public Library will convene a **TYPE** meeting on **DATE**, at 6:30p in the library basement. The meeting will include an opportunity for public comment. Any member of the public that would like to make a public comment can submit their public comment via email to **youremail@morrislibrary.com** by **TIME** on **DATE**. Public comments submitted via email will be announced during the public comment portion of the meeting.

Agenda -

1. Call to Order and Roll Call
2. Public Comments
3. Review of the Agenda for Additions/Changes
4. Unfinished business
5. New Business
6. Other
7. Adjournment

All topics on the agenda are potential action items.

The Morris Area Public Library District is subject to the requirements of the Americans with Disabilities Act. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting for the facilities, are required to contact the library administrator at (815) 942-6880 x116 promptly to allow the Morris Area Public Library District to make reasonable accommodations for those persons.

, Board Secretary

I. Disaster Proclamation (added 5/1/25)

In the event that a Disaster Proclamation is issued, the following temporary rules supersede normal procedures for holding public meetings and allowing for public comment.

Provided that the Board President and Director makes a local determination that it is not practical or prudent to meet in-person because of an emergency, meetings of the Board of Trustees may be held via remote digital means without the need to establish an in-person quorum nor for each Trustees to have their remote participation authorized by a vote of the Board.

All other conditions of holding public meetings will remain the same as required by the Illinois Open Meetings Act (See Appendices C).

J. Trustee Remote Attendance (amended 5/1/25)

Pursuant to the Illinois Open Meeting Act (5 ILCS 120/7) Library Trustees are permitted to attend Library Board meetings by means other than physical presence.

Prerequisites, Requirements, Rules and Rights:

Any member of the Library Board may attend a meeting remotely if the member meets each of the following conditions:

- a. A quorum of the members is physically present throughout the meeting.

b. A majority of those members physically present votes in favor of allowing the electronic attendance of the member requesting to attend electronically. The availability of working equipment, operating difficulties and communication/technical issues may result in denial of such a request or inability to provide that service, even though the Library Board voted to approve the request.

c. The trustee must be prevented from physically attending because of one of the following reasons as determined in (5 ILCS 120/) Open Meetings Act (See Appendices C):

- (i) Personal illness or disability
- (ii) Employment purposes or the business of the public body, or
- (iii) A family or other emergency.

Notification to the Director and the Board President with the request and the reason for the absence needs to be given 72 hours in advance, unless such advance notice is impractical. In cases of emergency, when notification time is limited, all efforts shall be made to accommodate remote participation if possible. The public notification must reflect the remote participation request by the Trustee. If the public notice for the meeting has already been posted, an updated notification must be provided.

As soon as the request for remote attendance has been submitted, the Director shall notify all Trustees of the absence with the reason it was requested.

At the scheduled meeting, after a roll call establishes a quorum being physically present, a motion must be made to allow for the remote attendance with a majority of the physical members agreeing to allow the procedure, and the equipment being available and working properly. Any member participating remotely shall be considered an off-site participant and the meeting minutes will reflect that fact as well as the means of communication. If a Trustee requesting remote participation is allowed by a majority vote, the minutes must reflect the trustee as being remote.

Trustees participating remotely shall be afforded all of the same rights and are held to the same laws and standards of conduct as trustees physically participating.

This policy shall not be construed to mean that remote participation shall be regularly used or used at every meeting but shall be used only as necessary by trustees who are unable to attend in person, according to ILSC 120/7.

K. Annual Meetings

An annual meeting shall be held in August for the purpose of hearing the annual report of the Director. The reports should include a summary of the year's work with accounts of the final Budget vs Actual report from the previous fiscal year, a budget for the following year, and other information.

L. Budgetary Meeting

In January, the Finance Committee shall begin drafting budget documents for the following fiscal year. Board budgetary meeting shall be held in April for the purpose of reviewing the draft from the Finance Committee. Generally, the budget shall be adopted in May and finalized in August, in accordance with Illinois state statute.

M. Parliamentary Procedure

Robert's Rules of Order, Revised shall govern the Board's parliamentary procedure.

N. Executive Session Policy

a. Guidelines

- i. The Board may choose to close a meeting to the public only if its members are discussing a topic that is listed in ILCS 120/2 of the Open Meetings Act
- ii. The board may invite members of the public body to attend the closed session based on their involvement in the matter to be discussed.
- iii. In accordance with statutory requirements, a verbatim recording must be kept of the closed/executive session and formal written meeting minutes consisting of a summary of the discussion held by the Board on items brought before the meeting.
- iv. To enter an executive session, the board must entertain a motion, and record the decision to enter the executive session, along with the permitted topic for entering (as defined by ILCS 120/2), in the general meeting minutes. In the verbatim recording, the board must take roll call, state date, and time for the opening of the meeting. To exit the executive session, the board must entertain a motion and state time.
- v. The Board must not take any final action in a closed session. All actions must occur by formal vote after the Board has re-entered open session.
- vi. Closed session verbatim recordings and meeting minutes shall be kept in accordance with the Open Meetings Act. Closed session minutes shall be reviewed annually for release or retention.

O. Quorum

A quorum at any Board Meeting shall consist of four Trustees. In the event that all Trustee seats are not filled, a quorum shall consist of at least 70% of the board.

P. Attendance (added 5/1/25)

Attendance - Trustees who miss four or more meetings may be asked to resign.

The Board of Trustees shall declare a vacancy in the office of Trustee when an elected or appointed Trustee:

- a. declines, fails or is unable to serve more than four meetings in one calendar year
- b. becomes a nonresident of the District
- c. is convicted of a misdemeanor by failing, neglecting or refusing to discharge any duty imposed upon him/her by the Illinois Public Library District Act of 1991
- d. fails to pay the library taxes levied by this District

Before declaring a vacancy in the office of Trustee, the Trustee in question shall be notified in writing of the reason(s) why the Board of Trustees is considering declaring a vacancy in his/her office. The written notice shall be sent certified mail at least fifteen (15) days before the date of a proposed meeting when the reason(s) for declaring a vacancy shall be considered by the Board of Trustees. The Trustee in question may be represented by an attorney and shall be given an opportunity to be heard, produce witnesses and cross-examine witnesses at the meeting at which the vacancy of his/her office is to be considered by the Board of Trustees. Upon the affirmative vote of a majority of the Board of Trustees, a vacancy may be declared in the office of the Trustee for any one or more of the four (4) reasons set forth above. In the event a vacancy is declared in the office of Trustee, said vacancy shall be filled pursuant to the provisions of section 16/30-25 of Chapter 75 of the Illinois Compiled Statutes following an advertisement and search for a new trustee.

Q. Abstention

A Trustee shall abstain from voting on a motion when they have a conflict of interest. Trustees are encouraged to be involved and vote on all other matters. Trustees are expected to make a substantial commitment of time and effort outside of Board meetings for the work of the Board. This includes becoming informed about the budget, state law, and the Library's needs.

R. Public Comment

At each Board meeting, members of the public may comment subject to reasonable rules. Individuals appearing before the Board are expected to follow these rules:

a. Public Comment Rules

- i. Address the Board only at the appropriate times as indicated on the agenda and when recognized by the Board President.
- ii. Identify oneself by full name and address. Oral comments shall be limited to five (5) minutes. Written comments should be 250 words or less.
- iii. The Board President may shorten or lengthen a person's opportunity to speak.
- iv. No more than twenty (20) minutes shall be allowed for public comment on each subject except with consent of the Board.
- v. The Board President has authority to determine procedural matters regarding public comment not otherwise defined.

S. Standing and Special Committees

Standing committees shall be appointed annually following the election and shall consist of up to three Trustees, one of whom serves as the chair of the committee, plus the Director. Special committees may be appointed by the President to present reports or recommendations to the Board and shall serve until the completion of the work for which they were appointed. The standing committees shall be: the Personnel Committee, the Policy Committee, the Facilities Committee, the Strategic Planning Committee, Finance Committee and the Technology Committee. Standing committees shall meet at least bi-annually. At any point, the Board may choose to hold a Committee of the Whole meeting. The Library shall be the depository of all committee reports. All committees are subject to OMA.

a. Personnel Committee

Shall consist of the President, Director and at least one other Trustee. The committee's responsibilities include, but are not limited to, preparation of the annual review of the Director for Board discussion prior to the formal review, assuming a leadership role in the resolution of any personnel conflict that cannot be resolved by the Director, assisting the Director in preparing a training and compliance plan for staff, Trustees, and volunteers, and overseeing an annual review of employee files to ensure records are kept in compliance with statute. The Director is responsible for the annual review of all other Library employees.

b. Policy Committee

Shall consist of Trustees, one of whom serves as the chair of the committee, plus the Director. The primary responsibility of the committee is to develop and review Library policy, protocols, procedures and plans including, but not limited to, such as those in an emergent situation. This Policy shall include the division of responsibility between the Board and staff, and shall adhere to the “Library Bill of Rights” and the “Freedom to Read” statements of the American Library Association. The committee shall determine the Library regulations governing the use of the Library and review existing policies in a systematic fashion to ensure that all policies are reviewed at an interval not to exceed three years. As a result of such policy reviews, the committee will make recommendations regarding additions or changes to existing policy as well as deleting policies. Library Policies must be approved by the Board.

c. Facilities Committee

Shall consist of Trustees, one of whom serves as the chair of the committee, plus the Director. The committee’s responsibilities include but are not limited to, conducting an annual inspection of the Library’s physical facility to identify areas which are in need of repair, review the comprehensive building plan, and make recommendations to the Board regarding repairs which are deemed necessary.

d. Finance Committee

Shall consist of Trustees, one of whom serves as the chair of the committee, plus the Director. The committee’s responsibilities include but are not limited to, conducting regular inspection of the Library’s budget, finances, endowments and funds. And make recommendations to the Board regarding adjustments deemed necessary.

e. Strategic Planning Committee

Shall consist of Trustees, one of whom serves as the chair of the committee, plus the Director. The committee’s responsibilities include, but are not limited to, reviewing the strategic management plan, monitoring progress, recording goals, identifying problem areas, and bringing this information to the Board. The Committee will also have oversight of modifying the process of the Strategic Management Plan and assist the Director in the preparation of his or her annual statement of goals and objectives for the coming year.

f. Technology Committee

Shall consist of Trustees, one of whom serves as the chair of the committee, plus the Director. The Committee's responsibilities include, but are not limited to, reviewing the Library's technology plan, strategy and reviewing significant technology investments and expenditures.

T. Duties of the Director

The Director shall be the public face of the library in all regards, and administer the policies, procedures, protocols, and plans adopted by the Board. Among duties and responsibilities of the Director are ensuring compliance with federal, state, and local laws; hiring; directing, supervising and disciplining of all personnel; monthly and annual reports as required by the Board; and recommending such policy, procedure, protocols, and plans as will promote the efficiency and service of the Library.

U. Amendments

Amendments to these Bylaws or any policy, procedure, or protocols may be proposed at any Regular Meeting of the Board, sent to the Policy Committee for analysis, and brought back to a quorum of the Board to be implemented if adopted.

V. Administrative Records

Administrative records of the Library, including those available remotely, are the responsibility of the Director under the supervision of the Board and shall be kept in the Library or on Library-owned servers and drives and shall be available to the general public, according to applicable laws. These records include the monthly and annual reports of the Library, Board meeting packets which include financial reports, minutes of the previous meeting, actions, and other items provided by the Board or Director. Staff personnel records are confidential and shall be kept in a secure location. Confidential records of the Board, including the Director's personnel records, communications concerning the Director, and executive session recordings shall be kept in the Library, and only Trustees shall have access to these records. Minutes of executive sessions shall be reviewed annually and released, if appropriate, in accordance with OMA.

