



North Liberty
LIBRARY

Policy Manual

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MISSION STATEMENT

Your Library: A place to be, connect, enrich, create, thrive.

Library Service Program

The North Liberty Library is open seven days a week, for a total of 67 hours. The Library operates in conjunction with an advisory board composed of six (6) trustees.

Reviewed/Approved by the Library Board of Trustees, March 2020

COLLECTION DEVELOPMENT POLICY

I. Purpose Statement

The collection development policy is a guide for librarians in selecting materials and to inform the public about the principles behind collection development decisions. Collection development is the ongoing process for adding materials to the collection, retaining materials already in the collection, withdrawing materials from the collection, and choosing materials for library programs, promotions and professional development in an effort to increase both the quality, accessibility, and quantity of the entire collection.

Materials selected for the collection will meet both the current and long-term needs of North Liberty and area residents of all ages and abilities for information, education, culture and recreation. Library staff is committed to offering the widest possible range of subjects and views in varying formats and reading levels, within budget and space, and in consideration of current holdings and demand. Collection development will support the priorities of the goals in the Library's strategic plan. Ultimate responsibility for collection development lies with the Director.

II. Materials Selection Guidelines

- A. The Library recognizes that any given item or subject may offend some people and because the Library follows the accepted principles of intellectual freedom and the right to access information, we will not remove specific titles solely because individuals or groups may find them objectionable.
- B. The library subscribes to the principles embodied in the [Library Bill of Rights](#), [Freedom to Read](#) and [Freedom to View](#) statements adopted by the American Library Association (ALA).
- C. Selection of books and/or materials is based on interest, information, and enlightenment of all people of the communities served and to represent a wide variety of viewpoints. Materials will not be excluded because of the origin, background, or views of those contributing to their creation.
- D. Items must align with the Library's mission statement and chosen roles for service.
- E. Selection considerations include cost, space limitations, availability from approved vendors, current holdings and demand.
- F. Selection will not attempt to duplicate the resources of larger research institutions. Merits of a work must be in relation to the needs and interests of the community.
- G. As a general rule, the library will acquire only works of interest to the layperson.
- H. Items considered for selection are evaluated as a whole, not based on a particular section or sections.
- I. Professional reviews in periodicals and online may be used as a basis for evaluation in conjunction with publishers' catalogs and advertisements.
- J. When possible, digital materials are selected in accordance with this policy. Digital materials may, however, be provided as shared content with partner

libraries. As such, titles in these collections may be selected by other library partners and may not conform to this policy's guidelines.

- K. Purchasing materials for the collection does not include endorsement of their contents by the staff of the Library or the City of North Liberty.
- L. Patron suggestions for materials selection will be taken into consideration within the parameters of the Collection Development Policy, budget, and physical space.

III. Access

- A. Selection of materials is not restricted by the possibility that children may obtain materials their parents or legal guardians may consider inappropriate. While materials are shelved by recommended age, patrons of any age may use materials in all sections of the library (see ALA Bill of Rights, Article V). Responsibility for children rests solely with their parents or legal guardians.
- B. While an individual or group is free to reject material, library staff members will not restrict access to or censor materials for the rest of the community.

IV. Selection Responsibility

- A. Responsibility for collection development lies with librarians who apply professional knowledge, experience, and the criteria of this policy to making selection decisions for the library.
- B. Formats may include but not be limited to fiction and non-fiction print materials for all ages, magazines and newspapers, DVDs, audiobooks, electronic content, and digital databases. Evolving formats will be identified and added as technology changes, reliability and availability improve, and patron demand increases.

V. Collection Maintenance

- A. To ensure that the library collection remains up-to-date and relevant to the community's needs, it is the responsibility of the selectors to reevaluate, on a regular basis, the usefulness of materials held in the collection.
- B. Selectors will remove materials from the collection as they become out-of-date, badly worn, damaged, or are no longer being used. Space, cost of replacement, and appearance of the collection are also factors. Locally significant materials are not held to these standards and are generally retained. Materials withdrawn from the North Liberty Library may be sold in library book sales or recycled.

VI. Gifts & Donations

- A. Gifts are vital to the establishment and growth of the library. The library retains unconditional ownership of any accepted gift. Any gift considered by the library for inclusion into the library collection must meet the same selection criteria as purchased materials. The library staff further reserves the right to decline gifts and to decide when a gift added to the collection will be withdrawn.
- B. Donations may include library materials and monetary gifts. Monetary gifts are extremely useful in supplementing the library budget. Gifts may be given to be

used at the discretion of Library Administration for programs and services currently in greatest need. While gifts are not accepted with stipulations, Library staff will consider the interests of the donors in determining how to use monetary gifts that may be designated by the donor for specific purposes within the library's programming, collection, and services criteria.

- C. Gifts are tax-deductible but library staff may not set fair market or appraisal values for donated materials. Receipts are available upon request.
- D. Materials may be donated only in formats that are also available in the library including but not limited to: print books, unabridged audiobooks on CD, and DVDs. Donations of magazine subscriptions can be designated by either the donor or the library staff. Materials not added to the collection may be accepted on behalf of the Friends of the North Liberty Library to be used for annual book sales, proceeds of which help supplement the library's operational budget.
- E. Materials with the following conditions will not be accepted:
 - i. Moldy/musty with strong odor or water damage
 - ii. Dirty (greasy, food stained, insect infested, etc.)
 - iii. Marked by pens, pencils, crayons or highlighters
 - iv. Physically damaged (i.e. broken bindings, loose/torn pages, or damaged covers/cases)
- F. The library is unable to accept:
 - i. Textbooks/Medical books
 - ii. Condensed Books (i.e. Readers Digest Condensed Books, abridged audio)
 - iii. Nonfiction titles over five-years-old
 - iv. VHS tapes, audio tapes, or music CDs
 - v. Materials weeded from other libraries
 - vi. Single or back donated issues of magazines

SERVICE POLICY

I. Purpose Statement

The purpose of the Service Policy is to affirm the rights of all people to free and equal access to information. The North Liberty Library (NLL) provides respectful, courteous service in an inclusive and non-discriminating environment. This policy outlines use of the library, services, and operations. The NLL supports the American Library Association's *Library Bill of Rights* which states that "A person's right to use a library should not be denied or abridged because of origin, age, background, or views (Article V)." (<https://www.ala.org/advocacy/intfreedom/librarybill>)

II. Library Hours

- A. The library will have regular business hours posted.
- B. The library will close for legal, City holidays, occasional library staff training or City events, and inclement weather, in compliance with City policy.

