

**TOWN OF BALLSTON
COMMUNITY LIBRARY**

**POLICY AND PROCEDURE
MANUAL**

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Community Room P6200 Jan 2009

Safe Child Policy P2800 Feb 2009

Internet Use Policy P2500 May 2012

Special Regulations P2700 Jan 2010

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Video Surveillance P6600 December 2010

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Electric Vehicle Policy P6700 June 2021

Personnel Policy P4000 January 2022

Trustee Appointment Policy P7250 January 2022

Fund Balance Policy P5500 March 2022

Health & Safety Policy P2710 April 2022

Collection Development Policy P3000 May 2022

Equipment & Facilities Policy P6100 June 2022

Meeting Space Use Policy P6200 June 2022

Borrowing Privileges Policy P2100 August 2022

Displays and Exhibits Policy P2300 December 2022

Authorizing Video Conferencing Under Extraordinary Circumstances Policy P7350 December 2022

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A. LIBRARY MISSION:

P0100

As adopted by the Board of Trustees of the Town of Ballston Community Library on February 5, 2009, the Mission Statement of the Town of Ballston Community Library reads as follows:

The Town of Ballston Community Library shall develop and maintain facilities, resources, and services to meet the ongoing needs of all persons for education, personal enrichment and recreation.

B. ROLES OF THE LIBRARY:

P0200

It is the role of the Town of Ballston Community Library to:

1. Select from available materials, organize for user access, maintain, and improve its multi-media collection to best meet the needs of the community.
2. Encourage use of the library by members of the community as a source of information, enjoyment and learning.
3. Support the educational, cultural, and civic programs of other institutions and organizations in the community with the resources and services of the library.
4. Ensure timely public access to the entire collection for all individuals.
5. Provide an appropriate facility for the library community.
6. Periodically evaluate the effectiveness of the library's collections and services in meeting community needs.

Preamble: The Board of Trustees of the Town of Ballston Community Library, a special district library, hereafter designated as "The Board", created by a charter granted by the University of the State of New York June 28, 1963, hereby enacts the following By-Laws:

Policy I: BY-LAWS

P1000

A. TRUSTEES.

1. Trustees, seven in number, and residents of the Town of Ballston, shall be appointed by the Town Board for a term of five (5) years. The trustees shall appoint a member to fill out the unexpired term of a trustee. (Education Law 226 Para. 4.)
2. Trustees shall be limited to two (2) consecutive full terms of service.
3. Trustees shall act in accordance with library policy and other applicable laws.

B. OFFICERS

1. The officers of the Board, all of whom shall be trustees, shall be a President, a Vice-President, a Secretary, and a Treasurer.
2. Officers shall be elected yearly by a majority vote of the Board at the time of the regular meeting in the month of June and shall commence their terms July 1.
3. Officers of the Board are eligible to serve no more than four (4) consecutive one-year terms in the same office. If Trustees believe that it is in the library's best interest, they may, by a majority vote, allow an officer to remain in office for longer than otherwise allowed herein.
4. The President shall preside at all meetings and shall have the usual powers of a presiding officer; shall appoint all committees; shall certify all bills approved by the Board; and shall authorize calls for any special meetings.
5. The Vice-President shall act as President in the absence or disability of the President.
6. In case both the President and Vice-President are absent from a meeting, any member may call the meeting to order, and the members present (there being a quorum) shall select a Chairman pro tem.

7. In case the President resigns or leaves the Board for any reason, the Vice-President shall automatically become President.
8. As soon as a Vice-President becomes President, a new Vice-President shall be elected by the Board at its next meeting.
9. The Secretary shall have charge of the records of the Board and shall keep the minutes of its meetings. A copy of the minutes shall be kept in the library and shall be available for public study.
10. The Treasurer shall monitor special library funds separate from those budgeted and shall act as a financial advisor to the Board and Library Director.

Amended 6/27/18

C. MEETINGS

1. The regular monthly meeting of the Library Board shall be held on the last Wednesday of each month at an hour and place designated by the Board. The President may change to time or day of the regularly scheduled meeting, if necessary, with proper notice to the board. Any such change shall be publicly posted in the library. The Board shall operate in accordance with the Open Meetings Law (New York State Public Officers Law Article 7).
2. The order of business shall be
 - a. Call to order
 - b. Minutes of the preceding meeting
 - c. Report of special funds
 - d. Monthly financial report of expenditures and receipts
 - e. Report of Library Director/Librarians`
 - f. Reports of committees
 - g. Approval of bills
 - h. Unfinished business
 - i. New business
 - j. Adjournment
3. The annual meeting shall be held at the time of the regular meeting in the month of June, and officers for the following year shall be elected.
4. Special meetings may be called by the President or upon the written request of four trustees for the transaction of business stated in the call for the meeting.

5. Four trustees shall constitute a quorum and a majority vote of the full board shall be necessary for the approval of motions and for the transaction of business.

6. In the absence of a quorum of four Trustees at the monthly meeting, the President may poll the membership by telephone or email on issues requiring immediate attention. Such decisions shall be ratified at the next monthly meeting. Receipt of email messages by the board shall be verified by the President.

D. COMMITTEES

1. The Board may consider and act on any matter before it with or without recommendations from a committee. The President shall appoint standing committees, to serve one year, and may appoint ad hoc committees, as described herein. Each committee chairperson shall be responsible for periodic meetings of the committee and shall have an opportunity to report at each regular meeting of the Board. A chairperson and committee members shall be assigned annually by the President. The President shall be a member, ex-officio, of all committees except nomination committees.

2. Standing committees shall include

- a. Policy committee
- b. Building and grounds committee
- c. Budget and finance committee
- d. Personnel committee
- e. Long-range planning committee
- f. Nominating committee

3. All committees shall consist of the President (ex-officio), and trustees appointed by the President and subject to the approval of the Board.

4. The Policy Committee shall formulate and revise rules pertaining to the library and the procedures of the Board. All committee recommendations shall be submitted to the Board for review and approval at a subsequent meeting.

5. The Personnel Committee shall have general management of all matters pertaining to personnel, subject to the approval of the Board.

6. The Building and Grounds Committee shall consider and determine all matters relative to the physical condition of the building and grounds and to the occupancy and maintenance thereof, subject to the approval of the Board.