W. Board Communication Policy

a. Policy Statement

The Board speaks with one voice and has one employee, the Director.

b. Scope and Definition

- i. The Director reports to the Board . Library employees report to the Director. The Board does not direct or manage the staff. This responsibility belongs to the Director.
- ii. The Board manages the values, beliefs, mission and vision of the organization. Goals are developed with the Director The Director executes the goals for the organization. The Board does not manage the execution of the goals.
- iii. No decisions may be made by individual Trustees on the Board except through parliamentary procedure meetings. No Board member may withhold information from the rest of the Board.
- iv. Any concern a Board member has should be addressed through the President. No Board member should schedule meetings with the Director without the President's knowledge. Individual board member questions should be emailed to the President and CC'd to the Director, concerns will be reviewed and addressed at the next regular Board meeting.
- v. The Director should prepare a monthly report on the events and activities and potential issues in the Library to the Board in the monthly packet. Reporting should also include answers to questions posed to the Director.
- vi. Packets for the Regular Board Meeting should be presented to the Board by the Thursday preceding the Regular Board meeting. The Director should be sure to include any requests for Board action in the committee portion of the agenda. The Board is responsible for reviewing the packet and communicating any questions of concerns to the President, CCing the Director, by noon on the Friday before the Regular Board Meeting. When responding to the question, the President and/or Director should restate the question and present the answer to the full Board by BCC.
- vii. In the event of an emergent situation, the Director has latitude to handle the situation provided the Director notifies the President at the first possible convenience by phone after the event has occurred. Once the situation is no longer urgent, the Director will write a report of the incident and email it to the President and BCC the members of the Board.
- viii. Committee chairs should keep the President informed on what they are working on. Committee meeting minutes will be included in the Board packet.





Section 11	Appendices
Public Policy and Procedure Manual	Issued: 1/5/2010; amended 10/5/11 Approving Authority: Morris Area Public Library District Board of Trustees

A. Library Bill of Rights

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

a. Policies

- i. Books and other Library resources should be provided for the interest, information, and enlightenment of all people of the community the Library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.
- ii. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- iii. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
- iv. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.
- v. A person's right to use a Library should not be denied or abridged because of origin, age, background, or views.
- vi. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

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





B.ILCS (Illinois Compiled Statutes) LIBRARIES (amended 5/1/25)

(75 ILCS 16/) Public Library District Act of 1991.

(75 ILCS 16/Art. 30 heading) ARTICLE 30. TRUSTEES

(75 ILCS 16/30-5) Sec. 30-5. Initial appointment of trustees; first election.

(a) Within 60 days after the establishment of a library district, and if the district is wholly contained within a single county, the presiding officer of the county board, with the advice and consent of the county board, shall appoint the first board of the district from a list of nominees submitted by the petitioners or persons appearing at the hearing. If, however, the district lies in more than one county, the presiding officer of the county board of each county in which the district lies, with the advice and consent of the county board, shall appoint at least one trustee; the remaining appointments, if any, shall be made in each of the counties in the district in proportion to the population of the district.

(b) The trustees appointed under subsection (a) shall serve until their successors have been elected and qualified at the first election.



(c) The first election shall be held at the regular election scheduled for trustees of public library districts under the Election Code that occurs more than 4 months following the establishment election of the district.

(Source: P.A. 87-1277.)

(75 ILCS 16/30-10) Sec. 30-10. Election and terms of trustees.

(a) Trustees shall be elected every 2 years at the regular election scheduled for trustees of public library districts under the Election Code for 6-year terms. Seven trustees shall constitute a board.

(b) The trustees' terms shall be staggered. After the first election, the trustees shall determine, by lot, 2 trustees to serve for terms of 2 years, 2 trustees to serve for terms of 4 years, and 3 trustees to serve for terms of 6 years. The terms of all trustees shall begin on the third Monday of the month next following the month of the election.

(c) At each election of trustees after the first election, the trustees elected to succeed those whose terms have expired shall hold office for the full term of 6 years from the third Monday of the month next following the election and until their respective successors are elected and qualified.



(d) A district may provide by resolution of the board that the term of its trustees shall be 4 years. If the board adopts such a resolution, then if 3 trustees are to be elected at the next election or if 2 trustees are to be elected at each of the next 2 elections, one of the trustees elected at the next election (to be determined by lot at the first meeting after that election) shall serve a 2 year term.

(Source: P.A. 93-847, eff. 7-30-04.)

(75 ILCS 16/30-20) Sec. 30-20. Nomination of candidates; ballot.

(a) Nomination of candidates for election as trustees shall be by petition, signed by a number of qualified voters equivalent to at least 2% of the votes cast at the last election for library trustees, or 50, whichever is less, residing within the district, and filed with the secretary of the district within the time provided by the Election Code. No party name or affiliation may appear on the petition.

(b) The names of all candidates for the office of trustee shall be certified by the secretary to the proper election authority, who shall conduct the election in accordance with the Election Code.

(c) The ballot for election of trustees shall not designate any political party, platform, or political principle.

(d) A person is not eligible to serve as a library trustee unless he or she is a qualified elector of the library district and has resided in the library district at least one year at the time he or she files nomination papers or a declaration of intent to become a write-in candidate or is presented for appointment.

(e) A person is not eligible to serve as a library trustee who, at the time of his or her appointment or filing of nomination papers or a declaration of intent to become a write-in candidate, is in arrears in the payment of a tax or other indebtedness due to the library district or has been convicted in any court in the United States of any infamous crime, bribery, perjury, or other felony.

(f) The changes made by this amendatory Act of the 100th General Assembly apply only to candidates by petition or write-in candidates in the consolidated election of 2019 and thereafter and to all appointees appointed after the effective date of this amendatory Act of the 100th General Assembly.

(Source: P.A. 100-746, eff. 8-10-18.)

(75 ILCS 16/30-25) Sec. 30-25. Vacancies.



(a) Vacancies shall be declared in the office of trustee by the board when an elected or appointed trustee (i) declines, fails, or is unable to serve, (ii) becomes a nonresident of the district, (iii) is convicted of a misdemeanor by failing, neglecting, or refusing to discharge any duty imposed upon him or her by this Act, or (iv) has failed to pay the library taxes levied by the district. Absence without cause from all regular board meetings for a period of one year shall be a basis for declaring a vacancy.



(b) All vacancies shall be filled by appointment by the remaining trustees until the next regular library election, at which time a trustee shall be elected for the remainder of the unexpired term. If, however, the vacancy occurs with less than 28 months remaining in the term, and if the vacancy occurs less than 88 days before the next regular scheduled election for this office, then the person so appointed shall serve the remainder of the unexpired term and no election to fill the vacancy shall be held. If the vacancy is in the office of a trustee of a library district with an appointed board, the vacancy shall be filled by appointment by the remaining trustees. Vacancies shall be filled within 90 days after a vacancy has been declared. If the trustees fail to appoint a new member within 90 days after a vacancy has been declared, the State Librarian shall appoint an individual to fill the vacancy within 60 days after the trustees have failed to fill the vacancy. If the State Librarian fails to fill the vacancy within the 60 days after the trustees have failed to fill the vacancy, the vacancy shall be filled at the next regularly scheduled election. Notwithstanding any other provision of this Section, if a vacancy occurred prior to May 27, 2022 and that vacancy has not been filled by the trustees before the effective date of this amendatory Act of the 102nd General Assembly, the State Librarian shall fill the vacancy within 60 days after the effective date of this amendatory Act of the 102nd General Assembly.

(Source: P.A. 102-977, eff. 5-27-22; 102-1107, eff. 12-14-22.)



(75 ILCS 16/30-30) Sec. 30-30. Compensation of trustees. Trustees shall serve without compensation but shall be reimbursed from district funds for their actual and necessary expenses incurred in the performance of their duties.

(Source: P.A. 87-1277.)

(75 ILCS 16/30-35) Sec. 30-35. Board name; status; headquarters.

(a) The board of trustees of each district shall be a body politic and corporate, by the name of "The Board of Library Trustees of the Public Library District, ..., Illinois", and in that name may enact ordinances and hold title to property, may sue and be sued in all courts and places where judicial proceedings are had, and may take any action authorized by law.



(b) At any time after the establishment of a district, the board of the district may enact an ordinance changing the district's name in the form given in this Section. The change of name shall be effective with the beginning of the next ensuing fiscal year following the date of the ordinance's enactment. All assets, liabilities, and other obligations of the district under its former name and all ordinances and other official acts of the district under its former name shall automatically become those of the district under its new name. The board of the district shall file a certified copy of the ordinance changing the district's name with the recorder of deeds, the county clerk, and the county treasurer of each county in which the district in whole or in part is located.

(c) The board shall establish an official mailing address to be used for all notices.

(Source: P.A. 89-188, eff. 7-19-95.)

(75 ILCS 16/30-40) Sec. 30-40. Organization of board; qualification and oath of trustees.

(a) Within 74 days after their election or appointment, the incumbent and new trustees shall take their oath of office as prescribed by law and meet to organize the board.

(b) The first action taken at the meeting shall be the election of a president, a vice-president, a secretary, and a treasurer from among the trustees. The secretary shall then record the membership of the board. The board may, instead of electing a treasurer from among the trustees, by majority vote of the board, appoint and fix the compensation of a qualified treasurer that is not a trustee of the board.

(c) Trustees duly elected or appointed as certified by the appropriate election authority or appointing authority shall be qualified to serve as trustees under this Act. The required oath shall be taken and subscribed before a notary public or the secretary of the board.

(d) Within 60 days after the organization of the board, the secretary shall file, with the county clerk of the county containing all or a larger portion of the district and with the Illinois State Librarian, a statement listing the names and addresses of the trustees and officers and their respective terms in office. The secretary shall report a vacancy on the board to the county clerk and the State Librarian within 60 days after it occurs and shall report the filling of a vacancy within 60 days after it is filled.

(e) The first officers shall serve until the next regular election of trustees. Thereafter, officers shall serve for terms set by ordinance but not to exceed 2 years, ending on the third Monday of the month following each regular election or until their successors are duly elected by the board. A vacancy in any office shall be filled for the unexpired term under Section 30-25.

(Source: P.A. 102-977, eff. 5-27-22; 102-1107, eff. 12-14-22.)

(75 ILCS 16/30-45) Sec. 30-45. Duties of officers.

(a) The duties of the officers of the board are as provided in this Section.

(b) The president shall preside over all meetings, appoint members of committees authorized by the district's regulations, and perform other duties specified by the district's regulations, ordinances, or other appropriate action. In the president's absence, the vice president shall preside at meetings. The president shall not have or exercise veto powers.

(c) The vice president's duties shall be prescribed by regulations.

(d) The treasurer shall keep and maintain accounts and records of the district during the treasurer's term in office, indicating in those accounts and records a record of all receipts, disbursements, and balances in any funds.

Annual audit and financial report requirements shall conform with Section 3 of the Governmental Account Audit Act.



(e) The treasurer shall give bond to the district to faithfully discharge the duties of the office and to account to the district for all district funds coming into the treasurer's hands. The bond shall be in an amount and with sureties approved by the board. The amount of the bond shall be based upon a minimum of 10% of the total funds received by the district in the last previous fiscal year. The cost of any surety bond shall be borne by the district. As an alternative to a personal bond on the treasurer, the treasurer may secure for the district an insurance policy or other insurance instrument that provides the district with coverage for negligent or intentional acts by district officials and employees that could result in the loss of district funds. The coverage shall be in an amount at least equal to 10% of the average amount of the district's operating fund from the prior 3 fiscal years. The coverage shall be placed with an insurer approved by the board. The cost of any such coverage shall be borne by the district. The system shall provide the Illinois State Library a copy of the district's certificate of insurance at the time the district's annual report is filed.

(f) Any person, entity, or public body or agency possessing district funds, property, or records shall, upon demand by any trustee, transfer and release the funds, property, or records to the treasurer.

(g) The secretary shall keep and maintain appropriate records for his or her term in office and shall include in those records a record of the minutes of all meetings, the names of those in attendance, the ordinances enacted, the resolutions and regulations adopted, and all other pertinent written matter affecting the operation of the district. The secretary may administer oaths and affirmations for the purposes of this Act.