III. Confidentiality of Patrons

- A. The Library Board of Trustees and library staff upholds the confidentiality of patron records, including but not limited to card application information, circulation, and Internet records.
- B. The State of Iowa has deemed patron records to be confidential as cited in Chapter 22.7 of the Code of Iowa.
- C. Library records may be subject to disclosure to officials pursuant to a process, subpoena or court order authorized pursuant to a federal, state, or local law relating to civil, criminal, administrative or legislative investigative power. Library staff will seek legal counsel from the City Attorney's Office in the event of such request for release of library records and will respond to the request according to advice of counsel.
- D. The library cannot guarantee the confidentiality of information sought or received, or materials consulted or borrowed from third-party digital services to which we provide access. When patrons use those resources, they are subject to the individual third-party terms and privacy policies.

IV. Registration

- A. Residents of North Liberty, rural Johnson County, and communities participating in Iowa's Open Access program may obtain a library card.
- B. People residing in North Liberty or rural Johnson County may apply online for an eCard that specifically allows use of library databases and electronic collections, including eBooks and eAudios.
- C. Library cards are valid for three years and renewable upon patron request at expiration.
- D. Library cards are issued to individuals. Family cards are not available.
- E. Institutional cards may be created for childcare centers, residential centers, and other educational entities and must include management or administrative contact information.
- F. Children may register for a library card at any age when they can accurately provide full name, address, phone number, and birthdate. A follow-up welcome letter sent to the child's home and returned to the library may be used as an identifier and for verification of residence.
- G. Legal guardian permission must be provided for children who are unable to provide accurate registration information.
- H. The staff will collect contact information for library use only and patrons will be contacted by

their preferred means (text or e-mail).

- I. A \$2.00 replacement fee is assessed for lost cards. Patrons may check out without their card by confirming current registration information. Patrons may also check out using the library app on their device.

V. Use of Library Space

- A. Designated library spaces designed for specific audiences or purposes may have limited access and use. The Director is authorized to develop guidelines pertaining to the use of designated spaces in the library and may adjust those guidelines as deemed appropriate. All such designated space policies will be displayed within the designated areas.

VI. Use of Library Materials

- A. Check out loan periods:
 1. DVDs and Cake Pans have a one (1) week checkout period.
 2. Television series DVDs have a two (2) week checkout period.
 3. Books, magazines, audiobooks, and interlibrary loans (ILL) have a three (3) week checkout period.
 4. Miscellaneous collection items such as bike locks, book club kits, device chargers, and air quality monitors are also available for checkout. See staff for loan information.
- B. Loan periods are based on open business days and exclude holidays.
- C. All material types, excluding interlibrary loans (ILL), may be renewed if the title(s) is not on reserve for another patron.
- D. Items on the reserve list may be renewed one time for three (3) days.
- E. The most current issue of magazine subscriptions is not available for checkout until a new issue has arrived.
- F. Patrons may request materials for purchase or through interlibrary loan that are not owned by NLL. For interlibrary loan, patrons are responsible for replacement cost for lost or damaged materials and any additional fees charged by the lending library.
- G. North Liberty and rural Johnson County residents with a current library card have access to a variety of electronic resources including subscription databases, e-books, e-audiobooks, and online magazines.
- H. Institutional library cards are only for use by the entity and its clients. Employees of institutions may register for a library account for personal use.

VII. Reserving Library Materials

- A. Library material may be reserved in-person, by phone, by email, or on the library's website.
- B. Patrons will be notified by preferred contact method when a reserved item is available.
- C. Items are held for five days for pick up unless other arrangements are made. After five days, items are passed on to the next patron with a reserve or re-shelved.

VIII. Overdue & Lost Library Materials

- A. Patrons are asked to return items by the due date or to renew those items before or on

the due date.

- B. Patron will be notified by text message or e-mail of overdue material when past the due date.
- C. The NLL does not collect overdue fines. Items not returned for more than eight weeks are subject to the replacement cost of the material(s).
- D. Iowa Code addresses the theft of library materials or equipment in sections 714.5 and 808.12. Patrons may refer to these sections of the Iowa Code for more information.
- E. Library patrons may be billed the replacement cost for items not returned for more than eight (8) weeks past the due date.
- F. Parents or legal guardians are responsible for all assessed library replacement fees for minor children according to Iowa Code section 613.16 <https://www.legis.iowa.gov/docs/code/613.16.pdf>.
- G. Items that patrons claim as returned will be searched for in the library for 60 days and then will be considered lost and the cardholder may be billed replacement fees.

IX. Reconciliation & Suspension of Library Accounts

- A. Library material check out may be suspended when patrons have items overdue more than eight weeks past the due date.
- B. Patron accounts will return to good standing upon return of all overdue items.
- C. Lost material/replacement charges are the responsibility of the cardholder whose account bears the overdue items or the legal guardian for minor children.
- D. Patrons are responsible for replacement costs for unreturned long overdue (past 8 weeks) and damaged library materials. A replacement copy of the same title/material type may be substituted for payment. Patrons may set up a monthly payment plan with library staff through the library's reconciliation program as needed to pay for replacement cost of lost/unreturned items. Patrons who meet the terms of the respective reconciliation plan may continue to use library services during the reconciliation agreement period until the account has returned to good standing.

X. Equipment Use

- A. Library staff is available to briefly assist patrons with technology use. If further assistance is necessary, patrons may make an appointment with specific staff members to aid in learning to use library equipment.
- B. Laptops with wireless Internet and printing are available for adult patrons free of charge on a first-come, first-served basis. Adult patrons must have a library card or a current photo ID to check out a laptop and a mouse. Laptops are for in-library use only and may not be used in the public restrooms or in the Teen Zone.
- C. Guest passes to access library computer stations are available at the Information Desk.
- D. Emails to library email addresses are public record, therefore staff is unable to print emailed documents for the public.
- E. Library users may copy/print up to \$3 free per day. Thereafter, copying and printing charges are \$.10 per page for black and white copies and \$.50 per page for color copies single or double-sided. There is no fee for scanning a document to email.
- F. Patrons under 18-years of age have access to desktop computers and iPads in the library at no cost on a first-come, first-served basis.
- G. An overhead projector is available to patrons at no charge to be used in Meeting Rooms CD upon request. White boards are also available at the Information Desk.
- H. Hearing loops are installed in Library meeting rooms as an accessibility tool for people with

hearing aids. While Library staff is not able to troubleshoot personal assistive hearing devices, they are able to provide written information regarding the hearing loops. Patrons should refer to their audiologist for questions about hearing aids and telecoils.

