

Winnebago Library Board Policy Manual

**Winnebago Public Library District
Board of Trustees**

Policy Manual

September 19, 2025

Winnebago Public Library District Policy Manual Table of Contents

Name of Policy	Last Reviewed	Next Review Date
Access to Library Services	10/2024	10/2026
ADA Compliance	09/2025	09/2027
Budget and Appropriations Ordinance, Levy Ordinance, Reports and Audits	09/2025	09/2027
Charges, Fees and Appeals	03/2025	03/2027
Collection Management and Development	09/2023	09/2025
Confidentiality of Library Records	07/2023	07/2025
Emergency Procedures	09/2023	09/2025
Governance & Admin Authority of the Board of Trustees	05/2025	05/2027
Hours of Operation	04/2024	04/2026
Investment of Public Funds	07/2023	07/2025
Library Conduct	12/2023	12/2025
Library Policy Development and Review	05/2025	05/2027
Local History Room	08/2023	08/2025
Meetings of the Board of Trustees	05/2025	05/2027
Meeting Room Use	05/2025	05/2027
Membership and Trustees of the Board	09/2025	09/2027
Mission Statement	03/2023	03/2025
Personnel	04/2025	04/2027
Public Posting of Materials	07/2025	07/2027
Purchasing	06/2025	06/2027
Records Retention and Control	10/2023	10/2025
Sexual Harassment	10/2023	10/2025
Social Media	07/2025	07/2027
Technology Usage – REQUIRES ANNUAL REVIEW	03/2025	03/2026
Volunteer Program	05/2025	05/2027

ACCESS TO LIBRARY SERVICES

Adopted: October 1984

Revised: October 2024

Last Reviewed: October 2024

All residents within the Winnebago Public Library District are eligible to apply for a free, three-year library card which is non-transferable. All items borrowed are the responsibility of the individual to whom the card is issued. If a non-resident owns a business or property within the library district, they are eligible to apply for a free resident card as they are taxpayers who attain this privilege.

A non-resident is defined as "an individual residing in Illinois whose principal residence is not within the public library service area" [23 Ill. Adm. Code 3050.10]. Non-residents have the option to annually purchase a library card in order to obtain public library service. Non-residents are able to utilize services and apply for a library card for an annual fee which is determined by the board. Once non-resident cards are purchased, the card is recognized as a valid public library card and can be used at other public libraries.

Applying for a Non-Resident Library Card

A non-resident will apply for a non-resident card at the closest public library approximated by their current address. "Closest public library" means a participating public library that issues non-resident cards that meet the conditions of the law and will be determined by the location of the participating public library.

Intergovernmental Agreement - Student Library Cards

The Winnebago Public Library has an Intergovernmental Agreement (IGA) with the local school district to provide library cards for non-resident students. Students living outside the Winnebago district boundaries who are registered to attend the local school district or are homeschooled and who are not served by other local libraries, are eligible for a Winnebago Public Library card at no cost. The IGA agreement covers students only, not other household members.

Non-Resident Property Owner and Leasee

The non-resident fee shall not apply to a non-resident who, as an individual or as a partner, principal stockholder, or other joint owner, owns or leases property that is taxed for library service or is a senior administrative officer of a firm, business, or other corporation owning taxable property within the district, upon presentation of the most recent tax bill on that taxable property. [75 ILCS 5/4-7(12) and 75 ILCS 16/30-55.60(3)] The library card will accord the non-resident property owner or non-resident leasee cardholder all the services the issuing public library provides its residents, including reciprocal borrowing privileges.

Winnebago Library Board Policy Manual

Youth (under age 18) registrations must be signed in person by a parent or guardian. Signatures indicate an acceptance of responsibility for:

- the youth's use of all library resources including access to the Internet
- supervision of the youth's choice of materials
- return of all materials when due
- all losses and damages to materials and equipment borrowed

Patrons whose taxes go to other libraries are considered reciprocal borrowers. They will be issued a library card that will expire at a time based on the home library expiration date.

Library Card Registration and Responsibility

- At least two documents with acceptable proof of current residency and identification must be presented upon application for a card and may include, but are not limited to:
 - Photo Identification
 - Driver's License or State ID
 - Firearms ID
 - Non Photo Identification
 - Bill (current or last month's credit card or utility)
 - Auto Registration
 - Checkbook (with imprinted name and current address)
 - Driver's Permit
 - Lease
 - Recent Post Office-Forwarded Mailing Label
 - Mortgage
 - Voter's Registration Card
- Patrons must use their own card to check out materials.
- There is a \$1.00 fee for the replacement of lost cards which are not yet expired.
- Minors less than 18 years old, with written parental permission, may check out R-rated or unrated materials.
- Due dates for materials requested through inter-library loan may vary. Books may be placed on reserve in the case of a school assignment where it is evident to the library director that several students may wish to study the same subject.
- Requested materials from our library will be held for the patron for ten days after notification.

Length of Checkout for Library Materials

- 1 Week - DVD - 1 Renewal
- 2 Weeks – Multi Disc (3 or more) set/series – 1 Renewal
- 2 Weeks - Materials classified by WPL as "NEW" (3 months) – No Renewal
- 3 Weeks – Telescopes, Microscopes – 1 Renewal (if there are no holds)
- 3 Weeks - Books, Audio Books, Magazines, Music CD, STEM Kits – 1 Renewal

Limits of Checkout for Library Materials

- Unlimited - Books, Magazines

Winnebago Library Board Policy Manual

- 5 Titles - DVD, Audio Books, Music CDs
- 5 Titles - Materials classified by WPL as “NEW” materials
- 2 – STEM Kits, Telescope*, Microscope*
*(limit of one scope of each variety but can check out both kinds)

The library maintains an outdoor bookdrop for our patrons' convenience. Items returned after the library is closed will be considered returned the next day. Materials returned in the book drop while the library is open are checked in on the same day. The bookdrop is not checked on Sundays or on holidays.

Renewals

Upon request, material may be renewed via a phone call, email, or online using PrairieCat.

STEM Kits

The primary purpose of the STEM (science, technology, engineering, math) kits is to provide educational resources while exposing individuals to the STEM fields. STEM kits assist individuals in developing critical thinking and deductive reasoning skills. The library encourages people of all ages to explore the STEM fields with a variety of STEM kits for checkout. Because of this, a limited number of items are available for checkout. Exceptions may be made at the discretion of the library administration.

- Kits are available at the service desk on a first-come, first-serve basis. To reserve a kit in advance, contact the library service desk.
- Borrowers must have their own active library card and be in good standing at time of checkout.
- Library staff reserve the right to refuse service to anyone who abuses the kits or is repeatedly late in returning them.
- If a kit is lost, returned in parts, stolen, damaged, or otherwise not returned, the patron will be responsible to pay, repair or replace the item. Users are required to report any problems experienced with the equipment during their borrowing period. The condition of the kit will be assessed before checkout and upon its return.

Telescope and Microscope Equipment – Lending Procedure

Use your library card to discover the universe. Telescopes and microscopes are available at the service desk for circulation. A patron in good standing and 16 years of age or older can check out this equipment. Borrowers will be asked to sign a lending agreement and show a valid driver's license or other photo ID. Contact the service desk to reserve the equipment. Borrowers will have two days to pick it up before it will be made available to the next person. This equipment is eligible for one renewal if there are no holds. Borrowers are encouraged to use the equipment with friends, family members, classes and clubs. Staff will introduce you to the contents of the kit, review safety instructions, and have you sign a loan agreement.

Winnebago Library Board Policy Manual

The borrower is responsible for reading the instruction manual for proper care and use of the equipment. The borrower agrees by signing a lending agreement to assume all risks with use of the equipment and not to hold the library liable for any damages to the borrower or others as a result of use. Borrowers must return all items in good condition to the service desk. Damage and replacement charges will be assessed based on the cost of repair and/or replacement.

Interlibrary Loan

Interlibrary loan transactions, in which materials are made available from the Winnebago Public Library District to another library outside of the district (or vice versa), are an essential service to patrons. The library agrees to participate in interlibrary loans to and from other libraries. Certain types of materials may not be available through interlibrary loan.

The library will lend all materials to other libraries through the interlibrary loan system with the exception of new, reference, local history material and/or kits. Our library accepts responsibility for the safe return of borrowed material and agrees to pay for lost or damaged material. We agree to abide by the rules of the interlibrary loan code.

Reference and Readers' Advisory Services

Reference service and access to the reference collection are available to all library patrons within the jurisdictional boundaries of the library regardless of age, race, sex or social or economic status of the patron, or purpose of inquiry. The library adopts and adheres to the American Library Association's Code of Ethics. All patron requests and the answers they receive are held in strict confidence.

All staff providing reference service shall receive continuing education on a regular basis. Such training consists of workshops and classes conducted in-house, at other libraries, via webinars, or via other library organizations such as RAILS (Reaching Across Illinois Library Systems). A library assistant is available to handle reference requests during all hours in which the library is open. The use of several public access computers, including the On-Line Access Catalog (OPAC), and some on-line reference resources is available free of charge to all patrons.

Reference service is provided for all in-library and telephone requests as well as for those received by mail, fax, social media or email. Questions will be answered as quickly as circumstances allow. All requests/inquiries are treated with uniform diligence and thoroughness and will receive an answer or status report within one working day.

Patrons with income tax, medical, legal, advanced technical or appraisal requests may have to be referred to professional sources. The library's liability insurance precludes answering in-depth questions. Such referrals are verified and/or mediated by staff.

Homework/School Assignments and/or Staff Assistance to Patrons

Students with broad questions and research projects are frequent users of the library. With the assumption that learning to do research is part of the teacher assignment, we assist students in their searches rather than providing specific answers for the project. The help provided is dependent on the nature and purpose of the assignment, the difficulty of the search, and the age and sophistication of the student. As appropriate, staff will assist students to find sources, instruct them in the use of the sources, and assist in the search. We suggest basic reference sources, indexes, bibliographies and sources in the general collection. We show students how to use all the suggested sources. When appropriate, books will be pulled and placed on in-house reserve to insure that adequate resources are available for all students.

Telephone Use

Patrons who visit the library take priority over the patron who telephones, faxes, messages via social media or emails, especially at times of heavy in-library use. In such cases, a return contact may be necessary.

Public Use of Library Telephone

Library telephones are for library business only. However, there are situations where the public is allowed to use library telephones. These situations include:

- Contacting parents or family members of patrons to inform them of injury or illness due to an emergency occurring in the library.
- Children calling to be picked up from the library or to inform parent/guardian of the child's location.

Patrons are reminded to ask an employee to use the library's telephone. Patron calls may only be made via the phone located at the circulation desk. All patron calls on the library telephone must be limited to no more than two minutes. If a patron presents a rare and extenuating situation, staff should bring that request to someone in management who will decide whether or not an exception should be made.

Cell Phone Usage in the Library

Cell phone use is prohibited in the library and should be turned off or set to "vibrate" when entering the building. The vestibule area may be used to make short, quiet phone calls. Loud or extended conversations should be taken outside the library building. The staff will ask patrons to leave the library if the patron does not comply with this policy.

Loan of Reference Materials

At the discretion of management, up to five reference materials may be checked out for up to one week to anyone with a Winnebago Public Library card in good standing.

Items in the local history collection will not be circulated.

Readers' Advisory Service

Winnebago Library Board Policy Manual

Readers' advisory service is one of the most important functions of the library and covers a wide range of services including research assistance, homework help, computer assistance, bibliographic verification, inter-library loan assistance, and referral services. This policy is designed to ensure that all patrons receive the highest possible level of this service.

Goals

The goal of readers' advisory service is to provide accurate answers to patrons' questions by trained staff during all hours of operation of the library.

- To provide materials and services to meet users' needs for timely, accurate, and useful information.
- To provide trained staff to assist patrons and to facilitate access to the library's collections and cooperative resources.
- To assist patrons in the use of information resources, library materials, and in the development of research strategies in multiple formats.
- To provide readers' advisory service in multiple formats.
- To provide efficient referral and effective follow through including interlibrary loan, resource sharing, and supplementary information services.
- To keep the community informed about the services and resources available and encourage their use.

Ethics and Standards

Advisory service shall be provided to all users on an equal, nondiscriminatory and nonjudgmental basis. All requests are treated confidentially, courteously, and without regard to age, race, national origins, gender, sexual orientation, background, appearance social or economic status of personal view of the patron making the inquiry. Names of users and the transactions which occur between users and the staff are confidential and except as may be required by law, not discussed outside a professional context.

Service is provided in a manner consistent with the Library Bill of Rights, the American Library Association Code of Ethics and copyright law.

Availability of Service

The library provides information and readers' advisory service to any patron requesting it, regardless of residency. Readers' advisory service is provided by trained staff during all hours that the library is open. Inquiries for information and readers' advisory service are accepted in person, by telephone, through the mail, and digitally. If information appropriate to the patron's need is not available in the library, a referral will be made to local or regional resources. Staff will verify that the needed information is available from the source referral.

Whenever possible, answers to questions will be provided during the patron's visit or telephone call. Staff will attempt to answer a question within a patron's required deadline. If necessary, staff will inform the patron that a longer response time is needed or that assistance should be sought from another library or agency.

Providing Service

Staff will use available sources of information to answer questions. This includes but is not limited to books, periodicals, electronic databases, the Internet, and government agencies. Citations to sources of information will be given when questions are answered. The producers of a resource, not the library, are responsible for resource accuracy.

Staff will provide sources of information, not interpretation. Staff will not offer legal, medical, or tax advice or provide opinions, advice, or interpretation of information beyond the scope of their training in library reference work. Staff will not provide the following kinds of assistance, which is deemed to be beyond the scope of the library's service responsibilities such as:

1. Critiquing or editing patron documents, including resumes for job seekers;
2. Completing forms (including online forms) for patrons, or assisting patrons in completing such forms;
3. Solving or troubleshooting problems with patron's personal computers or other electronic devices. (In such instances, staff is permitted to assist by attempting to locate relevant instructions and similar kinds of information for patrons); and
4. Translations will not be provided except in response to a patron's request for reference service when the patron does not speak English. This will only be provided if a person on staff with appropriate expertise is available. For all other transactions, staff will refer patrons to other appropriate resources to obtain information regarding translators.

Questions will be referred to another agency, when appropriate. Staff will guide people doing extensive research or compiling large amounts of information to appropriate sources. Reading and interpretation of materials is the patron's responsibility.

Limitations

- Information, particularly in the subject areas of law, medicine, consumer information, religion, politics, and personal finance/tax information, is presented without interpretation, advice, analysis, or personal recommendation.
- Staff will not engage in conversation or debate of a personal nature, including but not limited to religious beliefs or political positions, or from their personal viewpoints.
- Patrons may not request to work exclusively with a particular staff member.
- Staff will set reasonable limits on the amount of time and level of response given to patron requests for information in order to ensure equal and fair access to services for all patrons.
- When it is not possible to answer a question by traditional means, staff may refer questions to another agency when appropriate.
- Patrons must comply with the Library Conduct policy when engaging in services.
- Staff do not provide editorial, typing, tutoring or translation services.

ADA COMPLIANCE

Adopted: October 2004

Revised: September 2025

Last Reviewed: September 2025

The library is committed to complying with the Americans with Disabilities Act (ADA) in all aspects of its facilities and services.

Any patron who believes the library is not in compliance with ADA regulations is encouraged to submit a written complaint to the library director, who serves as the designated ADA compliance officer.

Within ten business days of receiving a complaint, the ADA compliance officer will respond to the complainant regarding any findings and outline the procedures to be implemented if a violation is confirmed. The board of trustees will be informed of all ADA-related complaints and any actions taken in response.

BUDGET AND APPROPRIATIONS ORDINANCE, LEVY ORDINANCE, REPORTS AND AUDITS

Adopted: March 2010

Revised: September 2025

Last Reviewed: September 2025

Budget and Appropriation Ordinance (current fiscal year-01); Levy Ordinance (current fiscal year-02)

- (a) The board will, within the first quarter of each fiscal year and no later than the fourth Tuesday of September, prepare and adopt a budget and appropriation ordinance in accordance with the Illinois Municipal Budget Law. A certified copy of the ordinance will be published.
- (b) The board will adopt an ordinance to levy an additional tax for certain operation, building, and maintenance purposes (current fiscal year-02) no later than the fourth Thursday of November. This ordinance will be posted in a public area of the library within 3 days of its enactment, and shall remain so posted for a period of 14 days.
- (c) By the first Tuesday in December, the board will adopt an ordinance for the levy and assessment of taxes for corporate purposes within the district (current fiscal year-03). This ordinance will levy no more than the total amount appropriated (taking into account funds expected from non-tax sources) on all taxable property within the district, as assessed and equalized for state and county purposes for that year.
- (d) On or before the last Tuesday in December, the treasurer will file a certified copy of the levy ordinance with the county clerk of each county affected by the levy.
- (e) The county clerk will determine the tax rate percentage that, when applied to the full, fair cash value of all taxable property within the district (as assessed or equalized by the Department of Revenue), will yield the required net amount. The clerk will also include an additional amount of collection loss and costs, and will extend the tax in a separate column on the tax books maintained by the collector of state and county taxes within the district.
- (f) On or before the last Tuesday of December, the treasurer will also file certified copies of the budget and appropriation and levy ordinances with the library operated by the district. These documents will be made available for public inspection at all times.
- (g) The board will approve the next year's fiscal budget no later than the end of the current fiscal year (June 30th).

Reports and Audits

- (a) The secretary will file certified copies of the report within 60 days, or by September 1st, with both the Illinois State Library and in the library, where it will be available for public inspection.

The report will include the following:

- (1) A report of the audit of the secretary's records. The report will certify the accuracy and completeness of the records and list any discrepancies identified. The secretary's records will be audited annually by two trustees appointed by the president and/or secretary at the end of each fiscal year. The report will become a permanent part of the secretary's records.
- (2) A statement regarding any changes in the limits and boundaries of the district.
- (3) A statement listing any property acquired by the district, whether by purchase, legacy, gift, or other means.
- (4) A statement detailing any financial accumulations and their intended purposes.
- (5) A statement of any outstanding liabilities, including bonds still in effect.
- (6) Any additional information requested by the Illinois State Library.
- (b) In the event of an approved dissolution of the district, the board will prepare and file a final report.
- (c) The board will take appropriate action to address any discrepancies identified in audit reports.