(Source: P.A. 103-592, eff. 6-7-24.)

75 ILCS 16/30-50) Sec. 30-50. Board meetings; quorum; voting.

(a) The board shall call not fewer than 5 regular meetings each fiscal year. Each year, the board by ordinance shall specify the time, place, and date of the regular meetings. Special meetings may be called by the president or the secretary or by any 4 trustees. All meetings shall comply with the Open Meetings Act.

(b) A quorum shall consist of 4 trustees. A majority of those present shall determine the vote taken on any question, unless a larger majority is specified in this Act.

(c) All votes on any question shall be by ayes and nays and recorded by the secretary. Absentees and abstentions from voting shall be noted but shall not be counted for or against the question being voted on.

(Source: P.A. 87-1277.)



C. ILCS (Illinois Compiled Statutes) (amended 5/1/25)

(5 ILCS 120/1) (from Ch. 102, par. 41)

Sec. 1. Policy. It is the public policy of this State that public bodies exist to aid in the conduct of the people's business and that the people have a right to be informed as to the conduct of their business. In order that the people shall be informed, the General Assembly finds and declares that it is the intent of this Act to ensure that the actions of public bodies be taken openly and that their deliberations be conducted openly.

The General Assembly further declares it to be the public policy of this State that its citizens shall be given advance notice of and the right to attend all meetings at which any business of a public body is discussed or acted upon in any way. Exceptions to the public's right to attend exist only in those limited circumstances where the General Assembly has specifically determined that the public interest would be clearly endangered or the

personal privacy or guaranteed rights of individuals would be clearly in danger of unwarranted invasion.

To implement this policy, the General Assembly declares:

(1) it is the intent of this Act to protect the

citizen's right to know; and

(2) the provisions for exceptions to the open meeting requirements shall be strictly construed against closed meetings.

(Source: P.A. 88-621, eff. 1-1-95.)

(5 ILCS 120/1.01) (from Ch. 102, par. 41.01)

Sec. 1.01. This Act shall be known and may be cited as the Open Meetings Act.

(Source: P.A. 82-378.)

(5 ILCS 120/1.02) (from Ch. 102, par. 41.02)

Sec. 1.02. For the purposes of this Act:

"Meeting" means any gathering, whether in person or by video or audio conference, telephone call, electronic means (such as, without limitation, electronic mail, electronic chat, and instant messaging), or other means of contemporaneous interactive communication, of a majority of a quorum of the members of a public body held for the purpose of discussing public business or, for a 5-member public body, a quorum of the members of a public body held for the purpose of discussing public business.

Accordingly, for a 5-member public body, 3 members of the body constitute a quorum and the affirmative vote of 3 members is necessary to adopt any motion, resolution, or ordinance, unless a greater number is otherwise required.

"Public body" includes all legislative, executive, administrative or advisory bodies of the State, counties, townships, cities, villages, incorporated towns, school districts and all other municipal corporations, boards, bureaus, committees or commissions of this State, and any subsidiary bodies of any of the foregoing including but not limited to committees and subcommittees which are supported in whole or in part by tax revenue, or which expend tax revenue, except the General Assembly and committees or commissions thereof. "Public body" includes tourism boards and convention or civic center boards located in counties that are contiguous to the Mississippi River with populations of more than 250,000 but less than 300,000. "Public body" includes the Health Facilities and Services Review Board. "Public body" does not include a child death review team or the Illinois Child Death Review Teams Executive Council established under the Child Death Review Team Act, an ethics commission acting under the State Officials and Employees Ethics Act, a regional youth advisory board or the Statewide Youth Advisory Board established under the Department of Children and Family Services Statewide Youth Advisory Board Act, the Illinois Independent Tax Tribunal, or the regional interagency

fatality review teams and the Illinois Fatality Review Team Advisory Council established under the Adult Protective Services Act.

(Source: P.A. 103-626, eff. 1-1-25.)

(5 ILCS 120/1.05)

Sec. 1.05. Training.

(a) Every public body shall designate employees, officers, or members to receive training on compliance with this Act. Each public body shall submit a list of designated employees, officers, or members to the Public Access Counselor. Within 6 months after January 1, 2010 (the effective date of Public Act 96-542), the designated employees, officers, and members must successfully complete an electronic training curriculum, developed and administered by the Public Access Counselor, and thereafter must successfully complete an annual training program. Thereafter, whenever a public body designates an additional employee, officer, or member to receive this training, that person must successfully complete the electronic training curriculum within 30 days after that designation.

(b) Except as otherwise provided in this Section, each elected or appointed member of a public body subject to this Act who is such a member on January 1, 2012 (the effective date of Public Act 97-504) must successfully complete the electronic training curriculum developed and administered by the Public Access Counselor. For these members, the training must be completed within one year after January 1, 2012 (the effective date of Public Act 97-504).

Except as otherwise provided in this Section, each elected or appointed member of a public body subject to this Act who becomes such a member after January 1, 2012 (the effective date of Public Act 97-504) shall successfully complete the electronic training curriculum developed and administered by the Public Access Counselor. For these members, the training must be completed not later than the 90th day after the date the member:

(1) takes the oath of office, if the member is

required to take an oath of office to assume the person's duties as a member of the public body; or

(2) otherwise assumes responsibilities as a member of

the public body, if the member is not required to take an oath of office to assume the person's duties as a member of the governmental body.

Each member successfully completing the electronic training curriculum shall file a copy of the certificate of completion with the public body.

Completing the required training as a member of the public body satisfies the requirements of this Section with regard to the member's service on a committee or

subcommittee of the public body and the member's ex officio service on any other public body.

The failure of one or more members of a public body to complete the training required by this Section does not affect the validity of an action taken by the public body.

An elected or appointed member of a public body subject to this Act who has successfully completed the training required under this subsection (b) and filed a copy of the certificate of completion with the public body is not required to subsequently complete the training required under this subsection (b).

(c) An elected school board member may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization created under Article 23 of the School Code. The course of training shall include, but not be limited to, instruction in:

- (1) the general background of the legal requirements

for open meetings;

- (2) the applicability of this Act to public bodies;

(3) procedures and requirements regarding quorums, notice, and record-keeping under this Act;

- (4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and

- (5) penalties and other consequences for failing to

comply with this Act.

If an organization created under Article 23 of the School Code provides a course of training under this subsection (c), it must provide a certificate of course completion to each school board member who successfully completes that course of training.

(d) A commissioner of a drainage district may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization that represents the drainage districts created under the Illinois Drainage Code. The course of training shall include, but not be limited to, instruction in:

- (1) the general background of the legal requirements

for open meetings;

- (2) the applicability of this Act to public bodies;

- (3) procedures and requirements regarding quorums,

notice, and record-keeping under this Act;

- (4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and
(5) penalties and other consequences for failing to

comply with this Act.

If an organization that represents the drainage districts created under the Illinois Drainage Code provides a course of training under this subsection (d), it must provide a certificate of course completion to each commissioner who successfully completes that course of training.

(e) A director of a soil and water conservation district may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization that represents soil and water conservation districts created under the Soil and Water Conservation Districts Act. The course of training shall include, but not be limited to, instruction in:

(1) the general background of the legal requirements

for open meetings;

(2) the applicability of this Act to public bodies;

(3) procedures and requirements regarding quorums,

notice, and record-keeping under this Act;

(4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and

(5) penalties and other consequences for failing to

comply with this Act.

If an organization that represents the soil and water conservation districts created under the Soil and Water Conservation Districts Act provides a course of training under this subsection (e), it must provide a certificate of course completion to each director who successfully completes that course of training.

(f) An elected or appointed member of a public body of a park district, forest preserve district, or conservation district may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization that represents the park districts created in the Park District Code. The course of training shall include, but not be limited to, instruction in:

(1) the general background of the legal requirements

for open meetings;

(2) the applicability of this Act to public bodies;

(3) procedures and requirements regarding quorums,

notice, and record-keeping under this Act;

(4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and

(5) penalties and other consequences for failing to

comply with this Act.

If an organization that represents the park districts created in the Park District Code provides a course of training under this subsection (f), it must provide a certificate of course completion to each elected or appointed member of a public body who successfully completes that course of training.

(g) An elected or appointed member of the board of trustees of a fire protection district may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization that represents fire protection districts created under the Fire Protection District Act. The course of training shall include, but not be limited to, instruction in:

(1) the general background of the legal requirements

for open meetings;

(2) the applicability of this Act to public bodies;

(3) procedures and requirements regarding quorums,

notice, and record-keeping under this Act;

(4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and

(5) penalties and other consequences for failing to

comply with this Act.

If an organization that represents fire protection districts organized under the Fire Protection District Act provides a course of training under this subsection (g), it must provide a certificate of course completion to each elected or appointed member of a board of trustees who successfully completes that course of training.

(h) An elected or appointed member of a public body of a municipality may satisfy the training requirements of this Section by participating in a course of training sponsored or conducted by an organization that represents municipalities as designated in Section 1-8-1 of the Illinois Municipal Code. The course of training shall include, but not be limited to, instruction in:

(1) the general background of the legal requirements

for open meetings;

- (2) the applicability of this Act to public bodies;
- (3) procedures and requirements regarding quorums,

notice, and record-keeping under this Act;

- (4) procedures and requirements for holding an open

meeting and for holding a closed meeting under this Act; and

- (5) penalties and other consequences for failing to

comply with this Act.

If an organization that represents municipalities as designated in Section 1-8-1 of the Illinois Municipal Code provides a course of training under this subsection (h), it must provide a certificate of course completion to each elected or appointed member of a public body who successfully completes that course of training.

(Source: P.A. 101-233, eff. 1-1-20; 102-558, eff. 8-20-21.)

(5 ILCS 120/2) (from Ch. 102, par. 42)

Sec. 2. Open meetings.

(a) Openness required. All meetings of public bodies shall be open to the public unless excepted in subsection (c) and closed in accordance with Section 2a.

(b) Construction of exceptions. The exceptions contained in subsection (c) are in derogation of the requirement that public bodies meet in the open, and therefore, the exceptions are to be strictly construed, extending only to subjects clearly within their scope. The exceptions authorize but do not require the holding of a closed meeting to discuss a subject included within an enumerated exception.

(c) Exceptions. A public body may hold closed meetings to consider the following subjects:

- (1) The appointment, employment, compensation,

discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in a park, recreational, or educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in a park, recreational, or educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity.

However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may

not be closed and shall be open to the public and posted and held in accordance with this Act.

(2) Collective negotiating matters between the public

body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

(3) The selection of a person to fill a public

office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.

(4) Evidence or testimony presented in open hearing,

or in closed hearing where specifically authorized by law, to a quasi-adjudicative body, as defined in this Act, provided that the body prepares and makes available for public inspection a written decision setting forth its determinative reasoning.

(4.5) Evidence or testimony presented to a school

board regarding denial of admission to school events or property pursuant to Section 24-24 of the School Code, provided that the school board prepares and makes available for public inspection a written decision setting forth its determinative reasoning.

(5) The purchase or lease of real property for the

use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired.

(6) The setting of a price for sale or lease of

property owned by the public body.

(7) The sale or purchase of securities, investments,

or investment contracts. This exception shall not apply to the investment of assets or income of funds deposited into the Illinois Prepaid Tuition Trust Fund.

(8) Security procedures, school building safety and

security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property.

(9) Student disciplinary cases.

(10) The placement of individual students in special

education programs and other matters relating to individual students.

(11) Litigation, when an action against, affecting or

on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

(12) The establishment of reserves or settlement of

claims as provided in the Local Governmental and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the public body or any intergovernmental risk management association or self insurance pool of which the public body is a member.

(13) Conciliation of complaints of discrimination in

the sale or rental of housing, when closed meetings are authorized by the law or ordinance prescribing fair housing practices and creating a commission or administrative agency for their enforcement.

(14) Informant sources, the hiring or assignment of

undercover personnel or equipment, or ongoing, prior or future criminal investigations, when discussed by a public body with criminal investigatory responsibilities.