- I. Patrons are responsible for equipment repair or replacement costs due to negligent damage.

XI. Notices & Displays

- A. Display space and notice posting is available to educational, cultural, and nonprofit groups as long as they are not using obscenity or profanity, advocating violence, or in violation of the Iowa Hate Crimes Law. Notices and posters for designated public display are reviewed and posted by staff.
- B. Objections to notices or displays may be brought before the North Liberty Library Board of Trustees through a written explanation of the objection and/or written request to discuss the objection with the Library Board at their monthly meeting.
- C. All notices posted in the library become property of the library and may be removed and discarded at any time.

LIBRARY CONDUCT POLICY

I. Purpose Statement

The North Liberty Library welcomes every member of the community to use and enjoy the Library's facilities, collections, programs and services. Because libraries are public places designed to serve people of all ages with a wide range of interests, this policy defines expectations for behavior.

II. Responsibilities

- A. The Conduct Policy applies everywhere the Library provides service: on all Library property, in the community, through our website or social media, and by phone, chat, or email.
- B. Library patrons are expected to:
Be safe; be respectful of other patrons, library staff, and volunteers; be respectful of library property; obey the law; comply with requests from library staff
- C. Library staff will intervene to stop prohibited activities and behaviors.

The following observable behaviors and activities run counter to the Conduct Policy:

UNSAFE or DISTURBING	<p><i>Examples (including but not limited to):</i></p> <ul style="list-style-type: none"> • Behavior likely to cause personal injury • Any behavior that could endanger the safety or health of others • Interfering with the free passage of staff or others • Use of hostile or aggressive language or gestures disruptive verbal or physical behavior • Using electronic or communication devices in a manner that is disruptive • Consuming foods or beverages in a manner that is disruptive
INAPPROPRIATE USE OF LIBRARY PRIVILEGES OR PROPERTY	<p><i>Examples (including but not limited to):</i></p> <ul style="list-style-type: none"> • Activities inconsistent with typical library use • Actions that may result in damage to library property or the property of others • Locating signs, posters, bills or other advertising devices on public property or within public easements or street right-of-way without approval • Sales and solicitation
ILLEGAL ACTIVITIES	<p><i>Examples (including but not limited to):</i></p> <ul style="list-style-type: none"> • Threatening, harassing, or assaulting staff or others • Sexual misconduct or harassment • Illegal use of or selling drugs; possession of open container and/or consumption of alcohol • Theft • Viewing or printing child pornography

	<ul style="list-style-type: none"> • Exhibiting/viewing obscene materials that could be observed by a minor (Iowa Code 728.2) • Smoking in the library or within 30 feet of the library, community center, or Ranshaw House
FAILING TO FOLLOW STAFF REQUESTS	<p><i>Examples (including but not limited to):</i></p> <ul style="list-style-type: none"> • When asked to stop a prohibited behavior, failing to do so • When requested to leave for violations of library policy

III. Child Safety

The safety and welfare of children at the North Liberty Community Center is of utmost importance. Parents and caregivers are responsible for monitoring the activities and always regulating the behavior of their children while the children are in the Community Center. The Library Board and staff respect the rights and privacy of all library patrons. Library staff will intervene only when concerns regarding safety, disruptive behavior, or well-being occur.

Patrons should refer to the [Library's Child Safety Policy](#) for more information and to the North Liberty Recreation Center Child Safety Policy (Appendix D) regarding building use, as the policies differ between the Library and Recreation Center.

LIBRARY CHILD SAFETY AND VULNERABLE ADULTS POLICY

I. Purpose Statement

The North Liberty Library is a public building and individuals of all ages are welcome. The library strives to be a place of belonging for all and the safety and welfare of children and vulnerable adults at the library is of utmost importance. Vulnerable adults and young children should be supervised by age appropriate, responsible parties at all times. Guardians and caregivers are responsible for monitoring the activities and regulating the behavior of persons in their care while they are in the library. The Library Board and staff respect the rights and privacy of all library patrons. Staff will intervene only when children or vulnerable adults are left unattended and if issues relating to safety and well-being or disruptive behaviors occur. Library staff will follow established procedures for the protection of the involved party or parties and to maintain an environment free from disruption in accordance with the Library Conduct Policy.

II. Unattended Children/Vulnerable Adults in the Library

- A. An unattended child is a minor of any age whose behavior requires them to be accompanied by a guardian or caregiver. A vulnerable adult is a person over the age of 18-years-old who is unable or unwilling to care for themselves.
- B. The library does not have staff, training, or State Certification to act as a childcare facility or in lieu of trained staff or family for vulnerable adults.
- C. The library staff is further not available to act as caregivers for unattended children and vulnerable adults and is unable to assume responsibility from the guardians or caregivers for providing for the welfare of persons in their care.
- D. Library staff is not responsible for children or vulnerable adults interacting with or leaving the library with persons who are not appropriate caregivers or for any consequences related to parents or caregivers forfeiting their responsibilities.
- E. Library staff may refer to social services or law enforcement those children or vulnerable adults who are left unattended in the library when a parent/guardian cannot be reached or if the behavior of the minor child or vulnerable adult falls outside acceptable behavior in the library. Please refer to the Library Conduct Policy for more information regarding acceptable behavior.

III. Guardian/Caregiver Responsibilities

- A. Guardians/caregivers are responsible for the care of those persons while in the Community Center and on the premises and should remain with persons in their care at all times. This expectation refers to entire facility, including Library, Recreation and Aquatic Center.
- B. Guardians/caregivers are asked to model and encourage positive behavior by persons under their care in the library and in all areas of the facility and to cooperate with building staff in instances that persons in their care are disruptive, interfere or endanger others, or cause damage to property.
- C. Guardians and caregivers with children who are mature enough to be left alone at the library are responsible for setting reasonable time limits for their children's visits to the library and providing a means of transportation home from the library by the time the library closes.
- D. Please refer to the Recreation Center Child Safety Policy for requirements to use the Recreation and Aquatic Centers.