CHARGES, FEES AND APPEALS

Adopted: October 1984

Revised: March 2025

Last Reviewed: March 2025

Fees

In accordance with national trends, the library went fine free on September 1, 2023.

- Patron accounts are not fined for overdue items checked out at the library. This includes items from other libraries that are sent through the interloan library system unless the item is not returned.
- Checkouts at other libraries are subject to their policies, including overdue fines.

The library will assess charges for items that are not returned (lost items) and for damages beyond normal wear that clearly occurred during the checkout term.

- Items are charged a lost/damaged fee based on the cover price of the item when it was new, even though the actual cost to the library may be less. In addition, a processing fee of \$5 will be charged to cover costs (i.e., acquisition, labels, tape, staff time, etc.). In cases where damages pose a potential health or contamination risk (e.g. mold), materials will be immediately discarded.
- If one of the library's items is lost and paid for and then later found, a reimbursement will be issued if the item is in good condition and returned within 90 days of its lost status.
- Patrons who return items with minor damage (e.g. torn pages, stains, etc.) will be charged nominal fees. There is no reimbursement for charges less than \$5.
- If it is discovered that an item was lost or misplaced due to library error, charges will be cleared and appropriate refunds issued.

A library card may be blocked to further checkout material until unresolved charges are resolved. Unpaid fees totaling more than \$50 may be submitted to a collection agency. Returned check fees will be added to a patron's record, along with the reinstatement of correlating fees. Payment plans may be made at the director's discretion.

Upon specific, written request from a patron and at the director's discretion, financial obligations to the library may be shared with a third party (i.e., executor, financial institution). Only a statement of fees will be reported with no further detail.

Reminders for Material Due

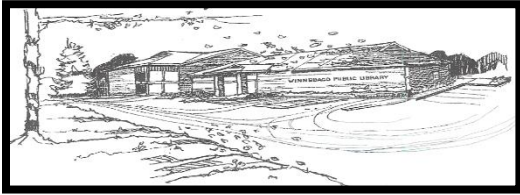
- a) A reminder is provided for material due about two weeks after the due date. Reminders may include phone calls, email and texts.
- b) A letter is sent when 28 days are past due. This letter will include a bill for the cost of the material(s) plus processing fee(s).
- c) If materials are returned within 90 days from the billing date, this bill will be voided.

Winnebago Library Board Policy Manual

Appeals

The library will consider all submitted appeals and decide whether or not to waive or reduce the charges. The Appeals and Claim form may be submitted by mail, email, fax, or in person. Charges may not be appealed on the basis of ignorance of the rules. Supporting documentation such as library notices, police reports, physician's certificate, or other pertinent documentation should be included with the Appeals and Claim form. All decisions are final.

The library will include an Appeals and Claim form with each billing statement. The appeal must be submitted within 21 days of the date the billing statement was issued.



**Winnebago Public Library
APPEALS & CLAIM**

Please use this form to appeal any fines you feel were assessed in error, to claim that you've already returned or never borrowed an item checked out to your account, to report a lost or damaged item or for fines that you believe should be waived due to special circumstances (such as prolonged illness). Supporting documentation such as library notices, police forms, physician's certificate, or other pertinent documentation should be included. The appeal must be submitted within 21 days of the date the billing statement is issued. Management will review your appeal and grant or deny it based on surrounding circumstances, including your overall library record, and decide whether or not to waive or reduce the fee.

This form may be submitted by mail, email, fax, or in person. Fines may not be appealed on the basis of ignorance of the rules.

DO NOT include sensitive information such as SSN, Credit Card # or Bank Information.

Patron's Full Name:

Patron's Library ID Number:

Current Phone Number:

Current Mailing Address:

Reason For Appeal:

COLLECTION MANAGEMENT AND DEVELOPMENT

Re-adopted: April 2010

Revised: September 2023

Last Reviewed: September 2023

The ultimate responsibility for selection of materials for the library lies with the library director who operates within the framework of policy determined by the board of trustees. Recommendations from staff and the general public are always welcomed and are given serious consideration. As often as possible, reviews of proposed acquisitions will be sought in the literature of reputable, professional organizations and other reviewing sources recognized for their objectivity and wide experience. Other sources will be consulted as appropriate.

A library's responsibility to its community is to present as wide a spectrum of currently useful, significant reading matter as its budget can afford. The Winnebago Public Library expresses approval of, accepts and abides by the principles as stated in the American Library Association's "Freedom To Read Statement" and the "Library Bill Of Rights".

The library director considers the following criteria in selecting materials:

1. Educational significance.
2. Favorable reviews found in standard selection sources. (Reviews are used from professional journals, including but not limited to the following: Booklist, BookPage, Goodreads, New York Times Book Review, Publishers Weekly, Shelf Awareness, as recommended by the American Library Association.)
3. Favorable recommendations based on preview and examination of materials by personnel.
4. Reputation and significance of the author, producer and/or publisher.
5. Validity, timeliness and appropriateness of material.
6. Contribution the material makes to the scope of representative viewpoints on controversial issues.
7. High degree of potential-user appeal.
8. Artistic quality and/or literary style.
9. Quality and variety of format.
10. Value commensurate with cost and/or need.
11. Relevance or permanence.
12. Existing library holdings. Factors limiting selection of material may include the finite physical space of the building, lack of sufficient funds, availability of specialized materials in neighboring library collections and suitability of format for library purposes.

Selection of books and other materials in certain areas is limited to general or basic works which are not too specialized or considered beyond the province of public library service. These specialized materials and materials of occasional demand can be requested through interlibrary loan. The limited areas include:

Winnebago Library Board Policy Manual

1. Textbooks. The library will not attempt to supply materials required for course work of elementary or secondary schools, or institutions of higher learning. The library provides materials supplemental to, or correlative with, various courses of instruction but is in no way obligated to provide textbooks.
2. Genealogy. The library will not attempt to supply specialized genealogy sources but will purchase general guides to help people of the library district learn how to trace their ancestry.
3. Foreign Language. The library will purchase some, as appropriate, foreign language material beyond basic dictionaries because our district has less than 1% non-English speaking residents.
4. Religious Material. The library will endeavor to build a religion collection which offers a broad spectrum of information on the texts, doctrines, histories and leaders of all major religions and religious philosophies. To achieve this, the library will ordinarily purchase, or accept as gifts, only religious materials of general interest. Books and other materials which proselytize, propagandize or foster intolerance toward other religions will not be included in the collection. Books and other materials published by church-owned or church-sponsored organizations will be accepted as gifts only when they meet selection criteria.

In order to maintain a dynamic, working collection, systematic and continuous weeding must be an essential part of a well-rounded and progressive acquisitions policy. Factors considered are duplications, obsolete information, superseded editions, worn-out material, slow-moving material not listed in standard sources, and back issues of periodicals with no indexes.

Disposal of Surplus Materials

This policy deals with items not covered under the Illinois Library Act. Library property (print and non-print material, equipment, supplies or any library property) which in the judgment of the library director is no longer useful for library purposes, may be disposed of in the following manner:

Books, non-print or gift material may be discarded, sold or upon approval of the board of trustees, given to local cultural, governmental or other not-for-profit agencies.

Any other library property having an individual current value of less than \$200 may, at the discretion of the library director, be discarded, exchanged or sold. The board of trustees may authorize disposal of an individual surplus item having a current value of \$200 or more. Members of the board of trustees or their immediate families who make bids on or purchase any library items deemed surplus are not shown favoritism.

Items lost by patrons within the library shall be placed in a secure area and will be available for claim by the patron who lost the item. After six months, items not claimed may be disposed of as indicated above.

Donations to the Library District

The library welcomes material and monetary donations that further the mission and goals of the library district. Donations are material (things) or monetary (money, stocks, bonds) gifts that individuals, groups, or organizations give to the Winnebago Public Library District. This may include gifts or memorials for a designated individual. Examples of material donations include: books, magazines, newspapers, CDs, DVDs, office and cleaning supplies, program materials, furnishings, artwork, historical materials, etc. The library reserves the right to refuse any material gift that cannot be effectively used or is not appropriate. The library may choose to sell or donate materials that it cannot use.

Monetary donations may be restricted (the donor requests the funds be used for a specific purpose, in consultation with library staff) or unrestricted (staff may determine the best use of the funds). They may be gifts (including bequests from estates) or memorials for a designated individual. Examples of monetary donations include cash donations, estate bequests, stocks, bonds, funds to purchase specific materials for the collection or for programming, or equipment, furnishings, etc.

All donations are acknowledged in writing by the library director. The library does not provide valuations for material donations. All donations to the library district—material or monetary—are tax deductible to the full extent of current tax law. All donations are acknowledged in the library district's gifts or memorials registers. Donors may request that their name remain anonymous. The library district maintains a wish list with a range of suggestions for material and monetary donations for those interested in making a donation.

Receiving and Processing Donations

1. Complete the Donation Record form for each donation received:
 - a. In person: the staff at the desk assists the donor to complete the form. If there is any question about the donation, the staff consults with the library director or a designated staff member.
 - b. By mail: the library director completes the form and contacts the donor if additional information is needed.
 - c. By telephone: the staff taking the call completes the form or offers to email or mail a form to the caller.
 - d. By email: the staff receiving the email forwards it to the library director who either completes a form or emails a form to the donor to complete.
2. For in person donations, make a copy of the Donation Record form and give it to the donor.
3. Place the Donation Record form with the check or cash (if applicable) in a sealed envelope in the library director's box. For material donations, take them to the director's office or notify the director of their receipt.
4. The library director, or a designated staff member:
 - a. Prepares any cash or checks for deposit.

Winnebago Library Board Policy Manual

- b. Makes a copy of the Donation Record and the check, if applicable, for the bookkeeper.
- c. Determines the use to which the monetary or material donation will be put and notifies appropriate staff of action needed.
- d. Prepares a thank you letter to the donor describing how the donation is being used.
- e. Adds the donation to the Donations Log spread sheet.
- f. Updates the appropriate public register.
- g. Reports the donation to the board of trustees.

If the donation is substantial or complex, the library director consults with the board president or designated trustee to determine appropriate action.

Diversity of Library Resources

Materials in the library present a diversity of viewpoints, enabling citizens to make informed choices. The library also selects a wide variety of materials that satisfy the diverse interests of our community and upholds the rights of the individual to secure these resources, even though the content may be controversial or unacceptable to others.

The library recognizes that some materials are controversial and that any given item may offend some patrons. Selection of materials will not be made on the basis of anticipated approval or disapproval but solely on the basis of the criteria set forth in this policy. While individuals may reject materials for themselves, they cannot exercise censorship to restrict access to the materials by others.

The library does not promote all of the ideas found in its collections or the discussions those ideas may inspire but provides the spaces and opportunities for those ideas and discussions. The library upholds the American Library Association's Freedom to View, Freedom to Read, and Library Bill of Rights. The following statements from the Library Bill of Rights pertain specifically to materials and information.

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.

- The library protects the right of the individual to access information, even when the content may be controversial or unacceptable to others. Privacy and confidentiality are key tenets.

Winnebago Library Board Policy Manual

- The library recognizes and respects intellectual property rights, and follows existing copyright laws.
- The library supports open access as defined by the American Library Association. "Open access" refers to materials made publicly and freely available via digital repositories and archives, or research made available via peer-reviewed, open-access journals.

The library will ensure that all petitioners are respectfully heard and that the fundamental principles of intellectual freedom, as expressed in the Library Bill of Rights and ALA Freedom to Read Statement, are upheld. Petitions are addressed in the following manner:

1. Petitions

- a. Individuals or groups may initiate petitions about specific titles or types of material in the collection by talking to or writing to a member of the library director or staff.
- b. The library director or staff should then offer a Questioned Library Resources form and explain the petition procedure.
- c. At this point, no further action is taken by the library.

2. Acknowledgement of Questioned Library Resources Form

- a. Once a Questioned Library Resources form is received by the director, it will be acknowledged by letter. This letter will include copies of this policy.
- b. If the petitioner has checked out the item, no further action will be taken until the item is returned to the library.

3. Evaluation

- a. The director and/or a designated staff will read, listen to, or view the material in its entirety.
- b. The director and/or designated staff will then:
 - Retain the questioned material in the collection;
 - Retain the questioned material but move it to another location;
 - Withdraw the questioned material.

4. Notification of Decision

The director will write a letter to the petitioner stating the decision of the library, as well as the reasoning behind the decision. The letter will include the steps the petitioner may take if unsatisfied with the decision.

5. Notification of the Board of Trustees

The library board will be notified by the director of any petitions, usually through the director's monthly report.

- a. If the petitioner is not satisfied with the written decision of the director, he or she may bring the matter to the board of trustees.
- b. To initiate consideration by the board of trustees, the petitioner must write to the library director or president of the board of trustees and request that the matter be placed on the agenda of the next meeting. The letter must be received at least ten days prior to the next meeting of the board. If received after that time, the matter may be deferred until the succeeding meeting.
- c. The director or board president will acknowledge receipt of the petitioner's letter in writing and will include the date, time, and place of the meeting at which the matter will be considered.
- d. Once the Questioned Library Resources form is on the agenda, the board will decide by a majority vote of the members present whether it wishes to further consider the request.
- e. If the board votes to consider the matter further, an ad hoc review panel will be selected to evaluate the questioned material, a public hearing is set, and the matter is placed on the agenda for the next meeting.
- f. If the board does not vote to consider the request further, the matter is closed.

6. Ad Hoc Review Panel

- a. The ad hoc review panel is composed of at least three members of the library's board of trustees. Members of the review panel will:
 - Read, listen to, or view the material in its entirety;
 - Review the material in relationship to this policy and the rest of the collection; and
 - Consider what literary critics and reviewers think of the material.
- b. After coming to individual conclusions, the committee will meet to discuss the material and recommend one of several actions to the board of trustees, with reference to the fundamental principles of intellectual freedom:
 - Retain the questioned material in the collection;
 - Retain the questioned material but move it to another location; or
 - Remove the questioned material.
- c. The board will consider the recommendation of the ad hoc review panel at the following board meeting after the director's receipt of the decision.

Winnebago Library Board Policy Manual

- d. The board of trustees may schedule a public hearing as part of a board meeting or at a special meeting called to address the Questioned Library Resources form. The meeting will be properly noticed and the director will issue a news release to inform citizens of the date, time and nature of the public hearing.
- e. The board of trustees will vote on the disposition of the questioned material. A majority vote of the full board is required to remove material from the library's collection, to move materials from one location to another, or to otherwise restrict access to material.
- f. The decision of the board of trustees is final.

Winnebago Public Library District Donation Record

All donations to the Winnebago Public Library District—monetary or material—are tax deductible. No goods or services were provided by the organization in return for the contribution.

DONATION INFORMATION

Date Received _____ Received by _____

____ Monetary Donation

Cash Amount _____ OR Check Amount _____
Check Number _____

Gift
____ Unrestricted _____ Restricted

Specify purpose _____

OR

____ Memorial In memory of _____

____ Unrestricted _____ Restricted

Specify purpose _____

OR

Material Donation Description _____

DONOR INFORMATION

Name _____

Mailing Address _____

City _____ State _____ Zip Code _____

Telephone _____ Email address _____

____ Donor wishes to remain anonymous in the public donor registers

STAFF FOLLOW-UP

Funds deposited By _____ Date _____

Bookkeeper notified By _____ Date _____

Required action
Completed By _____ Date _____

Thank you letter sent By _____ Date _____

Added to Donations Log By _____ Date _____

Added to Public Gifts or
Memorials Register By _____ Date _____

Board notified By _____ Date _____

NOTES

QUESTIONED LIBRARY RESOURCES

AUTHOR: _____

TITLE: _____

PUBLISHER: _____

REQUEST INITIATED BY: _____

ADDRESS: _____

TELEPHONE NUMBER: _____

CITIZEN REPRESENTS (CHECK ONE)

INDIVIDUAL _____ OR GROUP/ORGANIZATION _____

NAME OF GROUP/ORGANIZATION: _____
(IF APPLICABLE)

Please answer the following questions about the material:

1. What do you question to in the material? (Please be specific. Cite pages, etc.)

2. What do you feel might be the result of reading, viewing or listening to this material?

3. For what age group would you recommend this material?

Winnebago Library Board Policy Manual

4. Is there anything positive about the material? (Does it promote understanding of other cultures or lifestyles? Does it promote discussion of societal issues?)

5. Did you read, view or listen to the entire material? If not, what parts?

6. Are you aware of the judgment of this book by literary critics?

7. What do you believe is the theme of this material?

8. What would you like your library to do about this material? (Check One)

Do not lend to my child _____ Re-evaluate _____ Remove _____

9. In its place, what material would you recommend that would convey a valuable picture and perspective of the subject treated?

Signature of Petitioner: _____

CONFIDENTIALITY OF LIBRARY RECORDS

Adopted: October 1984

Revised: July 2023

Last Reviewed: July 2023

It is the policy of the Winnebago Public Library to ensure the privacy of the users of its services and to consider any library records to be confidential in nature. The registration and circulation records of a library are confidential information. Confidential information will not be made available to the public unless:

1. Required to do so under a court order; or
2. The information is requested by a sworn law enforcement officer who represents that it is impractical to secure a court order as a result of an emergency where the law enforcement officer has probable cause to believe that there is an imminent danger of physical harm. The information requested must be limited to identifying a suspect, witness, or victim of a crime. The information requested without a court order may not include the disclosure of registration or circulation records that would indicate materials borrowed, resources reviewed, or services used at the library. If requested to do so by the library, the requesting law enforcement officer must sign a form acknowledging the receipt of the information. A library providing the information may seek subsequent judicial review to assess compliance with this section.
 - a. This subsection will not alter any right to challenge the use or dissemination of patron information that is otherwise permitted by law.
 - b. This section does not prevent a library from publishing or making available to the public reasonable statistical reports regarding library registration and book circulation where those reports are presented so that no individual is identified therein.
 - c. The Winnebago Public Library District Board of Trustees hereby complies with in its entirety the Library Records Confidentiality Act, 75 ILCS 70/ as amended from time to time, which is incorporated herein by reference.
 - d. For the purpose of this section,
 - "library" means any public library or library of an educational, historical or eleemosynary institution, organization or society;
 - "registration records" includes any information a library requires a person to provide in order for that person to become eligible to borrow books and other materials and
 - "circulation records" includes all information identifying the individual borrowing particular books or materials.

