

Appendices

Service and Administration Policies
Kirkwood Public Library

APPENDIX A.

Guidelines for Fines and Charges: Philosophically, the Board of Library Trustees believes the library should provide information equally to all persons, regardless of their ability to pay for that information. Additionally, the Board supports the premise that no additional costs should be placed on library services within the limitations of the library's funding.

The Kirkwood Public Library has one primary source of financial support; a property tax levy collected specifically for this library within the Kirkwood Public Library District.

Several statements can be made which serve to further clarify these guidelines:

- Free borrower's cards are available upon presentation of proper identification.
- Borrowing any of the library's circulating materials is free of charge. A fee is charged if materials are lost, damaged and for hot items, if they are returned after the date upon which they were due.
- The library's non-circulating materials (i.e., reference books, most newspapers, some magazines) may be used in the library by anyone. A fee is charged to anyone wishing to make copies so that the information may be taken out of the library.
- Personal computers are available for the public to use for Internet searching, word processing, spreadsheet programs, etc. A printer is available, but a fee will be charged for copies made with it.

9/15/04

Revised by the Board of Trustees on September 19, 2012

Service and Administration Policies
Kirkwood Public Library

APPENDIX B.
Fines and Charges

Fines	
Overdue Hot Materials	10¢ per day to \$2.80 maximum per item

Charges	
Borrower's Card	Free of charge
Lost or Damaged Materials	Price of the item plus \$5 processing fee. If found within 3 months the price of the item less overdue fines and fee is refunded.
Reciprocal Book Return	Free of charge
Interlibrary Loans through Regional libraries	Free of charge
Interlibrary Loans through OCLC	Free of charge
CD or Video Cases	\$1.00
CD or Video Texts	Price of the item
Individual Audio Books on CD	\$10.00
Photocopiers	10¢ per copy
Personal Computer Printouts	10¢ per page for black and white / 30¢ per page for color. Patrons are permitted a quantity of free prints annually (see Appendix E)
Collection Agency	\$10.00
Non-Resident Card	\$50.00
Proctoring	Residents: \$15 per test date and \$5 for each additional test proctored same date Nonresidents: \$20 per test date and \$5 for each additional test proctored same date An additional \$5 fee is charged if faxing requested. Failure to show up at scheduled test time or failure to give 48 hours notice of cancellation or need to reschedule will result in additional \$5 fee charged at time of rescheduled exam.

Service and Administration Policies
Kirkwood Public Library

Passports	Acceptance fee established by the Federal Passport Agency.
Public faxing	Sending: Local and Long Distance: No Charge International: \$.50 per page Receiving: \$.50 per page

REVISED 9/19/12; 1/15/14; 8/19/15; 9/16/15; 3/16/16; 1/18/17; 5/16/18;
10/17/18

Service and Administration Policies
Kirkwood Public Library

Large Format Printing Cost Rubric

Feet	1	1.5	2	2.5	3	3.5	4	4.5	5	5.5	6	6.5	7	7.5	8	8.5	9	9.5	10
Inches	12	18	24	30	36	42	48	54	60	66	72	78	84	90	96	102	108	114	120
Gloss																			
24-inch Roll	\$ 1.20	\$ 1.80	\$ 2.40	\$ 3.00	\$ 3.60	\$ 4.20	\$ 4.80	\$ 5.40	\$ 6.00	\$ 6.60	\$ 7.20	\$ 7.80	\$ 8.40	\$ 9.00	\$ 9.60	\$ 10.20	\$ 10.80	\$ 11.40	\$ 12.00
36-inch Roll	\$ 1.80	\$ 2.70	\$ 3.60	\$ 4.50	\$ 5.40	\$ 6.10	\$ 7.20	\$ 8.10	\$ 9.00	\$ 9.90	\$ 10.80	\$ 11.70	\$ 12.60	\$ 13.50	\$ 14.40	\$ 15.30	\$ 16.20	\$ 17.10	\$ 18.00
Heavyweight																			
24-inch Roll	\$ 1.00	\$ 1.50	\$ 2.00	\$ 2.50	\$ 3.00	\$ 3.50	\$ 4.00	\$ 4.50	\$ 5.00	\$ 5.50	\$ 6.00	\$ 6.50	\$ 7.00	\$ 7.50	\$ 8.00	\$ 8.50	\$ 9.00	\$ 9.50	\$ 10.00
36-inch Roll	\$ 1.50	\$ 2.25	\$ 3.00	\$ 3.75	\$ 4.50	\$ 5.25	\$ 6.00	\$ 6.75	\$ 7.50	\$ 8.25	\$ 9.00	\$ 9.75	\$ 10.50	\$ 11.25	\$ 12.00	\$ 12.75	\$ 13.50	\$ 14.25	\$ 15.00
Standard																			
36-inch Roll	\$ 0.75	\$ 1.12	\$ 1.50	\$ 1.87	\$ 2.25	\$ 2.62	\$ 3.00	\$ 3.37	\$ 3.75	\$ 4.12	\$ 4.50	\$ 4.87	\$ 5.25	\$ 5.62	\$ 6.00	\$ 6.37	\$ 6.75	\$ 7.12	\$ 7.50

Approved by the Board of Trustees, February 15, 2017

Service and Administration Policies
Kirkwood Public Library

APPENDIX C
Property Disposal Procedure

It is the policy of the Kirkwood Public Library to dispose of library material, furniture and equipment that are no longer functional or useful. When an item is fully depreciated or no longer has a useful value to the library, it will be removed from the inventory of the library and disposed of. The Library adopts the following policy for the disposal of such library property:

1. Books and other materials no longer deemed appropriate for the collection will be sold in library book sales.
2. If an item is determined to have only marginal value or no value, or it does not sell through auction or publicly advertised sale, it may be sold or discarded in the best interest of the library.

The Bookkeeper is authorized to accept trade-in allowances on any item of equipment being replaced or upgraded for which a trade-in allowance is offered.

In an instance where an item of surplus inventory is determined by the director to have unusual, historic or artistic value such an item may be referred to the Board for determination of value, which determination may include the services of a professional appraiser or outside expert opinion.

Service and Administration Policies
Kirkwood Public Library

APPENDIX D.
Ordinance #5939

An ordinance amending Chapter 17-16 of Ordinance 5407, "The Code of Ordinances of the City of Kirkwood" by adding thereto an additional paragraph.

Whereas, the Library Board of the City of Kirkwood has asked the Council to make it unlawful for any person to withhold certain items, which items are the property of the Library, from public use; and

Whereas, the City Council is desirous of assisting the Library Board in whatever way possible.

Now therefore, be it ordained by the Council of the City of Kirkwood, Missouri, as follows:

Section 1. That Section 17.61 "Damaging – Destroying Library Property" be amended by re-designating the title of the section adding thereto an additional paragraph so that hereafter Section 17-61 will be titled: "Damaging – Destroying – or Unlawfully Withholding Library Property" and that the present paragraph be designated as paragraph (a) and the additional paragraph will be designated as paragraph (b), which will read as follows:

"(b) It shall be unlawful for any person to take, remove or withhold from the Kirkwood Public Library any book, pamphlet, periodical, picture, paper, map, written record, article, chattel, films, records, tapes, cash or other property except in accordance with the rules of the library."

Section 2. This ordinance shall be in full force and effect after its passage and approval, as provided by law.

Passed and approved, March 4th, 1976
7/30/02

Service and Administration Policies
Kirkwood Public Library

APPENDIX E.
Internet and Technology User Agreement

The Kirkwood Public Library seeks to provide a positive experience for all individuals in the use of the technology and the Internet.