IV. Staff Guidelines

- A. At the request of the child or with preschool-aged children or non-verbal adults, staff will attempt to contact the guardian, or caregiver to address conduct issues or concerns such as lost, unattended, or scared children, vulnerable adults.
- B. An incident report will be filled out, given to appropriate Community Center personnel, and kept on record.
- C. Library staff may not take children or vulnerable adults out of the building, unless caregivers are located within sight of the facility, nor is staff permitted to transport children or vulnerable adults away from Library facilities.
- D. For safety reasons, appropriate social service agency may be contacted to take custody of any child or vulnerable adult left unattended in the library for a period exceeding 15 minutes during open hours or after closing time if attempts to contact the guardians or caregivers are unsuccessful.

PROGRAMS POLICY

I. **Purpose Statement**

Library programs are planned public activities that are initiated or presented in partnership by the library and take place onsite and in other locations in the community. Programs may be presented by staff, volunteers, partner organizations and/or paid presenters.

Library programs are curated to connect members of our community with a variety of ideas and perspectives and to support our mission and values by complementing and furthering the goals of our strategic plan. Programs highlight collections, promote services, and share knowledge and expertise covering subjects and topics that represent a broad range of human experience.

II. **Guidelines for Selection and Presentation of Library Programs**

- A. Programs will be developed to eliminate racial, social, accessibility and equity barriers in library programming by facilitating connections with underserved areas of the community and implementing diversity, equity, and inclusion strategies.
- B. All programs must be open to the public. Reasonable attempts will be made to accommodate all who wish to attend a program.
 1. When safety or the nature of a program requires it, attendance will be determined on a first-come, first-served basis or by pre-registration
 2. Attendance may be limited when the number of participants reaches the room capacity established by the North Liberty Fire Department
 3. Programs designed for a general audience have no age restrictions. Programs designed for specific audiences may have attendance restrictions or requirements based on age
 4. It is the sole responsibility of parents or legal guardians to guide their children's use of the Library and its resources and services
- C. No Library program shall be purely commercial or for the solicitation of business. No expectation of making a purchase from a presenter shall be implied in any library program.
 1. A businessperson or other professional expert may present a program, however, the information presented may not promote their specific business interest or solicit future business without prior approval by library administration
 2. Fundraising and sales are permitted only when the event/program benefits the library with prior administration approval
- D. The Library generally offers programming free of charge. When the cost of a program exceeds the Library's programming budget, a program may charge a nominal fee to supplement the cost of speakers and/or materials
- E. The Library reserves the right to use video or photographs taken of the program participants for internal use, publication, and use in library promotional outlets, and for evaluation purposes.
- F. The Library is not obligated to represent multiple and/or opposing viewpoints within any one program or series and does not proscribe or cancel a program because an individual or group may find the content objectionable.

NOTE:

The Library recognizes that not all programs will be of interest or suitable for all users. Library sponsorship/partnership with other organizations or presenters does not constitute or imply an endorsement of its policies, beliefs, or program by any library personnel or by the City of North Liberty.

The North Liberty Library does not discriminate or condone discrimination against any person on the basis of race, religion, sex, sexual orientation, gender identity, housing status, ability or ethnicity. Granting permission for meeting rooms does not constitute endorsement of any group's, or affiliated groups', viewpoints. Iowa's Civil Rights laws forbid discrimination on the basis of race, sex, sexual orientation, gender identity, national origin, religion, or disability.

Reviewed/Approved by the Library Board of Trustees, May 2024

INTERNET & TECHNOLOGY POLICY

I. Purpose Statement

The North Liberty Library (NLL) is committed to digital equity. The library provides public access to computers, tablets, Internet and other devices in order to augment the community's educational and informational resources for library visitors of all ages.

II. Responsibilities of Patrons

- A. The public has access to technology and electronic devices - some devices are for in-library use only while other devices may be checked out. Internet resources and computer access through the library are provided equally to all. Children have access to the same resources as adults. It is the right and responsibility of guardians and caregivers to guide their children in the selection of resources compatible with their family's values and beliefs.
- B. The library cannot act in place of guardian/caregiver and urges guardians/caregivers to work with their own children in their use of Internet resources. Guardians/caregivers should be aware that the Internet is an unregulated global network and is neither a secure nor a private environment.
- C. The library is not responsible for security of personal information shared on or with non-library sites and users are encouraged to use caution before sharing personal information (name, address, password, telephone number, school or work, credit card number, etc.) online. This includes but is not limited to email, instant messaging, online purchasing, social media sites, and commercial sites. Customers handling financial transactions or other confidential activities do so at their own risk and should know that the internet may be subject to outside intervention. It should be noted that library staff may monitor Internet use in the usual performance of job duties.
- D. The library cannot guarantee the accuracy and/or authenticity of information discovered online, and staff assumes no responsibility for the quality, accuracy or currency of Internet resources. Patrons who find information or subject matter that is erroneous, out of date, illegal, offensive, and/or controversial should contact the original producer or distributor of that work directly.
- E. Users may not incur any costs to the NLL through access to fee-for-service information providers, shopping online or any other Internet use.
- F. The NLL is not responsible for damage incurred to a patron's personal storage devices or personal laptops or for any loss of data, damage or liability that may occur from patron use of the library's Internet services.
- G. The library's technology equipment is for public use and patrons should log off any personal online accounts after using library technology and save any work created during the session to a personal device or account. Once library computers are restarted, any data saved on the computers is deleted and the computers revert to the default library settings.

III. Time Limits

- A. Computers and other devices are available for one session daily up to 60 minutes.
- B. Patrons may request an extension of computer time based on availability.
- C. Arrangements for extended use for proctored exams or job searching/resume work may also be made.

III. Staff Assistance

- A. Library staff may be able to answer basic computer questions. Patrons may also request individual training or attend free technology-related computer assistance offered by NLL staff.
- B. Due to liability, the staff does not repair personal computers or devices and is unable to check personal systems for viruses, malware or other damages to the computer or device.

IV. Ethical Use

- A. Staff reserves the right to end a session if there is suggestion of misconduct, misuse, or illegal use of library computers and personal devices accessing the library's wireless service.
- B. Violations of this policy may result in the suspension or loss of Internet/computer privileges and/or lead to financial responsibility.
- C. Illegal acts involving library computers or personal devices accessing the library's wireless service may also be subject to prosecution by local, state or federal authorities. It is against Iowa law to download or provide child pornography or display pornography where it may be seen by children (Iowa Code, chapter 728.2).