(15) Professional ethics or performance when

considered by an advisory body appointed to advise a licensing or regulatory agency on matters germane to the advisory body's field of competence.

(16) Self evaluation, practices and procedures or

professional ethics, when meeting with a representative of a statewide association of which the public body is a member.

(17) The recruitment, credentialing, discipline or

formal peer review of physicians or other health care professionals, or for the discussion of matters protected under the federal Patient Safety and Quality Improvement Act of 2005, and the regulations promulgated thereunder, including 42 C.F.R. Part 3 (73 FR 70732), or the federal Health Insurance Portability and Accountability Act of 1996, and the regulations

promulgated thereunder, including 45 C.F.R. Parts 160, 162, and 164, by a hospital, or other institution providing medical care, that is operated by the public body.

(18) Deliberations for decisions of the Prisoner

Review Board.

(19) Review or discussion of applications received

under the Experimental Organ Transplantation Procedures Act.

(20) The classification and discussion of matters

classified as confidential or continued confidential by the State Government Suggestion Award Board.

(21) Discussion of minutes of meetings lawfully

closed under this Act, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06.

(22) Deliberations for decisions of the State

Emergency Medical Services Disciplinary Review Board.

(23) The operation by a municipality of a municipal

utility or the operation of a municipal power agency or municipal natural gas agency when the discussion involves (i) contracts relating to the purchase, sale, or delivery of electricity or natural gas or (ii) the results or conclusions of load forecast studies.

(24) Meetings of a residential health care facility

resident sexual assault and death review team or the Executive Council under the Abuse Prevention Review Team Act.

(25) Meetings of an independent team of experts under

Brian's Law.

(26) Meetings of a mortality review team appointed

under the Department of Juvenile Justice Mortality Review Team Act.

(27) (Blank).

(28) Correspondence and records (i) that may not be

disclosed under Section 11-9 of the Illinois Public Aid Code or (ii) that pertain to appeals under Section 11-8 of the Illinois Public Aid Code.

(29) Meetings between internal or external auditors

and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America.

(30) (Blank).

(31) Meetings and deliberations for decisions of the

Concealed Carry Licensing Review Board under the Firearm Concealed Carry Act.

(32) Meetings between the Regional Transportation

Authority Board and its Service Boards when the discussion involves review by the Regional Transportation Authority Board of employment contracts under Section 28d of the Metropolitan Transit Authority Act and Sections 3A.18 and 3B.26 of the Regional Transportation Authority Act.

(33) Those meetings or portions of meetings of the

advisory committee and peer review subcommittee created under Section 320 of the Illinois Controlled Substances Act during which specific controlled substance prescriber, dispenser, or patient information is discussed.

(34) Meetings of the Tax Increment Financing Reform

Task Force under Section 2505-800 of the Department of Revenue Law of the Civil Administrative Code of Illinois.

(35) Meetings of the group established to discuss

Medicaid capitation rates under Section 5-30.8 of the Illinois Public Aid Code.

(36) Those deliberations or portions of deliberations

for decisions of the Illinois Gaming Board in which there is discussed any of the following:

(i) personal, commercial, financial, or other information obtained from any source that is privileged, proprietary, confidential, or a trade secret; or (ii) information specifically exempted from the disclosure by federal or State law.

(37) Deliberations for decisions of the Illinois Law

Enforcement Training Standards Board, the Certification Review Panel, and the Illinois State Police Merit Board regarding certification and decertification.

(38) Meetings of the Ad Hoc Statewide Domestic

Violence Fatality Review Committee of the Illinois Criminal Justice Information Authority Board that occur in closed executive session under subsection (d) of Section 35 of the Domestic Violence Fatality Review Act.

(39) Meetings of the regional review teams under

subsection (a) of Section 75 of the Domestic Violence Fatality Review Act.

(40) Meetings of the Firearm Owner's Identification

Card Review Board under Section 10 of the Firearm Owners Identification Card Act.

(d) Definitions. For purposes of this Section:

"Employee" means a person employed by a public body whose relationship with the public body constitutes an employer-employee relationship under the usual common law rules, and who is not an independent contractor.

"Public office" means a position created by or under the Constitution or laws of this State, the occupant of which is charged with the exercise of some portion of the sovereign power of this State. The term "public office" shall include members of the public body, but it shall not include organizational positions filled by members thereof, whether established by law or by a public body itself, that exist to assist the body in the conduct of its business.

"Quasi-adjudicative body" means an administrative body charged by law or ordinance with the responsibility to conduct hearings, receive evidence or testimony and make determinations based thereon, but does not include local electoral boards when such bodies are considering petition challenges.

(e) Final action. No final action may be taken at a closed meeting. Final action shall be preceded by a public recital of the nature of the matter being considered and other information that will inform the public of the business being conducted.

(Source: P.A. 102-237, eff. 1-1-22; 102-520, eff. 8-20-21; 102-558, eff. 8-20-21; 102-813, eff. 5-13-22; 103-311, eff. 7-28-23; 103-626, eff. 1-1-25.)

(5 ILCS 120/2.01) (from Ch. 102, par. 42.01)

Sec. 2.01. All meetings required by this Act to be public shall be held at specified times and places which are convenient and open to the public. No meeting required by this Act to be public shall be held on a legal holiday unless the regular meeting day falls on that holiday.

Except as otherwise provided in this Act, a quorum of members of a public body must be physically present at the location of an open meeting. If, however, an open meeting of a public body (i) with statewide jurisdiction, (ii) that is an Illinois library system with jurisdiction over a specific geographic area of more than 4,500 square miles, (iii) that is a municipal transit district with jurisdiction over a specific geographic area of more than 4,500 square miles, or (iv) that is a local workforce investment area with jurisdiction over a specific geographic area of more than 4,500 square miles is held simultaneously at one of

its offices and one or more other locations in a public building, which may include other of its offices, through an interactive video conference and the public body provides public notice and public access as required under this Act for all locations, then members physically present in those locations all count towards determining a quorum. "Public building", as used in this Section, means any building or portion thereof owned or leased by any public body. The requirement that a quorum be physically present at the location of an open meeting shall not apply, however, to State advisory boards or bodies that do not have authority to make binding recommendations or determinations or to take any other substantive action.

Except as otherwise provided in this Act, a quorum of members of a public body that is not (i) a public body with statewide jurisdiction, (ii) an Illinois library system with jurisdiction over a specific geographic area of more than 4,500 square miles, (iii) a municipal transit district with jurisdiction over a specific geographic area of more than 4,500 square miles, or (iv) a local workforce innovation area with jurisdiction over a specific geographic area of more than 4,500 square miles must be physically present at the location of a closed meeting. Other members who are not physically present at a closed meeting of such a public body may participate in the meeting by means of a video or audio conference. For the purposes of this Section, "local workforce innovation area" means any local workforce innovation area or areas designated by the Governor pursuant to the federal Workforce Innovation and Opportunity Act or its reauthorizing legislation.

(Source: P.A. 100-477, eff. 9-8-17; 101-640, eff. 6-12-20.)

(5 ILCS 120/2.02) (from Ch. 102, par. 42.02)

Sec. 2.02. Public notice of all meetings, whether open or closed to the public, shall be given as follows:

(a) Every public body shall give public notice of the schedule of regular meetings at the beginning of each calendar or fiscal year and shall state the regular dates, times, and places of such meetings. An agenda for each regular meeting shall be posted at the principal office of the public body and at the location where the meeting is to be held at least 48 hours in advance of the holding of the meeting. A public body that has a website that the full-time staff of the public body maintains shall also post on its website the agenda of any regular meetings of the governing body of that public body. Any agenda of a regular meeting that is posted on a public body's website shall remain posted on the website until the regular meeting is concluded. The requirement of a regular meeting agenda shall not preclude the consideration of items not specifically set forth in the agenda. Public notice of any special meeting except a meeting held in the event of a bona fide emergency, or of any rescheduled regular meeting, or of any reconvened meeting, shall be given at least 48 hours before such meeting, which notice shall also include the agenda for the special, rescheduled, or reconvened meeting, but the validity of any action taken by the public body which is germane to a subject on the agenda shall not be affected

by other errors or omissions in the agenda. The requirement of public notice of reconvened meetings does not apply to any case where the meeting was open to the public and (1) it is to be reconvened within 24 hours, or (2) an announcement of the time and place of the reconvened meeting was made at the original meeting and there is no change in the agenda. Notice of an emergency meeting shall be given as soon as practicable, but in any event prior to the holding of such meeting, to any news medium which has filed an annual request for notice under subsection (b) of this Section.

(b) Public notice shall be given by posting a copy of the notice at the principal office of the body holding the meeting or, if no such office exists, at the building in which the meeting is to be held. In addition, a public body that has a website that the full-time staff of the public body maintains shall post notice on its website of all meetings of the governing body of the public body. Any notice of an annual schedule of meetings shall remain on the website until a new public notice of the schedule of regular meetings is approved. Any notice of a regular meeting that is posted on a public body's website shall remain posted on the website until the regular meeting is concluded. The body shall supply copies of the notice of its regular meetings, and of the notice of any special, emergency, rescheduled or reconvened meeting, to any news medium that has filed an annual request for such notice. Any such news medium shall also be given the same notice of all special, emergency, rescheduled or reconvened meetings in the same manner as is given to members of the body provided such news medium has given the public body an address or telephone number within the territorial jurisdiction of the public body at which such notice may be given. The failure of a public body to post on its website notice of any meeting or the agenda of any meeting shall not invalidate any meeting or any actions taken at a meeting.

(c) Any agenda required under this Section shall set forth the general subject matter of any resolution or ordinance that will be the subject of final action at the meeting. The public body conducting a public meeting shall ensure that at least one copy of any requested notice and agenda for the meeting is continuously available for public review during the entire 48-hour period preceding the meeting. Posting of the notice and agenda on a website that is maintained by the public body satisfies the requirement for continuous posting under this subsection (c). If a notice or agenda is not continuously available for the full 48-hour period due to actions outside of the control of the public body, then that lack of availability does not invalidate any meeting or action taken at a meeting.

(Source: P.A. 97-827, eff. 1-1-13.)

(5 ILCS 120/2.03) (from Ch. 102, par. 42.03)

Sec. 2.03. In addition to the notice required by Section 2.02, each body subject to this Act must, at the beginning of each calendar or fiscal year, prepare and make available a schedule of all its regular meetings for such calendar or fiscal year, listing the times and places of such meetings.

If a change is made in regular meeting dates, at least 10 days' notice of such change shall be given by publication in a newspaper of general circulation in the area in which such body functions. However, in the case of bodies of local governmental units with a population of less than 500 in which no newspaper is published, such 10 days' notice may be given by posting a notice of such change in at least 3 prominent places within the governmental unit. Notice of such change shall also be posted at the principal office of the public body or, if no such office exists, at the building in which the meeting is to be held. Notice of such change shall also be supplied to those news media which have filed an annual request for notice as provided in paragraph (b) of Section 2.02.

(Source: Laws 1967, p. 1960.)

(5 ILCS 120/2.04) (from Ch. 102, par. 42.04)

Sec. 2.04. The notice requirements of this Act are in addition to, and not in substitution of, any other notice required by law. Failure of any news medium to receive a notice provided for by this Act shall not invalidate any meeting provided notice was in fact given in accordance with this Act.

(Source: Laws 1967, p. 1960.)

(5 ILCS 120/2.05) (from Ch. 102, par. 42.05)

Sec. 2.05. Recording meetings. Subject to the provisions of Section 8-701 of the Code of Civil Procedure, any person may record the proceedings at meetings required to be open by this Act by tape, film or other means. The authority holding the meeting shall prescribe reasonable rules to govern the right to make such recordings.

If a witness at any meeting required to be open by this Act which is conducted by a commission, administrative agency or other tribunal, refuses to testify on the grounds that he may not be compelled to testify if any portion of his testimony is to be broadcast or televised or if motion pictures are to be taken of him while he is testifying, the authority holding the meeting shall prohibit such recording during the testimony of the witness. Nothing in this Section shall be construed to extend the right to refuse to testify at any meeting not subject to the provisions of Section 8-701 of the Code of Civil Procedure.