7. The Budget and Finance Committee shall have general management of the finances of the library, subject to the approval of the Board, and shall have the responsibility of presenting an annual budget proposal to the Board.

8. The Long-Range Planning Committee shall periodically review and update the library's long-range plan, including building, finance, program and mission.

9. The Nominating Committee shall present the full slate of officers to the Board for the Board's approval at the annual meeting in June.

E. LIBRARY DIRECTOR

1. The Board shall appoint a qualified library director who shall be the executive and administrative officer of the library.

2. The Director shall be held responsible for the proper performance of duties as spelled out in the job description provided by the Board.

3. It shall be the duty of the Director to attend all meetings of the Board, including budget meetings, or public meetings where action may be taken affecting the interests of the library. The Director shall have the right to speak on all matters under the discussion at Board meetings, but shall not have the right to vote thereon.

F. AMENDSMENTS to the BYLAWS

After presentation of proposed changes at a previous board meeting, these by-laws may be amended at any regular meeting of the Board at which a quorum is present.

G. FREEDOM OF INFORMATION LAW

The Library will respond to all requests for information in compliance with the Freedom of Information Law (New York State Public Offers Law Article 6).

H. ROBERT'S RULES OF ORDER

Unless otherwise specified, the latest edition of ROBERT'S RULES OF ORDER will be the governing manual.

The Board of Trustees shall formulate and adopt the written operating policies of the library. The Board shall delegate the responsibility of the administration of the policies to the Library Director.

A. BORROWING PRIVILEGES

P2100

1. To obtain materials from the Town of Ballston Community Library, any resident of the area served by the Southern Adirondack Library System or member of a New York Library Intersystem Borrowing Cooperative (NYLIB) must become a registered borrower. New applicants will be required, and borrowers renewing library cards may be required, to present acceptable proof of address.
2. A child may have a library card when they are 5 or older. The parent or guardian must sign the application card.
3. Individuals thirteen or older are not required to obtain the signature of a parent or guardian when registering for a library card.
4. Library privileges may be extended to temporary residents of the local area.
5. The library is not responsible for any damages to borrower's equipment caused by items borrowed from the library.
6. The loan period for circulating material shall be determined by the Library Director. The Library may limit the number of items that a cardholder may borrow at one time.
7. The Library is unable to extend borrowing privileges to corporate bodies, such as churches, schools, community organizations, clubs or agencies. Members of such groups who reside within the Library's service area may use and borrow, library materials and resources with their personal library card for their organization's use. The individual borrower of such materials shall be personally responsible for the same.

B. FINES, FEES AND OTHER CHARGES

P2200

1. Fines and processing fees for overdue or unreturned materials shall be set by the Board of Trustees.
2. When the maximum fine ceiling is reached, library privileges for that cardholder shall be suspended until the fine is paid.

3. Replacement charges for lost or mutilated books, records, or other materials shall be determined by the Library Director.
4. Borrowers will be charged for the replacement of a lost card, the fee to be determined by the Board of Trustees.
5. The director shall establish and periodically review policies to prevent theft of library materials and property. Inventory of valuable items shall be completed as necessary and incidents of theft reported to the board.

C. DISPLAYS AND EXHIBITS

P2300

1. The Library Director may grant the use of the library facilities for temporary public exhibits when such use is in keeping with the purposes of the library. The Library Director will determine scheduling, duration, and assignment of the available display spaces in the library. Exhibits shall be open to the public only during the regular library operating hours unless special arrangements are made.
2. The library assumes no responsibility for the preservation, protection, or possible damage or theft of any item exhibited. When the exhibit is installed the exhibitor will provide a full list of the items to be displayed, including the monetary value. All items must remain on display until the end of the show, unless arranged for otherwise in advance. The exhibitor shall remove the exhibit promptly on the agreed upon date.
3. The Library Director will require the exhibitor to assure the Library that the content is appropriate for all ages and consistent with the library's ethics and policies. At the Library Director's discretion, an exhibit may be refused for failure to attain this standard. After an exhibit is accepted, any further concerns will be addressed through a hearing at a special meeting of the board, held at the discretion of the board.
4. Although exhibitors' materials may be available for sale, the attachment of prices or the use of overt commercial devices may not be used in the exhibit or display. Artists may make price lists available. However, the library shall not be responsible for handling any money from the sale of items.

D. LIBRARY HOURS

P2400

The Board of Trustees shall establish and publicize hours of library operation and a holiday schedule.

E. INTERNET USE

P2500

The Town of Ballston Community Library recognizes that the Internet is a valuable source of information and greatly extends the resources the library can make available to its patrons.

Internet users should be aware that information found there is not subject to review in the way that books and articles are when they are edited, published, reviewed and selected for purchase. Therefore the Internet may contain material that is inaccurate, outdated, controversial, and that may be offensive to some users. The library merely provides access to the Internet and is not responsible for its content or any consequences that may arise from its use.

To encourage fair and responsible use, the following Internet access rules apply:

1. Users must sign in at each computer using their own valid library card number. Patrons under 17 must have a signed permission form or have a parent with them. Those patrons not having a valid library card must show a valid picture ID and if under the age of 17 must have an adult with them. Guest passes for using the computer are available for visitors from outside of the Southern Adirondack and Mohawk Valley Library Systems.
2. Computer usage is on a first come first served basis. The computer may be used by each person for 2 hours per session and the patron may ask for a limited additional time if no one is waiting. Patrons may have a second session after an interlude of 1 hour.
3. As long as other patrons are not being disrupted, there is no limit to the number of patrons on each computer.
4. Patrons may not install programs or save files to the computer. To save files patrons may use their own flash drive or a CD, which can be purchased at the Circulation Desk. The library does not provide headphones; they may be purchased at the Circulation Desk. Printed copies may be made for a per page fee.
5. If a patron fails to adhere to library computer use rules, deliberately misuses the computer in any way, or views material that is inappropriate in a public place, it will result in the suspension of the patron's internet privileges and the possible dismissal from library grounds.
6. This policy is subject to periodic review and change.