What you need to know to use the Library's computers:

Time:

- The computer will give notifications ten minutes, five minutes and one minute before time runs out and the system shuts itself down.
- If a patron requires additional time and another patron is not waiting for a computer, they can be allotted additional time in increments of 60 minutes upon request from a staff member. Extensions will not be made within fifteen minutes of the Library's scheduled closing time. All computers are logged off remotely five minutes prior to the Library's closing.
- Idle computers will log off after 10 minutes. An idle computer is one in which no activity is being detected by the system timer. This includes moving the mouse or using programs. Some programs are not recognized by the system timer.
- Patrons may Hide their sessions so it does not time out. Hiding a session does not PAUSE the session timer. The timer will continue to count down until all minutes have been used.
- Only a librarian may request that a patron vacate a computer. If a specific computer is needed, patrons may inquire with a staff member.
- Attempts to circumvent the timer/barcode entry system to gain unauthorized access to the Internet or other computer programs on Library work stations are violations of this agreement.

Printing and Saving:

- We urge patrons to use a personal storage device and to save frequently to prevent losing their work. Public computers erase saved files regularly. The Library is not responsible for lost work.
- Printing – Kirkwood card holders are permitted \$7.50 in free printing units per calendar year. The number of free prints will reset annually on January 1. The cost, per page, is \$0.10 for black & white and \$0.30 for color. Once a patron is out of free printing funds they may prepay up to \$5.00 for future printing. Non-Kirkwood card holders and Kirkwood card holders who run out of free prints may also choose to pay for prints as needed at a cost of \$0.10 per page for black & white and \$0.30 per page for color.

Service and Administration Policies
Kirkwood Public Library

- Library users who have exhausted their allotment of Free Printing may reload funds onto their Printing account.
- No amount in excess of \$5.00 may be loaded onto a user's Printing account.
- Once paid, funds may only be applied for printing from the Library's public computers and Mobile Printing service.
- Contributed funds are non-refundable.

Eligibility and Disclaimer

- Cardholders must use their own card to access the computers.
- Proper ID (driver's license, state-issued ID, Federal employee ID, etc.) is required and guest passes can be limited under certain circumstances at the sole discretion of the Kirkwood Public Library and its staff.
- Individuals under the age of 18 must have the Kirkwood Public Library Internet Permission form signed by a parent or guardian on file.
- Internet connected Library computers and machines provide access to video games both intentionally and inadvertently. The Library cannot separate access to this content from access to the internet. As such, signing the Kirkwood Public Library Internet Permission form acts as confirmation that an individual below the age of 18 can use the computers for video games.
- The Kirkwood Public Library is not responsible for any damage to any individual's personal saving device, hard drive or computer or for any loss of data, damage or liability that may occur from an individual's use of the Library's computers.
- The Kirkwood Public Library is not responsible for breaches of personal information, or online accounts that may occur from an individual's use of the Library's wired computers or wireless internet access.
- The Library's computers cannot be used for unauthorized, illegal or unethical purposes. Library patrons may not send or receive or display text, sounds, visuals or graphics, which may reasonably be construed to be obscene or which might disrupt the ability of other Library patrons to use the Library and its resources. The patron is responsible for complying with all laws in the use of the Library's computers, including applicable copyright laws.

Service and Administration Policies
Kirkwood Public Library

- By using the Library's computers, the patron agrees to reimburse the Library for any damages the Library incurs due to misuse of the Library's computers by the patron.

This Internet and Technology User Agreement is in accordance with the Kirkwood Public Library Internet Policy (Article III, Section 7) which is available at the Circulation Desk and Children's Desk. The computer user must comply with the Kirkwood Public Library Internet Policy and all applicable federal, state, and local laws, including, but not limited to, the "Neighborhood Children's Internet Protection Act" and the laws governing the transmission and dissemination of information while accessing the Internet. The Library provides Internet Content Filtering Service as required by Federal and State law. By signing the Statement of Acceptance or selecting "Accept" online, the computer user acknowledges having read the Internet and Technology User Agreement and agrees to abide by the statements and policies of the agreement.

Violation of any part of this agreement will result in suspension or permanent revocation of the individual's use of the technology in accordance with the Library's behavior policy.

Approved by the Board of Trustees on November 15, 2006

Revised by the Board of Trustees on February 17, 2010

Revised by the Board of Trustees on July 21, 2010

Revised by the Board of Trustees on February 15, 2012

Revised by the Board of Trustees on September 19, 2012

Revised by the Board of Trustees on March 16, 2016

Revised by the Board of Trustees on January 18, 2017

Revised by the Board of Trustees on July 19, 2017

Revised by the Board of Trustees on May 15, 2019

Service and Administration Policies
Kirkwood Public Library

APPENDIX F.
Freedom to Read Statement

Adopted June 25, 1953, by the ALA Council

Revised January 28, 1972

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and

Service and Administration Policies
Kirkwood Public Library

enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. *It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority.*

Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered

Service and Administration Policies
Kirkwood Public Library

freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.

Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.

No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression.

To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be

Service and Administration Policies
Kirkwood Public Library

devised that will suit the demands of one group without limiting the freedom of others.

5. It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.

The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

6. It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.

It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the

Service and Administration Policies
Kirkwood Public Library

absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.

A Joint Statement by:

American Library Association
Association of American Publishers

9/9/08

Service and Administration Policies
Kirkwood Public Library

APPENDIX G.
Library Bill of Rights

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

1. 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.
2. 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.
3. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
4. Libraries should cooperate with all persons and groups concerned with resisting abridgement of free expression and free access to ideas.
5. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.
6. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 19, 1939, by the ALA Council; amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; January 23, 1980; inclusion of "age" reaffirmed January 23, 1996.

Updated and Approved by the Board of Trustees, October 17, 2018

Service and Administration Policies
Kirkwood Public Library

APPENDIX H.

*Library-Initiated Programs as a Resource:
An Interpretation of the Library Bill of Rights*

Library-initiated programs support the mission of the library by providing users with additional opportunities for accessing information, education, and recreation. Article I of the Library Bill of Rights states, “Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves.”

Library-initiated programs utilize library staff expertise about community interests, collections, services, and facilities to provide access to information and information resources. Library-initiated programs introduce users and potential users to library resources and the library’s role as a facilitator of information access. The library may participate in cooperative or joint programs with other agencies, organizations, institutions, or individuals to facilitate information access in the community the library serves.

Library-initiated programs include, but are not limited to, lectures, community forums, performing and visual arts¹, participatory workshops, technology programming, creative learning programming, wellness programs, storytimes, continuing education, fairs and conventions, book clubs, discussion groups, demonstrations, displays, and presentations for social, cultural, educational, or entertainment purposes. Library-initiated programs may take place on-site at the library, offsite in other locations, or online and may be delivered by library staff, library volunteers, or library partners.

Libraries should not discriminate against individuals with disabilities and shall ensure they have equal access to library resources.² Library-initiated programs should comply with all applicable laws, including the standards and requirements of ADA and state or local disability accessibility guidelines. If a program is held in a location not controlled by the library, the library should assure that the space is accessible to all library users. If users overflow designated event areas during library events, libraries should protect accessible

Service and Administration Policies
Kirkwood Public Library

public spaces (i.e., ramps, pathways, and emergency exit routes) to ensure access and safety for everyone. Reasonable accommodations should also be made to have interpretation or real-time captioning for the deaf or hard-of hearing at library-initiated programs when needed or requested by library users.

As stated in “Equity, Diversity, Inclusion: An Interpretation of the Library Bill of Rights,” “Socially excluded, marginalized and underrepresented people, not just the mainstream majority, should be able to see themselves reflected in the resources and programs that libraries offer.”³ Libraries should actively seek to include a variety of programming options representing diversity of genres, formats, ideas, and expressions with a multitude of viewpoints and cultural perspectives that reflect the diversity in our communities. Library-initiated programs that cross language and cultural barriers introduce underserved populations to the library’s resources and provide access to information. Libraries serving multilingual or multicultural communities should make efforts to accommodate the information needs of those who speak and read languages other than English.