V. Wireless Access at the Library

- A. Unfiltered, wireless Internet access is provided free of charge to anyone using their personal laptop computer or device equipped with functioning wireless or wired network connection.
- B. The Library assumes no responsibility for wireless users' equipment or software and cannot guarantee the security of your files or transmissions.

MEETING ROOM USE POLICY

I. Purpose Statement

Meeting rooms of the North Liberty Library are designed to meet general informational, educational, cultural, and civic purposes. Use of the library's meeting rooms does not constitute library or City of North Liberty endorsement or approval of viewpoints expressed by participants in the program.

II. Meeting Room Use Guidelines

- A. Meeting rooms are available for the public on a first-come, first-served basis for use at times that do not conflict with daily operations of the library or library programming
- B. Meeting rooms are primarily for nonprofit use, non-commercial, non-political, and not religious. Exceptions may be made for meetings that may have a positive impact on economic development in North Liberty. Examples of qualifying use include educational, civic, cultural, governmental, informational, and political committee meetings
- C. All nonprofit meetings shall be open to the public and not limited to membership of the group or organization sponsoring the meeting
- D. Programs and promotion of library services or by the City of North Liberty for City-sponsored events will have priority for meeting room use. Meeting/study rooms may not be reserved exclusively for exhibition or display purposes
- E. No money or goods may be exchanged in the course of meeting room use and no fees may be charged for attending the meeting
- F. No solicitation for future sales is permitted without prior approval by library administration
- G. Reservations may start no less than 30 minutes before the library's closing time
- H. Meeting/study rooms may be reserved for a maximum of three (3) hours unless prearranged; extensions may be permitted upon request if space is available
- I. An individual or group may have up to three reservations scheduled at a time
- J. Smaller groups may be asked to move into smaller rooms to accommodate a larger group
- K. The library staff is not able to serve as a point of information for patrons with questions regarding meetings other than providing directions to a meeting
- L. The North Liberty Recreation Department, ph. 319-626-5716, has fee-based meeting space available for for-profit purposes

III. User Responsibilities

- A. Any materials promoting an event or meeting held in a library meeting room (for example, flyers or poster) may list the Library as the location but may not imply Library sponsorship, unless pre-arranged as a co-sponsored event with the library
- B. Library property stored in the meeting rooms, including chairs, shall not be removed or transferred to other areas without prior approval from staff
- C. Reservations will be held for fifteen minutes after the beginning of the session reservation and will be cancelled if the individual or group does not check in for the reservation in that time frame
- D. Set up and arrangement of chairs and tables and tear down to leave the room in its standard arrangement (see image on meeting room doors) are the responsibility of the user

- E. Refreshments are welcome. After a meeting, the user should clean tables and floor as needed and dispose of any trash containing food or beverage products in the outdoor trash receptacles behind the recreation department before leaving. Groups may request a large trash receptacle from library staff if needed. Food waste should not be left in meeting room trash bins
- F. Users should check out with library staff to secure the space
- G. Music or other audio should be limited in volume as to not disturb other library users
- H. Meetings will not generally be scheduled before or after library hours
- I. Group representatives may not enter library building or other meeting rooms, nor will deliveries be accepted, before regular library hours
- J. For larger meetings, presenters should direct attendees to park away from the main library doors (west entrance)
- K. Individual placing the reservation request is responsible for all reasonable repair or replacement cost for damage to the facility space, fixtures, or equipment utilized during the reservation

IV. Non-qualifying Meeting Room Uses

- A. Political campaign purposes (political forums and listening posts are permitted)
- B. Private parties such as weddings, showers, birthdays, reunions, or other private events
- C. Commercial use where personal or business profits are the chief aim of the meeting
- D. Selling or fund-raising is prohibited in the library's meeting rooms and lobby except for events that benefit the library

Please note:

The North Liberty Library does not discriminate or condone discrimination against any person on the basis of race, religion, sex, sexual orientation, gender identity, housing status, ability or ethnicity. Granting permission for meeting rooms does not constitute endorsement of any group's, or affiliated groups', viewpoints. Iowa's Civil Rights laws forbid discrimination on the basis of race, sex, sexual orientation, gender identity, national origin, religion, or disability.

Terms of use may not apply to library or City of North Liberty events. External advance reservations will not be cancelled without prior notification of at least two weeks.

The library reserves the right to refuse use of the rooms to individuals or groups who do not adhere to library policies or meeting room terms of use or are disruptive to normal library operations.

The library director or designee shall have final authority regarding use of library meeting rooms.

ART DISPLAY POLICY

I. Purpose Statement

The Library hosts art display areas to provide a space for self-expression and an opportunity for visitors to view public art. Display facilities are available for public and library use. Exhibits using the display space shall further one or more of these purposes:

- To display high quality original art by artists from Iowa and surrounding areas
- To highlight a theme related to library services, collections, or programs
- To build inclusion, diversity, equity, and access into our community
- To bring together library materials from subject areas related to a theme of current interest
- To inform patrons of current issues, events or other subjects of public interest

II. Display Guidelines

- A. The Library administration will designate space(s) for particular types of displays to make best use of space and/or to make displays accessible to the intended audience.
- B. Submissions for displays of original art will be accepted by a designated staff member or committee. The designee or selection committee reserves the right to refuse exhibits which do not further the library's mission or strategic plan.
- C. All displays must adhere to established guidelines for installation (see Artists' Application and Agreement).
- D. All displays must meet existing state and federal laws on obscenity, libel, defamation of character, and invasion of privacy.
- E. The Library does not accept responsibility for ensuring that all points of view are represented in any single display.
- F. Permission to display materials does not imply endorsement of content, nor will the Library accept responsibility for the accuracy of statements made in such materials.
- G. The group or individual preparing the display may include name, contact information, and price of work (if applicable). All sales are between the Artist and Buyer.
- H. A single group or individual may be limited to a single display in a 12-month period. Length and parameters of all displays are determined by the Library's staff designee or the art selection committee.
- I. The Library assumes no responsibility for theft, loss, damage, or destruction of items left for display.

PROCTORING POLICY

I. Purpose Statement

The North Liberty Library is committed to supporting literacy and lifelong learning goals for all individuals. The library provides proctoring services to aid patrons and educational institutions. This service is based on the availability of personnel, facilities, and technology to do so. As such, the following responsibilities are set out.