This Act may be cited as the Library Records Confidentiality Act.

Identity Protection

The library fully complies with the provisions of the Identity Protection Act (5 ILCS 179/1 et seq.) which protects social security numbers from unauthorized disclosure.

Requirements

1. 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.
2. 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.
3. 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 record's request.
4. 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.

Prohibited Activities

The following activities are prohibited by all employees:

1. 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.
2. Print an individual's social security number on any card required for the individual to access products or services.
3. Encode or embed an individual's social security number in or on any cards or documents, including but not limited to using a bar code, chip, magnetic strip, RFID technology, or other technology.
4. 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.

Winnebago Library Board Policy Manual

5. 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.
6. Collect, use, or disclose a social security number from an individual, unless:
 - 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;
 - The need and purpose for the social security number is documented before collection of the social security number; and
7. The social security number is relevant to the documented need and purpose.
8. Require an individual to use a social security number to access an Internet website.
9. Use the social security number for purposes other than for which it was collected.

Exceptions

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

- The disclosure of social security numbers pursuant to a court order, warrant, or subpoena.
- The collection, use, or disclosure of social security numbers in order to ensure the safety of other employees.
- The collection, use, or disclosure of social security numbers for internal verification or administrative purposes.
- 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.

Public Inspection and Copying of Documents

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 public inspection or copying of the information or documents.

Applicability

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.

EMERGENCY PROCEDURES

Adopted: October 1984

Revised: September 2023

Last Reviewed: September 2023

Staff should be acquainted with the following procedures to know how to cope in the event of any emergency without having to refer to the manual. The library director has the initial responsibility for organizing the library's response to an emergency. In the absence of the library director, responsibility lies with the staff on duty to inform the library director as soon as possible of the details of the emergency. In case of a catastrophe, the president of the board of trustees should be notified immediately by phone. If the president of the board of trustees is not available, the vice president should be notified.

Medical Emergency

Life-threatening injury or illness, or death

1. One staff calls 911 and remains on the line until emergency personnel arrive.
2. Another staff gives full attention to the victim(s).
3. Do not attempt to move a person who is ill or injured unless they are in immediate danger of further injury.
4. If possible, isolate the affected patron/staff member. Disperse onlookers and keep others from congregating in the area.
5. Check breathing. Is the airway clear? Is the victim in a position to facilitate breathing?
6. Help stop bleeding by applying pressure on wound and/or elevating wound to help stop or slow bleeding. Protect yourself from body fluids by wearing gloves and a face mask if needed which are found in the first aid kit and AED case.
7. Check for vital signs. Initiate first aid. Staff are trained in CPR (Cardio Pulmonary Recitation), AED (Automatic Electronic Defibrillator) and basic first aid. An emergency defibrillator is located behind the library service desk.
8. Comfort the victim(s) and offer reassurance that medical attention is on the way.
9. After immediate medical needs have been cared for, remain to assist emergency medical services personnel with pertinent information about the incident.

Fire

1. Call 911.
 - a. Evacuate everyone from the building when the alarm goes off. Designate the front of the building across the street as an outside meeting spot after evacuation. The staff person in charge should tally all staff and patrons. A point person should let the fire department know if they suspect someone else is in the building when the fire department arrives.
2. Do not put out any fire unless properly trained.
3. The fire department will make medical decisions, put out the fire and assist the library staff with relocating patrons to a safe area.

Severe and/or Inclement Weather

1. In the event of a tornado/severe weather warning:
 - a. Tell everyone to go to a safe spot (i.e. basement restrooms). If adults do not want to take refuge to the basement, they may leave the building if they choose.
 - b. Take the names and phone numbers of children and call parents if there is time.
 - c. Staff with unattended children at home may join them. The staff member in charge may release other staff at their judgment.

The library may close early if severe weather is likely to endanger employees returning home. If you hear that Winnebago Schools are closed or has a delay due to road conditions, it means pay attention to the below-mentioned communication channels, because we MAY also have a closing or delay, but we do NOT automatically follow the school's decision. Generally, if we have heat, we do not close or delay due to extreme cold temperatures. A decision for an additional delay or closing of the library will be based upon several factors that may include:

- General condition of the roads
- Projected forecast for worsening conditions
- Conditions of the library's parking lot and walkways
- Availability of staff to open and operate the library
- A state of emergency for the immediate area declared by local, county or state law enforcement agencies

Power Outage

If the building loses electrical power, staff should request that patrons evacuate the building immediately. Staff should make certain all patrons have left and then remain in the building. If power is not restored at the end of 60 minutes or the normal closing time (whichever comes first), the building should be closed. A staff person should notify the Director that the building is closing, if he/she is not on site.

The responsibility for closing rests with the library director, and if the director is not available, with the person in charge that day.

Notification in the Event of Emergencies and Unexpected Closings

The library director/charge-person should call the board president as soon as possible if an emergency situation occurs. Other board members and key staff should be notified in a timely manner.

A list of all persons to be notified should be kept at home by the library director, board president and board secretary for reference in emergency situations. This list should be updated as needed for current accuracy.

Other Emergencies

1. The library director/charge-person will call 911 to determine the seriousness of the emergency.
2. If evacuation is recommended, the library director/charge-person should clear the building and move patrons and staff to a safe location as directed by emergency personnel.
3. Do not return to the building until cleared by emergency personnel.

Use of the Library as a shelter

1. The library director or board president may be contacted by emergency personnel to ask that the library be opened and used as an emergency shelter.
2. The library director should call in added staff, if needed, to provide assistance.
3. The instructions of emergency personnel should be followed concerning the safety and comfort of persons using the shelter.
4. The library director/charge-person should secure the library after all persons have been vacated following the crisis situation.

Blood-Borne Pathogens

For further information, please refer to the “OSHA Blood-Borne Pathogen Standard” document. This document along with the cleanup kit instructions should be kept near the first aid kit. Although the regulations governing the handling of blood-borne pathogens in libraries are covered the Department of Labor, the policy followed here is based upon OSHA policy.

Supplies Needed for Dealing with Blood Accidents

- Nitrile gloves (use these rather than regular rubber gloves)
- Biohazard bags (red bags)
- Cleanup kit (located with the first aid kits)
- Anti-bacterial soap (kept in staff workroom at sink)

Wear nitrile gloves any time you are dealing with blood or saliva—even if the blood is just from a nosebleed. **Any and all** objects contaminated with blood (wet or dried) will be disposed of in a special red bag. In Illinois, the red bags can be disposed of in regular trash; or the bags can be delivered to OSF Saint Anthony’s Health Center. The bags must be put in the trunk of the vehicle when taken to the hospital for disposal.

One person shall be designated to be in charge of cleanup. The designees are:

- Administration - director or assistant director
- Janitor

Clean up Procedures

- Use the cleanup kits that should be kept with the first aid kit.
- Wash your hands as soon as possible using antibacterial soap.
- When taking off the special rubber gloves, do not touch your skin. Pinch one glove and pull it off, then take your finger and put it under the second glove to remove that glove.

Taking Care of People Exposed to Blood

If you have a cut on your hand that came in contact with blood from someone else, **you must fill out an incident report**. We will immediately contact the Occupational Health Department at OSF Saint Anthony's Health Center for consultation and direction on possible testing and vaccination.

If blood gets on books or other library materials, the materials should be discarded in red bags.

In case of vomit, cleanup can proceed as usual unless it contains blood. If you see blood in the vomit, follow the procedures outlined in the kit. It is our policy to abide by OSHA guidelines in case of exposure to blood-borne pathogens. If an employee is exposed, he/she will contact OSF Saint Anthony's Health Center within 24 hours of exposure.

Active Shooter

The following active shooter procedures are recommended by the U.S. Department of Homeland Security. The following procedures are guidelines for handling an active shooter situation in the library:

1. **EVACUATE:** Get out if you can, then dial 911. Keep your hands visible for responding police.
2. **HIDE:** Secure your hiding place, lock doors, turn off lights and cell phones. Be quiet, stay away from windows and doors. If a building alarm sounds, it may be a lure. Leave only if you smell smoke.
3. **TAKE ACTION:** Take action as a last resort, and only when your life is in imminent danger. Attempt to incapacitate shooter or act with physical aggression.
4. **CALL 911:** When it is safe to do so.

Lockdown Procedures

Lockdown situations may occur when a dangerous situation (such as a violent intruder) is occurring **near** a library facility. This is NOT the same situation as an active shooter who is inside a library facility.

The following lockdown procedures are recommended by the U.S. Department of Homeland Security:

1. Call 911 or press panic button.
2. Alert co-workers and lock doors if possible.
3. Announce "The library is going into lockdown. For your safety, please follow staff as directed."
4. Quickly direct patrons to the staff room turning off lights as you go.
5. After the building is secure, contact administration and board president.
6. Turn off your cell phones. Remain calm and quiet. No calls or texts. Stay away from windows and doors.
7. If a building alarm sounds it may be a lure. Leave only if you smell smoke.
8. Do not open the door. The police will enter and evacuate.

Media Procedures

1. In a crisis situation, all media contacts should be referred to the library director/charge-person or board president.
2. Any statement to the media should be issued in cooperation with emergency personnel.
3. Establish a media information center away from the affected area. Consider the following:
 - a. Media need timely and accurate information. However, protect the privacy of patrons and staff when necessary and justified.
 - b. Media will want to be close enough to shoot video footage and photographs; however, they should not be allowed to hinder responders.
4. Before holding a news conference, brief the participants and coordinate information.
 - a. Determine the message you want to convey. Create key messages for target audiences - patrons and the community.
 - b. Emphasize safety.
 - c. Engage media to help distribute important public information. Explain how the emergency is being handled.
 - d. Respect the privacy of victims and families of victims. **DO NOT RELEASE NAMES TO THE MEDIA.**
 - e. Update media regularly. **DO NOT** say "No comment". Ask other agencies to assist with media.
5. Maintain a log of all telephone inquiries for future use.

Disaster Plan

The following guidelines are offered to assist library staff in the event of a disaster. The staff member in charge has standing instructions in the event of an emergency situation to first protect staff and patrons, and to then protect the collections and equipment. People come first, library materials second.

General Emergency Rules

- In all cases, common sense should be the deciding factor as to when and/or who should implement emergency procedures.
- Know the locations of exits from the library.
- Know the location of alarms in the library—and how and when to use them.
- Know the contents of the first aid and shelter-in-place kits and where they are stored.
- When the immediate danger has passed, a report of the incident should be made to the director. A written report using the Incident Report form should also be made within 48 hours of the emergency.

Emergency Phone Numbers

Emergency Phone Numbers for police, fire, and rescue squad should be posted at every **telephone in every department**.

Winnebago Police: 911

Winnebago Fire and Rescue: 911

Winnebago Ambulance: 911

When phoning for help, be prepared to supply your name, location, phone number, nature of emergency, and type of assistance needed. Stay on the telephone until the dispatcher says it is no longer necessary.

Emergency Equipment

Supplies should be checked every six months to make sure items are fully stocked and in good working order. Supplies are kept in the main floor cabinet near the circulation desk and the designated shelter area on the lower level. The following emergency equipment is kept on hand:

Flashlights	Extra batteries	Emergency Manual
Basic first aid kit	Battery-powered radio	Weather Radio
Portable fire extinguishers		

Basic First Aid Kit Contents:

Quantity	Size	Supply
20	Various	adhesive bandages
1	5" x 9"	sterile dressing
1		conforming roller gauze
1		triangular bandages
1	3" x 3"	sterile gauze pads
1	4" x 4"	sterile gauze pads
1	3" roll	cohesive bandage
2		waterless alcohol-based hand sanitizer
6		antiseptic wipes
2	large	medical-grade, non-latex gloves
1	2"roll	adhesive tape
1		cold pack
1	small	pair scissors, personal
1		pair tweezers
1		CPR breathing barrier, face shield
1		box cotton Q-tips
1	package	assorted safety pins
1		tube antibacterial ointment
1		jar petroleum jelly

Disaster Prevention

Leaky pipes, frayed electrical wires, unattended machinery, open windows, and structural damage can result in unnecessary destruction of materials and possible loss of life. Aisles and work areas should be kept free of unprocessed materials and trash. Non-essential, tagged equipment should be unplugged when not in use. Security checks should be made at closing time to ensure that all exits and windows are locked, all appropriate equipment and electronics have been turned off, all doors are closed, and no unauthorized persons are in the building.

Be aware of all hazards (situations that have the potential for causing damage) and correct them before they develop into disasters. Staff should all be familiar with the layout of the building and possible danger areas. They should know the location of all fire extinguishers and alarms and how to operate them. Fire exits and alternate escape routes should be clearly marked. Evacuation procedures should be established and practiced annually.

Upkeep Checklist:

Daily Procedures

- Locks on doors and windows secure, all keys accounted for
- No pipes, faucets, toilets or air conditioning units leaking
- Nonessential electrical equipment unplugged; no frayed wiring in evidence
- Computers automatically shut down
- No signs of structural damage

Periodic Procedures Date Checked:

- Emergency numbers posted by each phone
- Most recent inspection by fire department
- Fire extinguishers operable
- Smoke alarms operable
- Sprinkler system operable
- Water detectors operable
- Flashlights operable
- Transistor radio operable
- Most recent fire drill
- Most recent tornado drill
- Staff familiarized (by tour with no map) with location of fire extinguishers, flashlights, radio, storm shelter, and how to reach members of the board
- Most recent inventory

Locations of In-House Emergency Equipment (Please note: Map/Floor plans with locations marked/labeled located at service desk)

Cut-off Switches and Valves

Map/Floor plans with locations marked/labeled located at service desk

- Electric
- Gas
- Water—located at toilets, fountains, sink faucets, and cleaning/furnace room
- Fire alarms
- Fire extinguishers
- Smoke Alarms
- First aid kits
- Defibrillator

OTHER

- Extension cords—drawer employee work room and furnace room
- Fans—rent in case of emergency, one in director's office
- Mops—cleaning room/furnace room
- Paper towels—downstairs men's restroom cabinet
- Plastic sheeting—in case of emergency purchase
- Plastic trash bags—cleaning room/furnace room
- Sponges, pails, brooms—cleaning room/furnace room
- Water hoses—changed seasonally, outside during warmer months; furnace room when colder
- Wet-dry vacuum or pump—rent in case of emergency

Management has a list of facility maps and vendor services and phones numbers that the library uses which is available at the service desk. Please refer to maps for emergency exits.

Inventory/Salvage Priority Lists

Category 1—Salvage at all costs

Materials that are used most often, essential for the library's operation, have significant monetary value, and support the library's mission. Staff will contact a representative from the Winnebago Community Historical Society to determine value and decisions regarding material to salvage. Example: Illinois room materials, especially materials in locked cases and all artwork.

Category 2—Salvage if time permits

Materials that could be replaced, but replacement costs would exceed salvage costs. Example: Administrative files in office and all reference materials at all locations.

Category 3—Salvage as part of general clean up

Materials that can easily be replaced in the original or another format, or those with a high monetary value, but low value by other measures.

Example: Any circulating materials.

The director, board and staff should consider intrinsic value, research value, and historical value, value to the collection, replacement cost, and availability in different format when setting salvage priorities. The following questions may be helpful in determining priorities:

- Is the item especially important to the community, perhaps a piece of local history?
- Can the item be replaced? At what cost? Is it affordable?
- Would the cost of replacement be less or more than restoration of the item?
- How important is the item intrinsically? To the collection?

Disaster Recovery

If a disaster strikes when the building is occupied, your first concern should be for the safety of the individuals inside. Escape routes, alternate routes, and procedures for evacuating the building should be clear to all personnel and visitors. Practice drills should be conducted on a regular basis to eliminate panic during “the real thing”. Most disasters tend to occur when the building is unoccupied—during the early morning hours, on weekends, or during holiday closings. In the event of a major disaster, do not enter the building until it has been declared safe to do so by emergency personnel. Ninety-five percent of all disasters will result in water-damaged materials. Keep in mind that mold will form within 48 to 72 hours in a warm, humid environment. You must work quickly to salvage damaged materials and to prevent additional damage from occurring.

The following steps are recommended for an effective recovery operation:

Assess the Damage

- How much damage has occurred? What kind of damage is it? (fire, smoke, soot, clean water, dirty water, etc.) Is it confined to one area or is the entire building damaged?
- How much of the collection has been affected? What types of materials have been damaged?
- Are the damaged items easily replaced or are they irreplaceable?
- Can the in-house recovery team salvage the items, or will outside help be required?

Stabilize the Environment

The environment must be stabilized to prevent the growth of mold. Ideal conditions for a recovery operation are 65 degrees Fahrenheit and 50% relative humidity. Mold can develop within 48 to 72 hours in an environment where the temperature is over 75 degrees Fahrenheit and the relative humidity is over 60%. The following equipment will need to be accessible either by purchase or in some cases rented to help stabilize the environment:

- Portable generators in case of power failure
- Pumps to remove large quantities of standing water
- Fans to circulate the air
- Thermometer

Dehumidifiers can help to lower the humidity but they usually are only effective in small, enclosed areas, and tend to increase the temperature in a room. They can also freeze-up in the lower temperatures required for salvage and recovery operations. Raising the temperature will not lower the humidity and should be monitored constantly.

Air should be circulated in the damaged areas. This may be accomplished by running fans constantly. If possible, they should expel the humid air from the area. Any standing water should be pumped from the area. Extreme caution must be taken, as standing water can conceal hazards.