Libraries should have a policy guiding the development and implementation of programs, similar to material selection and building use policies, which has been approved by their policy-making body after consultation with legal counsel. These guidelines should set forth the library’s commitment to free and open access to information and ideas for all users. Article II of the Library Bill of Rights states, “Materials should not be proscribed or removed because of partisan or doctrinal disapproval.” Likewise, programs should not be canceled because of the ideas or topics of the program or the views expressed by the participants or speakers.⁴ Library sponsorship of a program does not constitute an endorsement of the program content or the views expressed by the participants or speakers, any more than the purchase of material for the library collection constitutes an endorsement of the material content or its creator’s views. Libraries should vigorously defend the First Amendment right of speakers and participants to express themselves. Concerns, questions, or complaints about library-initiated programs are handled according to the same written policy and procedures that govern reconsiderations of other library resources.

Service and Administration Policies
Kirkwood Public Library

Article V of the Library Bill of Rights states, “A person’s right to use a library should not be denied or abridged because of origin, age, background, or views.” The “right to use a library” encompasses all the resources the library offers, including the right to attend library-initiated programs. Libraries create programs for an intended age group or audience based on educational suitability and audience interest; however, restrictions on participation based solely on the gender, chronological age or educational level of users violates this right and should be enforced only when it would adversely impact the safety of the participants. Parents and guardians may restrict their own children’s access to library programs, but no person or organization can interfere in others’ access and participation.

Libraries should not deny access to library-initiated programs if patrons owe the library for overdue fines or other fees, nor should program attendees be required to share their personal information in order to attend a library program. Any collection of program participants’ personal information should be on an opt-in basis only. If libraries charge program participants for supplies used, they should make every effort to reduce economic barriers to participation.

¹ “Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights,” adopted February 13, 2018, by ALA Council.

²“Services to People with Disabilities: An Interpretation of the Library Bill of Rights,” adopted January 28, 2009, by the ALA Council; amended June 26, 2018.

³“Equity, Diversity, Inclusion: An Interpretation of the Library Bill of Rights,” adopted June 27, 2017, by the ALA Council.

⁴“Responding to and Preparing for Controversial Programs and Speakers Q&A,” Intellectual Freedom Committee, June 2018.

Adopted January 27, 1982, by the ALA Council; amended June 26, 1990; July 12, 2000; June 26, 2018.

Updated and Approved by the Board of Trustees, October 17, 2018

Service and Administration Policies
Kirkwood Public Library

APPENDIX I.

Labeling and Rating Systems
An Interpretation of the Library Bill of Rights

Libraries do not advocate the ideas found in their collections or in resources accessible through the library. The presence of books and other resources in a library does not indicate endorsement of their contents by the library. Likewise, providing access to digital information does not indicate endorsement or approval of that information by the library. Labeling and rating systems present distinct challenges to these intellectual freedom principles.

Many organizations use or devise rating systems as a means of advising either their members or the general public regarding the organization's opinions of the contents and suitability or appropriate age for use of certain books, films, recordings, websites, games, or other materials. The adoption, enforcement, or endorsement of any of these rating systems by a library violates the American Library Association's Library Bill of Rights and may be unconstitutional. If enforcement of labeling or rating systems is mandated by law, the library should seek legal advice regarding the law's applicability to library operations.

Viewpoint-neutral directional labels are a convenience designed to save time. These are different in intent from attempts to prejudice or discourage users or restrict their access to resources. Labeling as an attempt to prejudice attitudes is a censor's tool. The American Library Association opposes labeling as a means of predisposing people's attitudes toward library resources.

Prejudicial labels are designed to restrict access, based on a value judgment that the content, language, or themes of the resource, or the background or views of the creator(s) of the resource, render it inappropriate or offensive for all or certain groups of users. The prejudicial label is used to warn, discourage, or prohibit users or certain groups of users from accessing the resource. Such labels sometimes are used to place materials in restricted locations where access depends on staff intervention.

Viewpoint-neutral directional aids facilitate access by making it easier for users to locate resources. Users may choose to consult or ignore the directional

Service and Administration Policies
Kirkwood Public Library

aids at their own discretion.

Directional aids can have the effect of prejudicial labels when their implementation becomes proscriptive rather than descriptive. When directional aids are used to forbid access or to suggest moral or doctrinal endorsement, the effect is the same as prejudicial labeling.

Libraries sometimes acquire resources that include ratings as part of their packaging. Librarians should not endorse the inclusion of such rating systems; however, removing or destroying the ratings—if placed there by, or with permission of, the copyright holder—could constitute expurgation (see “Expurgation of Library Materials: An Interpretation of the Library Bill of Rights”). In addition, the inclusion of ratings on bibliographic records in library catalogs is a violation of the Library Bill of Rights.

Prejudicial labeling and ratings presuppose the existence of individuals or groups with wisdom to determine by authority what is appropriate or inappropriate for others. They presuppose that individuals must be directed in making up their minds about the ideas they examine. The fact that libraries do not advocate or use proscriptive labels and rating systems does not preclude them from answering questions about them. The American Library Association affirms the rights of individuals to form their own opinions about resources they choose to read or view.

Adopted July 13, 1951, by the ALA Council; amended June 25, 1971; July 1, 1981; June 26, 1990; January 19, 2005. July 15, 2009; July 1, 2014.

Amendments adopted by Library Board of Trustees: December 15, 2010

[ISBN 8389-5226-7]

Updated and Approved by the Board of Trustees, October 17, 2018

Service and Administration Policies
Kirkwood Public Library

APPENDIX J.

*Access to Library Resources and Services for Minors:
An Interpretation of the Library Bill of Rights*

Library policies and procedures that effectively deny minors equal and equitable access to all library resources and services available to other users violate the American Library Association's Library Bill of Rights. The American Library Association opposes all attempts to restrict access to library services, materials, and facilities based on the age of library users.

Article V of the Library Bill of Rights states, "A person's right to use a library should not be denied or abridged because of origin, age, background, or views." The "right to use a library" includes free access to, and unrestricted use of, all the services, materials, and facilities the library has to offer. Every restriction on access to, and use of, library resources, based solely on the chronological age, educational level, literacy skills, or legal emancipation of users violates Article V.

Libraries are charged with the mission of providing services and developing resources to meet the diverse information needs and interests of the communities they serve. Services, materials, and facilities that fulfill the needs and interests of library users at different stages in their personal development are a necessary part of library resources. The needs and interests of each library user, and resources appropriate to meet those needs and interests, must be determined on an individual basis. Librarians cannot predict what resources will best fulfill the needs and interests of any individual user based on a single criterion such as chronological age, educational level, literacy skills, or legal emancipation. Equitable access to all library resources and services shall not be abridged through restrictive scheduling or use policies. Libraries should not limit the selection and development of library resources simply because minors will have access to them. Institutional self-censorship diminishes the credibility of the library in the community, and restricts access for all library users.

Libraries should not limit the selection and development of library resources simply because minors will have access to them. Institutional self-censorship diminishes the credibility of the library in the community and restricts access for all library users.