(Source: P.A. 94-1058, eff. 1-1-07.)

(5 ILCS 120/2.06) (from Ch. 102, par. 42.06)

Sec. 2.06. Minutes; right to speak.

(a) All public bodies shall keep written minutes of all their meetings, whether open or closed, and a verbatim record of all their closed meetings in the form of an audio or video recording. Minutes shall include, but need not be limited to:

- (1) the date, time and place of the meeting;
- (2) the members of the public body recorded as either

present or absent and whether the members were physically present or present by means of video or audio conference; and

(3) a summary of discussion on all matters proposed,

deliberated, or decided, and a record of any votes taken.

(b) A public body shall approve the minutes of its open meeting within 30 days after that meeting or at the public body's second subsequent regular meeting, whichever is later. The minutes of meetings open to the public shall be available for public inspection within 10 days after the approval of such minutes by the public body. Beginning July 1, 2006, at the time it complies with the other requirements of this subsection, a public body that has a website that the full-time staff of the public body maintains shall post the minutes of a regular meeting of its governing body open to the public on the public body's website within 10 days after the approval of the minutes by the public body. Beginning July 1, 2006, any minutes of meetings open to the public posted on the public body's website shall remain posted on the website for at least 60 days after their initial posting.

(c) The verbatim record may be destroyed without notification to or the approval of a records commission or the State Archivist under the Local Records Act or the State Records Act no less than 18 months after the completion of the meeting recorded but only after:

(1) the public body approves the destruction of a

particular recording; and

(2) the public body approves minutes of the closed

meeting that meet the written minutes requirements of subsection (a) of this Section.

(d) Each public body shall periodically meet to review minutes of all closed meetings. Meetings to review minutes shall occur every 6 months, or as soon thereafter as is practicable, taking into account the nature and meeting schedule of the public body. Committees which are ad hoc in nature shall review closed session minutes at the later of (1) 6 months from the date of the last review of closed session minutes or (2) at the next scheduled meeting of the ad hoc committee. At such meetings a determination shall be made, and reported in an open session that (1) the need for confidentiality still exists as to all or part of those minutes or (2) that the minutes or portions thereof no longer require confidential treatment and are available for public inspection. The failure of a public body to strictly comply with the semi-annual review of closed session written minutes, whether before or after the effective date of this amendatory Act of the 94th General Assembly, shall not cause the written minutes or related verbatim record to become public or available for inspection in any judicial proceeding, other than a proceeding involving an alleged violation of this Act, if the public body, within 60 days of discovering its failure to strictly comply with the technical requirements of this subsection, reviews the closed

session minutes and determines and thereafter reports in open session that either (1) the need for confidentiality still exists as to all or part of the minutes or verbatim record, or (2) that the minutes or recordings or portions thereof no longer require confidential treatment and are available for public inspection.

(e) Unless the public body has made a determination that the verbatim recording no longer requires confidential treatment or otherwise consents to disclosure, the verbatim record of a meeting closed to the public shall not be open for public inspection or subject to discovery in any administrative or judicial proceeding other than one brought to enforce this Act. In the case of a civil action brought to enforce this Act, the court, if the judge believes such an examination is necessary, must conduct such in camera examination of the verbatim record as it finds appropriate in order to determine whether there has been a violation of this Act. In the case of a criminal proceeding, the court may conduct an examination in order to determine what portions, if any, must be made available to the parties for use as evidence in the prosecution. Any such initial inspection must be held in camera. If the court determines that a complaint or suit brought for noncompliance under this Act is valid it may, for the purposes of discovery, redact from the minutes of the meeting closed to the public any information deemed to qualify under the attorney-client privilege. The provisions of this subsection do not supersede the privacy or confidentiality provisions of State or federal law. Access to verbatim recordings shall be provided to duly elected officials or appointed officials filling a vacancy of an elected office in a public body, and access shall be granted in the public body's main office or official storage location, in the presence of a records secretary, an administrative official of the public body, or any elected official of the public body. No verbatim recordings shall be recorded or removed from the public body's main office or official storage location, except by vote of the public body or by court order. Nothing in this subsection (e) is intended to limit the Public Access Counselor's access to those records necessary to address a request for administrative review under Section 7.5 of this Act.

(f) Minutes of meetings closed to the public shall be available only after the public body determines that it is no longer necessary to protect the public interest or the privacy of an individual by keeping them confidential, except that duly elected officials or appointed officials filling a vacancy of an elected office in a public body shall be provided access to minutes of meetings closed to the public. Access to minutes shall be granted in the public body's main office or official storage location, in the presence of a records secretary, an administrative official of the public body, or any elected official of the public body. No minutes of meetings closed to the public shall be removed from the public body's main office or official storage location, except by vote of the public body or by court order. Nothing in this subsection (f) is intended to limit the Public Access Counselor's access to those records necessary to address a request for administrative review under Section 7.5 of this Act.

(g) Any person shall be permitted an opportunity to address public officials under the rules established and recorded by the public body.

(h) When a public body is dissolved, disbanded, eliminated, or consolidated by executive action, legislative action, or referendum, and its functions and responsibilities are assumed by a unit of local government, the unit of local government which assumes the functions of the prior public body shall review the closed session minutes of that public body pursuant to subsection (d).

(Source: P.A. 102-653, eff. 1-1-22.)

(5 ILCS 120/2a) (from Ch. 102, par. 42a)

Sec. 2a. A public body may hold a meeting closed to the public, or close a portion of a meeting to the public, upon a majority vote of a quorum present, taken at a meeting open to the public for which notice has been given as required by this Act. A single vote may be taken with respect to a series of meetings, a portion or portions of which are proposed to be closed to the public, provided each meeting in such series involves the same particular matters and is scheduled to be held within no more than 3 months of the vote. The vote of each member on the question of holding a meeting closed to the public and a citation to the specific exception contained in Section 2 of this Act which authorizes the closing of the meeting to the public shall be publicly disclosed at the time of the vote and shall be recorded and entered into the minutes of the meeting. Nothing in this Section or this Act shall be construed to require that any meeting be closed to the public.

At any open meeting of a public body for which proper notice under this Act has been given, the body may, without additional notice under Section 2.02, hold a closed meeting in accordance with this Act. Only topics specified in the vote to close under this Section may be considered during the closed meeting.

(Source: P.A. 88-621, eff. 1-1-95; 89-86, eff. 6-30-95.)

(5 ILCS 120/2b)

Sec. 2b. (Repealed).

(Source: Repealed by P.A. 88-621, eff. 1-1-95.)

(5 ILCS 120/3) (from Ch. 102, par. 43)

Sec. 3. (a) Where the provisions of this Act are not complied with, or where there is probable cause to believe that the provisions of this Act will not be complied with, any person, including the State's Attorney of the county in which such noncompliance may occur, may bring a civil action in the circuit court for the judicial circuit in which the alleged noncompliance has occurred or is about to occur, or in which the affected public body has its principal office, prior to or within 60 days of the meeting alleged to be in violation of this Act or, if facts concerning the meeting are not discovered within the 60-day period, within 60 days of the discovery of a violation by the State's Attorney or, if the person timely files a

request for review under Section 3.5, within 60 days of the decision by the Attorney General to resolve a request for review by a means other than the issuance of a binding opinion under subsection (e) of Section 3.5.

Records that are obtained by a State's Attorney from a public body for purposes of reviewing whether the public body has complied with this Act may not be disclosed to the public. Those records, while in the possession of the State's Attorney, are exempt from disclosure under the Freedom of Information Act.

(b) In deciding such a case the court may examine in camera any portion of the minutes of a meeting at which a violation of the Act is alleged to have occurred, and may take such additional evidence as it deems necessary.

(c) The court, having due regard for orderly administration and the public interest, as well as for the interests of the parties, may grant such relief as it deems appropriate, including granting a relief by mandamus requiring that a meeting be open to the public, granting an injunction against future violations of this Act, ordering the public body to make available to the public such portion of the minutes of a meeting as is not authorized to be kept confidential under this Act, or declaring null and void any final action taken at a closed meeting in violation of this Act.

(d) The court may assess against any party, except a State's Attorney, reasonable attorney's fees and other litigation costs reasonably incurred by any other party who substantially prevails in any action brought in accordance with this Section, provided that costs may be assessed against any private party or parties bringing an action pursuant to this Section only upon the court's determination that the action is malicious or frivolous in nature.

(Source: P.A. 99-714, eff. 8-5-16.)

(5 ILCS 120/3.5)

Sec. 3.5. Public Access Counselor; opinions.

(a) A person who believes that a violation of this Act by a public body has occurred may file a request for review with the Public Access Counselor established in the Office of the Attorney General not later than 60 days after the alleged violation. If facts concerning the violation are not discovered within the 60-day period, but are discovered at a later date, not exceeding 2 years after the alleged violation, by a person utilizing reasonable diligence, the request for review may be made within 60 days of the discovery of the alleged violation. The request for review must be in writing, must be signed by the requester, and must include a summary of the facts supporting the allegation. The changes made by this amendatory Act of the 99th General Assembly apply to violations alleged to have occurred at meetings held on or after the effective date of this amendatory Act of the 99th General Assembly.

(b) Upon receipt of a request for review, the Public Access Counselor shall determine whether further action is warranted. If the Public Access Counselor determines from the

request for review that the alleged violation is unfounded, he or she shall so advise the requester and the public body and no further action shall be undertaken. In all other cases, the Public Access Counselor shall forward a copy of the request for review to the public body within 7 working days. The Public Access Counselor shall specify the records or other documents that the public body shall furnish to facilitate the review. Within 7 working days after receipt of the request for review, the public body shall provide copies of the records requested and shall otherwise fully cooperate with the Public Access Counselor. If a public body fails to furnish specified records pursuant to this Section, or if otherwise necessary, the Attorney General may issue a subpoena to any person or public body having knowledge of or records pertaining to an alleged violation of this Act. For purposes of conducting a thorough review, the Public Access Counselor has the same right to examine a verbatim recording of a meeting closed to the public or the minutes of a closed meeting as does a court in a civil action brought to enforce this Act.

(c) Within 7 working days after it receives a copy of a request for review and request for production of records from the Public Access Counselor, the public body may, but is not required to, answer the allegations of the request for review. The answer may take the form of a letter, brief, or memorandum. Upon request, the public body may also furnish the Public Access Counselor with a redacted copy of the answer excluding specific references to any matters at issue. The Public Access Counselor shall forward a copy of the answer or redacted answer, if furnished, to the person submitting the request for review. The requester may, but is not required to, respond in writing to the answer within 7 working days and shall provide a copy of the response to the public body.

(d) In addition to the request for review, and the answer and the response thereto, if any, a requester or a public body may furnish affidavits and records concerning any matter germane to the review.

(e) Unless the Public Access Counselor extends the time by no more than 21 business days by sending written notice to the requester and public body that includes a statement of the reasons for the extension in the notice, or decides to address the matter without the issuance of a binding opinion, the Attorney General shall examine the issues and the records, shall make findings of fact and conclusions of law, and shall issue to the requester and the public body an opinion within 60 days after initiating review. The opinion shall be binding upon both the requester and the public body, subject to administrative review under Section 7.5 of this Act.

In responding to any written request under this Section 3.5, the Attorney General may exercise his or her discretion and choose to resolve a request for review by mediation or by a means other than the issuance of a binding opinion. The decision not to issue a binding opinion shall not be reviewable.

Upon receipt of a binding opinion concluding that a violation of this Act has occurred, the public body shall either take necessary action as soon as practical to comply with the directive of the opinion or shall initiate administrative review under Section 7.5. If the

opinion concludes that no violation of the Act has occurred, the requester may initiate administrative review under Section 7.5.