F. EMERGENCY PROCEDURES

P2600

The director shall establish and maintain specific procedures concerning:

1. Closing of the library due to weather, power failure or other incident.
2. Steps to be taken in the event of injury to an employee or patron including, but not limited to incident reports and notification of the board president.
3. Actions which may be taken with regard to unruly or disruptive patrons.

Town of Ballston Community Library Patron Behavior Policy

The Board of Trustees believes that patrons of the Town of Ballston Community Library have the right to use the library materials and services without being disturbed or impeded by other library users, that patrons and staff have the right to a secure and comfortable environment; and that patrons and staff have the right to materials and facilities that are in good condition.

Violation of the following rules will result in a warning and/or being asked to leave the library property. Whenever necessary, police will be contacted. The director and supervisory staff have authority to carry out all powers of this policy. The director will establish procedures for staff to follow, to include written incident reports and notification of patrons and/or parents when banning a patron for anything exceeding the remainder of the day.

The Board of Trustees

The following Code of Conduct will be posted on the library website and in public areas in the library and provided directly to patrons when discussing them.

Town of Ballston Community Library Code of Conduct

- Behave in a lawful manner.
- Respect each other. Refrain from swearing, disturbing others, or fighting in the Library.
- Be mindful of children and directly supervise those with you.
- Communicate in a civil manner with staff and with other patrons.
- Maintain clear access to aisles, stairways, walkways and seating.
- Refrain from smoking or use of e-cigarettes, smokeless tobacco, alcohol, or drugs on library property or coming to the library while under the influence of alcohol or drugs.
- Mute the ringer on your cell phone. Keep calls short and quiet. Use headphones when listening to audio content.
- Wear clothing appropriate for a public building. This includes: shoes, shirt, shorts, pants, skirts, or dresses.
- Snacks that do not disturb others and covered non-alcoholic beverages are allowed.
- Get advance permission from the Person in Charge before taking video or photos.
- Take reasonable care of Library property. Let us know if something is damaged.
- Refrain from running, skating, skateboarding, bicycling, etc. in the Library or on Library property. Place bicycles in rack provided outside.
- Secure your personal belongings.

- Bring only service animals into the Library.
- Comply with lawful requests of library personnel

Thank you - The Trustees and Staff

Patron engaging in activities which violate these rules shall immediately cease such activity upon request by library personnel. Individuals who refuse to comply with the request may be asked by the Person in Charge to leave the library for the remainder of the day. If he or she refuses to leave, the police will be summoned. Repeat offenses may result in being asked not to return for a specific period of time. Individuals wishing to appeal such action may do so with written request to the Library Board of Trustees.

HEALTH & SAFETY

P2710

The Town of Ballston Community Library is a welcoming, service-oriented, and inclusive space for all. To promote the health and safety of those using our library, the following possible medical events will result in the staff checking on patrons and calling 911 if necessary:

- Any perceived or actual loss of sustained coherence or consciousness;
- Any library patron exhibiting signs that they may require emergency medical attention, who does not expressly instruct staff that immediate medical attention is not required;
- Any person requesting emergency medical response.

Definitions

For this policy, "loss of sustained coherence or consciousness" is the inability to communicate meaningfully with library employees in the user's primary language. For this policy, express instructions to staff that "immediate medical attention is not required" may be disregarded at the considered discretion of the library employees; such a decision will be based on consideration of: the specific facts of the situation, respect for the agency of the user, and respect for the mission and operational needs of the library.

ADA If a library patron has a medical condition that can potentially result in perceived or actual loss of coherence or consciousness, you may use the library's ADA Accommodations policy to arrange reasonable accommodations so your library experience is not unnecessarily impacted by this policy. For example, if a library patron has narcolepsy and wishes to be woken in the event they fall asleep, the library can consider a reasonable accommodation such as allowing the patron to use a specific type of alarm in an otherwise quiet space.

Specific Situations

Whenever possible, the Library uses the following specific guidelines from the CDC with respect to common medical events that can impact coherence or consciousness:

Seizures

Seizures do not usually require emergency medical attention. Only call 911 if one or more of these are true:

- The person has never had a seizure before;
- The person has difficulty breathing or waking after the seizure;
- The seizure lasts longer than 5 minutes;
- The person has another seizure soon after the first one;
- The person is hurt during the seizure;
- The seizure happens in water;
- The person has a health condition like diabetes, heart disease, or is pregnant.

Suspected opioid overdose

Call 911 if an overdose is suspected.

Severely Low Blood Sugar

Blood sugar below 55 mg/dL is considered severely low. If any of the following happens, you should call 911:

- A person with low blood sugar passes out;
- A person with low blood sugar needs a second dose of glucagon;
- A person with low blood sugar had glucagon but are still confused;
- A person with low blood sugar stays too low 20 minutes after treatment or doesn't respond to the usual treatments.

Concussion

Signs and symptoms of a dangerous concussion can include:

- One pupil larger than the other;
- Drowsiness or inability to wake up;
- A headache that gets worse and does not go away;
- Slurred speech, weakness, numbness, or decreased coordination;
- Repeated vomiting or nausea, convulsions or seizures (shaking or twitching);
- Unusual behavior, increased confusion, restlessness, or agitation;
- Loss of consciousness (passed out/knocked out).

Even a brief loss of consciousness should be taken seriously. Call 911.

The Town of Ballston Library is dedicated to providing a warm, welcoming, exciting and safe environment for people of all ages. The safety of children left alone in the library is a serious concern of the library staff. The staff, however, has many duties to perform in order to serve all the patrons and cannot monitor the behavior and assure safety of children using the library. The responsibility for the behavior and safety of children in the library rests with the parent/caregiver and not with the library staff.