Service and Administration Policies
Kirkwood Public Library

Children and young adults unquestionably possess First Amendment rights, including the right to receive information through the library in print, sound, images, data, games, software, and other formats.¹ Constitutionally protected speech cannot be suppressed solely to protect children or young adults from ideas or images a legislative body believes to be unsuitable for them.² Librarians and library governing bodies should not resort to age restrictions in an effort to avoid actual or anticipated objections because only a court of law can determine whether or not content is constitutionally protected. The mission, goals, and objectives of libraries cannot authorize librarians or library governing bodies to assume, abrogate, or overrule the rights and responsibilities of parents and guardians. As *Libraries: An American Value* states, “We affirm the responsibility and the right of all parents and guardians to guide their own children's use of the library and its resources and services.” Librarians and library governing bodies cannot assume the role of parents or the functions of parental authority in the private relationship between parent and child. Librarians and governing bodies should maintain that only parents and guardians have the right and the responsibility to determine their children's—and only their children's—access to library resources. Parents and guardians who do not want their children to have access to specific library services, materials, or facilities should so advise their children.

The mission, goals, and objectives of libraries cannot authorize librarians or library governing bodies to assume, abrogate, or overrule the rights and responsibilities of parents and guardians. As “*Libraries: An American Value*” states, “We affirm the responsibility and the right of all parents and guardians to guide their own children's use of the library and its resources and services.” Librarians and library governing bodies cannot assume the role of parents or the functions of parental authority in the private relationship between parent and child. Librarians and governing bodies should maintain that only parents and guardians have the right and the responsibility to determine their children's—and only their children's—access to library resources. Parents and guardians who do not want their children to have access to specific library services, materials, or facilities should so advise their children. See also *Access to Resources and Services in the School Library Media Program* and *Access to Children and Young Adults to Non-print Materials*.

Service and Administration Policies
Kirkwood Public Library

Librarians and library governing bodies have a public and professional obligation to ensure that all members of the community they serve have free, equal, and equitable access to the entire range of library resources regardless of content, approach, or format. This principle of library service applies equally to all users, minors as well as adults. Lack of access to information can be harmful to minors. Librarians and library governing bodies must uphold this principle in order to provide adequate and effective service to minors.

¹ Brown v. Entertainment Merchant's Association, et al. 564 U.S. 08-1448 (2011): a) Video games qualify for First Amendment protection. Like protected books, plays, and movies, they communicate ideas through familiar literary devices and features distinctive to the medium. And 'the basic principles of freedom of speech . . . do not vary' with a new and different communication medium."

² Erznoznik v. City of Jacksonville, 422 U.S. 205 (1975): "Speech that is neither obscene as to youths nor subject to some other legitimate proscription cannot be suppressed solely to protect the young from ideas or images that a legislative body thinks unsuitable for them. In most circumstances, the values protected by the First Amendment are no less applicable when government seeks to control the flow of information to minors." See also Tinker v. Des Moines School Dist., 393 U.S.503 (1969); West Virginia Bd. of Ed. v. Barnette, 319 U.S. 624 (1943); AAMA v. Kendrick, 244 F.3d 572 (7th Cir. 2001).

Adopted June 30, 1972, by the ALA Council; amended July 1, 1981; July 3, 1991; June 30, 2004; July 2, 2008 under previous name "Free Access to Libraries for Minors"; and July 1, 2014.

[ISBN 8389-7549-6]

Updated and Approved by the Board of Trustees, October 17, 2018

Service and Administration Policies
Kirkwood Public Library

APPENDIX K.

*Diversity in Collection Development:
An Interpretation of the Library Bill of Rights*

Collection development should reflect the philosophy inherent in Article II of the American Library Association's Library Bill of Rights: "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."

Library collections must represent the diversity of people and ideas in our society. There are many complex facets to any issue, and many contexts in which issues may be expressed, discussed, or interpreted. Librarians have an obligation to select and support access to content on all subjects that meet, as closely as possible, the needs, interests, and abilities of all persons in the community the library serves.

Librarians have a professional responsibility to be inclusive in collection development and in the provision of interlibrary loan. Access to all content legally obtainable should be assured to the user, and policies should not unjustly exclude content even if it is offensive to the librarian or the user. This includes content that reflect a diversity of issues, whether they be, for example, political, economic, religious, social, ethnic, or sexual. A balanced collection reflects a diversity of content, not an equality of numbers.

Collection development responsibilities include selecting content in different formats produced by independent, small and local producers as well as information resources from major producers and distributors. Content should represent the languages commonly used in the library's service community and should include formats that meet the needs of users with disabilities. Collection development and the selection of content should be done according to professional standards and established selection and review procedures. Failure to select resources merely because they may be potentially controversial is censorship, as is withdrawing resources for the same reason.

Over time, individuals, groups, and entities have sought to limit the diversity of library collections. They cite a variety of reasons that include

Service and Administration Policies
Kirkwood Public Library

prejudicial language and ideas, political content, economic theory, social philosophies, religious beliefs, sexual content and expression, and other potentially controversial topics. Librarians have a professional responsibility to be fair, just, and equitable and to give all library users equal protection in guarding against violation of the library patron's right to read, view, or listen to content protected by the First Amendment, no matter what the viewpoint of the author, creator, or selector. Librarians have an obligation to protect library collections from removal of content based on personal bias or prejudice.

Intellectual freedom, the essence of equitable library services, provides for free access to all expressions of ideas through which any and all sides of a question, cause, or movement may be explored. Toleration is meaningless without tolerance for what some may consider detestable. Librarians must not permit their own preferences to limit their degree of tolerance in collection development.

Adopted July 14, 1982, by the ALA Council; amended January 10, 1990; July 2, 2008 ; and July 1, 2014.

[ISBN 8389-6552-0]

Updated and Approved by the Board of Trustees, October 17, 2018

Service and Administration Policies
Kirkwood Public Library

APPENDIX L.
Freedom to View

The **FREEDOM TO VIEW**, along with the freedom to speak, to hear, and to read, is protected by the **First Amendment to the Constitution of the United States**. In a free society, there is no place for censorship of any medium of expression. Therefore these principles are affirmed:

1. To provide the broadest access to film, video, and other audiovisual materials because they are a means for the communication of ideas. Liberty of circulation is essential to insure the constitutional guarantee of freedom of expression.
2. To protect the confidentiality of all individuals and institutions using film, video, and other audiovisual materials.
3. To provide film, video, and other audiovisual materials which represent a diversity of views and expression. Selection of a work does not constitute or imply agreement with or approval of the content.
4. To provide a diversity of viewpoints without the constraint of labeling or prejudging film, video, or other audiovisual materials on the basis of the moral, religious, or political beliefs of the producer or filmmaker or on the basis of controversial content.
5. To contest vigorously, by all lawful means, every encroachment upon the public's freedom to view.

This statement was originally drafted by the Freedom to View Committee of the American Film and Video Association (formerly the Educational Film Library Association) and was adopted by the AFVA Board of Directors in February 1979. This statement was updated and approved by the AFVA Board of Directors in 1989.

Endorsed January 10, 1990, by the ALA Council

Service and Administration Policies
Kirkwood Public Library

APPENDIX M.

Reconsideration Form

Revised and Approved by Board of Trustees November 18, 2009

The library values your opinion. If you would like us to reconsider the presence of any library material in our collection, please complete this form, indicating as clearly and legibly as possible the nature of your concern. A staff member will contact you in the near future to discuss your request.

Your Name _____

Address _____

City _____ State _____ ZIP _____

Work Phone _____ Home Phone _____

Is this request made on behalf of:

_____ Yourself

_____ An Organization (Please name the organization)

Format:

Book _____ Video _____ Magazine _____

Other Audiovisual Materials _____

Newspaper _____ Other _____

Library Program _____

Title _____

Author or Producer _____

Service and Administration Policies
Kirkwood Public Library

Did you review, view, or listen to the entire work? _____

What brought this title to your attention?

Please comment on the title as a whole as well as being specific about those matters that concern you. (Use additional paper if necessary.)