- Separate the affected materials to prevent spreading.
- If the materials are wet and mold is beginning to develop, interleave the volumes with papers impregnated with fungicide.
- Keep the air circulating in the room.
- Mold is easier to remove when it is dry. Vacuum or brush it off and remove the spores from the area.
- Materials that will be fumigated should be removed from plastic crates, as plastic will absorb fumigants. Only a professional chemist or conservator should do fungicidal fogging.

Activate Work Crews

Organize work crews and be sure their responsibilities are clearly defined. No salvage activities should begin until the team leader has determined a plan of action. Disaster and recovery areas should be inaccessible to the public. Frequent rest breaks should be provided for workers. Food and/or beverages should be available.

Restore the Area

After the damaged items have been removed and the environment has been stabilized, the area must be thoroughly cleaned. Walls, floors, ceiling, and all furniture and equipment must be scrubbed with soap and water and fungicide. Carpeting, and especially the padding under it, should be carefully examined as mold will develop rapidly. Only professionals should perform removal of smoke odor and fogging with fungicides or insecticides.

DO NOT UNDER ANY CIRCUMSTANCES:

- Enter an area until it has been declared safe.
- Attempt to open a wet book (one tear costs at least \$1.00 to mend!).
- Attempt to close an open book that is swollen.
- Use mechanical presses on wet materials.
- Attempt to separate books that are stuck together.
- Write on wet paper.
- Use bleaches, detergents, water soluble fungicides, adhesive tapes (or adhesives of any kind), paper clips, or staples on wet materials.
- Use colored paper of any kind during salvage and recovery operations.
- Pack newly dried materials in boxes or leave them unattended for more than two days.

GOVERNANCE AND ADMINISTRATIVE AUTHORITY OF THE BOARD OF TRUSTEES

Adopted: March 2010

Revised: May 2025

Last Reviewed: May 2025

Name and Designation

The official name of the organization shall be the Winnebago Public Library District, hereafter referred to as the district, or the board. The term “Act” refers to the Illinois Public Library District Act.

Board Name, Legal Status, and Headquarters

The Board of Trustees of the Winnebago Public Library District, Winnebago, Illinois is a legally recognized corporate and political entity. Under this designation, the board is authorized to enact ordinances, hold property titles, initiate and respond to legal proceedings, and take any lawful action in accordance with the Act.

The official mailing address of the district, to be used for all official notices, is: 210 North Elida Street, Winnebago, Illinois 61088.

Authority of the Board of Trustees

The board of trustees is responsible for the establishment, support, and maintenance of public library services within the district in compliance with the Act.

Ordinances, Regulations, and Resolutions

The board has the authority to enact, amend, and repeal ordinances, as well as adopt regulations and resolutions for its governance and the management of library operations, provided such actions are in alignment with the Act.

Financial Management and Expenditures

The board exercises exclusive control over the expenditure of all funds collected for the library, ensuring proper allocation and use in accordance with established fiscal policies.

Purchasing and Procurement

All purchases made under the Act must adhere to the Local Government Prompt Payment Act, ensuring timely and lawful financial transactions.

Supervision of Facilities

The board holds exclusive authority over the construction, maintenance, and supervision of library buildings, grounds, and any leased or designated library facilities.

Acquisition and Development of Property

The board is authorized to purchase or lease real and personal property and to construct appropriate library facilities. Payment for such acquisitions may be structured in installments not exceeding 20 years, with interest rates conforming to those permitted for municipal corporations in Illinois.

The board may refinance installment contracts through a refunding loan agreement, provided the total term for any single project does not exceed 20 years in aggregate.

Remodeling and Reconstruction

The board may remodel, renovate, or reconstruct any existing library building when deemed necessary for operational efficiency and community service improvements

Disposition of Property

The board has the authority to sell, lease, or otherwise dispose of real or personal property that is no longer necessary for library purposes. Terms of disposal will be determined at the board's discretion.

Sale or Disposal of Library Property

When the board determines that property is no longer needed for library operations, disposal will follow these guidelines:

- Donation or Sale to Other Libraries: Property may be donated or sold to tax-supported libraries or library systems under the Illinois Library System Act.
-
- Disposition of Low-Value Items: Items valued at \$1,000 or less may be disposed of at the board's discretion.
- Public Notification for Mid-Value Items: Items valued between \$1,000 and \$2,500 will be displayed at the library with public notification regarding their availability and sale terms.
- Public Sale for High-Value Items: For items exceeding \$2,500, the board will publish a public notice for two consecutive weeks in a newspaper within the district (or a county-wide publication if necessary). The board may accept the highest bid or reject inadequate offers and re-advertise.

In the case of a building received from a municipality due to the transition from a municipal library to a public library district, the board may authorize the sale back to the municipality. The sale price must be at least 80% of an MAI-certified appraisal value, with the final decision requiring a three-fourths majority vote of board members.

Personnel and Administrative Authority

The board may appoint a qualified library director to oversee the daily operations, including hiring, compensation adjustments, and staff management.

The board is also authorized to retain legal counsel and professional consultants as needed to support library operations and compliance.

Contracts and Collaborative Agreements

The board may enter into contracts with public or private entities for the purpose of providing or receiving library services, including but not limited to:

- Participation in library systems and interlibrary compacts.
- Agreements to supply library services to non-resident communities.
- Utilization of federal or state funds allocated for library development.

Contracts for non-resident library services must reflect the principle of equity in cost-sharing and include provisions for financial responsibility in cases of lost or damaged materials.

Shared Library Facilities and Services

The board may establish agreements with other public library boards in Illinois for the joint maintenance of library facilities or services, ensuring equitable access and cost distribution.

Property Ownership and Contractual Authority

The board may enter into legal agreements, acquire property titles, and manage assets in alignment with its operational needs and statutory authority under the Act.

HOURS OF OPERATION

Adopted: October 1984

Revised: January 2022

Last Reviewed: April 2024

The library will be open during the following times, 12 months a year:

Monday through Thursday: 10:00 am to 8:00 pm

Friday: 10:00 am to 6:00 pm

Saturdays: 9:00 am to 3:00 pm

The library will close on the following holidays:

- *New Year's Day
- Dr. Martin Luther King Jr. Day
- Memorial Day
- *Fourth of July
- Labor Day
- Thanksgiving Eve Day—10:00 am to 5:00 pm
- Thanksgiving Day
- Christmas Eve Day
- *Christmas Day
- New Year's Eve Day
- Any other holiday during the year as approved by the board

The library may close for special circumstances and/or during an emergency.

*When a holiday falls on a Sunday, the library will be closed the following Monday.

The bookdrop is available for the return of all materials during the hours the library is closed. The bookdrop is located on the east exterior wall of the library to the left of the front entrance doors.

INVESTMENT OF PUBLIC FUNDS

Adopted: October 1984

Revised: July 2023

Last Reviewed: July 2023

Responsibilities

All investment policies and procedures of the Winnebago 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, who is hereby designated as the "chief investment officer" of the library, acting under the authority of the library board of trustees. The chief investment officer is responsible for establishing internal controls and written procedures for the operation of the investment program.

"Prudent Person" Standard

All library investment activities will use a "prudent person" standard of care. This standard will be applied in the context of managing an overall portfolio and specifies that investments will be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation but for investment, considering the probable safety of their capital, as well as the probable income to be derived. Investment officers, acting in accordance with this policy and the written procedures of the library, and exercising due diligence, will be relieved of personal responsibility for a security's credit risk or market price/value changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

Objectives

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

1. Legality (conforming with all legal requirements)
2. Safety (preserving capital and including diversification appropriate to the nature and amount of the funds)
3. Liquidity (maintaining sufficient liquidity to meet current obligations and those reasonably to be anticipated)
4. Yield (attaining a market rate of return on investment)
5. Simplicity of management

Guidelines

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

1. Legality and Safety:

Winnebago Library Board Policy Manual

- Investments will be made only in securities guaranteed by the US government, or in FDIC-insured institutions including SAIF of the FDIC. Deposit amounts in banks or savings and loan institutions will not exceed the amount insured by FDIC coverage (unless adequately collateralized pursuant to the regulations of the Federal Reserve regarding custody and safekeeping of collateral).
 - Authorized investments include and will primarily consist of: certificates of deposit, treasury bills and other securities guaranteed by the US government, participation in the State of Illinois Public Treasurer's Investment Pool, and any other investments allowed under state law that satisfy objectives of the library district.
 - The treasurer will be bonded by the RLI Insurance Company for \$250,000.
2. Liquidity: In general, investments should be managed to meet liquidity needs for the current month plus one month (based on forecasted needs) and any reasonably anticipated special needs.
 3. Yield-return on investments: Within the constraints of Illinois law, considerations of safety, 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.

Reporting

Investments, fund balances and the status of such accounts will be reported at each scheduled meeting of the library board and at least quarterly include information regarding securities in the portfolio by class or type, book value, income earned and market value as of the report date. The chief investment officer will review this policy annually for any needed modifications and report to the board on the investment portfolio, its effectiveness in meeting the library's need for safety, liquidity, rate of return, diversification and general performance. These reports will be available to the general public upon request.

Internal Controls

In addition to these guidelines, the chief investment officer will establish a system of internal controls and operational procedures designed to prevent loss, theft or misuse of funds.

Authorized Financial Dealers and Institutions

Any investment advisors, money managers and financial institutions will be considered authorized only by the action of the board of library trustees upon the recommendation of the chief investment officer.

Conflicts of Interest

Officers and employees involved in the investment process will refrain from personal business activities that might conflict with the proper execution and management of this investment program, or that could impair their ability to make impartial decisions, or that could give the appearance of impropriety.

LIBRARY CONDUCT

Adopted: October 1984

Revised: December 2023

Last Reviewed: December 2023

In order to provide a safe and appropriate environment to all patrons that allows the use of library facilities to the fullest extent, the board of trustees has adopted the following rules and regulations. Patrons can expect the library to operate in the best interest of all patrons, to receive courteous service without unreasonable interference or disturbance from others and to talk to staff as needed about information of services. The library should be used for reading, studying, using library materials and resources, or participating in library-sponsored programs and events. Patrons using the library for other reasons than stated may be required to leave the premises. The board of trustees authorizes staff and law enforcement officers to enforce this policy up to and including suspension of library privileges, permanent banning from the library or prosecution.

Security monitors are in place to assist staff to address disruptive behavior promptly as well as to enhance the physical security of the library, its property, staff and patrons. Immediate steps are taken to address problem behaviors to ensure the safety of all patrons and employees.

Disruptive Behavior

Disruptive behavior, is not permitted in the library or on library property. This includes but is not limited to: inappropriate, abusive or loud language, fighting, running, failure to heed staff requests, littering, loitering, jumping on furniture, offensive odor, gathering in groups which disturb other patrons or staff, repetitive conversations on personal opinions, using personal listening equipment at a level that can be heard by others, and inappropriate or repetitive entry into "staff only" areas.

More serious, disruptive behavior may include but is not limited to: activating fire or emergency alarms, theft, defacing or abusing library property, any acts of vandalism, threatening staff or other patrons, behaving under the influences of alcohol or controlled substances, breaking public law and/or acts of public indecency.

Cell phones must be turned off or silenced when entering the library. If a call is necessary, patrons must leave the building or conduct the conversation in the library vestibule at a reasonable volume. Patrons who violate this policy will be asked to leave.

Individuals violating any of these rules may be asked to leave the library premises by the staff member in charge. If the individuals are children clearly unable or unwilling to leave safely on their own accord, staff will attempt to reach the parent, guardian or caregiver. Police assistance will be utilized if necessary. The library does not permit weapons of any kind, either concealed or in plain view, on its property unless it is done so by law enforcement. Staff are required to notify the appropriate authorities if they have reason to suspect that there is evidence of abuse or neglect.

Disruptive Procedures:

1. A patron exhibiting disruptive behavior will be given a verbal warning and notified of this policy.
2. If the patron continues to be disruptive, a second verbal warning will be given. If the patron is uncooperative, the staff will request the patron to leave.
3. If the patron remains uncooperative, they will be warned that the police will be contacted at which time the police will be contacted if the patron does not immediately leave. If the police are contacted, staff will complete an Incident Report. In the case of a minor, the director will contact the parents.

Violations of this policy are grounds for suspension of library privileges. If a patron refuses to comply or responds to the request in an abusive fashion, he or she will be required to leave the premises immediately and be banned for the rest of the day.

Procedure for Banned Patrons

The director, may ban patrons for up to 30 days for conduct that is disruptive and/or disrespectful to others, willfully damages property or breaks any public law on the property. In the event of multiple bans or serious offences, the library director will refer the matter to the board of trustees for consideration of a long-term ban.

The Public Library Act provides the board of trustees with the general power to carry out the spirit and intent of the act in establishing and maintaining the library and providing library services and the specific power to “exclude from the use of the library any person who willfully violates an ordinance or regulation prescribed.”

Staff will record all instances in a ledger in which patrons are required to leave the library or are banned. A patron who is banned from the library will not be allowed on the property. In addition, the patron will lose all library privileges until the time the ban has ended. In the case of monetary damage to library or other patron property, the patron may be banned and lose all privileges until restitution is made.

If a patron has been banned for the day twice within a 30-day period, or if there is any police involvement, he or she will be banned from the library premises for a 30-day period. In the event a banned patron attempts entry to the library during such period, the police will be summoned and informed of the prior action. If the patron is already serving a day-long ban, the patron will be immediately banned for a 30-day period. If the patron is already serving a 30-day ban, the matter will be referred to the board of trustees for consideration of a long-term ban. If a patron has been banned for two 30-day periods within a year, the matter will be referred to the board of trustees for a further long-term ban.

If the patron is a minor, the parents/guardians will be notified by phone immediately and in writing within two business days. Persons wishing to contest such action should submit a written appeal to the library director and the board of trustees. The patron/parents will be notified in writing of any additional board of trustee action within two business days.

Unattended Children

The library welcomes the use of its facilities and services by children. While the library endeavors to be a safe and friendly environment for all its users, it is a public building where people enter and leave freely without staff monitoring. Library facilities are not licensed or designed to provide basic childcare needs. It is impossible for the library staff to guarantee a safe environment.

Children under the age of ten must be accompanied by a parent or other responsible caregiver at all times while in the library. The parent/caregiver must keep the child within sight. Caregivers must be 14 years or older, be able to effectively supervise young children and be willing and able to provide contact information for a parent/guardian upon request. Older children (ten or above) may use the library unattended subject to their behavior, conduct and demeanor. It is the parent's responsibility to supervise and assume responsibility of their children while in the library. Staff are not responsible to report to parents their children's presence or activity.

From time to time, the library schedules or provides programs which are designed and suitable for attendance by children without parental supervision. Such program announcements will so indicate, and if no indication is included, then supervision is required. If the parent or caregiver intends to be absent, they must leave word at the service desk as to their whereabouts and, if possible, a phone number where they or a responsible adult can be contacted.

Unattended Children after Hours

Library hours are posted; the building is locked up promptly at closing. Although the library assumes no responsibility for children left unattended at closing, the appropriate authorities will be contacted for any child left at the time of closing. Staff will stay with the child until the police arrive. Staff will assist a child in contacting a parent, guardian and/or caregiver prior to closing time. Staff cannot provide for any transportation needs.

LIBRARY POLICY DEVELOPMENT AND REVIEW

Adopted: January 2011

Revised: May 2025

Last Reviewed: May 2025

Library Policy Framework

Library policies serve as the foundation for operational decisions and ensure that the director and staff can effectively address challenges, emergencies, and public inquiries. These policies are developed with the best interests of the community in mind, optimizing the delivery of library services.

The library director is responsible for ensuring that all staff members understand the policies relevant to their roles. Front-line staff should be prepared to clearly communicate policies to library patrons. Policies are accessible to staff both online and in a manual located at the front desk.

The board of trustees will review and maintain the policy manual by evaluating each policy every two years from its initial adoption or last review. The only exception is the Technology Use Policy, as outlined in *Serving Our Public: Standards for Illinois Public Libraries*, and the Per Capita Grant requirements, which require the policy to be reviewed annually.

Policy Updates and Revisions

Changes, revisions, or additions to the policy manual will follow this procedure:

- Any proposed modifications to the policy manual will be presented for review to all board members in attendance at a board meeting; this will serve as the first reading.
- The board may approve and formally adopt the proposed changes at the subsequent meeting.

This process must be followed without exception.

LOCAL HISTORY ROOM

Adopted: April 2000

Revised: August 2023

Last Reviewed: August 2023

The Winnebago Area History Collection has been housed in the Winnebago Public Library since 1988. The collection was owned by the Winnebago Township and was transferred to the Winnebago Community Historical Society in 2018. The collection is a separate entity, is owned by the Winnebago Community Historical Society and represented by the Winnebago Community Historical Society Board. The intent is to make the local history information available to residents of the Winnebago community and other interested parties.

The library agrees to provide continued use of a dedicated room and will provide use of the copier for collection needs at no cost. The library will include information about the Winnebago Area History Collection on its website and link potential users to the town historian and/or the history collection assistant. The collection curator has responsibility over the collection and purchases.

The local history room will be kept locked when not in use. It will be open by appointment with the historian or a designated assistant. A distinction will be made that materials housed in the history room are the property of the people of the Winnebago Community Historical Society and are for internal use only. Materials kept on the floor of the library, including reference materials, are the property of the Winnebago Public Library. Anything that is contrary to this will be itemized with a list kept by the library director.

Both the board of trustees and the Winnebago Community Historical Society agree to provide general support to the local history room and collaborate on grant applications and other initiatives. Should the board of trustees discontinue this agreement, the responsibility for the collection would revert back to the Winnebago Community Historical Society Board.

MEETING ROOM USE

Re-adopted: April 2010

Revised: June 2025

Last Reviewed: June 2025

Meeting Room Availability and Use

The library provides meeting rooms for use by the community during library hours. The library director reserves the right to determine appropriate use of the facilities and may limit access to individuals or groups whose activities interfere with library operations, compromise public safety, or cause disruptions.

For the purpose of this policy, an established group is defined as a group that has met at the library regularly for five or more consecutive years. Established groups receive priority scheduling and may renew reservations for the upcoming calendar year between December 1 and December 15 of the current year. Established groups may submit a single reservation request covering the entire year.