1. Children under the age of 10 must be supervised at all times by a responsible caregiver. If a child under the age of 10 is attending a library program, a parent/caregiver must be in the building and aware of the location and behavior of his/her child.
2. Youths ages 10--17 may use the library on their own provided that they comply with all library rules and the Patron Code of Conduct. Unattended youths are expected to display appropriate behavior, conducive to maintaining a peaceful atmosphere in the library for all patrons. A youth will be asked to leave the premises if proper behavior is not maintained. Youths left unattended must be able to reach a parent or caregiver in case of an emergency or if removal from the library is necessitated for any reason.
3. The library is not responsible for children or youth without a ride home at closing. Library staff will exercise appropriate procedures to ensure the safety of unattended children when the library is closing.
 - a) Children may use the library phone without charge in this situation.
 - b) If the child is under 14, two staff members will remain with the child and attempt to contact the parent. After 15 minutes local authorities will be contacted.
 - c) Parents/caregivers are responsible for being aware of the library's hours of operation, and must also keep in mind that the library may close unexpectedly for reasons out of control of the staff. Unattended children and youth should know what to do should this occur.
 - d) Library staff cannot give rides to any child.
4. Violation of this policy may result in suspension of library privileges for the family.

The purpose of this statement on material selection is to establish policies to guide staff and to inform the public about the principles upon which elections are made to develop the collection of the library.

A policy cannot replace the judgment of librarians, but stating goals and indicating boundaries will assist them in choosing from a vast array of materials available.

The library sets as its major goal in collection development and materials selection: to secure for all residents of the library's service area the informational, educational, cultural, and recreational materials in all media, both published and unpublished, that fit their needs.

A. DEFINITIONS:

P3100

1. The word "materials" used for the specific forms of media, has the widest possible meaning; it may include books (hardbound and paperbound), government documents, pamphlets, maps, magazines and journals, comic books, newspapers, broadsides, manuscripts, films, sound discs, sound tapes, slides, posters, videotapes, games, art reproductions or original art work, and software.
2. "Selection" refers to the decision that must be made either to add a given item to the collection or to retain one already in the collection. It does not refer to guidance in assisting a library user.
3. Final responsibility for selection and development of the collection lies with the Board of Library Trustees. However, the Board delegates to the Director authority to interpret and guide the application of the policy in making day-to-day selections. The Director may authorize other staff to apply this policy in building the collection. In exceptional cases the Director will present comprehensive information to the Board.
4. The primary objective of selection shall be to collect materials of contemporary significance and of permanent value. The library will always be guided by a sense of responsibility to both present and future in adding materials, which will enrich the collections and maintain an overall balance. The library also recognizes an immediate duty to make available materials for enlightenment and recreation, even though such materials may not have enduring interest or value.
5. All staff members selecting library materials will be expected to keep the objectives in mind and apply their knowledge and experience in making decisions.

B. CRITERIA OF SELECTIONS:

P3200

No item in a library collection can be indisputably accepted or rejected by any established given guide or standard. However, certain basic principles can be applied as guidelines. Every item must meet such of the following criteria as are applicable to its inclusion in the collection.

1. The degree and accomplishment of purpose.
2. Authority and competency of the author, composer, filmmaker, etc.
3. Comprehensiveness in breadth and scope.
4. Sincerity and fundamental objectivity.
5. Clarity and accuracy of presentation.
6. Appropriateness to the interests and skills of the intended users.
7. Relation to existing collections.
8. Relative importance in comparison with other materials on the subject.
9. Importance as a record of the times for present and future use.

C. USE OF LIBRARY MATERIALS:

P3300

1. The library recognizes that many materials are controversial and that any given item may offend some library user. Selections will not be made on the basis of any anticipated approval or disapproval, but solely on the merits of the work in relation to the building of the collection and to serving the interests of residents of the library's service area.
2. Library materials will not be marked or identified to show approval or disapproval of the contents, and no item will be sequestered except for the express purpose of protecting it from injury or theft.
3. The use of rare and scarce items of great value may be controlled to the extent required to preserve them from harm, but no further.
4. Responsibility for the reading, listening, and viewing of library materials by children rests with their parents or legal guardians. Selection will not be inhibited by the possibility that materials may inadvertently come into the possession of children.

D. GUIDELINES FOR COLLECTION AND SELECTION DEVELOPMENT:

P3400

1. The library takes cognizance of the purposes and resources of other libraries in the region and shall not needlessly duplicate functions and materials. Through membership in the Southern Adirondack Library System and its cooperation with the Capital District Library Council, the resources of other libraries in the region will be made available through inter-library loan and other means to the Library's patrons to the extent possible.
2. The library acknowledges the purposes of educational programs for students of all ages provided by the educational institutions in the area. Test books and curriculum related materials for these programs are provided where the materials also serve the general public or where they provide information not otherwise available.
3. Legal and medical works will be acquired only to the extent that they are useful to the layman.
4. The library acknowledges a particular interest in local and state history; therefore, it will seek to acquire appropriate state, county and local public documents, and it will take a broad view of works by and about New York authors as well as general works relating to the State of New York. However, the library is not under any obligation to add to its collections everything about New York, or produced by authors, printers or publishers with New York connections. The library will attempt to collect comprehensively works about the local community, and to the extent possible, about surrounding communities.
5. Because the library serves a public embracing a wide range of ages, educational backgrounds and reading abilities, it will always seek to select materials of varying complexity.
6. In selecting materials for the collection the library will pay due regard to the special, commercial, industrial, cultural and civic enterprises of the community.

E. GIFTS:

P3500

1. The library accepts gifts of materials and is grateful for such gifts, but it reserves the right to evaluate and to dispose of them in accordance with the criteria applied to purchased materials. Gifts, which do not accord with the library's objectives and policies, will be refused, sold at the library's book sales, or otherwise disposed of according to law. No conditions may be imposed relating

to any gift either before or after its acceptance by the library. The library cannot appraise gifts for their value for tax purposes or other purposes.

2. Librarians are expected to use good judgment to remove from the collections whatever no longer serves a need, and to refurbish, by rebinding or other means, materials that might suffer deterioration if not so cared for.

F. INTELLECTUAL FREEDOM AND CENSORSHIP POLICY:

P3600

The library rejects any censorship of materials in the collection, which meet the criteria of this statement. The library will abide by the policies contained in the following Censorship Statements.