Optional: What other materials do you suggest to provide additional information on this subject?

Signature _____ Date _____

Received By (Staff Initials) _____ Date _____

When completed, this form should be returned to the Library Director, Kirkwood Public Library, 140 E. Jefferson Ave., Kirkwood, MO 63122.

Service and Administration Policies
Kirkwood Public Library

APPENDIX N.
Requests for Disclosure of Library Records

Library Records: For the purpose of this document, a library record is any document, record, or other method of storing information retained, received, or generated by the library that identifies a person or persons as having requested, used, or borrowed library materials, and all other records identifying the names of library users.

Written Request:

- Requests will be discussed with the Kirkwood Public Library Director prior to a reply, with the Director's signature, being mailed. Staff will follow the instructions of the Director. (If a request requires discussion with the Library Board's attorney, the Director will contact the attorney.)
- A copy of the reply along with a report of any telephone conversations related to the request will be maintained in the Director's office, with the requested correspondence
- Appropriate library staff members will be reminded of library policy and Missouri Statute regarding this issue.

Oral Request:

- The name of any person requesting records, official capacity, if any, and his/her address will be ascertained.
- It will be explained that request must be discussed with the Director. The Director will inform the individual of Mo. Rev. Statute on Disclosure of Library Records and related Kirkwood Public Library policy.
- Directions for a written request will be followed.

Service and Administration Policies
Kirkwood Public Library

- A brief written report relating to the request will be written and forwarded to the Director promptly.
- During the first week of employment, new employees will be informed of issues and policies related to disclosure of records.
- Should an employee be served with a subpoena, the Kirkwood Public Library Director will be notified immediately. Director will contact the Board attorney.

For a Written Reply to a Request for Disclosure of Library Records

(Letterhead)

(Date)

TO: (Name, agency, address)

FROM: Kirkwood Public Library

(Name of person sending reply) Signature _____

(Address)

(Telephone Number)

RE: Request for Disclosure of Library Records

The Revised Missouri Statute 182.817. "Disclosure of Library Records" and Kirkwood Public Library policy prevent library personnel from releasing information found in library records to anyone other than the person identified in those records without a properly executed and served Missouri or Federal court order.

Service and Administration Policies
Kirkwood Public Library

This statement is not to be construed as an acknowledgment that such records exist in Kirkwood Public Library files.

Director's Signature: _____

Service and Administration Policies
Kirkwood Public Library

APPENDIX O.

Fee Schedule 1

Schedule of Fees for Searching and Duplication of Requested Records
In Regard to the Missouri Sunshine Laws

Activity	Cost
1. Searching Files	
a. Requested records less than 5 years old	\$15/hr. (minimum 1 hr. charge)
b. Requested records 5 years or older	\$25/hr. (minimum 1 hr. charge)
2. Duplicating Record	
a. Standard size record – not exceeding 8 ½" x 11"	15 cents a page
b. Special size record – exceeding 8 ½" x 11"	25 cents a page
c. Special type of record	
(1) blueprint	\$3.00 a sheet
(2) photograph	\$7.00 each
(3) video/CD	\$25 each
(4) audiotape/CD	\$15 each
3. Shipping of Record	
a. Request to be picked up at Kirkwood Public Library	No cost
b. Request to be shipped	Standard priority post shipping costs according to weight will be charged

4/15/02

APPENDIX P.
Confidentiality of Library Records

Agreeing in spirit with the U.S. Privacy Act of 1974 and the Policy on the Confidentiality of Library Records adopted by the Council of the American Library Association, January 20, 1971, and affirming the belief that people have the right to be secure against unreasonable or unwarranted invasions of privacy, it is the policy of the Kirkwood Public Library to regard as confidential its registration, circulation, and other records associating the names of the library users with the borrowing of specific materials or other specific uses of the library. This information will be disclosed only to those individuals or groups whose library privileges (uses) are directly affected.

All personnel records of the Kirkwood Public Library which may relate to the hiring, firing, disciplining, or promotion of personnel, all records pertaining to legal actions, causes of action, or litigation and all the communications between the Kirkwood Public Library Board and its attorneys which are privileged under law, are closed records within the meaning of Chapter 610 RSMO.

The Director will advise all supervisors and other library employees that such records are not to be made available to any other private individual or group, or to any agency of federal, state or local government except pursuant to such process, order or subpoena as may be authorized under the authority of, and pursuant to, federal, state or local law relating to civil, criminal or administrative discovery procedures or legislative investigatory powers.

Also be advised that upon receipt of such process, order or subpoena, the Library's Officers will consult with Council for the Kirkwood Public Library in order to determine if such process, order or subpoena is in proper form and if there is a showing of good cause for its issuance; if the process, order or subpoena is not in proper form or if good cause has not been shown, the Library Officers will insist that such defects be cured.

APPENDIX Q.

NATIONAL INTERLIBRARY LOAN CODE

INTRODUCTION

The Reference and Adult Services Division, acting for the American Library Association in its adoption of this code, recognizes that the exchange of material between libraries in the United States is an important element in the provision of library service and believes it to be in the public interest to encourage such an exchange.

Interlibrary loan is essential to the vitality of libraries of all types and sizes and is a means by which a wider range of materials can be made available to users. In the interests of providing quality service, libraries have an obligation to obtain materials to meet the informational needs of users when local resources do not meet those needs.

Interlibrary Loan has been described as an adjunct to, not a substitute for, collection development in individual libraries. Changes in the last decade have brought increasing availability of materials in alternative formats, an abundance of verification and location information, and a shift in the very nature of interlibrary cooperation. Interlibrary borrowing is an integral element of collection development for all libraries, not an ancillary option.

The effectiveness of a national resource sharing system depends upon the responsible distribution of borrowing and lending. Libraries of all types and sizes should be willing to share their resources liberally so that a relatively few libraries are not overburdened. Libraries must be willing to lend if they wish to borrow.

This code is designed to regulate lending and borrowing relations between libraries. It is not the intent of this code to prescribe the nature of interlibrary cooperation within formally established networks and consortia, or to regulate the purchase of materials from document suppliers. However, this Code may be used as a model for development of state, regional, or local interlibrary loan codes.

This code provides general guidelines for the requesting and supplying of materials between libraries. Specific guidelines and procedures are found in such sources as those listed in the bibliography.

1.0 Definition

1.1 Interlibrary loan is the process by which a library requests materials from, or supplies materials to, another library.

2.0 Purpose

2.1 The purpose of interlibrary loan as defined by this code is to obtain, upon request of a library user, materials not available in the user's local library.

3.0 Scope

3.1 Interlibrary loan is a mutual relationship and libraries should be willing to supply materials as freely as they request materials.

3.2 Any materials, regardless of format, may be requested from another library. The supplying library determines whether the material can be provided.

4.0 Responsibility of the Requesting Library

4.1 The requesting library should establish and maintain an interlibrary loan policy for its borrowers and make it available.

4.2 The requesting library should process requests in a timely fashion.

4.3 The requesting library should identify libraries that own and might provide the requested materials. The requesting library should check policies of potential suppliers for special instructions, restrictions, and information on charges prior to sending a request. The requesting library is responsible for all authorized charges imposed by the supplying library.

4.4 Requests for materials for which locations cannot be identified, should be sent to libraries that might provide the requested materials and be accompanied by the statement "cannot locate". The original source of the reference should be cited or a copy of the citation provided.

4.5 The requesting library should avoid sending the burden of to a few libraries. Major resources libraries should be used as last resort.

4.6 The requesting library should transmit all interlibrary loan requests in standard bibliographic format in accordance with the protocols of the electronic

network or transmission system used. In the absence of an electronically generated form, the American Library Association Interlibrary loan request form should be used.