(f) If the requester files suit under Section 3 with respect to the same alleged violation that is the subject of a pending request for review, the requester shall notify the Public Access Counselor, and the Public Access Counselor shall take no further action with respect to the request for review and shall so notify the public body.

(g) Records that are obtained by the Public Access Counselor from a public body for purposes of addressing a request for review under this Section 3.5 may not be disclosed to the public, including the requester, by the Public Access Counselor. Those records, while in the possession of the Public Access Counselor, shall be exempt from disclosure by the Public Access Counselor under the Freedom of Information Act.

(h) The Attorney General may also issue advisory opinions to public bodies regarding compliance with this Act. A review may be initiated upon receipt of a written request from the head of the public body or its attorney. The request must contain sufficient accurate facts from which a determination can be made. The Public Access Counselor may request additional information from the public body in order to facilitate the review. A public body that relies in good faith on an advisory opinion of the Attorney General in complying with the requirements of this Act is not liable for penalties under this Act, so long as the facts upon which the opinion is based have been fully and fairly disclosed to the Public Access Counselor.

(Source: P.A. 99-402, eff. 8-19-15.)

(5 ILCS 120/4) (from Ch. 102, par. 44)

Sec. 4. Any person violating any of the provisions of this Act, except subsection (b), (c), (d), (e), or (f) of Section 1.05, shall be guilty of a Class C misdemeanor.

(Source: P.A. 97-504, eff. 1-1-12; 97-1153, eff. 1-25-13; 98-900, eff. 8-15-14.)

(5 ILCS 120/5) (from Ch. 102, par. 45)

Sec. 5. If any provision of this Act, or the application of this Act to any particular meeting or type of meeting is held invalid or unconstitutional, such decision shall not affect the validity of the remaining provisions or the other applications of this Act.

(Source: Laws 1957, p. 2892.)

(5 ILCS 120/6) (from Ch. 102, par. 46)

Sec. 6. The provisions of this Act constitute minimum requirements for home rule units; any home rule unit may enact an ordinance prescribing more stringent requirements binding upon itself which would serve to give further notice to the public and facilitate public access to meetings.

(Source: P.A. 78-448.)

(5 ILCS 120/7)

Sec. 7. Attendance by a means other than physical presence.

(a) If a quorum of the members of the public body is physically present as required by Section 2.01, a majority of the public body may allow a member of that body to attend the meeting by other means if the member is prevented from physically attending because of: (i) personal illness or disability; (ii) employment purposes or the business of the public body; (iii) a family or other emergency; or (iv) unexpected childcare obligations. "Other means" is by video or audio conference.

(b) If a member wishes to attend a meeting by other means, the member must notify the recording secretary or clerk of the public body before the meeting unless advance notice is impractical.

(c) A majority of the public body may allow a member to attend a meeting by other means only in accordance with and to the extent allowed by rules adopted by the public body. The rules must conform to the requirements and restrictions of this Section, may further limit the extent to which attendance by other means is allowed, and may provide for the giving of additional notice to the public or further facilitate public access to meetings.

(d) The limitations of this Section shall not apply to (i) closed meetings of (A) public bodies with statewide jurisdiction, (B) Illinois library systems with jurisdiction over a specific geographic area of more than 4,500 square miles, (C) municipal transit districts with jurisdiction over a specific geographic area of more than 4,500 square miles, or (D) local workforce innovation areas with jurisdiction over a specific geographic area of more than 4,500 square miles or (ii) open or closed meetings of State advisory boards or bodies that do not have authority to make binding recommendations or determinations or to take any other substantive action. State advisory boards or bodies, public bodies with statewide jurisdiction, Illinois library systems with jurisdiction over a specific geographic area of more than 4,500 square miles, municipal transit districts with jurisdiction over a specific geographic area of more than 4,500 square miles, and local workforce investment areas with jurisdiction over a specific geographic area of more than 4,500 square miles, however, may permit members to attend meetings by other means only in accordance with and to the extent allowed by specific procedural rules adopted by the body. For the purposes of this Section, "local workforce innovation area" means any local workforce innovation area or areas designated by the Governor pursuant to the federal Workforce Innovation and Opportunity Act or its reauthorizing legislation.

(e) Subject to the requirements of Section 2.06 but notwithstanding any other provision of law, an open or closed meeting subject to this Act may be conducted by audio or video conference, without the physical presence of a quorum of the members, so long as the following conditions are met:

(1) the Governor or the Director of the Illinois

Department of Public Health has issued a disaster declaration related to public health concerns because of a disaster as defined in Section 4 of the Illinois Emergency Management Agency Act, and all or part of the jurisdiction of the public body is covered by the disaster area;

(2) the head of the public body as defined in

subsection (e) of Section 2 of the Freedom of Information Act determines that an in-person meeting or a meeting conducted under this Act is not practical or prudent because of a disaster;

(3) all members of the body participating in the

meeting, wherever their physical location, shall be verified and can hear one another and can hear all discussion and testimony;

(4) for open meetings, members of the public present

at the regular meeting location of the body can hear all discussion and testimony and all votes of the members of the body, unless attendance at the regular meeting location is not feasible due to the disaster, including the issued disaster declaration, in which case the public body must make alternative arrangements and provide notice pursuant to this Section of such alternative arrangements in a manner to allow any interested member of the public access to contemporaneously hear all discussion, testimony, and roll call votes, such as by offering a telephone number or a web-based link;

(5) at least one member of the body, chief legal

counsel, or chief administrative officer is physically present at the regular meeting location, unless unfeasible due to the disaster, including the issued disaster declaration; and

(6) all votes are conducted by roll call, so each

member's vote on each issue can be identified and recorded.

(7) Except in the event of a bona fide emergency, 48

hours' notice shall be given of a meeting to be held pursuant to this Section. Notice shall be given to all members of the public body, shall be posted on the website of the public body, and shall also be provided to any news media who has requested notice of meetings pursuant to subsection (a) of Section 2.02 of this Act. If the public body declares a bona fide emergency:

(A) Notice shall be given pursuant to subsection

(a) of Section 2.02 of this Act, and the presiding officer shall state the nature of the emergency at the beginning of the meeting.

(B) The public body must comply with the verbatim

recording requirements set forth in Section 2.06 of this Act.

(8) Each member of the body participating in a

meeting by audio or video conference for a meeting held pursuant to this Section is considered present at the meeting for purposes of determining a quorum and participating in all proceedings.

(9) In addition to the requirements for open meetings

under Section 2.06, public bodies holding open meetings under this subsection (e) must also keep a verbatim record of all their meetings in the form of an audio or video recording. Verbatim records made under this paragraph (9) shall be made available to the public under, and are otherwise subject to, the provisions of Section 2.06.

(10) The public body shall bear all costs associated

with compliance with this subsection (e).

(Source: P.A. 103-311, eff. 7-28-23.)

(5 ILCS 120/7.3)

Sec. 7.3. Duty to post information pertaining to benefits offered through the Illinois Municipal Retirement Fund.

(a) Within 6 business days after an employer participating in the Illinois Municipal Retirement Fund approves a budget, that employer must post on its website the total compensation package for each employee having a total compensation package that exceeds \$75,000 per year. If the employer does not maintain a website, the employer must post a physical copy of this information at the principal office of the employer. If an employer maintains a website, it may choose to post a physical copy of this information at the principal office of the employer in lieu of posting the information directly on the website; however, the employer must post directions on the website on how to access that information.

(b) At least 6 days before an employer participating in the Illinois Municipal Retirement Fund approves an employee's total compensation package that is equal to or in excess of \$150,000 per year, the employer must post on its website the total compensation package for that employee. If the employer does not maintain a website, the employer shall post a physical copy of this information at the principal office of the employer. If an employer maintains a website, it may choose to post a physical copy of this information at the principal office of the employer in lieu of posting the information directly on the website; however, the employer must post directions on the website on how to access that information.



(c) For the purposes of this Section, "total compensation package" means payment by the employer to the employee for salary, health insurance, a housing allowance, a vehicle allowance, a clothing allowance, bonuses, loans, vacation days granted, and sick days granted.

(Source: P.A. 97-609, eff. 1-1-12.)

(5 ILCS 120/7.5)

Sec. 7.5. Administrative review. A binding opinion issued by the Attorney General shall be considered a final decision of an administrative agency, for purposes of administrative review under the Administrative Review Law (735 ILCS 5/Art. III). An action for administrative review of a binding opinion of the Attorney General shall be commenced in Cook or Sangamon County. An advisory opinion issued to a public body shall not be considered a final decision of the Attorney General for purposes of this Section.

(Source: P.A. 96-542, eff. 1-1-10.)



D. Citizen's Request for Reconsideration Of Materials

This request will be reviewed by the Library Board and the complainant will be informed of its decision.

Date _____

Author _____

Title _____

Request initiated

by _____

Telephone number _____ Street

Address _____

City & State _____ Zip _____

Are you a registered borrower of this Library? _____

Complainant represents: Self _____

Organization _____

Organization Name

1. What is your objection to the material? (Please be specific; cite pages. If additional space is required, use the back or additional sheet.)

2. What do you feel might be the result of reading or using this material?

Why? _____

3. Did you read or examine the material thoroughly?

If not, which parts did you read?

4. In your judgment, is the material of any value?

5. Additional comments _____

Signature of Complainant



E. Officer's Request for Confidential Library Information

a. Request Guidelines

- i. This is a request under the Illinois Library Records Confidentiality Act, 75 ILCS 70/1 *et seq.* for information contained in the Library's registration and/or circulation records.
- ii. My request for information is limited to identifying a "suspect, witness, or victim of a crime."
- iii. As the basis for this request, I represent the following:
 1. I am a sworn law enforcement officer.
 2. As a result of an emergency where I believe there is imminent danger of physical harm, it is impractical to secure a Court Order for the identification information.
- iv. The information I request relates to the following (Description of information sought):

Officer's acknowledgment – I acknowledge receipt from the Library of the information I requested.

Officer's printed name

Officer's Agency/Department

Officer's signature

Officer's badge number

Time signed

Date signed

(Library Use Only)

Name(s) of Library Staff assisting with the request:



F. Parental Consent Form for Computer Use

Child's Name

Date of Birth (mm/dd/yy)

I have read the attached Morris Area Public Library District's (the Library) Computer and Internet Use Policy. I understand and agree that the Library is not responsible for the contents of the Internet. I understand that many teachers are asking students to locate information for school assignments on the Internet and that the Library can provide such access.

I permit my child, who is between the ages of 11 and 17, to use the Library computers without my supervision. I indemnify and hold the Library harmless from any and all liability for injury to my child arising out of his or her use of the Library computers. I understand that my child must abide by the Library's Computer and Internet Use Policy. I have explained this Policy to my child. I understand that if my child refuses to follow the Policy, he or she may be prohibited from future use of the Library computers.

I give my child, age 11 to 17, permission to use the Library's computers with Internet access.

☐ YES ☐ NO

Signature of Parent or Legal Guardian

Date

Printed Name of Parent or Legal Guardian

FOR STAFF USE ONLY

Form returned on: _____

Validated in circulation software on: _____

Form expires on (date of child's 18th birthday): _____

Staff initials: _____

G. Exam Proctoring Application

Name of Student:

Address (street, city, state, zip):

Phone Number:

Email Address:

Name of School/Institution Issuing the Exam:

Name of Teacher/Testing Center Administrator:

Phone Number:

Email Address:

Course Number/Title:

Is the exam closed book/closed notes? (circle one) Y / N

If no, what materials are allowed?

Any additional requirements of the proctored exam:



I have read the attached Morris Area Public Library District's (the Library) Proctoring Policy. I agree to be responsible for and to pay all fees associated with the Library's proctoring service. I agree to contact the Library as soon as possible if I am unable to keep a proctoring appointment. I understand that the Library is not responsible for mail service delays and does not provide a receipt of mailing. I understand that the Library will not retain any copies of the testing materials. I understand that prior proctoring arrangements do not indicate an ongoing partnership and each proctoring instance is determined on a case-by-case basis. I agree to comply with all other proctoring guidelines as laid out in the Library's Proctoring Policy.