1. Any individual may reject materials for him or herself but may not restrict the freedom of others to read.
2. Whenever library material is challenged, it will be re-examined by the Library Director and, when necessary, referred by the Director to the Board of Trustees; if the material meets the criteria of the materials selection and collection development policy, it shall not be removed from the collection except by court order.
3. Complaints and/or objections to library materials will be considered in terms of the library's materials selection policy, the principles of the American Library Association Library Bill of Rights, and the opinions of the reviewing source(s) used in selection.
4. When materials are challenged library staff will:
 - a) Treat complaints with dignity and courtesy.
 - b) Provide a form "Request for Reconsideration of Library Materials" to obtain a formal complaint.
 - c) The full facts shall be presented to the Library Board of Trustees.
 - d) Defend the principles of freedom to read and the professional responsibility of the Library rather than the book.
 - e) If necessary seek the support of local press and the New York Library Association's Intellectual Freedom Committee.

5. The complaints, and/or objections, and response will be forwarded to the Library Director for review and relevant comments if received by a substitute in the Director's absence.
6. In the event that the person or group registering the objection is not satisfied, a direct meeting with the Library Director will be arranged.
7. If the complainant still feels that the problem has been dealt with inadequately, a final appeal to the Board of Trustees will be made. The Library Director will notify and inform the Board of the details of the case before a full hearing is scheduled.

P4000 Personnel Policy

Policies 4000-P4700 rescinded by the Library Board of Trustees and replaced with the Town of Ballston Community Library Employee Handbook adopted by resolution by the Library Board of Trustees on December 21, 2021.

Policy V – FINANCE

P5000

A. TRUSTEES FUND

P5100

1. PURPOSE

The name of the Fund shall be the Town of Ballston Community Library Trustees Fund. The objective of the fund shall be to obtain an increasing source of funds for expenditures not funded by budgeted income. The monies generated by the Fund may be directed as specified by the donor or used at the discretion of the Director with the oversight of the Board of Trustees.

2. SOURCE OF FUNDS

Funds shall be generated by special gifts, bequests, and promotions for the specific purpose of increasing the Fund. Acceptance of any gift shall be subject to approval by the Library Board of Trustees. At the discretion of the Board, non-monetary gifts may be sold and the money realized from the sale shall be deposited in the Fund. The Library shall furnish receipts for tax deduction purposes, but the donor shall bear the cost of the appraisal. Such receipts shall be issued in the name of the Board of Trustees.

3. MANAGEMENT

Management and administration of the Fund shall be the responsibility of the Board of Trustees. The Library Director shall include this information as part of his/her monthly report to the trustees. The development of prudent, non-speculative investment practices shall be the responsibility of the Board of Trustees. Trustees' funds shall be kept distinct from other library monies.

4. EXPENDITURES

Expenditures of Fund money shall be made only with the approval of the Board of Trustees.

5. RECOGNITION

Unless anonymity is requested, public recognition of gifts shall be made by the Board of Trustees. The form of recognition to honor major honorees/donors shall be determined by the Board of Trustees.

B. PETTY CASH

P5200

The Town of Ballston Community Library has two distinct and separate petty cash funds, "**Petty Cash**," and "**Petty Cash on Hand**." The intent is to efficiently procure small dollar purchases, including mileage reimbursements or local travel costs.

1. The **Petty Cash** fund is a checking account, used to reimburse staff or pay small expenditures that are immediate or unusual.
2. The **Petty Cash on Hand** fund is cash kept in a locked cash box to allow a staff member to requisition up to \$50.00 for an immediate purchase (e.g., craft or program materials).

Requirements include:

1. No cash register or cash drawer funds will be used to fund these expenditures. This will facilitate the daily reconciliation of incoming revenues.
2. Petty Cash on Hand use is recorded in an activity log maintained by the assigned petty cash custodian and signed for by the staff member making the purchase. Receipts are attached to the log. Periodic reconciliation will be required to account for and reimburse petty cash through the Accounts Payable process. Trustees perform spot checks of the Petty Cash on Hand.
3. The senior library clerk and the director are signees for the petty cash checks. The director should sign all checks made out to the senior library clerk or relatives of same and the senior library clerk should sign all checks made out to the director or relatives of same.
4. The accounts clerk and director are the only ones with access to the petty cash on hand, which is kept in a locked file cabinet in the director's office.

C. PURCHASING

P5300

1. The procurement of materials, services and equipment is a direct responsibility of the Director or another library staff member designated by or with the approval of the Director.
2. The Library Director is authorized to spend up to \$1,500 within an approved budgeted line without prior board approval.

3. The Library Director is authorized to spend up to \$3,500 within an approved budgeted line with the approval of the Library Board President or the Chair of the appropriate Library Board Committee.
4. The Library Director is authorized to spend over \$3,500 within an approved budgeted line with approval by majority vote of the full Board of Trustees.

Approved November 28, 2018

Policy On General Accounting

P5300E

Fiscal Year: The Town of Ballston Community Library's fiscal year shall be January 1 to December 31.

Accounting Method: The Town of Ballston Community Library shall use the "Accrual Accounting Method".

Annual Audit: The Town of Ballston Community Library's files and finances will be audited annually by a qualified Certified Public Accountant (CPA).

Authorized Signers: The following are authorized to sign checks and transact business on behalf of the Town of Ballston Community Library:

- President
- Vice President
- Treasurer
- Library Director

Procedures for Ordering and Paying Bills:

General:

- Bidding and purchasing laws and the library procurement policy must be adhered to.
- Only authorized personnel may place orders as specified in the Authorizations section below.
- All purchases must stay within the approved limits as set by the Board in the annual operating budget OR within a received grant.
- Only the Board of Trustees, by majority vote of those trustees attending a meeting, can secure a new or change an existing bank account, credit card, or other financial tool.

Authorizations:

- The Library Director is authorized to purchase anything needed for the library provided such expenditures are within the scope of the approved budget.

- The Account Clerk is permitted to purchase office supplies and office machinery as needed and to make repair calls as needed provided such expenditures are within the scope of the approved budget.
- The Adult Services, Youth Services, and Circulation and Technical Services Department Heads or their designees are authorized to purchase from book and A/V vendors and to make purchases to support library programming provided such expenditures are within the scope of the approved budget.
- The Adult Services and Youth Services heads are authorized to purchase computer and network hardware and software necessary for library operations, and to make repair calls as need providing such expenditures are within the scope of the approved budget.
- Trustees are not authorized to make purchases with, or that encumber, library funds w/o prior board approval.

Tax Exemption Certificates and letters are available. The Library is an exempt unit of local government, and no sales tax should be charged on purchases made on the Library's behalf.