II. Responsibilities of Student

- A. The student is responsible for initiating contact with library staff regarding proctored exams and for making necessary arrangements including confirming with library staff that the test has arrived (electronically or via mail) and scheduling a time to take the test.
- B. If a study room is required for the exam, the student is responsible for creating an account and booking the appropriate space using the library's online booking software available on the library website or requesting staff assistance to schedule the space.
- C. The student is responsible for ensuring that the computer resources at the library are adequate and available for test taking.
- D. The student will provide a valid driver's license or photo ID (if required) for verification of identity before the test will be proctored.
- E. Exams may be scheduled during open library hours and must end no less than 30 minutes before the closing of the library.
- F. The student should arrive prepared with the necessary or required supplies to take the exam. These supplies will be made available for approval by the proctor, if required.
- G. The student is responsible for supplying an envelope and cost of return postage if the exam must be mailed. The library does not have fax capability.
- H. Completed exams will be mailed with other library mail or may be submitted electronically through scanning if that option is available.

III. Responsibilities of Library Staff

- A. The library staff will provide the student and institution with copies of this policy upon request.
- B. Proctoring services at the library include issuing the exam, being aware of the student taking the exam, periodically observing the student, signing the proctor form, and mailing the completed exam, in self-addressed stamped envelope provided by the student.
- C. A library staff person on duty during the time the exam is taken will be considered the proctor of the exam. The Library is unable to assign specific librarians to proctor exams. The staff person who begins proctoring the exam may not be at the Information Desk when the exam is finished, therefore the student may be returning the exam to a different librarian than the one who issued the exam to the student.
- D. The proctor may observe the student while performing other tasks and assisting other patrons. If an institution requires the student to receive constant, uninterrupted observation the library will be unable to proctor the exam.
- E. Unless prior arrangements have been made and it is possible with scheduling, the library is unable to proctor an exam for which the signature of a designated staff person is required.
- F. Library staff will not sign any statement required by the educational institution that is inconsistent with our policy or with how the test is administered.
- G. Library staff reserve the right to refuse proctoring services.
- H. The library is not responsible for technical problems of the institution's website or e-mail.
- I. The library is not responsible for exams that are lost by the postal system or electronically.
- J. The library does not keep copies of completed exams.

VOLUNTEER POLICY

I. Purpose

The North Liberty Library views the active participation of citizens, of a variety of ages, as a valuable resource to the library in order to further the organizational vision and mission. The volunteer program is designed to promote inclusivity and equity while providing a positive experience for volunteers and enhancing excellence in library services.

II. Utilization of Volunteers

- A. Volunteers shall be extended the right to be given meaningful assignments, the right to be treated as an equal, the right to effective supervision, the right to full involvement and participation, and the right to recognition of good work.
- B. Volunteers perform a variety of vital tasks as an important extension of the library staff and are recognized as contributors to the goals and services of the library.
- C. In the fulfillment of library operations, the library staff welcomes and encourages the involvement of volunteers in some areas of library service and within appropriate programs and activities.
- D. Efforts are made to place volunteers based on their interests, availability, and skills. Placement is dependent on current library needs and may not always be possible.
- E. Volunteers contribute time, energy, and talents directly to or on behalf of the Library of their own free will; they are not paid by library funds.

III. Guidelines for Volunteers

- A. Volunteers may start service in 6th grade with parental permission.
- B. Each volunteer must complete a volunteer application. All personal information collected is for internal use only.
- C. Volunteers must be approved by library staff prior to performance of assigned tasks.
- D. Volunteers will receive applicable training from designated library staff.
- E. All volunteers will wear a volunteer badge while performing volunteer work at the library.
- F. Reasonable accommodation may be made upon request.
- G. A background check may be required for adult volunteers based on requirements of the City of North Liberty personnel policy.
- H. Procedures and requirements for the volunteer will vary with the age of the volunteers.
- I. Volunteers may be used to support staff in offering current library services and will not be used to replace or reduce the number of paid staff or to establish new library services.
- J. Volunteers will be covered with liability insurance in relation to duties performed at the library.
- K. Volunteers are responsible for maintaining confidentiality of all library information.
- L. Volunteers are expected to exhibit respect when working with the public, other volunteers, and staff.
- M. Volunteers are responsible for adhering to all Library and City policies and procedures during their shifts.
- N. The North Liberty Library reserves the right to terminate the services of the volunteer.
- O. Should a volunteer have a grievance with a staff person, another volunteer or library patron, every attempt will be made to resolve the situation with library administration.

Reviewed/Approved by the Library Board of Trustees, April 2023

LIBRARY ACCESS FOR SEX OFFENDERS AGAINST MINORS POLICY

City of North Liberty, Iowa

I. Purpose Statement

The City of North Liberty has adopted this policy to ensure compliance with the provisions of Chapter 692A of the Code of Iowa. Chapter 692, in part, places certain legal restrictions on persons who have been convicted of a sex offense against a minor, or who are required to register as sex offenders in another jurisdiction for an offense involving a minor, including specific restrictions on access to public libraries. For more information, please visit www.iowasexoffender.gov.

II. Definitions

- A. Board. The term “Board” shall refer to the North Liberty Library Board of Trustees.
- B. Library. The term “Library” shall refer to the North Liberty Library.
- C. Library Grounds. The term “Library Grounds” shall refer to the real property situated at 520 West Cherry Street in North Liberty, and which is depicted as Lot 4 of the North Liberty Commercial Park and recorded in Plat Book 32, Page 242, of the Records of the Johnson County Recorder’s Office.
- D. Offender. The term “Offender”, unless otherwise noted, shall refer to an individual who has been convicted of a sex offense against a minor, as defined in Iowa Code Section 692A.101(28), or an individual required to register as a sex offender in another jurisdiction for an offense involving a minor.

III. Policy Statement

Pursuant to Iowa Code Section 692A.113(1)(f), an Offender may not be present upon Library Grounds without the written permission of the Board. In addition, an Offender may not “loiter”, as defined in Iowa Code Section 692A.101(17), on or within 300 feet of the Library Grounds. Any person found to be violating these provisions will be immediately reported to law enforcement.

IV. Applicability

This policy applies only to a person satisfying the definition of Offender as set forth in Paragraph II-D above. All others are allowed access to the North Liberty Library under the same terms and conditions as the general public.