Meeting Rooms and Furnishings

Community Room (1)

- **Size:** 900 square feet
- **Maximum Capacity:** 95 people.
- **Furniture:** 11 folding tables, 61 folding chairs, 8 cushioned board chairs, 14 child chairs, 1 large fixed board meeting table
- **Equipment:** 1 projector, 1 screen, 1 laptop with Internet access, 1 DVD/Blu-ray player
- 1 speaker system (available only for Community Room use)

Study Room (2 Available)

Size: 120 square feet each

Maximum Capacity: 5 people per room

Furniture: 1 table, 5 chairs per room

Library equipment availability is subject to demand and operational needs. Specific equipment requests must be noted in the reservation application.

Community Room Reservation Guidelines for Non-Established Groups & Individuals

- Meeting rooms are available on a first-come, first-served basis up to 30 days in advance.
- Reservations must be made by completing the Application for Use of Community Room form. This can be submitted at the library service desk or via email at director@winnebagopubliclibrary.org.

Winnebago Library Board Policy Manual

- The applicant must be at least 18 years old, in good standing with the library, and responsible for the meeting and adherence to library policies.
- Reservations cannot be transferred to another individual or group.
- Groups composed of minors (under 18) must have an adult representative present throughout the meeting.

Prioritization of Meeting Room Use

Reservations are approved on a first-come, first-served basis, with priority given in the following order:

1. Library-sponsored programs and meetings.
2. Established groups requesting space outside their annual reservations.
3. Residents, local non-profits, and government agencies with a representative living within the library district. (Applicants must hold a valid WPL card.)
4. For-profit businesses located within the library district (limited to two uses per month).
5. For-profit businesses outside the WPL district (limited to one use per month)

The library director retains final authority over all reservations.

Reservation Procedure

- Upon arrival, study room users must check in at the library service desk.
- Meeting room users must notify staff upon completion of their session for inspection.
- Issues or disputes will be referred to library administration, who will refer to the library board of trustees as needed.

Cancellations and No Shows

- A 24-hour notice of cancellation is requested.
- If an applicant does not arrive within 10 minutes of the scheduled start time, the reservation will be forfeited.
- Failure to cancel at least 24 hours in advance may result in the loss of future booking privileges. Three no-shows within a calendar year will result in a one-month suspension from room use or further action at the discretion of library administration.

Damages and Liability

- Users are responsible for any damage to library property. Charges will be assessed for cleaning, repairs, or replacement. Failure to pay may result in permanent suspension from room use.
- The library is not responsible for personal items left behind.
- If a room is left in poor condition, a cleaning fee will be charged at the custodian's hourly rate. Repeated violations may result in loss of future privileges.
- The applicant is fully responsible for the actions of all attendees and for compliance with both this policy and the Library Conduct Policy.

Meeting Room Use Guidelines

- Use of the library meeting rooms does not imply endorsement of the group's beliefs by the WPL. Advertising must not suggest library sponsorship unless approved.
- Rooms must be vacated at least 15 minutes before closing.
- The individual who made the reservation must remain present for the duration of the meeting.
- Set-up and cleanup are the responsibility of the group or individual using the room.
- Library furniture may not be rearranged or borrowed without staff approval.

Signage & Decorations

- Advertising for for-profit activities is not allowed.
- Directional signs are permitted.
- Decorations may not be stapled to walls or doors.
- Clean up all used materials (e.g., glue, markers, glitter) before leaving.
- The library does not store materials for groups.

Prohibited Items and Activities

- Weapons, alcohol, smoking, illegal substances, and flammable materials (e.g., candles, lighters).
- Loud or disruptive behavior that interferes with library operations.

The library does not guarantee a silent environment but asks all users to respect the Library Conduct Policy regarding noise levels.

Winnebago Public Library District Application for Use of Community Room

ESTABLISHED GROUPS: PLEASE ATTACH CALENDAR DATES
NON-ESTABLISHED GROUPS OR INDIVIDUALS: ONE EVENT PER FORM PLEASE

PLEASE PRINT

MEETING DATE: _____

EXPECTED START TIME: _____

EXPECTED END TIME: _____

GROUP NAME: _____

(Circle one)

PERSON IN CHARGE/President Established Group/Library Trustee/Staff Member:

PHONE NUMBER: _____

PATRON ADDRESS _____ ZIP: _____

(Circle One)

RESPONSIBLE PARTY IS A:	Group	Individual	Organization
AND IS A:		Profit	Non-Profit

WILL YOU NEED ASSISTANCE FROM THE LIBRARY STAFF TO SET UP
ELECTRONIC EQUIPMENT?: ____YES ____NO

EQUIPMENT NEEDED: _____

NUMBER OF TABLES NEEDED: _____

NUMBER OF CHAIRS NEEDED: _____

CARD IN GOOD STANDING?: ____YES ____NO

TERMS OF USE AGREEMENT

I, _____, as an individual or a representative of a group or organization, accept full responsibility for the cost of any cleaning and/or repairs as a result of damage on the meeting date listed above.

I understand that I am ~~asked~~ expected to inform the staff if a room is no longer needed so that it can be reassigned to an available status. I understand that if I have not arrived within 10 minutes of the scheduled start time, this reservation will be considered a “no-show” and the reservation will be removed. Failure to cancel within 24 hours of reservation could result in the forfeiture of meeting privileges and that three consecutive sessions of “no-shows” will be suspended from use of the room for one month.

I understand that I/we must vacate the room at least 15 minutes before closing, or at the end of the scheduled session, whichever comes first.

I understand, as an individual or a representative of a group or organization, that by signing this form I accept responsibility for any damages resulting in my group's use of the community room, accidental or otherwise.

By signing below, I am attesting that I have received and read the Meeting Room Use and Library Conduct policies and agree to fully adhere to it.

Signature of person in charge: _____ Date: _____

Signature of Administration/Staff:

_____ Date: _____

Library Staff Use Only:

Application has been: approved: _____ denied: _____

Library staff has notified person in charge of approval?: _____ Yes _____ No

MEETINGS OF THE BOARD OF TRUSTEES

Adopted: March 2010

Revised: May 2025

Last Reviewed: May 2025

The board meets once a month, usually on the third Thursday, and begins at 6:30 p.m. A task-oriented approach is employed where members or groups of members take ownership for specific tasks or projects to enhance efficiency and accountability.

Role of Board President

The board president is responsible for facilitating effective meetings. Meetings should begin with a review of the agenda to ensure adequate time for discussion and adjustments if necessary. A well-managed meeting maintains an appropriate pace, allowing for thorough discussion while ensuring that conversations remain focused and decisions are reached efficiently. The president is also responsible for:

- Preventing any one member from dominating discussions.
- Encouraging participation from all members.
- Ensuring accountability for follow-through on decisions.

Meeting Ground Rules

To maintain order and productivity, all meetings will adhere to the following principles:

- Start on time.
- Come prepared and ready to contribute.
- Listen respectfully without interruption.
- Consider and respect different perspectives.
- Question assumptions constructively.
- Make decisions based on clear and accurate information.
- Clearly identify action items resulting from decisions.
- Conclude discussions with decisive outcomes.
- Maintain professionalism and respect.
- Ensure 100% confidentiality when required.
- Focus on addressing issues rather than personal conflicts.
- Record all decisions and action items in the meeting minutes.

Meetings and Agendas

The board president and secretary are responsible for setting the agenda. Meeting minutes are recorded and approved by the board in accordance with the Open Meetings Act.

In order that trustees are well prepared, meeting materials—including the agenda, previous meeting minutes, financial reports, the director's report, and the president's report—are distributed via email prior to the meeting. Trustees are expected to:

- Review all materials in advance.
- Be familiar with the activities of their assigned committees.

Winnebago Library Board Policy Manual

- Attend meetings regularly. If unable to attend, the board president or vice president must be notified in advance.

Meeting Procedures

1. Monthly meeting dates will be set and publicly posted at the beginning of each calendar year in compliance with state regulations.
2. The order of business for regular meetings will include:
 - Call to Order, Pledge of Allegiance, Roll Call
 - Additions or Corrections to Agenda
 - Public Comment
 - Approval of Previous Meeting Minutes
 - President's Report
 - Treasurer's Report
 - Director's Report
 - Task Reports
 - Unfinished Business
 - New Business
 - Scheduling of Future Meetings
 - Adjournment
3. Special meetings may be called by the president, secretary, or at the request of four board members. Notices will be posted at least 48 hours in advance. All meetings will adhere to the Open Meetings Act. Votes will be recorded via roll call, and absentees or abstentions will be noted but not counted toward the vote outcome.
4. The minutes of all regular and special meetings will undergo an annual audit conducted by two board members, (excluding the secretary), appointed by the president. The audit report will be filed no later than 90 days following the close of the fiscal year.
5. A quorum consists of a majority of trustees (four members). Decisions require a majority vote of members present. Motions or actions will not be taken without a quorum.
6. The bylaws may be amended by the majority vote of all members of the board, provided written notice of the approved amendment be given to all members at least ten days prior to the meeting at which such action is proposed to be taken. Amendments require a majority vote of all board members. Written notice of proposed amendments must be provided at least ten days before the vote.
7. The board will not make motions or take action without a quorum present.
8. All meetings shall be conducted according to Robert's Rules of Order.

Winnebago Library Board Policy Manual

Public Participation and Petitions

Members of the public are invited to address the board during designated public comment periods, subject to the following guidelines:

1. Sign in on the Public Comment form.
2. Speak only when recognized by the board president and at the appropriate time.
3. Identify yourself and keep remarks brief (typically 3-5 minutes). Extended time may be granted with prior approval.
4. Respect time constraints to allow for maximum participation.
5. Conduct yourself with professionalism and adhere to board policies.

The board president reserves the right to conclude public comments if necessary. Petitions and written correspondence will be formally presented at the next board meeting.

ROBERTS RULES OF ORDER MOTIONS CHART

Purpose	You Say	Interrupt?	2 ND ?	Debate?	Amend?	Vote?
Close meeting	I move to adjourn	No	Yes	No	No	Majority
Take break	I move to recess for...	No	Yes	No	Yes	Majority
Register complaint	I rise to a question of privilege	Yes	No	No	No	None
Make follow agenda	I call for the orders of the day	Yes	No	No	No	None
Lay aside temporarily	I move to lay the question on the table	No	Yes	No	No	Majority
Close debate	I move the previous question	No	Yes	No	No	2/3
Limit or extend debate	I move that debate be limited to ...	No	Yes	No	Yes	2/3
Postpone to a certain time	I move to postpone the motion to...	No	Yes	Yes	Yes	Majority
Refer to committee	I move to refer the motion to...	No	Yes	Yes	Yes	Majority
Modify wording of motion	I move to amend the motion by...	No	Yes	Yes	Yes	Majority
Kill main motion	I move that the motion be postponed indefinitely	No	Yes	Yes	No	Majority
Bring business before assembly (a main motion)	I move that (or "to")...	No	Yes	Yes	Yes	Majority
Enforce rules	Point of Order	Yes	No	No	No	None
Submit matter to assembly	I appeal from the decision of the chair	Yes	Yes	Varies	No	Majority
Suspend rules	I move to suspend the rules	No	Yes	No	No	2/3
Avoid main motion altogether	I object to the consideration of the question	Yes	No	No	No	2/3
Divide motion	I move to divide the question	No	Yes	No	Yes	Majority
Demand a rising vote	I move for a rising vote	Yes	No	No	No	None
Parliamentary law question	Parliamentary inquiry	Yes	No	No	No	None
Request for information	Point of information	Yes	No	No	No	None
Take matter from table	I move to take from the table...	No	Yes	No	No	Majority
Cancel previous action	I move to rescind...	No	Yes	Yes	Yes	2/3 Majority with notice
Reconsider motion	I move to reconsider...	No	Yes	Varies	No	Majority

MEMBERSHIP AND TRUSTEES OF THE BOARD

Adopted: March 2010

Revised: September 2025

Last Reviewed: September 2025

This policy is based on the provisions of the Illinois Public Library District Act, herein referred to as "Act."

Membership and Offices

The Board of Trustees of the Winnebago Public Library District consists of seven members elected by the voters of the district to serve staggered four-year terms. Trustee elections are held every two years during the consolidated general election in the spring. The board of trustees consists of four officers and three members at large.

To be eligible to serve, a trustee must be a qualified elector and must currently reside within the library district.

Nomination of Candidates; Ballot

- (a) Trustees are nominated by petition, signed by qualified voters residing within the library district, and filed with the board secretary within the timeframe prescribed by the Illinois Election Code. Petitions must not include any reference to political parties or affiliations.
- (b) The secretary of the board shall certify all candidates to the appropriate election authority, which will conduct the election in accordance with the Election Code.
- (c) Ballots for the election of trustees will not include any designation or reference to a political platform or principle.
- (d) A person is not eligible to serve as a trustee unless they are a qualified elector of the district for at least one year at the time of filing nomination papers, declaring write-in candidacy, or being considered for appointment.
- (e) Individuals are disqualified from serving as trustees if, at the time of nomination or appointment, they are in arrears on taxes or indebtedness to the district, or have been convicted of bribery, perjury, or any felony or infamous crime in a court of the United States.

Resignations

Trustee resignations must be submitted in writing, signed and dated by the resigning member, and delivered to the secretary of the board. Email and other informal communication methods are not acceptable for this purpose.

Vacancies

- (a) A vacancy on the board will be declared when a trustee:
 - Declines, fails, or is unable to serve;
 - Ceases to reside in the district;
 - Is convicted of a misdemeanor by failing, neglecting, or refusing to discharge any duty imposed upon him or her by this Act;
 - Fails to pay taxes owed to the district.

- (b) Absence without cause from three consecutive regular board meetings will be grounds for declaring a vacancy.
- (c) Vacancies will be filled as soon as possible by appointment by the remaining trustees until the next regular election. If the vacancy occurs with less than 28 months remaining in the term and less than 88 days before the next regularly scheduled election the appointee will serve the remainder of the term.

Compensation of Trustees

Trustees serve without compensation but may be reimbursed for actual and necessary expenses incurred in the performance of their duties.

Organization of Board, Qualifications and Oath

- (a) Within 74 days of election or appointment, all new trustees will take their oath of office and participate in an organizational meeting of the board.
- (b) Trustees will be deemed qualified upon certification by the election or appointing authority and upon taking the required oath before a notary or the board secretary.
- (c) Within 60 days of board organization, the secretary will submit a report listing the names, addresses, and terms of all trustees and officers to the county clerk and the Illinois State Library. Any changes in board composition must be reported within 60 days.
- (d) Officers serve terms established by ordinance not to exceed four years. Vacant officer positions will be filled by board election for the remainder of the term.

Failure to Fulfill Duties

Any trustee who fails or neglects to perform duties required under the Act may be found guilty of a petty offense and subject to the appropriate fine.

Board and Officer Responsibilities

President

- a. Collaborates with the director and secretary to prepare board meeting agendas.
- b. Presides over board meetings ~~serves~~ as discussion leader.
- c. Represents the board at public events and ensures public statements reflect board positions.
- d. Assigns responsibilities to board members as needed.
- e. Acts as a board representative in policy matters.
- f. Signs official documents and appoints liaisons to outside organizations.
- g. Oversees ethical compliance and addresses trustee conduct issues.
- h. Has one vote as a board member and does not hold veto power.

Vice President

- a. Acts in place of the president when absent.
- b. Assumes all presidential duties during prolonged absences, prompting the election of a new vice president if necessary.

Secretary

The secretary keeps and maintains appropriate records and performs the duties of that office, which include the following:

Winnebago Library Board Policy Manual

- a. Prepares agendas in collaboration with the president and director.
- b. Records meeting proceedings and issues draft minutes before the next meeting.
- c. Ensures minutes are approved, archived, and published in accordance with the Open Meetings Act.
- d. Maintains all ordinances, resolutions, and official records.
- e. Administers oaths, serves as election official, and ensures timely filing of Statements of Economic Interest.
- f. Sees that the Statement of Economic Interest paperwork is filed with the Winnebago County by its annual due date.
- g. Maintains a board calendar accessible to all trustees and staff.

The Illinois Open Meetings Act requires that all board meeting minutes—including closed (or executive) sessions—be prepared and securely archived. Open session minutes must be made publicly available. In June and December, the secretary must review and report to the board all closed session minutes to determine whether they should remain confidential. (Closed session minutes must be reviewed every six months to determine whether the need for confidentiality exists 5 ILCS 120/2.06(d).)

Treasurer

The treasurer keeps and maintains appropriate records and performs the duties of that office which include the following:

- a. Reviews and authorizes bill payments.
- b. Signs checks as authorized.
- c. Presents monthly financial reports and reconciliations for board approval.
- d. Ensures payroll software is current to maintain federal and state compliance.
- e. Manages investments and tax levy filings.
- f. Files the annual financial report with the state within six months of the fiscal year end.
- g. Assists in budget development and execution of annual audits.
- h. Reviews bank and credit card reconciliations.
- i. Ensures timely payment of payroll taxes.
- j. Maintains appropriate insurance policy coverage.
- k. Provides a surety bond, approved by the board, equal to or at least 10% of the prior year's received funds. Bond costs are covered by the library.

Trustees

Trustees are expected to:

- a. Attend and actively participate in board meetings.
- b. Review meeting materials in advance.
- c. Support board decisions and serve on assigned committees.
- d. Dedicate time outside board meetings for board-related work as necessary.
- e. Participate in approved fundraising and public relations efforts.
- f. Represent the library at community events.
- g. Stay informed about library trends and legal requirements through professional development (such as ILA, ALA, etc.).
- h. Serve as advocates for library services and ethical leadership.

Ethics Ordinance

The board of trustees complies fully with the State Officials and Employees Ethics Act (5 ILCS 430/).