Procedures for Paying Bills:

The Account Clerk opens the mail.

Bills are distributed to Director or Department Heads, as appropriate.

The Director, Department Head or his/or her designee matches the invoice with the packing slip.

The Director or Department Head approves each invoice and those with questions are put aside for further investigation and/or backup documentation.

The Account Clerk records each invoice in library's accounting software, assigns a Chart of Accounts code and prepares an individual "voucher" slip for each invoice.

The Account Clerk uses the Library's accounting software to cut checks.

The Library Director or designee reviews each invoice and approves it for payment.

A Trustee reviews each invoice on behalf of the Board of Trustees.

The Account Clerk prepares a report of all pending checks, including PO # and check number and includes it in the board packet for all Trustees.

The final version of these reports is to be included in the board packet along with the other monthly financial reports for approval by the Board of Trustees by specific action or as part of the agenda.

The Treasurer, President or Vice President signs checks.

The report to the Board of Trustees listed above shall not delay the issuance of checks.

Checks are normally scheduled to be run to coincide with monthly board meetings. In the event that a particular payment is required prior to a board meeting, a smaller check run will be completed each month, normally corresponding with payroll cycles. In those instances, the Library Director will sign checks, and invoices will be approved by the Board President and included in the monthly review for all Trustees.

D. EMERGENCY PURCHASES

P5400

Exceptions to the above spending limits include extreme emergencies and building and maintenance costs. The Library Director or designee may authorize an emergency purchase. These are not cash/check purchases and would follow the usual process for payment including an invoice and voucher. In the case of immediate payment requirements, the director or designee may use a personal credit card and request reimbursement.

1. An emergency purchase, especially one that circumvents normal purchasing procedures, shall be presented to the Board as soon as practical.
2. Verbal approval must be obtained from either the President of the Board of Trustees or the Town of Ballston Town Supervisor if the purchase exceeds the budgeted amount available in that line and/or the contingency line.
3. An emergency is defined as a circumstance that constitutes a threat to public safety, life or property; or a condition that requires immediate intervention.

Amended November 28, 2018

Town of Ballston Community Library Fund Balance and Reserve Fund Policy March 30, 2022 Purpose: The Board of Trustees of the Town of Ballston Community Library is responsible for the appropriate accounting of public funds, the sound management of Library finances, and the adequate funding of services desired by the public. This fund balance policy is adopted to assist the Library Board of Trustees in maintaining a prudent level of financial resources in order to provide essential services, maintain sufficient cash flow, and manage unanticipated occurrences.

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

Policy:

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

The Board of Trustees has the authority to assign fund balances for a specific purpose. For the purpose of fund balance classification, expenditures are to be spent from restricted fund balances first and then unrestricted. Expenditures incurred in the unrestricted fund balance shall be reduced first from the committed fund balance, then from the assigned fund balance and lastly, the unassigned fund balance.

Review:

This policy shall be reviewed by the Library Board of Trustees on an annual basis, not later than June of each year.

VI FACILITIES P6000

A. EQUIPMENT AND FACILITIES P6100

1. Library equipment is available for use by groups with the prior approval of the Director. This includes and applies only to the Community Room, the P.A. System and the multimedia projector.

B. MEETING SPACE USE POLICY P6200

1. The library is pleased to be able to offer three meeting spaces for use by community groups which offer philanthropic, civic, educational or cultural programs. Reservations may be made in person or online on a first-come, first-served basis. Application forms must be filled out by a representative of the organization seeking to use the space. Such individuals shall accept responsibility for any damages to library equipment and furnishings which may occur. Exceptions may be made by the Library Board if the Board deems extenuating circumstances are involved. The fact that a group is permitted to meet at the Library does not in any way constitute an endorsement of the group's policies or beliefs by the Library staff or Board.

2. The following are general rules of use for reserved meeting spaces:

- a. All meetings must be open to the public.
- b. Groups must follow maximum occupancy limits set by the Town of Ballston Building Department.
- c. Spaces may be reserved no more than forty-five days in advance.
- d. Use of the spaces is limited to 24 times per year for each organization.
- e. It is understood that library programming will have first priority in space use.
- f. There will be no charge for use of the meeting spaces.
- g. No admission may be charged by the group.
- h. Meeting spaces are not available for purely social or commercial functions.
- i. Refreshments, with the exception of alcoholic beverages, may be served and shall be provided by the group.
- j. The people using the meeting space shall be responsible for setting up before and after use and leave it in neat, clean, orderly condition; if not, a cleaning fee may be charged.
- k. The Library is not responsible for any equipment, supplies, materials, or other items brought to the Library by any group or individual attending a meeting.
- l. The Library Board and staff do not assume any liability for groups or individuals attending a meeting in the Library.
- m. A meeting may be terminated if found by the Director to be disruptive to regular library services.
- n. The Community Room has a separate outside entrance and may be used after hours with the consent of the Director.
- o. The Library Board reserve the right to refuse an application if the intended use violates any Library policy.
- p. Library equipment is available for use by groups with the prior approval of the Director. This includes and applies only to the Community Room, the P.A. System and the multimedia projector.

C. COMPUTER POLICY

P6300

1. Only card holders of the Town of Ballston Community Library will be allowed to use library computers with permission from a staff member.
-
2. Children under age 10 must be accompanied by an adult who is a card holder at the library.
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3. Any misuse of equipment or software, in the opinion of the staff, will result in the loss of access to the computer.
-

D. COMMUNITY BULLETIN BOARD

P6400

The library bulletin board is available for postings related to upcoming cultural, educational or community oriented events or programs by non-profit organizations. The library director shall pre-approve all postings. No petitions other than library-related may be posted. Lowest priority will be given to businesses or residents promoting their services and local employers soliciting employees. Such postings shall be on a space available basis. Notices posted by the library shall have first priority.

E. FAX AND PHOTOCOPIER

P6500

The fax machine and photocopier may be used with the permission and assistance of designated library staff. Anyone wishing to use either machine shall first seek permission from a staff member at the circulation desk. The library may charge a fee for such usage to be set at the discretion of the Library Director.