(Signature of Student)

(Date)

H. Group Insurance Eligibility and Guidelines for Reimbursement of Deductible

- a. Eligibility for Participation: Employees working 32 hours per week on a year-round basis are eligible for participation in the Library's group insurance plan. Coverage will begin 30 days after the first day of work. The plan includes medical and life/AD&D insurance. Eligible employees may elect to opt out of the medical part of the plan at any time, with enrollment and/or re-enrollment to be determined by the insurance provider's policies. Enrollment in life/AD&D insurance is required for all eligible employees and cannot be opted out of.
- b. Employer Contributions
 - i. Aetna PPO: Employees enrolled in the Aetna PPO will have 88% of individual insurance premiums paid by the employer.
 - ii. Aetna HDHP: Employees enrolled in the Aetna HDHP will have 100% of the individual insurance premiums paid by the employer.
 - iii. VSP Vision: Employees enrolled with VSP Vision insurance will have 100% of individual vision insurance premiums paid by the employer.
 - iv. Dental PPO: Employees enrolled with Dental PPO insurance will have 50% of individual dental insurance premiums paid by the employer.





Illinois Municipal Retirement Fund
Public Act 96-0889
Comparison of Regular Plan Tier 1 and Regular Plan Tier 2
April 15, 2010

I. IMRF Comparison of Tier 1 and Tier 2

	Regular Plan Tier 1	Regular Plan Tier 2
Eligibility	<ul style="list-style-type: none">• Members currently participating in Regular IMRF• Members enrolled in IMRF before January 1, 2011.• Members who previously participated in IMRF or in a reciprocal system and return to participation.	Members first enrolled in IMRF's Regular Plan on or after January 1, 2011. EXCEPTION: <ul style="list-style-type: none">• Members with current or previous IMRF or reciprocal retirement system participation and who are enrolled in IMRF after January 1, 2011 will participate in Tier 1.
Vesting	8 years	10 years
Normal Retirement Age (full pension)	60	67
Earliest Retirement Age (reduced pension)	55	62
Reduction in pension	<ul style="list-style-type: none">• Retire between age 55 and 60 with less than 30 years of service credit: pension reduced 1/4% for each month under age 60.• Retire between age 55 and 60 with at least 30 but less than 35 years of service credit: pension reduced by lesser of 1/4% for each month<ul style="list-style-type: none">○ Under age 60 or○ Of service credit less than 35 years.• Retire with 35 or more years of service credit and at least age 55: no reduction.	<ul style="list-style-type: none">• Retire between age 62 and 67 with less than 30 years of service credit: pension reduced 1/2% for each month under age 67.• Retire between age 62 and 67 with at least 30 but less than 35 years of service credit: pension reduced by lesser of 1/2% for each month<ul style="list-style-type: none">○ Under age 67 or○ Of service credit less than 35 years.• Retire with 35 or more years of service credit and at least age 62: no reduction.
Final Rate of Earnings	Average of highest 48 months in last 10 years of service 125% rule applies: Wages for each of the last three months cannot be more than 25% greater than the highest earnings in any of the first 45 months.	Average of highest 96 months in last 10 years of service 125% rule applies: Wages for each of the last three months cannot be more than 25% greater than the highest earnings in any of the first 93 months.
Final Rate of Earnings Cap	None	\$106,800 in 2011; amount automatically increases annually by the lesser of 3% or by one-half of the increase in the Consumer Price Index (urban) for the preceding year.



Illinois Municipal Retirement Fund
Public Act 96-0889
Comparison of Regular Plan Tier 1 and Regular Plan Tier 2
April 15, 2010

Annual Pension Increase	3% of the original amount	The lower of 3% or one-half of the increase in the Consumer Price Index (urban) for the preceding year of the original amount.
Eligibility for Annual Pension Increase	First January following retirement effective date. First year increase prorated if effective date other than January 1.	If the CPI decreases or is zero, no increase is paid. Increase not paid until the later of age 67 or after one year of receiving pension.
Surviving Spouse Pension	50% of the pension the member had earned at the date of death.	66-2/3% of the pension the member had earned at the date of death.
Surviving Spouse Pension Annual Increase	Payable on January 1. 3% of the original amount.	Payable on January 1. The lower of 3% or one-half of the increase in the Consumer Price Index (urban) for the preceding year of the original amount.
Early Retirement Incentive	<ul style="list-style-type: none">Requires governing body resolution.Member must be at least age 50 and have 20 years of service.Member can purchase between one month and five years of service; increases member's age and service for retirement calculation purposes.	If the CPI decreases or is zero, no increase is paid. <ul style="list-style-type: none">Requires governing body resolution.Member must be at least age 57 and have 20 years of service.Member can purchase between one month and five years of service; increases member's age and service for retirement calculation purposes.

The following provisions did not change under PA 96-0889	
	Member contribution rate
	Pension formula
	13 th Payment
	Survivor benefits (except as noted above)
	Disability Benefits
	Money Purchase formula

J. Tuition Reimbursement Form

I, _____, request tuition reimbursement under the MAPL District's Staff Development and Expense Reimbursement policy. I understand that the Board of Trustees, in its sole discretion, may authorize payment of the tuition for college-level courses if:

- Proof of successful course completion (C average or higher) will be submitted in writing with this form.

- The courses provide direct value to the Library (i.e., promote Library science theories and skills and/or are directly relevant to assigned job duties), and funds are available in accordance with the Library budget

- To qualify for reimbursement the following documents must be attached

- Current application (new form per academic cycle)
- Name of educational Institution
- Name of courses
- Number of credit hours per class (no more than six (6) credit hours per cycle)
- Cost per credit hour (MAPL will pay no more than the cost per credit hour at U of I)
- Attached unofficial transcript for each academic cycle

- Reimbursement will be paid according to staff scheduled tiers (appropriate tier initialed by supervisor)

Reimbursement tiers - TIER 1 (32-40 hours per week): 100% ____
 TIER 2 (16-31 hours per week): 75% ____
 TIER 3 (1-15 hour per week): 50% ____



I understand that if my employment is terminated with the Library within 12 months after completion of the course, I will not be reimbursed for the tuition.

Employee Signature

Date

Supervisor Signature

Date

Director Signature

Date

Submitted to the Board of Trustees on: _____

Submitted by: _____

Approved? (Circle One): Yes No

Decision dated: _____

Payment Information:

Separated from MAPL? (Circle One): Yes No

Terminated on: _____



K. Unattended Children Parental Notification Letter

Date: _____

Dear _____,

The Morris Area Public Library has experienced an incident involving your child, _____, at this time they were on Library grounds unattended by you or a responsible caregiver. A copy of the Library's policy on Unattended Children is enclosed here for your attention. We ask that you review this policy and make every effort to follow it. We do not wish to suspend Library Privileges for you or your family, but the safety of children as well as the proper operation of the Library is our first responsibility. If you have any questions regarding this policy or its enforcement, please contact the undersigned.

Very Truly Yours,

Library Director



L. Notice of Suspension of Library Privileges

DATE: _____

TO: _____

THIS IS TO NOTIFY YOU that your Library privileges have been suspended. You may not use the Morris Area Public Library for a period of _____ beginning _____.

The Morris Area Public Library Board of Trustees has established rules and regulations for the use of the Morris Area Public Library as authorized by Illinois law. Persons violating the rules of the Library may be excluded by Board action.

Your suspension is due to the following:

You have a right to appeal this decision of the Library Board by applying to the Morris Area Public Library Board of Trustees, 604 Liberty St Morris, IL 60450 within 90 days.

Library Director
Morris Area Public Library District



M. PUBLIC USE MEETING ROOM REQUEST FORM (ROOM RESERVATION *NOT* GUARANTEED)

Group _____

Representative Completing Form _____

Address _____

(Street, City, State, ZIP Code)

email address _____ Phone Number _____ Text ☐Y ☐N

Library Card number _____ Age 18 or older ☐Y ☐N

Day & Date of Reservation _____ Beginning Time _____ End Time _____

Additional Use:

Day & Date of SECOND Reservation _____ Beginning & Ending Times _____ End Time _____

Additional Use:

Day & Date of THIRD Reservation _____ Beginning & Ending Times _____ End Time _____

Proposed Activity ☐ Meeting ☐ Program ☐ Party ☐

Other _____

Expected Attendance ☐ 1-10 ☐ 11-20 ☐ 21-50 ☐ 51-80 ☐ 81-153

Will refreshments be served? ☐ Y ☐ N (The group is responsible for cleanup.)

This agreement is executed between the representative of the group, both named above, and the MAPL District for use of meeting space within the MAPL at 604 Liberty Street, Morris, Illinois 60450. This agreement will be effective for only the dates and times specified above. This agreement is renewable by mutual understanding, and may be canceled by either party at any time, for any reason. **The Library must be notified as soon as possible when any group is canceling their reservation.** If the applicant cancels their event a week or more prior to the event, the library will refund the reservation fee.

This form is a request to use a meeting space. If the request is confirmed, an agreement is executed between the representative of the group, named above, and the MAPL District for use of meeting space within the MAPL at 604 Liberty St, Morris, Illinois 60450. This agreement will be effective for only the dates and times specified above. . Setup and clean up is the responsibility of the group. There will be a checklist provided with the expectations of clean up and break down. the library will not be responsible for damage or loss of materials used or left in the building. MAPL reserves the right to purchase additional insurance and security for any meeting they deem high risk. The



group holding the meeting will be required to pay for the additional insurance and security prior to the start of the meeting.

Signature of Applicant

Date

FOR LIBRARY STAFF USE ONLY BELOW THIS LINE

Approved by Public Services Coordinator

Date

BASE FEES FOR MEETING ROOM USE (CHECK ONE)

____ RESIDENT--\$0.00

____ NON-RESIDENT--\$50.00

____ Commercial Use – \$100.00

____ Event Insurance - \$ _____

____ Additional Security \$ _____

ADDITIONAL CLEANING OR REPAIRS FEES _____

- Please attach photo documentation for verification

FEES DUE _____ PAID ON _____ CASH _____ CHECK _____ CREDIT CARD (E-PAY) _____

CLEANING FEE _____ PAID ON _____ CASH _____ CHECK _____ CREDIT CARD (E-PAY) _____

EVENT INSURANCE FEE _____ PAID ON _____ CASH _____ CHECK _____ CREDIT CARD (E-PAY) _____

ADDITIONAL SECURITY _____ PAID ON _____ CASH _____ CHECK _____ CREDIT CARD (E-PAY) _____

STAFF COMPLETING THIS FORM _____

CHECK LIST ATTACHED

MEETING ROOM REQUEST FORM

PRIORITIES FOR USE:

Should there be several groups wishing to use the same rooms at the same time, priorities for granting use will be as follows on a first come, first serve basis.

1. FEES:

1. MAPLD Cardholders (Non-commercial) - \$0.00
2. Non-MAPLD Cardholders (Non Profit [501c3], Non-commercial) - \$50.00
3. Commercial use - \$100.00

No fee may be charged, no collection may be taken, and no purchase may be required of those who attend.