4.7 The requesting library must ensure compliance with the U.S. copyright law and its accompanying guidelines. Copyright compliance must be determined for each copy request before it is transmitted, and a copyright compliance statement must be included on each copy request. Copyright files should be maintained as directed in the CONTU Guidelines. (See bibliography for full citations to these documents.)

4.8 The requesting library is responsible for borrowed materials from the time they leave the supplying library until they have been returned and received by the supplying library. If damage or loss occurs, the requesting library is responsible for compensation or replacement, in accordance with the preference of the supplying library.

4.9 The requesting library is responsible for honoring due dates and enforcing all use restrictions specified by the supplying library.

4.10 The requesting library should request a renewal before the item is due. If the supplying library does not respond, the requesting library may assume that the renewal has been granted for the same length of time as the original loan.

4.11 The requesting library should return materials by the due date and respond immediately if the item has been recalled by the supplying library.

4.12 The requesting library should package materials to prevent damage in shipping, and comply with special instructions stated by the supplying library.

4.13 The requesting library is responsible for following the provisions of this code. Continued disregard for any provision may be reason for suspension of borrowing privileges by a supplying library.

5 Responsibilities of the Supplying Library

5.1 The supplying library should establish and maintain in interlibrary loan policy,

make it available in paper and/or electronic format, and provide it upon request.

5.2 The supplying library should process requests within the time line established by the electronic network. Requests not transmitted electronically should be handled in a similar time frame.

5.3 The supplying library should include a copy of the original request, or information sufficient to identify the request, with each item.

5.4 The supplying library should state any conditions and/or restrictions on use of the materials lent and specify any special return packaging or shipping requirements.

5.5 The supplying library should state the due date of duration of the loan on the request form or on the material.

5.6 The supplying library should package the items to prevent damage in shipping.

5.7 The supplying library should notify the requesting library promptly when unable to fill a request, and if possible, state the reason the request cannot be filled.

5.8 The supplying library should respond promptly to requests for renewals. If the supplying library does not respond, the borrowing library may assume that the renewal has been granted for the same length as the original loan period.

5.9 The supplying library may recall materials at any time.

5.10 The supplying library may suspend service to any requesting library which fails to comply with the provisions of this code.

APPENDIX R.

Bill 9803, Ordinance #9684

AN ORDINANCE AMENDING CHAPTER 18 ½ "PENSIONS AND RETIREMENT," ARTICLE 1, SECTION 18 ½-2 "DEFINITIONS" (H) TO REMOVE PART-TIME LIBRARY ASSOCIATES AT THE REQUEST OF THE LIBRARY DIRECTOR, AND CROSSING GUARDS.

WHEREAS, the Library wishes to exclude Library Associates from participation in the plan to have more flexibility with their schedule, and

WHEREAS, these employees are part-time employees who have more need for a flexible schedule and additional hours rather than participation in a pension plan, and

WHEREAS, the City no longer employs Crossing Guards and this classification should be removed.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF KIRKWOOD, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 18 ½ "Pensions and Retirement," Article I, Section 18 ½-2 "Definitions" (h) is hereby deleted and the following inserted in lieu thereof:

- (h) "Employee" shall mean any person who is employed by the City, except
 - (1) any elected or appointed official who is not an Employee of the City,
 - (2) commissioned, salaried police officers and salaried Firefighters of the police and fire departments of the City, (3) seasonal Employees whose customary employment is for less than a consecutive five-month period in a Plan Year, (4) any person whose customary employment is for less than twenty (20) hours per week, and (4) library associates, ice rink guards, cashiers, and ice rink shift managers.

SECTION 2. This Ordinance shall be in full force and effect after its passage and approval, as provided by law.

PASSED AND APPROVED THIS 2ND DAY OF AUGUST, 2007

APPENDIX S
Meeting Room Application

Approved by the Board of Trustees June 16, 2010

Revised by the Board of Trustees January 16, 2019

Kirkwood Public Library
Meeting Room Application

S:\Operations\Forms\Meeting Room Application

The meeting room is available for use between the hours of 9:15 am to 8:45 pm Monday-Thursday, between 9:15 am-4:45 pm Friday-Saturday, and between 1:15 pm-4:45 pm Sunday.

Reservations for January-May open in October of the preceding year. Reservations for June-December open in March of the current year.

Organization: _____

Purpose/Function of Organization and Meeting: Please provide a description of your organization and meeting. This information will be used on the Library's public meeting room calendar

Contact Person: _____

Name

Title

(Contact Person must be present at meeting. Update Library if the contact changes)

Address of Organization or Contact Person:

Street Address and Zip Code

Organization Type (Please check one):

- ☐ local nonprofit organization or group organized for purposes other than generating profit
☐ local business for community interests (not for product sales purposes)

Telephone Numbers: Day: _____ Evening: _____

Email Address: _____

Date(s) and Day(s) of Reservation:

Time of Reservation: Please include the start time and end time of your reservation

From: _____ am/pm To: _____ am/pm

Time of Meeting: Include the start and end time of your meeting. This should include time you need to set up for your meeting and clean up afterwards

From: _____ am/pm To: _____ am/pm
Will Refreshments be Served? <input type="checkbox"/> Yes (\$15 fee applicable if refreshments served) <input type="checkbox"/> No
Will Technology Assistance be Required for Meeting Setup? <i>(Must be requested at least 1 week in advance, otherwise the Library cannot guarantee availability of tech help.)</i> <input type="checkbox"/> Yes <input type="checkbox"/> No
Select the tech help that you require: <input type="checkbox"/> Projector & Projection Screen <input type="checkbox"/> Microphone <input type="checkbox"/> Laptop
<p>The undersigned warrants that he/she is an authorized representative of the Organization with authority to execute this Application and bind the Organization hereto, and has read the Meeting Room Policy, including the Rules, and hereby agrees to abide by them. Further, the Organization and the undersigned agrees to indemnify and hold harmless the Library, its Board of Trustees, staff and agents, from and against any and all liabilities, losses, damages, costs and expenses of any kind which may be suffered by, incurred by or threatened against the Library, the Board of Trustees or any of its staff or other agents on account of or resulting from injury, or claim of injury, to person or property arising out of the organization's use of the Library. The Organization and the undersigned person designated below also agree to accept responsibility and liability for any and all damages which may arise out of the Organization's use of the Library, including but not limited to damaged or missing equipment and fixtures, and any and all structural, interior, or exterior damage to the Library.</p>
_____ Organization's Name
_____ <div style="display: flex; justify-content: space-between;"> Representative's Printed Name Title </div>
_____ <div style="display: flex; justify-content: space-between;"> Signature Date </div>
Rates: Non-Commercial: \$10/4 hrs. Commercial: \$110/4 hours, \$15 charge will be added to each group if refreshments are served.
Office Use Only: <input type="checkbox"/> Approved <input type="checkbox"/> Denied <input type="checkbox"/> Payment received, _____ Amount Authorization: _____ Date _____

APPENDIX T

Kirkwood Public Library Circulating Technology User Agreement

I am borrowing a(n) _____ from Kirkwood Public Library. I agree to the following:

- ❖ Checkout of the _____ (item) is for 2 weeks, with 2 renewals. After the due date an overdue fine of \$1.00 per day (up to \$28.00) will be applied to my library account and a replacement fee and \$5.00 processing fee will be assessed if the item ages to Lost.
- ❖ I will not expose the item to water or extreme heat or cold.
- ❖ I will return the item to a library staff member at the Customer Service Desk at Kirkwood Public Library and not to the book drop or another library.
- ❖ I will cover the replacement cost if the item or its accessories are lost or damaged.
- ❖ A \$10.00 fee will be assessed on an item that has had its contents significantly altered and requires significant staff time or factory reset to repair.
- ❖ I understand that the Library is not liable for any injuries or personal property damage incurred as a result of Technology use, and I will not hold the Library responsible if any injuries or personal property damage are incurred as a result of Technology use.
- ❖ The Kirkwood Public Library is not responsible for breaches of personal information, or online accounts that may occur from an individual's use of the Library's Technology item.
- ❖ The item is in good working order and all parts and accessories are present when checked out _____ (Patron Initials)

I have read the entire document and my signature below indicates my agreement with the above statements.

