

Purpose: The City of Brooks Library Board recognizes the importance of informed and well-trained staff. The Board supports this by providing, within the limits of its budget, orientation programs, institutional memberships in library organizations, encouragement and support for attendance at library conferences, workshops, and library-related courses within and outside the City.

1. Orientation

- 1.1. New employees are given orientation and training that will prepare them to best provide service to the public.
- 1.2. Orientation and training is the responsibility of the Library Director and includes an understanding of the role of Brooks Public Library in the community, the responsibilities and duties of the Board and staff, and Brooks Public Library's policies, services, goals and objectives, as well as specific training for the employee's position.
- 1.3. Each employee has access to the Staff Handbook and Master Policy Binder for study along with job-specific material provided by the employee's supervisor.

2. Education

- 2.1. The Library Director may, within the limits of the budget, approve staff attendance at library or library-related workshops and conferences without prior Board approval.
- 2.2. Cost of staff attendance at library conferences is covered in accordance with Policy HR.5.
- 2.3. The City of Brooks Library Board authorizes the Library Director to close Brooks Public Library one day per year for the purpose of staff development workshops. Any additional days must be approved by the Board in advance.
- 2.4. The Board supports and encourages informal, ongoing sharing of information among library staff as part of their continuing education.

Approved by: _____

(Board Chair)

Date Approved: January 22nd, 2024

3. Further Education

- 3.1. The Board supports staff attending education programs to further their professional development.
- 3.2. Employees wishing to take an unpaid leave of absence for the purpose of further education must provide a written request to the Library Director for such leave.
- 3.3. Employees may request an interest-free loan from the board to cover the cost of registration and supplies for a further education program.
- 3.4. The education program must be related to the employee's work at Brooks Public library and must be approved by the Library Director prior to the program start date.
- 3.5. Education requests will be evaluated using the following guidelines:
 - 3.5.1. Education correlation to employees current duties
 - 3.5.2. Education correlation to current or anticipated library expertise needs
 - 3.5.3. Employee evaluation history
 - 3.5.4. Length of employment
 - 3.5.5. Amount requested
 - 3.5.6. Repayment terms
 - 3.5.6.1. Termination/resignation provisions
- 3.6. Employees engaging in further education programs funded by the Board (as per noted above in 3.3) will be required to enter into a contractual agreement with the City of Brooks Library Board.

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