RULES FOR USE:

1. Rooms must be left in neat, clean, orderly condition with all chairs, tables and equipment returned to their original position.
2. The Library does not provide service to set up room, carry supplies, provide refreshments, or provide office supplies or photocopies. All groups, except those sponsored by the Library, must provide their own support for preparation and clean up.
3. It is not permissible to affix or adhere anything to the walls, doors, windows, or other surfaces.
4. The use of firearms or hazardous materials is not permitted at any time.
5. Use of tobacco products or of alcoholic beverages is not permitted at any time.
6. The auditorium holds 180 standing people, or 153 seated people. The Library has 50 chairs available. If the group reserving the room needs more chairs, then they must supply them.
7. No meeting shall start prior to 30 minutes after the Library's opening time.
8. No meeting shall last later than 30 minutes prior to the Library's closing time.
9. No group may re-assign a reserved time to another group.
10. It is the responsibility of the applicant to give public notice that signing (sign language) will be made available upon reasonable request if the meeting is open to the public. It is the responsibility of the applicant to provide a qualified interpreter. It is the responsibility of the applicant to advise the Library Staff of any other special needs arrangements.
11. Open flames and/or anything with a heating unit are not permissible.
12. Meetings, programs or events may not disrupt Library users or Staff. The Library reserves the right to terminate meetings, programs and events that disrupt or interfere with normal Library operations.
13. Groups with members under the age of 18 must have an adult sponsor in attendance at all times during their meetings. Group members bringing children to the Library are responsible for the supervision of their children attending the meeting and using the Library during the meeting. Groups that hold children's programs are responsible for the care of the participating children and their siblings before, during, and after the programs. Group supervisors must stay until all children have been picked up by their parents.
14. Light refreshments may be served. Groups must furnish their own utensils, plates, cups, napkins, and other serving items. Groups will ensure all spills and debris are cleaned up and refuse taken out to the dumpster before leaving the Library. No refreshment may be taken out of the meeting room.
15. Future access will be denied if the above requirements are not met. A fee separate from the room rental fee may be assessed for cleaning or the actual cost of repairs if it is deemed necessary by the Library Staff.
16. Library Staff are authorized to monitor the use of the meeting rooms and to enforce all policies concerning their use. All meetings shall be open to the Library Board, Director and Staff. This does not obligate the group or organization to notify the public of the meeting or to specify in any publicity that it is open to the public.



LIABILITY:

1. Granting of permission to use Library facilities does not in any way constitute an endorsement of the group's policies or beliefs by the Library Staff or Board.
2. The Library is not responsible for any loss, theft or damage to any equipment or to the personal belongings of any meeting attendee.
3. The person signing the application for permission to hold a meeting in the Library will assume legal responsibility for the cost of repair or replacement of damaged Library property. He or she will also assume responsibility for the cost of any special cleaning necessary after the use of the room.



N. Freedom of Information Act Request Form

Date of Request : _____

Requestor's Name (or business name, if applicable): _____

Street Address _____

Certification requested:

City _____

State _____

Zip _____

Yes _____

No _____

Phone number: _____

Description of Records Requested:

Is the reason for this request a "commercial purpose" as defined in the Act? ____ Yes ____ No

Library Response (Requestor does not fill in below this line)

- A () The documents requested are enclosed.
P () You may inspect the records at _____
P on the date of _____.
R () The documents will be made available upon payment of copying costs of \$ _____.
V
E () For "commercial requests" only: the estimated time of when the documents
D will be available is _____, at the prepaid costs stated above.

() The request creates an undue burden on the public body in accordance with Section 3(g) of the Freedom of Information Act, and we are unable to negotiate a more reasonable request.

- D () The materials requested are exempt under Section 7 _____ of the
E Freedom of Information Act for the following reasons:

N _____
I _____
E Individual(s) that determined request to be denied and title: _____
D _____

In the event of a denial, you have the right to seek review by the Public Access Counselor at (217) 558-0486 or 500 S. Second St., Springfield, IL 62705

Or you have the right to judicial review under section 11 of FOIA.

() Request delayed, for the following reasons (in accordance with 3(e) of the FOIA):
_____. You will be notified by the date of _____

As to the action taken on your request.

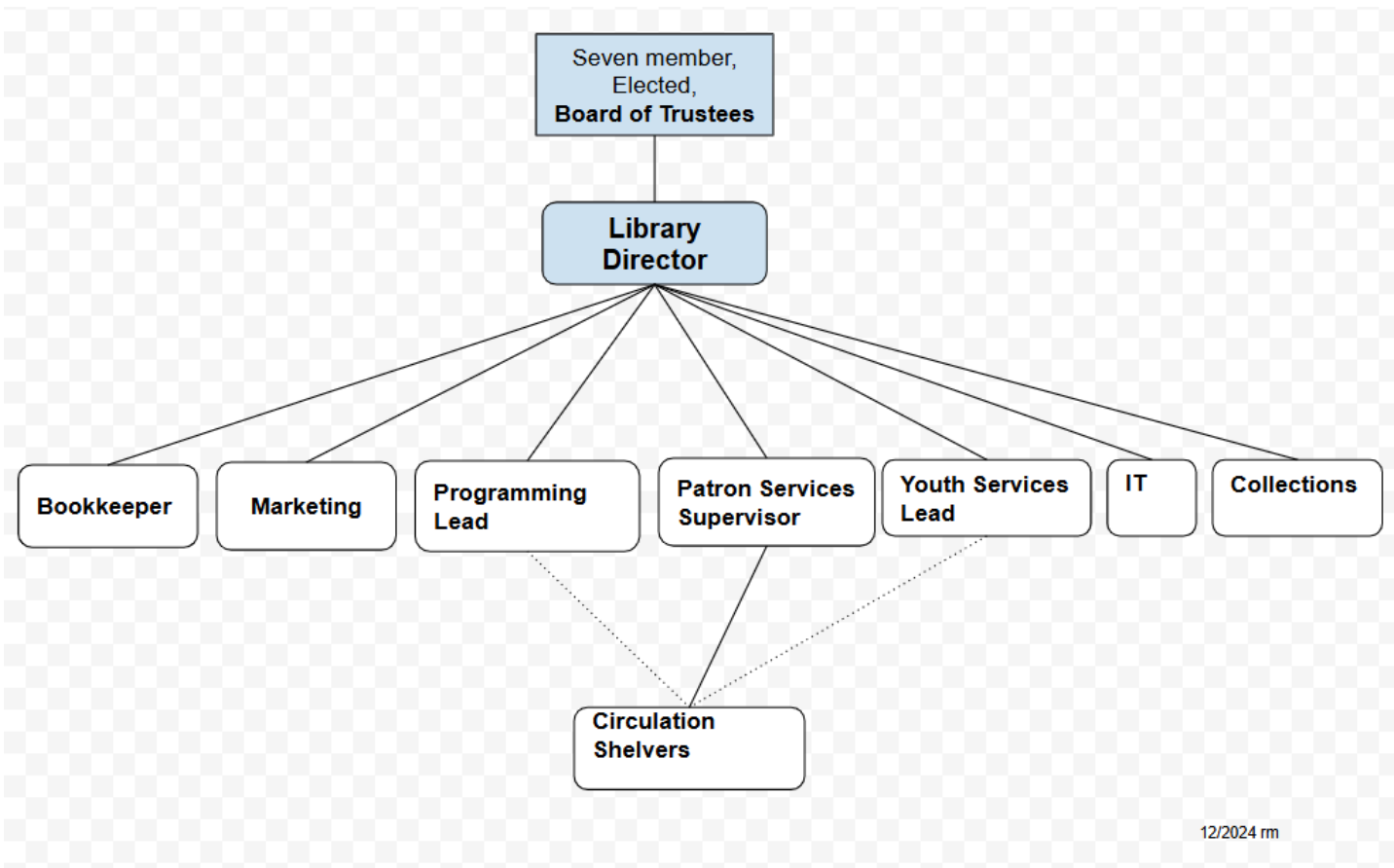
NOTE: This form cannot be MANDATORY under FOIA, but it is preferred. Failure to use it may result in the request not being properly or promptly processed.

FOIA Officer:

Date of Reply:



O. Organizational Chart



P. Sensory Room

a. Guidelines

- i. The Sensory Room of the Library is for use by small groups limited to five people in total.
- ii. The purpose of this room is to provide a space away from the possibly noisy environment of the rest of the Youth Services Department.
- iii. Use of this room should be consistent with the objective of the Library, which is to provide a suitable environment for learning for all ages.
- iv. Use of the Sensory Room will be arranged at the Circulation Desk.
- v. The Sensory Room will be used as it becomes available on a first come, first served basis.
 1. A waiting list will be kept if the room is occupied.
 2. No advance registration will be taken.
- vi. The Sensory Room may be used for one hour.
- vii. When the one-hour time limit expires, the room will revert to a first-in-first-out policy as administered by Library staff.
- viii. A valid photo ID must be presented for an individual using the Sensory Room (or their legal guardian).
- ix. No extra chairs will be allowed.
- x. A caretaker must be present at all times with patron(s) using the Sensory Room.
- xi. Prohibited activities include: causing excessive noise, creating safety hazards or security risks, and creating other disturbances that violate the Library Patron Behavior Policy.
- xii. The Library may also deny access to the Sensory Room to individuals that have failed to follow the rules and regulations for the room's use. See the procedures posted in the Sensory Room and in the Appendix N for more information
- xiii. All individuals are responsible for the condition of the room.
- xiv. All individuals are responsible to return furniture to the original arrangement.
- xv. Patrons of the room are responsible for any repair costs for any damage to the room incurred during its use.



Q. Trustee Ethics Statement

a. Scope

- i.** The Morris Area Public Library is dependent on the trust of its community to successfully achieve its mission. Therefore, it is crucial that all Board members conduct business on behalf of the Library with the highest level of integrity avoiding any impropriety or the appearance of impropriety.

b. Definition

- i.** Board members should uphold the integrity of the Library and should perform their duties impartially and diligently.
- ii.** Board members and employees should not engage in discrimination of any kind including that based on race, class, ethnicity, religion, sex, sexual orientation, or belief system.
- iii.** Board members should protect and uphold library patrons' right to privacy in their use of the library's resources.
- iv.** Board members should avoid situations in which their personal interest, activities or financial affairs are, or are likely to be perceived as being in conflict with the best interests of the Library.
- v.** Board members should avoid having interests that may reasonably bring into question their position in a fair, impartial and objective manner.
- vi.** Board members should not knowingly act in any way that would reasonably be expected to create an impression among the public that they are engaged in conduct that violates their trust as Board members.
- vii.** Board members and employees should not use or attempt to use their position with the Library to obtain unwarranted privileges or advantages for themselves or others.
- viii.** Board members should not be swayed by partisan interest, public pressure, or fear of criticism.
- ix.** Board members and employees should not denigrate the organization or fellow Board members or employees in any public arena.



Therefore, to preserve and uphold the Library's reputation as an organization of unimpeachable integrity, each Board member will sign an Ethics Statement at the commencement of their service and the beginning of each calendar year during their tenure with Morris Area Public Library.

If any Board member appears to be in conflict with the Ethics Statement above, they will be asked to meet with the Policy Committee to discuss the issue. The Policy Committee will make a recommendation to the full Board based on their findings.

I, _____, agree to abide by the Trustee Ethics Statement for the duration of my term.

Signed, _____ on _____



Use this form to report any accident that you experienced or witnessed.. (e.g. slipping, falling, dropping items on self or others, or any other potentially harmful situations.)

Date of accident: _____ Time of accident: _____

Description of accident. Give a specific and clear description of the accident. Use the back of the sheet if necessary.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

01/12/2026



Emergency Personnel Involvement:

Were the emergency services involved? ☐ No ☐ Yes { Police } { Ambulance } { Paramedics } { Fire }

arrived at ____:____ a.m./p.m.

Did anyone file a formal complaint? ☐ No ☐ Yes/ name of

filer:_____

Staff Member filing this report:

Follow up requested:



Use this form to report any security-related incident that you witness occurring. (e.g. verbal abuse, destruction of Library materials, disruptive and/or disturbed patrons, theft, obscene phone calls, inappropriate use of computers, sexual offenses, etc.)

Date of incident: _____ Time of incident: _____

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



(See other side)

Emergency Personnel Involvement:

Were the emergency services involved? ☐ No ☐ Yes { Police } { Ambulance } { Paramedics } { Fire }

arrived at ____:____ a.m./p.m.

Did anyone file a formal complaint? ☐ No ☐ Yes/ name of

filer:_____

Staff Member filing this report:

Follow up requested:



I am acknowledging that I have access to the most recent Morris Area Public Library policy handbook, dated October 12, 2023. I understand where to find it for future reference and I have been provided access to the document physically and online.

Signature

Date

Printed Name