Print Name _____ Date _____

Signature _____

Type of Device and Barcode: _____

Circ Initials _____

For patrons under 18: Parent/Guardian Name _____

Signature _____

KIRKWOOD PUBLIC LIBRARY Technology Check-in

I am returning a Technology item from Kirkwood Public Library. I agree to the following:

- ❖ All parts have been returned. _____ (Patron Initials) _____ (Staff Initials)

Print Name _____ Date _____

Signature _____

Technology Checked In Staff Initials _____

Technology Parts/Review with patrons

Telescope

Accessories: telescope, laminated user's manual, head lamp/red light, Audubon Society Pocket Guide, pouch on telescope)

Review: eye piece, red dot finder, Do not look directly at the sun through the telescope finder even for a moment as permanent eye damage could result. Do not point the telescope at the sun, which could result in telescope parts melting

eReaders:

Accessories: case, zipper bag with USB cable and power adapter

Review: Powering on and off, accessing eBooks, use of Overdrive and Hoopla (if applicable).

Sony Blu-ray Player:

Accessories: in-car charger, regular wall plug AC charger, remote control, HDMI cable

Review: Powering on and off, loading movie

Cutrip Blu-ray Player

Accessories: car charger, ac adapter, remote, av cable, hdmi cable

Review: Powering on and off, loading movie

Sony Blu-ray Player

Accessories: car charger, ac adapter, remote, hdmi cable

Review: Powering on and off, loading movie

Hot Spots:

Accessories: Case, instructions, charging cord

Review: Turning on, making connection

Record Player:

Accessories: zipper pouch, USB A-B cable, CD, manual, stylus cap, 45rpm adapter

Review: powering on and off, how to hold record and place on player, how to drop needle

CD Boombox:

Accessories: case, power cable, instructions

Crenova Projector:

Accessories: rubber lens cap, adjustable foot, instruction booklet, remote control, av cable connector, power cable, case, VGA cable, HDMI cable

Review: turning on/off, connections

Vamvo Mini Projector:

Accessories: case, remote control, tripod, power cable, hdmi cable, instructions

QKK Projector:

Accessories: case, screen, remote control, power cable, a/v cable, hdmi cable, vga cable, instructions

120" Projection Screen (IT Checks):

Accessories: frame, screen, grounding stakes, instructions

iPad/iPod (IT Checks):

Accessories: bag, protective cover, cord and wall plug

Review: turning on/off, available apps

Binoculars:

Accessories: Hard case, binoculars, instruction manual, The Night Sky folding pocket guide, Backyard Birds of Eastern/Central North America folding pocket guide

External Floppy Disc Drive:

Accessories: case, instructions

External DVD/CD Drive:

Accessories: case, USB adapter, instructions

Webcam:

Accessories: case, tripod, instructions

Drawing Tablet:

Accessories: case, pen, USB cable, instructions

USB Digital Microscope:

Accessories: case, mounting arm, mounting plate, instructions

Rod & Reels

rod, & reel attached at bottom, pouch with 3 information brochures/bookmark on fishing (can be replaced from corner office)

Bicycle GPS (IT Checks):

Accessories: case, protective sleeve, mounting brackets, charging cable, instructions

Golf Rangefinder (IT Checks):

Accessories: case, instructions

Dodow Sleep Aid:

Accessories: case, instructions

Oculus Quest VR Set (IT Checks):

Accessories: case, 2 controllers, ac adapter, charging cable, face adapters, instructions

GoPro (IT Checks):

Accessories: case w/ insert, 2 batteries, battery charger, various accessories, instructions

Gimbal Stabilizer (Smartphone) (IT Checks):

Accessories: case, USB cable, tripod, instructions

Gimbal Stabilizer (GoPro/Actioncam) (IT Checks):

Accessories: case, USB cable, charging adapters, tripod, instructions

Adapters:

Check for: Zipper pouch and adapter. Make sure adapter does not look frayed or damaged.

APPENDIX U

Kirkwood Public Library: Art Exhibits Application Form

Thank you for your interest in exhibiting your artwork at Kirkwood Public Library. Please read both the Art Exhibits Policy and Application Information documents prior to applying.

Please complete the following application and return it when you submit your portfolio.

Contact Person: _____

Address: _____

Phone Number: _____

Email Address: _____

Brief description of the artwork and approximate number of items:

I have visited the Kirkwood Public Library and understand the available exhibit space and how the art will be hung. ____Yes ____No

Will the artwork be for sale? ____Yes ____No

I have read the Art Exhibits Policy and Application Information documents and agree to the terms and conditions stated therein, which are incorporated herein by reference. I hereby release the Kirkwood Public Library, its staff, Library Director and Board of Trustees from any responsibility for loss, damage or destruction to my artwork while said artwork is displayed in the Library, on Library property or in transit to/from the Library. I shall be solely and exclusively responsible to insure properly and adequately my work and property. I understand that I am responsible for any damage to Library property caused by the exhibition of my artwork and agree to repair any damage caused by the exhibition of my artwork or reimburse the Library for the cost of repair, as determined by the Board of Trustees.

Signature _____ Date _____

If the artist is under 18, the signature of a parent or legal guardian is required.

Parent/Legal Guardian Signature _____ Date _____

For staff use:

Month assigned by Kirkwood Public Library for display _____

Set-up date _____ Removal date _____

APPENDIX V

Alcohol and Drug Policy Acknowledgment of Receipt

I hereby acknowledge that I received a copy of the Kirkwood Public Library's Alcohol and Drug Policy on the date stated below and will comply with the terms of same effective immediately.

Signature of Employee

Date

Witnessed by:

Supervisor's Signature

APPENDIX W

Kirkwood Public Library Building Maintenance Plan

Purpose

The Board of Trustees of the Kirkwood Public Library recognizes that the taxpayers of the Library district have invested significant funding in constructing and maintaining the physical facility from which our library services are offered. The purpose of this plan is to ensure that this facility remains viable and continues to be maintained at a level which supports the efficient and safe provision of public library services.

Assignment of Maintenance Responsibilities

The ultimate responsibility of maintaining our facilities falls to the Director of Operations. The Director of Operations will in turn delegate, as appropriate, tasks which are better handled by various library staff.

A breakdown of staff responsibilities is as follows:

Director of Operations and Operations Assistant – When sudden or emergency maintenance issues arise the Director of Operations or Operations Assistant will contact the relevant repair service or authorize a staff member to do so on their behalf. Less pressing repairs or preventative maintenance issues will be studied by the Director of Operations or Operations Assistant and the action which is most advantageous to the Library will be taken. Board approval will be sought for any expenditures exceeding \$20,000.

Maintenance - Maintenance employee(s) is/are under the direct supervision of the Director of Operations and the Operations Assistant and is/are responsible for general custodial duties and light maintenance within the facility and grounds. This/These employee(s) is/are also responsible for performing the quarterly building inspection utilizing the Kirkwood Public Library Internal Control, Fraud, and Risk Assessment building inspection checklist .

The objectives of a Kirkwood Public Library Risk Assessment are to ensure the safety of the library from all external and internal possible risks, and to identify those assets or operations that if damaged or destroyed could cause difficulty to ongoing operations. These include the physical assets of the library, such as the building and its collections; the human assets, including all employees and volunteers; particularly those who are specially trained in skills critical to the library's functions; financial assets that might be subject to theft; and the risks present in the library's operations, such as trip-and-fall hazards.