V. Application for Use Procedure

- A. An Offender who is classified as a Tier I Offender under the provisions of Iowa Code Section 692A.102(1)(a) may petition the Board for permission to be present upon the grounds of the Library. Any such person (hereinafter, an “Applicant”) may contact the Library Director, or their designee, by telephone at 319-626-5701 for more information and an application form.
- B. No Offender shall be granted written permission to be present upon Library Grounds who is classified as a Tier II Offender or Tier III Offender under the provisions of Iowa Code Section 692A.102(1)(b) or (1)(c), respectively, or who has been convicted of an aggravated offense against a minor, as defined in Iowa Code Section 692A.101(2)(a).
- C. Upon receipt by the Library Director of a completed application for permission to be present upon Library Grounds, the Library Director shall present such application to the

Board at the Board's next regularly-scheduled meeting. The Board may consider the following factors in determining whether permission should be granted:

- i. The offense for which the Applicant has been convicted;
 - ii. The Applicant's likelihood to re-offend, if available from the Department of Corrections and/or Sheriff of the County of the person's residence;
 - iii. Information obtained from the Applicant's parole or probation officer, if the applicant is on parole or probation;
 - iv. The Applicant's intended use of the Library; and
 - v. Any other information the Board deems relevant.
- D. The Board's meetings are open to the public. Any Applicant may speak before the Board in favor of their application. The Board may reasonably request additional information from any Applicant, whether or not that person is present at the Board's meeting.
- E. Any application that is incomplete or provides false information shall be denied. Any application for which the Board has requested additional information shall be denied, if the Board does not receive such information prior to the Board's first regular meeting following such request.
- F. If the Board approves the application of an Applicant to be present upon Library Grounds, the Library Director shall notify the Applicant and their parole/probation officer via U.S. Mail.

VI. Terms & Conditions/Restrictions

- A. An Applicant who is granted written permission pursuant to this policy to be present upon the Library Grounds (hereinafter, a "Permittee") shall be subject to the same terms and conditions as the general public, and may be subject to additional restrictions as contemplated in Paragraph VI.B below.
- B. A Permittee may be subject to Library use restrictions, including, but not limited to:
- i. Time of day restrictions;
 - ii. Computer use restrictions;
 - iii. Study room use restrictions; and
 - iv. Any other restriction deemed advisable or necessary by the Board.
- C. A Permittee will receive written notification of any restrictions on their use of Library facilities or services.
- D. Upon application of a Permittee or the Library Director, Library use restrictions imposed upon a Permittee may be amended, at the sole discretion of the Board.

VII. Revocation of Permission/Removal from Library Grounds

- A. Should the Library Director or Board discover that a Permittee provided false information on their application, such permission to be present upon Library Grounds shall be immediately revoked and the individual shall be notified of the revocation as soon as practicable in person or via telephone, and by regular U.S. Mail.
- B. Should a Permittee be found to have violated any terms, conditions or restrictions described in section VI above, such individual's permission to be present upon Library Grounds shall be immediately revoked and the individual shall be notified of such revocation as soon as possible in person or via telephone, and by regular U.S. Mail.
- C. Any person whose permission has been revoked under this section and who remains on or enters upon Library Grounds after receiving any notice of such revocation shall be immediately reported to law enforcement and shall be removed from Library Grounds.

- D. Any person who violates any term of this policy shall be immediately reported to law enforcement and shall be removed from Library Grounds.

VIII. Access to Library Materials

- A. Any Offender, regardless of whether or not such person has been granted written permission to be present upon Library Grounds, may check out and use Library materials pursuant to this policy.
- B. In order to check out materials, an Offender who has not been granted written permission to be present upon Library Grounds must contact the Library Director, or their designee, at 319-626-5701, and designate another who may check out materials on behalf of the Offender. Any person so designated must either not be subject to this policy or must have been granted written permission to be present upon Library Grounds pursuant to this policy.
- C. Use of materials under this section shall be subject to the same terms and conditions established for use by the general public, and a person who utilizes this Section may be subject to use restrictions as described in Section VI, above.

**North Liberty Library
Personnel Policy Statement**

The North Liberty Library staff follows the personnel policy for the City of North Liberty as approved by North Liberty City Council.

Reviewed/Approved by Library Board of Trustees, May 2024

LIBRARY BOARD OF TRUSTEES BY-LAWS

Article I. Name

This organization shall be called “The Board of Trustees of the North Liberty Community Library” existing by virtue of the provisions of the North Liberty City Ordinance No. 08-21 and Resolution No. 08-82 and exercising the powers and authority and assuming the responsibilities delegated to it under the said ordinance.

Article II. Members

Section 1. There shall be six (6) members on the Library Board. Five (5) members being Residents of North Liberty and one member being a resident of Johnson County.

Section 2. Prospective members will complete an application and may be interviewed by the Mayor, City Administrator, and Library Director. The Mayor will then recommend an applicant from the city of North Liberty for the position on the Board at the appropriate Council meeting and the City Council will appoint a member at the next Council meeting.

Section 3. One member of the Library Board of Trustees shall be a resident of the unincorporated area of Johnson County and shall be appointed by the Mayor, upon the approval of the Board of Supervisors. Applicants shall submit applications for the position to the Board of Supervisors, who shall give copies to the City Council along with the Board’s approved appointment.

Section 4. Members may serve two (2) consecutive three (3) year terms. A member who has been appointed to complete a vacated term is eligible to serve two (2) consecutive three (3) year terms upon completion of the vacated term. Replacement of a trustee will follow North Liberty Ordinance No. 08-21 Section 1B.

Section 5. Rotation of members onto the Board shall be on a yearly basis within a three (3) year cycle. Terms shall begin on July 1 and end June 30 of any particular year.

Article III. Officers

Section 1. The officers shall be a president, a vice-president and a secretary elected from the appointed members at the annual meeting.

Section 2. Officers shall serve a term of one year from the annual meeting at which they are elected and until their successors are duly elected. An officer may be appointed to fill a vacated position for the remainder of a term until an officer is duly elected.

Section 3. The president shall preside at all meetings of the Board, appoint all committees, prepare an agenda for each meeting, serve as an ex-officio voting member of all committees, and generally perform all duties associated with that office.

Section 4. The vice-president, in the event of the absence or disability of the president, or secretary, or a vacancy in those offices, shall assume and perform the duties and functions of the president or secretary.

Section 5. The secretary shall keep a true and accurate record of all meetings of the Board. The secretary shall record in the Minutes the attendance of board members at meetings in the following manner: absent, not present and present. (Refer to City Ordinance 86-1, Section 6 Part B, Vacancies).