Ethical Responsibilities

- a. Remove yourself from decisions involving conflicts of interest.
- b. Foster respectful, collaborative board relationships; avoid disruptive behavior.
- c. Support board decisions publicly and maintain confidentiality regarding closed sessions.
- d. Refer patron and public inquiries and complaints to the library director.
- e. Avoid involvement in staff matters, referring grievances to the director.
- f. Refrain from unauthorized or ad hoc board meetings; comply with the Open Meetings Act.
- g. Participate fully and responsibly in board activities; resign if unable to fulfill duties.
- h. Uphold intellectual freedom and resist censorship efforts.

/jlo rev 9/19/2025

MISSION STATEMENT

Adopted: November 2002

Revised: June 2022

Last Reviewed: March 2023

Our Mission

The Winnebago Public Library provides all patrons access to a variety of well-organized resources, services, and technologies that enrich and empower the community and evolve with its cultural needs.

Our Values

The Winnebago Public Library (WPL) strives to meet the needs of the community and patrons that we serve by consistently holding our organization accountable to operate in a fiscally responsible manner, ensure transparency, and maintain high levels of professionalism at all times.

We are passionate about the service we provide to all patrons, striving for the highest levels of resourcefulness, helpfulness, and accessibility.

We value a strong connection to the community and ensure a welcoming, safe, and inclusive environment for everyone.

Our success is dependent on the collective and strong relationships between our community, patrons, and staff working together that value creativity, forward progress, and a commitment to continuously evolve through our initiative to encourage growth and learning.

/jlo 3/18/23

PERSONNEL

Adopted: 1983

Revised: April 2025

Last Reviewed: April 2025

Hiring and Employment

The library is committed to hiring qualified candidates who align with its mission, values, and operational needs. The hiring process is conducted in a fair and non-discriminatory manner, ensuring equal opportunity for all applicants. To maintain fairness and avoid conflicts of interest, immediate family members of the Library Board of Trustees may not be employed by the library.

Employees are classified into the following five categories:

1. Director – The director is the only full-time position and is paid a set salary regardless of the number of hours worked. The director does not need to make up time off for illness or appointments but is expected to work additional hours as needed to fulfill job responsibilities. This position includes IMRF benefits, paid time off (PTO), and holiday pay.
2. Full-Time Employee – An employee who works 40 hours a week and has completed the probationary period. This classification includes benefits described in this policy: IMRF, PTO, holiday pay, bereavement leave, jury duty, and emergency closure pay.
3. Senior Part-Time Employee – An employee who has a seniority of at least five years, works 600 hours or more per anniversary date, and has completed the probationary period. This classification includes benefits described in this policy: IMRF, PTO, bereavement leave, jury duty, and emergency closure pay.
4. Part-Time Employee – An employee who has a seniority of less than five years, works 600 hours or more per anniversary date, and has completed the probationary period. This classification includes benefits described in this policy: IMRF, PTO, and emergency closure pay.
5. Limited Part-Time Employee – A part-time hourly employee who works less than 600 hours per anniversary date and has completed the probationary period. This classification includes PTO and emergency closure pay and is not eligible for IMRF.

Probationary Period: All new employees are considered temporary during a three-month probationary period and are not entitled to PTO or holiday pay. However, upon successful completion of the probationary period, PTO will be applied retroactively. The Library Director is responsible for determining and formalizing in writing any updates to an employee's status.

Background Checks

The library is committed to providing a safe, welcoming and secure environment for its patrons, volunteers, and employees. To support this commitment, background checks are conducted on all prospective employees as part of the hiring process. This policy ensures that hiring decisions align with the library's mission, values, and legal obligations while maintaining fairness and transparency.

The library complies with all federal and state laws regarding background checks for employees. Under the Illinois Library Records Confidentiality Act (75 ILCS 70/1 et seq.) and the Illinois Child Care Act (225 ILCS 10/4.3), libraries are authorized to conduct criminal background checks, particularly for positions involving direct interaction with minors or vulnerable populations. In accordance with the Illinois Uniform Conviction Information Act (20 ILCS 2635/1 et seq.), the library may obtain conviction records through the Illinois State Police or other authorized agencies. All offers of employment are contingent upon the successful completion of a background check. A prior conviction does not automatically disqualify a candidate; each case is reviewed individually, considering the nature of the offense, its relevance to the position, and the time elapsed since the conviction. Background checks are conducted in compliance with the Fair Credit Reporting Act (FCRA) to ensure privacy and fairness in the hiring process.

Process For Background Checks

The library conducts background checks on prospective employees in compliance with all applicable federal and state laws, regulations, and guidelines. This process helps ensure a safe and secure work environment.

1. Authorization & Consent

Candidates selected for employment must complete and sign a background check consent form, authorizing the library or an authorized third-party entity to conduct the screening.

2. Screening Process

Background checks may include searches of local, state, and federal public databases, including but not limited to Winnebago County, the State of Illinois, and the Illinois State Police. Additional screening methods may be used as appropriate.

3. Employment Decisions

If a background check reveals findings that adversely impact employment eligibility, the applicant will be notified and withdrawn from consideration. If a criminal conviction is found that affects the candidate's ability to perform the specific job, the library will follow all legal requirements, including providing the applicant with the necessary notifications under the Fair Credit Reporting Act and applicable laws.

Use of Background Investigation Information:

Information obtained through a background investigation will be used solely for employment purposes in compliance with federal and state laws and in accordance with library policy. The information will be reviewed to assess:

- Whether an applicant or employee has provided false statements or omitted material information on an application, résumé, or during an interview.

- Whether an applicant or employee, based on the responsibilities of the position, may pose a risk to the security of the library, the safety of patrons (including minors), or the well-being of employees.
- The applicant's or employee's suitability for the position and their potential for success and productivity in the role.

This process ensures that hiring and employment decisions are made with fairness, integrity, and a commitment to maintaining a safe and professional workplace.

Payroll and Deductions

Employees are paid on a biweekly basis for work performed during the preceding two-week pay period. The library processes all required deductions, including federal and state withholding taxes and contributions to the Illinois Municipal Retirement Fund (IMRF), where applicable.

Work Schedule & Timekeeping

Employees must adhere to their assigned work schedules and may not modify their scheduled hours without prior approval from their supervisor. This includes arriving early, leaving early, or staying late without authorization.

Employees are not permitted to trade shifts or work hours without supervisor approval. Any approved schedule changes must be documented on the official employee calendar in the staff workroom.

Work schedules are established based on the library's operational needs and budget. Employees may be required to work evening and/or weekend shifts. Scheduling will follow a consistent structure Monday through Friday, with rotating Saturday shifts.

Breaks & Meal Periods

Employees working 4.5 hours or more in a workday will receive a paid 30-minute meal break. Employees working 6 or more hours in a workday are also eligible for a 15-minute break.

Overtime

Employees may not exceed 40 hours per week without prior approval from the library director. Approved overtime will be compensated at 1.5 times the employee's regular hourly rate.

Paid Time Off (PTO)

Employees are encouraged to submit PTO requests as early as possible, preferably before the next monthly schedule is finalized. Requests must be submitted using the official PTO Request Form, available in the staff workroom.

The library director will review employee requests for time off, whether using PTO or unpaid leave, in accordance with the Paid Leave for All Workers Act (PLAWA) and the library's staffing requirements during operating hours. Approved forms will be signed and submitted to the bookkeeper for payroll purposes. PTO requests are considered during the scheduling process and will be granted to the greatest extent possible while ensuring the library's operational needs are met.

Paid Leave for All Workers Act (PLAWA)

Effective January 1, 2024, the Paid Leave for All Workers Act grants all employees the right to accrue paid leave beginning on their first day of employment. Employees may utilize accrued paid time off (PTO) after 90 days of employment. Non-full-time employees who do not already receive paid time off benefits will accrue one hour of paid leave for every 40 hours worked within a 12-month period, up to a maximum of 40 hours annually. Paid leave may be used for any reason, and employees are not required to disclose the reason for their absence. Additionally, employers may not mandate that employees secure a replacement to cover their shift. Unused paid leave is not required to be paid out upon separation from employment.

In cases of unforeseen absences, employees must notify the library within a reasonable timeframe to use paid leave. Failure to report an absence in a timely manner will result in the absence being classified as a no-call/no-show, which will be documented in the employee's personnel file.

Employees attending approved trainings or conferences will be compensated at their regular rate of pay, with mileage reimbursed at the current IRS-approved nonprofit business rate.

Holiday Pay

Full-time employees will receive eight hours of holiday pay for designated holidays when the library is closed, as outlined in the Hours of Operation policy.

Emergency Closure Pay

In the event that the library is closed due to an emergency, such as severe weather or other unforeseen circumstances, employees scheduled to work during the closure will receive their regular pay as if they had worked their scheduled hours. However, if an employee calls in to report that they will not be coming to work before the library is officially closed, they will not receive emergency closure pay and must use available PTO to cover their absence. The library director or designated authority will determine and communicate closures as needed.

PTO Accrual & Usage

PTO is accrued based on hours worked and is calculated at the end of each pay period. Employees may use accrued PTO in one-hour increments for approved time off. Any PTO balance exceeding 40 hours that is not used by the end of the fiscal year will be forfeited and will not carry over into the next year. Upon separation from employment, full-time employees will be compensated for any unused accrued PTO.

All Part Time Employees

Rate (hours) of PTO per hour worked

Starting employment date*	0.0310
after two years of employment	0.0503
after four years of employment	0.0695

*PTO is paid retroactively for the first 90 days

Full Time Employees

Rate (hours) of PTO per hour worked

Beginning employment date*	0.0541
Beginning after two years of employment	0.0733
Beginning after four years of employment	0.0926

*PTO is paid retroactively for the first 90 days

Leaves of Absence

All requests for a leave of absence must be submitted in writing and include the anticipated start and end dates. Leave without pay requires approval from the director, and any request exceeding three months must also be approved by the board of trustees. If the director requests unpaid leave, the board of trustees will review and determine approval.

Family Medical Leave (FMLA)

The library complies with the Family and Medical Leave Act (FMLA), as amended. Full-time employees may be eligible for up to 12 weeks of unpaid leave within a rolling 12-month period for qualifying reasons, including the birth or adoption of a child, care of an immediate family member with a serious health condition, or the employee's own serious health condition that prevents them from performing essential job functions. Employees must submit a written request to the director (or the board president in the case of the director), detailing the reason for the leave, the start date, the expected return date, and any supporting documentation.

While the library will make efforts to reinstate employees to their previous position, reinstatement is not guaranteed. Employees must exhaust accrued paid time off (PTO) before beginning unpaid FMLA leave, and PTO does not continue to accrue during FMLA leave.

Bereavement Leave

Employees may receive up to five days of paid leave for the death of an immediate family member, compensated based on their average weekly scheduled hours.

Immediate family includes a spouse, children, stepchildren, domestic partner, parents, stepparents, grandparents, grandchildren, siblings, and legal guardians. For the loss of extended family members (such as aunts, uncles, nieces, nephews, or in-laws), employees may take one paid day off.

Jury Duty

Employees summoned for jury duty must notify the director as soon as possible. Employees serving during their scheduled work hours will receive their regular rate of pay upon submitting official jury attendance documentation from the Jury Commission. For jury duty that extends beyond two weeks, employees will receive leave without pay.

Military Leave

The library grants leave for military service in the U.S. Armed Forces, National Guard, or reserve components in compliance with federal and state laws, including the Uniformed Services Employment and Reemployment Rights Act (USERRA). Employees are entitled to re-employment rights and protections as outlined in applicable regulations.

Disability Leave

The library complies with all applicable federal and state laws regarding disability leave, including the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA), where applicable. Employees who require leave due to a disability may be eligible for reasonable accommodations, including medical leave or modified work arrangements, in accordance with legal requirements. Requests for disability leave must be submitted in writing with appropriate medical documentation. The library will engage in an interactive process to determine suitable accommodations while ensuring compliance with all relevant regulations.

Illinois Municipal Retirement Fund

The library participates in the Illinois Municipal Retirement Fund (IMRF), a statewide public pension system that provides retirement, disability, and death benefits to eligible employees. In accordance with Illinois state law (40 ILCS 5/IMRF Article), employees who work 600 or more hours per year are required to participate in IMRF. Contributions to the fund are made by both the employee and the library, with deductions automatically taken from each paycheck. Upon retirement, vested employees may receive pension benefits based on their years of service and salary history. IMRF also provides disability benefits for qualified employees who become unable to work due to injury or illness. Employees can access their account details, estimate retirement benefits, and find additional resources through the IMRF website or by contacting IMRF directly.

Workers' Compensation

The library complies with the Illinois Workers' Compensation Act, which provides benefits to employees who suffer job-related injuries or illnesses.

Workers' compensation covers medical expenses, lost wages, and rehabilitation services for eligible employees who sustain injuries in the course of their employment. Employees must report any work-related injury or illness to the director immediately, and a formal claim must be filed in accordance with state law. The library's workers' compensation insurance provider will review claims and determine benefit eligibility. Employees are protected from retaliation for filing a legitimate claim. For more information, employees can contact the Illinois Workers' Compensation Commission (IWCC) or visit its official website.

Unemployment Insurance

The library complies with all federal and state laws regarding unemployment insurance. Under the Federal Unemployment Tax Act (FUTA) and Illinois Unemployment Insurance Act, eligible employees who lose their jobs through no fault of their own may qualify for unemployment benefits. These benefits are administered by the Illinois Department of Employment Security (IDES) and are designed to provide temporary financial assistance while the individual seeks new employment. To qualify, employees must meet state-specific requirements, including sufficient earnings history and active job search efforts. Unemployment benefits are not available to employees who resign voluntarily without good cause, are terminated for misconduct, or fail to meet eligibility criteria. Employees seeking more information or wishing to file a claim should contact IDES or visit its official website.

Drug-Free Workplace

The library is committed to maintaining a safe, healthy, and productive work environment for all employees. In accordance with the Drug-Free Workplace Act of 1988 and applicable state laws, the use, possession, distribution, sale, or being under the influence of illegal drugs, controlled substances, or unauthorized prescription medications while on library premises, during work hours, or while conducting library business is strictly prohibited. Employees are also prohibited from reporting to work impaired due to alcohol or drug use. Any violation of this policy may result in disciplinary action, up to and including termination. The library may require drug or alcohol testing when there is reasonable suspicion of impairment or as required by law. Employees struggling with substance abuse are encouraged to seek confidential support through available employee assistance programs (EAP) or external resources.

Performance Evaluations

The library conducts written performance evaluations for all employees on an annual basis. New employees will receive an initial evaluation after three months of employment, followed by annual evaluations thereafter, using a standardized evaluation form. Completed evaluations are maintained in a secure personnel file. These files are the property of the library, and access to their contents is strictly limited to authorized library officials and representatives with a legitimate business need.

Employees may request to review their personnel file up to twice per calendar year by submitting a written request with reasonable advance notice. File reviews must take place in the library office in the presence of the director or a trustee. If an employee disagrees with any content in their file, they may discuss their concerns with the director, who will determine an appropriate resolution. Any resolution will be documented and added to the file.

Employees have the opportunity to provide comments on their evaluation forms and may review their evaluations at any reasonable time.

Grievance

The library is committed to fostering a positive and professional work environment where employee concerns are addressed promptly and fairly. Employees are encouraged to resolve workplace issues informally whenever possible, but a formal grievance process is available when necessary.

Informal Grievance Process

Employees should first attempt to resolve concerns through direct communication with the individuals involved. Open discussion and early resolution help maintain a collaborative work environment and prevent escalation.

1. Employees should bring workplace concerns to the library director for discussion and resolution. If necessary, they may escalate concerns to the board of trustees.
2. The director is responsible for listening to employee concerns, providing guidance, and working to resolve grievances informally.
3. If an issue remains unresolved through informal discussion, the employee may proceed with the formal grievance process.

Formal Grievance Process

If an informal resolution is not achieved, an employee may file a formal grievance by following these steps:

1. The employee must submit a written grievance to the library director within 10 working days of the last informal discussion. The written grievance should:
 - Clearly state the complaint.
 - Identify it as a formal grievance.
 - Specify the desired resolution.The director will review the grievance and provide a written response within 30 working days. (If the grievance involves the director, proceed directly to Step 2.)
2. If the employee is not satisfied with the director's response, they may submit a written appeal to the board of trustees within 10 working days of receiving the director's decision. The board will conduct an objective and confidential review, considering all relevant facts in relation to library policies.
3. The board of trustees will issue a written decision within 30 calendar days, with copies provided to all relevant parties, including the director.

4. If the employee remains dissatisfied with the outcome, they may pursue arbitration or other legal recourse in accordance with applicable laws and regulations.

Additional Provisions

- Time limits for each step in the grievance process may be extended by mutual agreement.
- Employees involved in a grievance process must continue to perform their job duties at an acceptable level.
- Employees will not face retaliation or adverse consequences for filing a grievance in good faith.

/jlo rev 4/22/25

GRIEVANCE

This form may be used by patrons or employees, and submitted by mail, email, fax, or in person.

DO NOT include sensitive personal information.

Date:

Full Name of Person Filing Grievance:

Address of Person Filing Grievance:

City, State, Zip Code of Person Filing Grievance:

Phone Number/Email Address of Person Filing Grievance:

Date of Incident/Issue

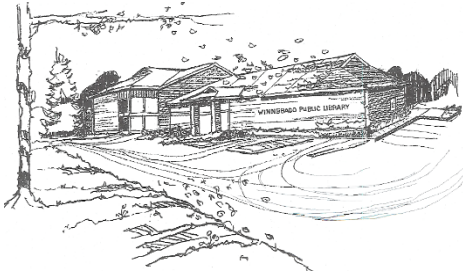
Person Grievance is Filed Against (if applicable):

Winnebago Library Board Policy Manual

Reason(s) for Grievance:

Actions You Feel Would Resolve Grievance:

Please complete the form and mail, email, fax or submit in person. Winnebago Public Library, 210 North Elida Street, Winnebago, IL 61088 Fax: 815.335.7049



Winnebago Public Library District Job Performance Evaluation

Name: _____

Title/Position: _____

Evaluation Period: _____

Date of Review: _____

Supervisor: _____

Job Description Review

Does the current job description properly describe the duties and responsibilities of this position? Yes / No
Are there significant duties or responsibilities that would materially change the job description that should be:

Added ☐ Deleted ☐ Rephrased ☐ Changes were reviewed with the employee on: __/__/__

If there are any necessary changes, please note them on the current job description and attach a copy with the performance appraisal.