F. VIDEO SURVEILLANCE

P6600

In order to maintain a safe and secure environment for its staff and patrons, the Town of Ballston Community Library employs the use of continuous video surveillance and recording in selected public areas of the library premises. Signage is posted at the library entrance at all times, disclosing this activity.

1. Video images will be routinely monitored in real-time. An exception will be that the community room will not be monitored during meetings.
2. Video records are stored digitally on hardware in the Library for a minimum of 14 days, or until image capacity of the system is reached.
3. Video records may be used to identify the person or persons responsible for Library policy violations, criminal activity, or actions considered disruptive to normal Library operations.
4. Video records may be shared among Library staff to identify person(s) suspended from Library property and to maintain a safe and secure environment.
5. Video records may be used to assist law enforcement agencies in accordance with applicable local, state and federal laws.
6. Video recordings of incidents can be retained and reviewed as long as considered necessary by the Library Director.

G. ELECTRIC VEHICLE CHARGERS

P6700

The Library will make electric vehicle chargers available part of our ongoing sustainability effort. Charging will be available at no cost to the user, subject to review and changes by the Board of Trustees. Users of the equipment must follow all Charge Point rules and regulations as well as any local and state traffic laws. The Library is not responsible for any damages to a user's equipment and is unable to provide technical assistance to users.

A. PURPOSE OF THE LIBRARY BOARD OF TRUSTEES

P7100

Trusteeship by definition is the agency of a person or persons designated to act as governors or protectors over property belonging to another. Since a public library belongs to its entire community, library boards have been created by law to act as citizen control or governing body of the library. Library trustees accordingly are public officials and servants of the public, and the powers delegated to library boards are a public trust.

Duties and responsibilities inherent in this public trust may be loosely classified as being of two kinds: the legal responsibilities specifically enjoined upon the board by statute, and the practical responsibilities dealing with day-to-day operation of the library.

The statutory board powers, such as fiduciary responsibility, handling of buildings and real estate belonging to the library, and control of the library's finances are clearly defined in the state and municipal laws affecting libraries. Legal responsibilities of a library board are binding, and cannot be delegated. Trustees at all times must accept and abide by this fact.

B. DUTIES AND RESPONSIBILITIES OF THE LIBRARY BOARD

P7200

1. Employ a competent and qualified librarian.
2. Determine and adopt written policies to govern the operations and programs of the library.
3. Determine the purpose of the library and secure adequate funds to carry on the library's program.
4. Know the programs and needs of the library in relation to the community; keep abreast of standards and library trends.
5. Establish support and participate in a planned public relations program.
6. Assist in the preparation of the annual budget.
7. Know local and state laws and actively support library legislation in the state and nation.
8. Establish among library policies those dealing with book and material selection.

9. Attend all board meetings and see that accurate records are kept on file at the library.
10. Attend regional, state, and national trustee meetings and workshops, and affiliate with the appropriate professional organizations.
11. Be aware of the services of the state library extension agency.
12. Report regularly to the governing officials and the general public.

C. Trustee Appointment Policy

P7250

1. When a Trustee Position is vacated and must be filled, the Trustees and Staff will publicize the opening to residents of the district via the Library's website, signage at the Library, and other means suitable (as determined by the Board of Trustees and Library Director). Such publicity will include a description of the role, requirements and desired attributes of the role, and application process and timing (including the application deadline).
2. Eligible residents of the Library Special District must complete and submit the application to the Library, before the application deadline, to be considered.
3. The Trustees will assess applicants against the desired characteristics cited in Policy P7300, towards the aims cited in Policy P7200. The Trustees will (through motion of the Board) select a Trustee Candidate to promote to the Town of Ballston for formal appointment.
4. The Trustee Candidate will be briefed on Library operations and applicable regulations immediately, but cannot perform the role of the Trustee until the Town of Ballston process is complete (typically a resolution by the Town Board and swearing in of the individual (Oath of Office)).

D. DESIRABLE QUALIFICATIONS

P7300

1. Interest in the library, the community and the library's relationship to the community.
2. Readiness to devote time and effort to carrying out the duties of a trustee.
3. Recognition of the library's importance as center of community culture.
4. Close acquaintance with the community's social and economic condition and groups within the community.
5. Ability to work well with others.

6. An open mind, intellectual curiosity and respect for opinions of others.
7. Initiative and courage to plan and carry out policies, and withstand pressures and prejudices.
8. Devotion to the library's welfare and progress is the most important qualification.

E. Authorizing Video Conferencing Under Extraordinary Circumstances P7350

In compliance with Public Officers Law (POL) § 103-a(2)(a), the Town of Ballston Community Library Board of Trustees, following a public hearing, authorized by resolution on December 28, 2022, the use of videoconferencing as described in POL § 103-a.

The following procedures are hereby established to satisfy the requirement of POL § 103-a(2)(b) that any public body which in its discretion wishes to permit its members to participate in meetings by videoconferencing from private locations – under extraordinary circumstances – must establish written procedures governing member and public attendance.

1. Library Board of Trustee members shall be physically present at any meeting of the Board of Trustees unless such member is unable to be physically present at one of the designated public meeting locations due to extraordinary circumstances.

2. For purposes of these procedures, the term “extraordinary circumstances” includes disability, illness, caregiving responsibilities, or any other significant or unexpected factor or event which precludes the member’s physical attendance at such meeting.

3. If a member is unable to be physically present at one of the designated public meeting locations and wishes to participate by videoconferencing from a private location due to extraordinary circumstances, the member must notify President of the Board of Trustees no later than four business days prior to the scheduled meeting in order for proper notice to the public to be given. If extraordinary circumstances present themselves on an emergent basis within four days of a meeting, the Board of Trustees shall update its notice as soon as practicable to include that information. If it is not practicable for the Board of Trustees to update its notice, the Board of Trustees may reschedule its meeting.

4. If there is a quorum of members participating at a physical location(s) open to the public, the Board of Trustees may properly convene a meeting. A member who is participating from a remote location that is not open to in-person physical attendance by the public shall not count toward a quorum of the Board of Trustees but may participate and vote if there is a quorum of members at a physical location(s) open to the public.