Article IV. Meetings

Section 1. The regular meetings shall be held ten times per year, with the date and hour to be set by the Board at its annual meeting.

Section 2. The annual meeting, which shall be for the election of officers, shall be held at the time of the regular meeting in August of each year.

Section 3. Board orientation/Board in-service shall be held once each year on a date to coincide with the appointment of incoming board members.

Section 4. The order of business for regular meetings shall include, but not be limited to the following: minutes, financial reports, reports of the Friends of the Library, committee reports, staff reports, old business, new business, and “other.”

Section 5. Special meetings may be called by the secretary at the direction of the president, or at the request of two (2) members for the transaction of business as stated in the call for the meeting.

Section 6. A quorum shall be required for the transaction of business at any meeting. Four (4) members will constitute a quorum. Voting by proxy will not be allowed.

Section 7. Notice of regular and special meetings shall comply with open meeting rules of twenty-four (24) hour posting.

Section 8. The agenda for the next meeting, the minutes of the previous meeting, and any other materials needed for consideration by the Board shall be available to the members at least two (2) days before each scheduled meeting.

Section 9. Conduct of meetings and proceedings of all meetings shall be governed by Robert’s Rules of Order.

Article V. Committees

Section 1. The president shall appoint committees of one or more members each for such specific purposes as the business of the Board may require from time to time. The committee shall be considered to be discharged upon the completion of the purpose for

which it was appointed and after the final report is made to the Board.

Section 2. All committees shall make a progress report to the Library Board at each of its meetings.

Section 3. No committee will have other than advisory powers, unless by suitable action of the Board, it is granted specific power to act

Article VI. General

Section 1. An affirmative vote of the majority of all members of the Board present at the time shall be necessary to approve any action before the Board. The president may make a motion and is entitled to vote when the vote is by ballot and in all other cases where the vote would change the result.

Section 2. The bylaws may be amended by the majority vote of all members of the Board provided written notice of the proposed amendment shall have been submitted to all members prior to the meeting at which such action is proposed to be taken.

Section 3. If a majority of the Board members feel that another member is not meeting his/her obligations as a member of the Board, the Board may forward a recommendation to the mayor to remove the member from the Board. The recommendation must be approved by a majority of the Board members present and the Board member who is the subject of the recommendation may vote. The president of the Board and the member who is subject of the recommendation should attend the next regularly scheduled City Council meeting or otherwise provide input to the City Council regarding the recommendation. As the appointing authority of the Board, the mayor has the authority of the Board to admonish Board members to fulfill their obligations, or the mayor may dismiss any Board member at any time, regardless of any recommendation from the Board.

Appendix B
Library Use Application for Sex Offender Against Minors

Name:

Birthdate:

Any other names you have used:

Address:

Phone:

Specific Offense(s):

Tier One Offender _____ Tier Two Offender _____ Tier Three Offender _____

Date(s) of all related conviction(s):

Probation/Parole Officer's Name:

Probation/Parole Officer's Phone:

Permission to contact Probation/Parole Officer: Yes _____ No _____

Terms of parole/probation, if applicable:

NOTE: The library's goal is to provide access to information and library materials to all individuals. In the case that we are unable to approve your application, you may still register online for a library card and opt to designate a proxy to come to the library to pick out library materials on your behalf or you may call or email the library to request materials and designate a proxy to pick up those materials. You may also use reference services by phone or email.

Application must be completed in full for consideration. Successful applicants providing false information will have permission to be on Library premises rescinded.

Reviewed/Approved by the Library Board of Trustees, December 2022

Recreation Department
520 West Cherry Street
PO Box 77
North Liberty, IA 52317
Phone: 319-626-5716
Fax: 319-626-5733

Child Safety Policy

Revised as of November, 2018

The North Liberty Community Center welcomes all ages and aims to provide an environment / place for all to enjoy. Patron safety and welfare are top priorities. The community center is the heartbeat of the City and we strongly promote family use. Recreation Staff have been researching ways to minimize recent incidents of unattended children, theft, bullying, fighting, pool safety jumps and disrespectful actions among patrons, towards staff and to the facility. We have also researched other facilities in preparing our recommendation:

Children in Grade 6 or older may use the facility without supervision.

Unattended Child Age:

Children in Grade 5 and under must be accompanied by an adult, sibling, sitter who is at least 16 years old for drop- in use or enrolled in a supervised activity/program when using the facility. Supervision must be in visual contact and same area of facility.

Children who have completed Grade 5 in May and will be in Grade 6 in the Fall must obtain a Facility Pass and may utilize designated drop-in use areas without supervision. Cannot use track or weight & exercise equipment unless supervised by an adult and pay associated fees.

Grade 7 & 8 must show a current School ID or obtain a Track Pass and may utilize the facility on own; except for the weight area in which they must be under the guidance of an adult and pay associated fees.

Grade 9-12 must show a current School ID or obtain a Membership Pass and may utilize the facility including the weight area and pay associated fees with no adult supervision.

Facility Pass / Identification: Children in Grade 6 or older without a school ID, must obtain a Facility Pass and present it upon each visit to facility, unless enrolled in a supervised activity/program. The Facility Pass will help identify and monitor usage during free play in the gymnasium, pools, library or community center grounds.

Facility passes can be purchased on a monthly or annual basis. North Liberty residents: \$10 per month, \$60 annual. Non-residents: \$13 per month, \$75 annual. A \$2 replacement fee will be

assessed to all for each new card printed. Facility passes can be obtained and completed with a parent or guardian in person at the North Liberty Community Center during regular business hours.

Loitering / Non-supervised Areas: Appropriate behavior to others, to staff and to the facility is expected and is the responsibility of each person. Rec Staff are present to answer questions, clarify rules and resolve issues that are brought to their attention. Library/Recreation Staff do not have direct supervision of children at all times and in all areas of the facility, loitering and random wandering throughout the facility will not be tolerated. Locker rooms for example should not be a place for kids to hang out. Facility drop-in use parameters for approved areas of use, expectations and conduct rules may be requested by parent and child.

Patron Discipline Policy: Use of the North Liberty Community Center is a privilege. If patrons are involved in any issue of theft, bullying, fighting and disrespectful actions among patrons, towards staff and to the facility disciplinary action will be enforced. A copy of the Patron Disciplinary Policy may be requested by parent and child.

Sincerely,

Shelly Simpson Recreation Director