Performance Review

- Rate the employee's level of performance, using the definitions below.
- Review with employee each performance factor used to evaluate his/her work performance.
- Give an overall rating in the space provided using the definitions below as a guide.
- There must be supporting comments to justify ratings of "Exceed Expectations", "Needs Improvement" and

Performance Rating Definitions

The following ratings must be used to ensure commonality of language and consistency of overall ratings.

EE=Exceeds Expectations-Work performance is consistently above the standard of performance for the position.

ME=Meets Expectations-Work performance consistently meets the standard of performance for the position.

NI=Needs Improvement-Work performance does not consistently meet the standard of performance for the position.

NA=Not Applicable-Employee is not required to perform in a specific rating factor, and it cannot be measured.

Winnebago Library Board Policy Manual

A. PERFORMANCE FACTORS

	EE	ME	NI	NA
Knowledge of Work —Consider employee’s skill level, knowledge and understanding of all phases of the job and those requiring improved skills and/or experience. Additional Comments:				
Planning & Organization —Consider how well the employee defines goals for personal performance; how well work tasks are organized and priorities established; and the amount of supervision required to achieve it. Additional Comments:				
Customer & Work Relations —Consider how well the employee interacts in dealing with all constituents (patrons, vendors, friends of the library, board) Additional Comments:				
Quality of Work —Consider the accuracy and thoroughness in completing work assignments. Consider the individual’s ability to self-identify and correct errors. Take into consideration incomplete assignments. Additional Comments:				
Quantity of Work —Consider the volume of work completed in relation to assigned responsibilities. Consider the ability to meet and stay on schedule and the proper use of work time. Additional Comments:				
Dependability —Consider how well the employee complies with instructions and performs under unusual circumstances; consider record of attendance and punctuality. Additional Comments:				

Winnebago Library Board Policy Manual

Acceptance of Responsibility—Consider the manner in which the employee accepts new and varied work assignments and assumes personal responsibility for completion. Additional Comments:				
Self-Initiative—Consider how well the employee demonstrates resourcefulness, independent thinking, and the extent to which employee seeks additional challenges and opportunities on their own. Additional Comments:				
Teamwork—Consider how well this individual gets along with fellow employees, respects the rights of other employees and shows a cooperative spirit. Additional Comments:				
Leadership—Consider effectiveness in accomplishing work assignments through subordinates; establishing challenging goals; delegating and coordinating effectively. Additional Comments:				
Communication—Consider effectiveness in listening to others, expressing ideas—both orally and in writing—and providing relevant information to management, co-workers. Additional Comments:				
Decision Making/Problem Solving—Consider effectiveness in understanding problems and making timely, practical decisions. Additional Comments:				

Winnebago Library Board Policy Manual

B. EMPLOYEE STRENGTHS AND ACCOMPLISHMENTS. Include those which are relevant during this evaluation period. This should be related to performance or behavioral aspects you appreciated in their performance. Provide explanation for any “Exceeds Expectations” rating.

C. PERFORMANCE AREAS WHICH NEED IMPROVEMENT. Provide explanation for any “Needs Improvement” and “Unsatisfactory Performance” rating.

Winnebago Library Board Policy Manual

D. PERFORMANCE IMPROVEMENT PLAN. Describe the coaching, training resources or development activities that would help improve performance in any

of the categories.

E. EMPLOYEE COMMENTS. (Optional)

F. SIGNATURES

I have read and discussed this review with my supervisor and I understand its contents. My signature does not necessarily imply that I agree with the review or its contents.

Employee Signature/Date:

Supervisor Signature/Date:

PUBLIC POSTING OF MATERIALS

Revised: July 2025

Last Reviewed: July 2025

Guidelines are established to display and distribute informational materials within the library, ensuring equitable access to community resources while maintaining a professional and orderly environment.

Eligibility To Post Materials

- Only nonprofit organizations, government agencies, educational institutions, and community groups may post materials.
- For-profit entities may request permission to post event-related flyers that have broad community relevance, subject to approval.
- All items must be approved by library administration prior to posting.

Materials That May Be Accepted

- Flyers, brochures, and pamphlets promoting community services, events, or resources.
- Public information from local government agencies or schools.
- Library-related announcements and collaborative initiatives.

Materials That May Be Denied

- Partisan political material
- Commercial advertisements for products or services not affiliated with a library program
- Content that is discriminatory, obscene, or violates laws or library values

Display Guidelines

- Materials must be dated and include the sponsoring organization's name.
- Items will be displayed in designated areas only and removed by staff when expired or at their discretion.
- Space is limited; priority is given to items with broad community interest and time sensitivity.
- Flyers may be displayed for a maximum of 30 days unless otherwise approved.
- Library staff will manage all placement and timely removal of materials.

Materials For Library Counters

- Limited space is available for brochures and pamphlets meeting the above criteria.
- Staff will not distribute handouts directly to patrons unless the material is library-produced.

Winnebago Library Board Policy Manual

Liability

The library assumes no responsibility for preservation, protection, or return of any posted or displayed materials. Materials left past their expiration or event date may be discarded unless a prior retrieval arrangement has been made.

/jlo rev 08/18/25

PURCHASING

Adopted: October 1984

Revised: June 2025

Last Reviewed: June 2025

This policy governs all purchases and financial commitments made with funds under the authority of the Winnebago Public Library Board of Trustees. The intent is to ensure responsible stewardship of public resources through fair, transparent, and cost-effective purchasing practices. Purchases should be evaluated annually, or on another reasonable time basis, with similar goods or services grouped logically for evaluation and procurement. All purchases and financial commitments require prior board approval unless specifically exempted by this policy.

Informal Procurement for Purchases Up to \$3,000

Purchases up to \$3,000 may be made at the discretion of the library director and do not require board of trustee approval. Purchases that are not budgeted should, however, be communicated to the board president and treasurer as early as possible.

Informal Procurement for Purchases Between \$3,001 up to \$10,000

Purchases not subject to formal bidding due to the dollar threshold will be made with consideration regarding:

- Price
- Quality
- Supplier dependability

To the extent possible, at least three informal quotes from qualified vendors will be solicited and documented. If less than three vendors submit quotes, the board may move forward with the quote(s) that have been submitted. Approval by the board of trustees is required at this threshold.

Formal Bidding Process

When formal bidding is required, the following procedure will be followed in accordance with standard business practices:

1. The library director, acting as the purchasing agent, will prepare and issue a Call for Bids. Notice of the bid will be published in the local newspaper, on the library website and on the bulletin board in the library vestibule for 30 calendar days. Detailed bid packets will be available on the website as well as hard copies that may be picked up at the library. All bids will remain sealed and unopened until the date, time and location of the bid opening which will be duly noted in the bid specification. The board may designate additional publications as necessary.
2. The Call for Bids will include:

Winnebago Library Board Policy Manual

- Detailed specifications for the goods or services requested, including the removal of any objects during construction
- Bidder qualifications
- Delivery terms
- Contractual requirements (if applicable)
- Insurance and performance bond requirements (if applicable)
- Whether product samples are required
- Submission format and deadline
- Date, time, and location for bid opening

Suppliers will be selected based on experience, reputation, and accessibility, in addition to cost considerations, and must be approved by the board of trustees.

Exceptions to Formal Bidding Requirements

Formal bidding is not required under the following conditions:

1. The total cost is under \$10,000.
2. The goods or services are available from only one economically feasible source, such as public utilities, proprietary material, or supply services.
3. The services involve professional, technical or artistic expertise.
4. Emergency situations, such as immediate repairs or equipment replacement necessary for the library's operation, or in response to local disasters or catastrophes.

Use of Library Funds for Expressions of Sympathy or Recognition

The Board affirms the use of library funds, not to exceed \$100, for the purchase of flowers in the event of the death of an employee, former employee, board member, or active Friend of the Library.

In cases of illness or death of an immediate family member, library funds may not be used for memorial gifts. However, cards expressing sympathy or concern may be sent on behalf of the library. A supply of appropriate cards will be maintained at the library for staff use. Cards may be purchased and sent using library funds.

Nothing in this policy prohibits individuals (Board members, staff, or Friends of the Library) from organizing a voluntary collection for additional memorials or gifts.

Automated Clearing House (ACH) Payments

ACH is used for direct deposit and electronic bill payments. The following rules apply:

- New payments exceeding \$2,000 must be approved by a roll call vote of the board prior to disbursement.
- Scheduled recurring payments (e.g., payroll taxes, mortgage, insurance) may be approved in advance on an annual or monthly basis.
- Credit card payments are permitted even if the total exceeds \$2,000, provided that individual charges are within approved budgetary limits.

Winnebago Library Board Policy Manual

- Emergency payments require authorization at a special board meeting. If a meeting cannot be convened, the board president, vice president, and treasurer may jointly authorize payment if all three are in agreement.

Prevailing Wage Compliance

In accordance with the Illinois Prevailing Wage Act (820 ILCS 130/4), the Winnebago Public Library is responsible for notifying all contractors and subcontractors working on public works projects of any changes to the prevailing wage rates applicable to Winnebago County.

The library must investigate and determine the applicable prevailing wage rates for laborers involved in the construction of public works funded by the Library.

RECORDS RETENTION & CONTROL

Adopted: October 2016

Revised: October 2023

Last Reviewed: October 2023

The Winnebago Public Library District retains records in accordance to the Local Records Act (50 ILCS 205), which governs the retention and destruction of public records. Detailed information on records retention and destruction for local government agencies is available from the Illinois Secretary of State's website.

It is the policy of the Winnebago Public Library that its records be retained only so long as they are 1) necessary to the current conduct of the library; 2) required to be retained by statute or government regulation; or 3) relevant to pending or foreseeable investigations or litigation.

1. The responsibility for administering record retention management, in accordance with the laws of the State of Illinois, is designated to the library director. The secretary of the board of trustees is responsible for the creation, maintenance, retention and, when appropriate, the destruction of the records of the board of trustees. The library director and the board secretary work together to maintain accurate, up-to-date files.
2. All records are retained for at least the minimum period as stated in applicable state or federal laws or regulations. Destruction of specific records are carried out only in accordance with the rules and guidelines set by the State of Illinois. The Winnebago Public Library District first filed an Application for Authority to Dispose of Local Record in 1991. The resulting Local Records Disposal Certificate is the basis for current library and board files. The most recent Disposal Certificate is filed in the board of trustee files and in the library operational files.
3. The library director and the board of trustees may choose to retain records for a longer period than required by the Local Records Commission if they believe the records are useful.
4. The destruction of records will be suspended immediately upon receipt of legal process or other notice of pending or foreseeable investigation or litigations, whether government or private.

Freedom of Information Act

The Winnebago Public Library District Board of Trustees hereby complies within its entirety the Freedom of Information Act, 5 ILCS 140/1 et seq., as amended from time to time. All requests of public records should be made to the Freedom of Information Officer. The library director is appointed as the Freedom of Information Officer, or in the absence of the director, the assistant director is appointed.

General information about the library, including the organizational chart, policies and board meeting minutes, can be found on the library website at www.winnebagopubliclibrary.org. A binder is kept at the service desk with the following information: monthly financial statements, annual receipts and disbursements reports, budget and appropriation ordinances, levy ordinances, operating budgets, annual audits, minutes of the board of library trustees, library policies, adopted ordinances and resolutions of the board, and annual reports to the Illinois State Library.

SEXUAL HARASSMENT

Adopted: February 2018

Revised: October 2023

Last Reviewed: October 2023

Prohibition of Sexual Harassment

The library is committed to providing a workplace that is free from all forms of discrimination, including sexual harassment. Any employee's behavior that fits the definition of sexual harassment is a form of misconduct which may result in disciplinary action up to and including dismissal.

The library's policy on sexual harassment is part of its overall affirmative action efforts pursuant to federal and state laws prohibiting discrimination based on age, race, color, religion, national origin, citizenship status, unfavorable discharge from the military, marital status, disability and gender. Specifically, sexual harassment is prohibited by Title VII of the Civil Rights Act of 1964, as amended in 1991, and the Illinois Human Rights Act.

All employees and board members of the library are prohibited from sexually harassing any person, regardless of any employment relationship or lack thereof. No employee—male or female—should be subjected to unsolicited or unwelcomed sexual overtures or conduct in the workplace. Furthermore, it is the expectation that the work environment is free from sexual harassment. All forms of discrimination and conduct which can be considered harassing, coercive, or disruptive, or which create a hostile or offensive environment must be eliminated. Instances of sexual harassment must be investigated in a prompt and effective manner.

All employees of the library are expected to become familiar with the contents of this policy and to abide by the requirements it establishes.

Definition of Sexual Harassment

According to the Illinois Human Rights Act, sexual harassment is defined as:

Any unwelcome sexual advances, requests for sexual favors or any conduct of a sexual nature when:

1. Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Winnebago Library Board Policy Manual

Conduct which may constitute sexual harassment includes:

1. Verbal: sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
2. Non-verbal: suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls", "smacking" or "kissing" noises.
3. Visual: posters, signs, pin-ups or slogans of a sexual nature, viewing pornographic material or websites.
4. Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, any coerced sexual act or actual assault.
5. Textual/Electronic: "sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages and social networks and websites).

The most severe and overt forms of sexual harassment are easier to determine. On the other end of the spectrum, some sexual harassment is more subtle and depends, to some extent, on individual perception and interpretation. The courts will assess sexual harassment by a standard of what would offend a "reasonable person."

Procedure for Reporting an Allegation of Sexual Harassment

An employee who either observes sexual harassment or believes herself/himself to be the object of sexual harassment should deal with the incident(s) as directly and firmly as possible by clearly communicating her/his position to the offending employee, and her/his immediate supervisor. It is not necessary for sexual harassment to be directed at the person making the report.

Any employee may report conduct which is believed to be sexual harassment, including the following:

1. Electronic/Direct Communication. If there is sexual harassing behavior in the workplace, the harassed employee should directly and clearly express her/his objection that the conduct is unwelcome and request that the offending behavior stop. The initial message may be verbal. If subsequent messages are needed, they should be put in writing in a note or a memo.
2. Contact with Supervisory Personnel. At the same time direct communication is undertaken, or in the event the employee feels threatened or intimidated by the situation, the problem must be promptly reported to administration.

Winnebago Library Board Policy Manual

The employee experiencing what he or she believes to be sexual harassment must not assume that the employer is aware of the conduct. If there are no witnesses and the victim fails to notify administration, the library will not be presumed to have knowledge of the harassment.

Resolution

The purpose of this policy is to establish prompt, thorough and effective procedures for responding to every report and incident so that problems can be identified and remedied by the library. However, all employees have the right to contact the Illinois Department of Human Rights (IDHR) or the Equal Employment Opportunity Commission (EEOC) for information regarding filing a formal complaint with those entities. An IDHR complaint must be filed within 180 days of the alleged incident(s) unless it is a continuing offense. A complaint with the EEOC must be filed within 300 days.

Documentation of any incident may be submitted with any report (what was said or done, the date, the time and the place), including, but not limited to, written records such as letters, notes, memos and telephone messages. All allegations, including anonymous reports, will be accepted and investigated regardless of how the matter comes to the attention of the library. However, because of the serious implications of sexual harassment charges and the difficulties associated with their investigation and the questions of credibility involved, the claimant's willing cooperation is a vital component of an effective inquiry and an appropriate outcome.

Prohibition of Retaliation for Reporting Sexual Harassment Allegations

The library will not take any retaliatory action against any employee due to an employee's:

1. Disclosure or threatened disclosure of any violation of this policy,
2. The provision of information related to or testimony before any public body conducting an investigation, hearing or inquiry into any violation of this policy, or
3. Assistance or participation in a proceeding to enforce the provisions of this policy.

For the purposes of this policy, retaliatory action means the reprimand, discharge, suspension, demotion, denial of promotion, or change in the terms or conditions of employment of any employee that is taken in retaliation for a employee's involvement in protected activity pursuant to this policy.

Individuals making a report will not be retaliated against even if a report made in good faith is not substantiated. In addition, any witness will be protected from retaliation.

Winnebago Library Board Policy Manual

Similar to the prohibition against retaliation contained herein, the State Officials and Employees Ethics Act (5 ILCS 430/15-10) provides whistleblower protection from retaliatory action such as reprimand, discharge, suspension, demotion, or denial of promotion that occurs in retaliation for an employee who does any of the following:

1. Discloses or threatens to disclose to a supervisor or to a public body an activity, policy, or practice of any library employee or board member that the employee reasonably believes is in violation of a law, rule, or regulation,
2. Provides information to or testifies before any public body conducting an investigation, hearing, or inquiry into any violation of a law, rule, or regulation or
3. Assists or participates in a proceeding to enforce the provisions of the State Officials and Employees Ethics Act.

Pursuant to the Whistleblower Act (740 ILCS 174/15(a)), an employer may not retaliate against an employee who discloses information in a court, an administrative hearing, or before a legislative commission or committee, or in any other proceeding, where the employee has reasonable cause to believe that the information discloses a violation of a state or federal law, rule, or regulation. In addition, an employer may not retaliate against an employee for disclosing information to a government or law enforcement agency, where the employee has reasonable cause to believe that the information discloses a violation of a state or federal law, rule, or regulation. (740 ILCS 174/15(b)).

According to the Illinois Human Rights Act (775 ILCS 5/6-101), it is a civil rights violation for a person, or for two or more people to conspire, to retaliate against a person because he/she has opposed that which he/she reasonably and in good faith believes to be sexual harassment in employment, because he/she has made a charge, filed a complaint, testified, assisted, or participated in an investigation, proceeding, or hearing under the Illinois Human Rights Act.

An employee who is suddenly transferred to a lower paying job or passed over for a promotion after filing a complaint with IDHR or EEOC, may file a retaliation charge – due within 180 days (IDHR) or 300 days (EEOC) of the alleged retaliation.