5. Except in the case of executive sessions conducted pursuant to POL § 105, the Board of Trustees shall ensure that its members can be heard, seen, and identified while the meeting is being conducted, including but not limited to any motions, proposals, resolutions, and any other matter formally discussed or voted upon. This shall include the use of first and last name placards physically placed in front of the members or, for members participating by videoconferencing from private locations due to extraordinary circumstances, such members must ensure that their full first and last name appears on their videoconferencing screen.

6. The minutes of the meetings involving videoconferencing based on extraordinary circumstances pursuant to POL § 103-a shall include which, if any, members participated by videoconferencing from a private location due to such extraordinary circumstances.

7. The public notice for the meeting shall inform the public: (i) that extraordinary circumstances videoconferencing will (or may) be used, (ii) where the public can view and/or participate in such meeting, (iii) where required documents and records will be posted or available, and (iv) the physical location(s) for the meeting where the public can attend.

8. The Board of Trustees shall provide that each open portion of any meeting conducted using extraordinary circumstances videoconferencing shall be recorded and such recordings posted or linked on the Town of Ballston Community Library website within five business days following the meeting, and shall remain so available for a minimum of five years thereafter. Such recordings shall be transcribed upon request.

9. If members of the Board of Trustees are authorized to participate by videoconferencing from a private location due to extraordinary circumstances, the Board of Trustees shall provide the opportunity for members of the public to view such meeting by video, and to participate in proceedings by video conference in real time where public comment or participation is authorized. The Board of Trustees shall ensure that where extraordinary circumstances videoconferencing is used, it authorizes the same public participation or testimony as in person participation or testimony.

10. Open meetings of the Town of Ballston Community Library Board of Trustees conducted using extraordinary circumstances videoconferencing pursuant to the provisions of POL § 103-a shall utilize technology to permit access by members of the public with disabilities consistent with the 1990 Americans with Disabilities Act (ADA), as amended, and corresponding guidelines. For the purposes of this guideline, "disability" shall have the meaning defined in Executive Law § 292.

11. The in-person participation requirements of POL § 103-a(2)(c) shall not apply during a [state disaster emergency declared by the governor pursuant to Executive Law § 28 or a local state of emergency proclaimed by the chief executive of a county, city, village or town pursuant to § 24 of the Executive Law] if the Board of Trustees determines that the circumstances necessitating the emergency declaration would affect or impair the ability of the Board of Trustees to hold an in-person meeting.

12. These procedures shall be conspicuously posted on the Town of Ballston Community Library website.

F. LONG RANGE PLAN

P7400

The Long Range plan developed by the Long Range Planning Committee was officially adopted by the Library Board on.

CONFLICT OF INTEREST POLICY

Board Approved on: February 25, 2015

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

1. "Interest" means a direct or indirect pecuniary or material benefit accruing to an officer or employee, or his/her relative whether as a result of a contract with the Town of Ballston Community Library and/or the Town of Ballston or otherwise. For the purpose of this policy, a library officer or employee shall be deemed to have an interest in the contract of:
 - a. A relative except as to a contract of employment with the library
 - b. A firm, partnership, or association of which such officer or employee is a member or employee
 - c. A corporation of which such officer or employee is an officer, director, or employee
 - d. A corporation of which more than five percent of the outstanding stock is owned by any such officer, employee, or his/her relative.
2. "Legislation" means a matter which appears on the agenda of the Library Board of Trustees or on a committee thereof, on which any official action will be taken and shall include proposed or adopted acts, local laws, ordinances, or resolutions.
3. "Officer" or "Employee" means an elected or appointed officer or employee of the library whether paid or unpaid.
4. "Relative" means spouse, a child, stepchild, parent, stepparent, brother, sister, stepbrother, stepsister, or legal guardian of any said persons of an officer or employee.
5. "Spouse" means the husband or wife of an officer or employee unless living separate and apart pursuant to:
 - a. A judicial order, decree, or judgment of separation, or
 - b. A legally binding written agreement of separating in accordance with the Domestic Relations Law.

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

1. Confidential Information: No officer or employee shall disclose confidential information acquired on the course of official duties or use such information to further a personal interest.
2. Disclosure of Interest in Legislation: To the extent known, any officer or employee of the library who participates in the discussion or gives an official opinion to the library board on any legislation before it shall publicly disclose on the official record the nature and extent of any direct or indirect financial or other private interest he/she may have in such legislation.
3. Disclosure of Interests in Contracts: To the extent known, any officer or employee of the library who has, will have, or subsequently acquires any interest in any contract with the library shall publicly disclose the nature and extent of such interest in writing to the library board as well as to his/her immediate supervisor as soon as he/she has knowledge of such actual prospective interest.
4. Investments in Conflict with Official Duties: No officer or employee shall invest or hold any investment directly or indirectly in any financial, business, commercial, or other private transaction which creates a conflict.
5. Private employment: No officer or employee shall engage in, solicit, negotiate for, or promise to accept private employment or render services for private interests when such employment or service creates a conflict with or impairs the proper discharge of his/her duties.
6. Prohibited Conflicts of Interest: No library officer or employee shall have an interest in any contract between the library and a corporation or partnership of which he/she is an officer or employee when such library officer or employee has the power to:
 - a. Negotiate, prepare, authorize, or approve the contract or authorize or approve payment thereunder,
 - b. Audit bills or claims under the contract,
 - c. Appoint an officer or employee who has any of the powers or duties set forth above, and no chief fiscal officer, treasurer, or his/her deputy or employee shall have an interest in a bank or trust company designated as a depository, paying agent, registration agent or for investment of funds of the library of which he/she is an officer or employee.

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

7. **Certain Interests Prohibited:** No officer or employee of the library who has an interest any real property, either individually or as an officer or employee of a corporation or partnership shall participate in the acquisition or plan for acquisition of said property or any property adjacent to said property by the library. The term, participation, shall include the promotion of the site as well as the negotiation of the terms of acquisition.
8. No library officer or employee shall use or permit the use of property owned or leased to the library for other than official purposes or for activities not otherwise officially approved.

Responsibilities: It shall be the responsibility of the Director to ensure that: All staff (including the Director), volunteers, and Board of Trustee members are given a copy of this policy to read and to sign the attestation below – The signed attestations will be kept on file.

Attestation:

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

Signed: _____ Date: _____