Consequences of a Violation of the Prohibition of Sexual Harassment

In addition to any and all other discipline that may be applicable pursuant to library policies, employment agreements, procedures, and/or employee, any person who violates this policy or the Prohibition on Sexual Harassment contained in 5 ILCS 430/5-65, may be subject to a fine of up to \$5,000 per offense, applicable discipline or discharge by the library and any applicable fines and penalties established pursuant to local ordinance, state or federal law. Each violation may constitute a separate offense. Any discipline imposed by the library will be separate and distinct from any penalty imposed by an ethics commission and any fines or penalties imposed by a court of law or a state or federal agency.

Consequences for Knowingly Making a False Report

Given the seriousness of the consequences for the accused, a false or frivolous report is a severe offense that can itself result in disciplinary action. Any person who intentionally makes a false report alleging a violation of any provision of this policy will be subject to discipline or discharge pursuant to applicable policies, employment agreements, procedures, and/or employee handbooks.

In addition, any person who intentionally makes a false report alleging a violation of any provision of the State Officials and Employees Ethics Act to an ethics commission, an inspector general, the state police, a state's attorney, the attorney general, or any other law enforcement official is guilty of a Class A misdemeanor. An ethics commission may levy an administrative fine of up to \$5,000 against any person who intentionally makes a false, frivolous or bad faith allegation.

SOCIAL MEDIA

Revised: July 2025

Last Reviewed: July 2025

Guidelines are established to safeguard appropriate use of social media for staff, administrators, and the public to ensure professional and lawful communication across all digital platforms. Social media includes any website, app, or account created and managed by the library for public communication and engagement, including but not limited to Facebook, Instagram, X (Twitter), YouTube, and blogs.

Staff Use

- Only designated staff are authorized to post to library social media accounts.
- All content must be professional, accurate, grammatically correct, and respectful.
- Staff are prohibited from sharing confidential information.
- Personal social media activity must not imply official library endorsement.

Content Standards

The library welcomes public comments and interaction but reserves the right to remove or moderate content that:

- Includes obscene or pornographic material
- Promotes discrimination, harassment, or hate speech
- Contains threats, insults, or defamatory statements
- Shares personal information (e.g., addresses, phone numbers)
- Violates copyright or intellectual property rights
- Includes spam, irrelevant links, or commercial advertising
- Promotes political or religious agendas not affiliated with library programs

The library may ban or block users who violate these standards.

Legal And Ethical Compliance

- All posts are public records and may be subject to FOIA and records retention laws.
- Users should have no expectation of privacy when posting on library-sponsored social media.
- The library reserves the right to reproduce, edit, or share public comments for promotional or archival purposes.

Public Complaints

Winnebago Library Board Policy Manual

Complaints regarding library services, staff, or policies should be directed to library administration. Social media is not an appropriate forum for resolving such concerns.

Liability

By posting on library platforms, users agree to indemnify the Winnebago Public Library District and its staff from any legal claims arising from their content.

Teen Blog Content and Participation Guidelines

The library's teen blog provides a safe, moderated space for teens to express themselves, showcase creative work, and connect with peers through library-sponsored digital content. These guidelines ensure a respectful, appropriate, and inclusive environment. All submissions, posts and comments are subject to the same monitoring and review standards as outlined above. Participation is open to teens within the designated age range determined by the library.

Content Standards

- Submissions must be original work by the teen participant.
- Plagiarism, copyrighted material without permission, or impersonation of others is prohibited.
- Personal information such as full names, contact details, school names, or photos identifying individuals should not be included.
- Posts must be respectful, appropriate in tone, and relevant to the blog's purpose (e.g., book reviews, creative writing, library experiences, positive community topics).
- Hate speech, bullying, discriminatory language, and obscenity will not be tolerated.

Review And Moderation

- All blog content and comments are moderated by library staff before publication.
- The library reserves the right to edit for grammar, clarity, or length while maintaining the post's original intent.
- Staff may reject or remove content that violates the guidelines without prior notice.

Agreement To Participate

By submitting content to the blog, participants agree to:

- Abide by all content and conduct guidelines
- Acknowledge their submissions may be publicly viewable
- Allow the library to use posts in promotional or educational materials (with credit)

TECHNOLOGY USAGE

Adopted: March 2017

Revised: March 2025

Last Reviewed: March 2025

The Technology Usage policy covers the following:

- Copier, Printer, and Scanner Use
- Fax Machine
- Internet
- Computers
- Security Cameras

COPIER, PRINTER, AND SCANNER USE

The library provides copier, printer, and scanner equipment for public use. Patrons may access these services as needed and are responsible for paying any applicable fees at the front desk as outlined below.

To maintain service quality, patrons may not supply their own paper to reduce costs. Electronic scanning is offered free of charge.

\$0.10 per page – Black and White 8 ½ x 11 letter-size paper

\$0.15 per page – Black and White 8 ½ x 14 legal-size paper

\$0.20 per page – Black and White 11 X 17 tabloid-size paper

\$0.25 per page – Color 8 ½ x 11 letter-size paper

\$0.40 per page – Color 8 ½ x 14 legal-size paper

\$0.50 per page – Color 11 X 17 tabloid-size paper

FAX MACHINE USE

The library provides fax services under the following guidelines:

- The fax machine will only be used by staff.
- A notice is posted in the library indicating that fax service is available and informs users that the library is not responsible for confirming receipt of transmitted messages or notifying the addressee of received messages.
- Fax service fees are:
 - Transmission, \$1 for the first page, 25¢ for each subsequent page
 - 25¢ per page for a fax received
 - Overseas service is not available
- Staff and board members may use the fax service for personal business, including overseas, for the cost of associated telephone charges.

INTERNET USE

Because the Internet is not regulated by a single governing authority, the accuracy, completeness, and currency of online information cannot be guaranteed. Some content may be offensive or controversial. Users are responsible for evaluating the reliability, suitability, and acceptability of the information they access. Library staff do not monitor children's Internet use; it is the responsibility of parents or legal guardians to discuss appropriate usage and online safety with their children. Patrons are encouraged to critically assess online materials. The library is not liable for any damage or injury resulting from Internet use or related resources. Library computers and wireless access will automatically shut down 15 minutes before closing.

The library provides a wireless network for users with wireless electronic devices. This service should not be used as a permanent connection since wireless access is less secure than wired access. Signal strength may vary in the building. By choosing to use this free, wireless access, you agree to abide by this policy that prohibits abusive or illegal activity.

Most wireless, electronic devices will be compatible with the library's access points. However, the library cannot guarantee that a user's personal device hardware will work with the library's wireless network. If a user experiences a problem connecting to wireless access points, staff will verify that the library's wireless network is operational, but staff are not trained to configure or troubleshoot wireless electronic devices. Users with personal devices should refer to their owner's manual or other support services offered by their device manufacturer.

Users must comply with all local, state, and federal laws while using the Internet, including, but not limited to, those concerning copyright, fraud, privacy, or obscenity. Any illegal or illicit activity is forbidden and may result in your device being blocked.

Patron Assistance and Instruction

The library staff do not provide assistance or instruction and are not available to tutor patrons in the use of any computer programs. It is expected that users will have knowledge of the basic operation of computers. The library may offer formal instruction at designated times. Books and guides on computers and technology usage are available.

Use of Internet

The library provides access to electronic information networks to support research, learning, and communication. To ensure a safe and lawful environment, the following activities are strictly prohibited:

- Using electronic networks to harass, threaten, or intimidate others.

Winnebago Library Board Policy Manual

- Violating the privacy of other users by accessing, sharing, or misusing their personal information.
- Misrepresenting one's identity or using another person's credentials.
Attempting to gain unauthorized access to files, passwords, or data belonging to others (hacking).
- Creating, distributing, or accessing sexually explicit or pornographic material in violation of applicable laws, including the Children's Internet Protection Act (CIPA) (47 U.S.C. § 254), which mandates filtering obscene and harmful content for minors.
- Viewing materials deemed obscene or offensive under local community standards, as defined by federal and state laws, including 18 U.S.C. § 1460-1470 (regulating obscene material distribution).

Violations of this policy will be addressed in accordance with the Library Conduct Policy. Library staff reserve the right to take appropriate action, including restricting internet access and reporting illegal activity to law enforcement if necessary.

COMPUTER USE AND USER AGREEMENT

1. All computer users must check out a computer before use. A valid library card is required. Visitors will provide one form of identification. Computers will be assigned by the staff to one user at a time.
2. Anyone may use the computers; however, those in kindergarten and younger must be accompanied and supervised by an adult.
3. The user agrees to take proper care of all equipment, data storage media, manuals and other property that belongs to the library. When there is fault with any equipment or materials, the user will immediately report any difficulty or problem to the staff member on duty.
4. The user agrees to pay replacement costs of any equipment or materials lost or damaged as a result of negligence by the user, or failure to inform library employees of malfunction.
5. The user agrees to observe all copyright laws and not duplicate any computer program, documentation, audio or video provided by the library that is not in the public domain.
6. The library will not be liable for damages in connection with, or arising from, the use of any equipment, program or other library material.
7. The user will be scheduled in half-hour blocks of time during normal library hours. If no one is waiting to use the computer, the time may be extended in fifteen-minute increments. Decisions as to the use of the computers are at the discretion of the staff. Scheduling can be done in person or by telephone. Patrons who fail to show up within the scheduled first ten minutes will be considered a no-show and the scheduled time slot will be made available. The library clock is the official timepiece and will determine when computer appointments begin and end.
8. Only software owned by the library may be run on the computers. Patrons may use their personal flash/thumb drives. Private files may not be stored in the internal memory of the library computers.
9. Failure to observe any part of the above agreement may result in the suspension of the user's right to use computer resources. Other usual and ordinary library sanctions may also apply.
10. The user will read the Computer Use portion of the Technology Usage policy, sign the Computer User Agreement and agree to comply with the rules and regulations for using the computers.

Printed Name of User: _____

Signature of User: _____ Date: _____

Parent Signature for Users Under 18: _____

Telephone #: _____ Library Card #: _____

Security Cameras

The library has a significant interest in maintaining the safety and security of its patrons, staff, and property. The purpose of this policy is to govern the location of the security cameras, identify who may access live and recorded camera footage and for what purpose, provide guidelines for the retention of recorded footage, and protect individual privacy.

Location of Security Cameras

Security cameras are positioned in interior and exterior locations determined by the library director to best accomplish the purposes of this policy. Cameras will not be installed in areas where individuals have a reasonable expectation of privacy such as restrooms or private offices.

Signage

Signage will be posted at entrances to the library alerting patrons and staff to the use of security cameras for monitoring and recording on library property, both inside and out.

Viewing

Administration and the library board president will have access to live and recorded security camera footage. The library director may designate in writing one or more employees to also have access to live and/or recorded footage subject to any restrictions the director may impose.

Access to footage is allowed by law enforcement when pursuant to a subpoena, court order, as required by law such as situations involving imminent danger to public health and safety or as determined by the library administration. The library does not routinely monitor live or recorded footage.

Use

Security cameras are in use to:

1. Discourage illegal behavior and violations of policies.
2. Provide recorded footage to assist law enforcement and staff in enforcing policies and in prosecuting criminal activity.
3. Complete operational checks. The frequency and length of viewing will be based on the need to assure the system is operating or to ascertain if footage is available relative to a specific incident including occasional spot checks of the recorded data.

Cameras will not be used for the purpose of routine employee performance evaluations.

Controlled Access

Winnebago Library Board Policy Manual

The recorded data is considered confidential and secure. Administration may use live and recorded footage solely for the purposes of enforcing and administering policies. Other employees with authority to view live and/or recorded footage may do so subject to restrictions imposed by the library director.

Authorized staff may use live surveillance, a still shot, or selected portions of recorded data to assess the security risk of a specific individual, to investigate a crime on library property, to request law enforcement assistance, to validate serious or repeated policy violations, to alert staff to banned or repeatedly disruptive individuals, or to address internal security/operational concerns. In the discharge of such duties, authorized staff are permitted to connect the recorded digital image with identification data available on the library's database.

Unauthorized Access and/or Disclosure

Confidentiality and privacy issues prohibit the general public from viewing security camera footage that contains personally identifying information about library users. If the library receives a request from the general public to inspect security camera footage, they will be advised to file a police complaint.

A breach of this policy may result in disciplinary action up to and including dismissal. Any staff who becomes aware of any unauthorized disclosure of a video recording and/or potential privacy breach has a responsibility to immediately inform the library director.

Freedom of Information Act (FOIA)

Recorded footage is a public record subject to the Freedom of Information Act (5 ILCS 140/1, et seq., "FOIA"), and may be released subject to any applicable exemptions. All requests received by the library for inspection or copying of recorded footage should be forwarded to the library's FOIA officer for review and response.

Records Retention

Recorded footage is a public record subject to the Local Recorded Act (50 ILCS 205/1, et seq. "LRA") and will be retained pursuant to the library's approved records retention schedule.

Disclaimer of Responsibility

A copy of this policy may be shared with any patron or staff upon request. The policy is also posted on the library's official website. Questions from the public may be directed to the library director. The library disclaims any liability for use of the video data in accordance with the terms of this policy, given that the library is a public facility and the security cameras will be limited to those areas where patrons and/or staff have no reasonable expectation of privacy.

VOLUNTEER PROGRAM

Adopted: January 2012

Revised: May 2025

Reviewed: May 2025

Volunteer Guidelines

The library values and encourages community members to volunteer their time and talents to enhance and expand library services. Volunteers complement, rather than replace, library staff and contribute to special events, projects, and ongoing programs. Their service allows the library to maximize its fiscal resources while strengthening community engagement.

The library collaborates with local students who are required to complete service hours as part of an accredited school program for academic credit or advanced awards. Additionally, other community service groups may be eligible to fulfill service requirements through the library's volunteer program. Volunteer placement is based on the availability of suitable tasks that align with an individual's skills, interests, and schedule. Volunteer hours must be scheduled in advance, as drop-in volunteering is not permitted.

Volunteers under the age of 18 must provide written permission from a parent or guardian. All volunteers aged 18 or older must consent to a criminal background check in accordance with the Illinois Uniform Conviction Information Act.

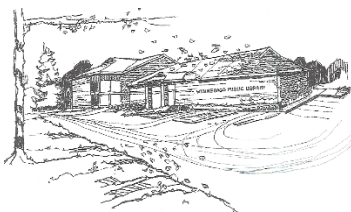
To be eligible, volunteers must hold a valid Winnebago Public Library card in good standing and must adhere to all library policies. Volunteers are selected and supervised by the library director and staff, who reserve the right to terminate volunteer service at their discretion.

How to Apply

Prospective volunteers can obtain an application at the library service desk. Completed applications should be submitted to the library, allowing a minimum of one week for processing. This time enables staff to assess the applicant's skills, experience, and availability to determine appropriate placement.

As part of the application process, volunteers may be required to participate in an interview, training, and orientation. Once assigned, volunteers will continue to serve at the mutual agreement of the library and the individual. Volunteers are assigned specific tasks; however, certain duties and responsibilities are reserved exclusively for library staff.

Participation in the volunteer program does not guarantee employment with the library, as volunteer service is intended solely to support library operations and community engagement.



Volunteer Application

Please print in ink and return to the library service desk.

Date: _____

Full Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Primary Phone Number: _____

Secondary Phone Number: _____

Email: _____ @ _____

Are you 18 years old or older? _____ Yes _____ No
(If no, your parent/legal guardian must sign the parental consent waiver at the end)

Are you volunteering as a part of court-ordered community service?
_____ Yes _____ No

Do you have any physical limitations?

_____ Yes (Please describe) _____

_____ No

AREAS OF INTEREST: (check all that apply)

_____ Assist Friends of WPL (*subject to their approval*)

_____ Assist at programs/special events (*subject to library background check*)

_____ Seasonal and special projects (*assist staff with projects*)

_____ Light cleaning

_____ Shelf reading (*Shelf reading duties may only be completed after passing the Shelving Test*)

Winnebago Library Board Policy Manual

_____ Assist with community relations projects

_____ Assist with Winnebago Community Historical Society (*subject to their approval*)

AVAILABILITY: (*fill in all days and hours that apply*)

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

PERSONAL REFERENCES: (*please list two non-family personal references*)

Name _____ Phone Number _____

Name _____ Phone Number _____

EDUCATION: (*check highest level completed*)

_____ Elementary _____ Middle School _____ High School _____ Technical School

_____ Some College _____ College Degree

SKILLS:

Computers (*check all that apply*)

_____ Word _____ Excel _____ Power Point _____ Publisher _____ Internet

_____ Some College _____ College Degree _____ Other

Other Skills: _____

CRIMINAL HISTORY:

Some volunteer positions at the Winnebago Public Library require criminal history information. All volunteers need to complete the following questions. You will be notified if further information is required.

Have you ever been convicted of a felony? _____ Yes _____ No

Winnebago Library Board Policy Manual

BACKGROUND CHECKS:

"I hereby authorize the Winnebago Public Library to obtain my criminal history record information from the Illinois State Police under the Uniform Conviction Information Act, and to obtain any other information from any other source concerning my criminal convictions."

"I also authorize the Illinois State Police to release my information to the Winnebago Public Library. The Winnebago Public Library will provide me a copy of the information. I understand that I have the duty to notify the Winnebago Public Library within seven working days of receipt if the information is inaccurate or incomplete."

By signing and submitting this form, I certify that the answers contained in this application are true and complete to the best of my knowledge. My volunteer service is conditional upon the completion of this application, verification of the references, and a background check may be performed. I consent to a background check if needed. I am offering my services as a volunteer. If my offer of volunteer service is accepted, I will not be entitled to compensation for any services I provide. I understand that I am not covered by worker's compensation if injured in the library. I have read the library's policy on volunteers and conduct in the library.

Date: _____ Signature: _____

Date: _____ Parent/Guardian Signature: _____

(if applicant is under 18 years of age)

PARENTAL CONSENT WAIVER:

If the applicant is under the age of 18, a parent/guardian must sign this section.

I (print) _____, grant permission for (print name) _____

_____ to volunteer at the Winnebago Public Library.

Date: _____ Parent/Guardian Signature: _____