The safety of staff, trustees, and patrons comes first, and the building must be maintained to provide a safe environment.

Manager On Duty – During all public hours of operation, the facility shall have a person on duty designated as the Manager On Duty (see the Emergency Numbers document). When a building issue is noted by any staff member they are to first report it to the Director of Operations. If that supervisor is not on duty and the issue is not pressing, an email will suffice. If the building issue is of a more pressing nature, the staff shall inform the Manager On Duty, and they will assume responsibility for contacting relevant staff, contractors or emergency services as prescribed in the Library's Business Continuation Plan.

All Staff - During their work shifts, all Library staff are responsible for being good stewards of the facility and for reporting immediately any problems or building maintenance issues they may encounter that they cannot easily handle themselves.

Outside Contractors – Tasks requiring outside expertise shall be contracted out following the guidelines of the Purchasing Policies and Procedures of the Kirkwood Public Library. These outside services will be sought out and approved by the Director of Operations or Operations Assistant, with the caveat that repairs exceeding \$20,000 will require approval by the Board of Trustees' Building and Grounds Committee.

A list of Maintenance Agreements and Service Providers will be maintained which provides contact information, agreement details (where applicable), service frequency and cost for specific services (see Building Maintenance - Agreements and Providers).

Systems or areas which will be served by outside contractors includes (but is not limited to):

- Landscaping of grounds
- Snow Removal in parking lot and sidewalks
- Heating, Ventilation and Air-Conditioning Systems (HVAC)
- Telephone system service and repair
- Insect Extermination
- Elevator service and inspection
- Fire extinguisher and alarm system service and inspection
- Security alarm system service and inspection
- Electrical work other than basic tasks
- Plumbing work other than basic tasks
- Window Washing
- Sprinkler System Maintenance
- Nightly custodial service

A list of maintenance services and required inspections will be maintained. It is the responsibility of the Director of Operations to see that these tasks and

inspections are completed in a timely manner (see Building Maintenance - Services and Inspections).

Building and Grounds Committee - A contracted consultant will perform an annual walkthrough of the building and grounds and recommend any improvements and/or modifications to the facility as deemed necessary. Excepting emergencies, the Director of Operations will consult with the chair of the committee and/or the Board President prior to authorizing unbudgeted or unscheduled maintenance or repair projects exceeding \$20,000.

Library Closure for Maintenance Purposes – The Board of Trustees is committed to keeping the facilities open and able to support library services as many days as is possible each year. However, it is unavoidable that at times there will be maintenance issues that require the facilities to be closed, whether the situation is pre-planned or of an emergency nature. The Board entrusts the Library Director to make judgment calls in situations requiring an unplanned or emergency closing. In such cases the President of the Board of Trustees will be notified as soon as is reasonably possible.

APPENDIX Y

Patron Name: _____

Device: _____ Date: _____

Kirkwood Public Library Early Literacy iPad Kit Agreement

I am borrowing an Early Literacy iPad kit from Kirkwood Public Library ("Library"). I agree to the following:

- ❖ Checkout of the Early Literacy iPad Kit is for 3 weeks, with no renewals. After the due date an overdue fine of \$5.00 per day (up to the replacement cost) will be applied to my Library account.
- ❖ I will not alter the contents of the iPad in any way (e.g. download apps, delete apps, change settings, etc...) I agree that a fine of \$10.00 will be applied to my Library account if the contents of the device are found to be altered, in addition to a fine equal to the cost incurred by the Library to have the content on the device reset (if the content cannot be reset by a Library staff member).
- ❖ I will not expose the iPad to water or extreme heat or cold.
- ❖ I will return the iPad and kit contents to a Youth Services staff member at the desk downstairs at Kirkwood Public Library and wait for it to be checked in. I will not return the Early Literacy iPad kit to the bookdrop or another library. If I return the Early Literacy iPad kit to the bookdrop or another library, I agree that a fine of \$25.00 will be applied to my Library account, plus the cost incurred by the Library to repair the iPad (up to the replacement cost), if the iPad is damaged due to the improper return.
- ❖ I will cover the replacement/repair cost if the iPad or its accessories are lost or damaged.
- ❖ I acknowledge that the iPad is in good working order and all parts of the kit are present (device, case, tote bag, charging cable and power adapter) when checked out, as shown to me by a Youth Services staff member. I have either received instruction from a Youth Services staff member on how to properly operate the iPad or declined such instruction because I am already aware of how to operate the device.
_____ (Patron Initials)
- ❖ I acknowledge that the Early Literacy iPad Kit and preloaded apps are geared towards children ages 2-5, and that I am an adult Guardian/Parent/Caretaker age 18 and older.
_____ (Patron Initials)

Kirkwood Public Library Early Literacy iPad Kit Check-out

I have read this entire document and the Early Literacy iPad Kit at Kirkwood Public Library Policy and my signature below indicates my agreement with the terms.

Print Name _____ Date _____

Signature _____

Library Card Number _____

Early Literacy iPad Kit barcode _____

Youth Services Initials _____

Kirkwood Public Library Early Literacy iPad Kit Check-in

I am returning an Early Literacy iPad Kit to the Kirkwood Public Library. I agree to the following:

- ❖ All Early Literacy iPad kit parts have been returned. (Device, case, tote bag, charging cable and power adapter) _____ (Patron Initials)

Print Name _____ Date _____

Patron Signature _____

iPad software check-in staff initials _____

APPENDIX Z



KIRKWOOD
PUBLIC
LIBRARY

140 E. Jefferson Ave. • Kirkwood, MO 63122
314-821-5770 • www.kirkwoodpubliclibrary.org

Digital Archive Agreement

I hereby grant permission to include the following items in the **Kirkwood Public Library Digital Archive**:

Item:	Description:	For Library Use Only:

Please indicate your agreement by signing the agreement below. In signing, you warrant that you are the sole owner of the rights granted and that your material does not infringe upon the copyright or other rights of anyone. You further acknowledge that you have read the Kirkwood Public Library Digital Archives policy and agree to be bound by its terms.

Agreed to and accepted:

Name: _____ Date: _____

Signature: _____

Phone number: _____ e-mail: _____

Credit (to appear with photo), if desired: _____

Any physical materials loaned to the Kirkwood Public Library for scanning must be picked up within **3 weeks** of scanning completion. If you do not retrieve your materials, they will be donated to the Kirkwood Historical Society at Mudd's Grove.

APPENDIX AA

Video/Audio Conversion Agreement Form

By signing this agreement, I understand and agree to the following pertaining to the use of the Kirkwood Public Library's video/audio conversion equipment/services:

- I agree to release my materials to Kirkwood Public Library for the purposes of converting it into a digital format.
- I understand that I may only drop off up to 3 cassette tapes of any type or up to 6 hours of material at a single time.
- I understand that there are inherent risks to using equipment to convert analog into digital material which may cause damage to, or even destroy my materials.
- I will not hold the Library responsible for any errors in the conversion process or damage to my materials.
- I understand that I must pick up my materials within 30 days of conversion completion, and that I must make arrangements with the Library for an extension of time or extraordinary circumstances.
- I understand that if I do not pick up my materials within the allotted time frame, that the Library may dispose of them.
- I verify that the materials submitted to the Kirkwood Public Library for conversion are not subject to copyright or any other law that would restrict the Library's ability to convert the files.
- I agree to indemnify the Kirkwood Public Library for any damages the Kirkwood Public Library sustains as a result of my request for conversion services.

Printed Name

Signature

Date

APPENDIX AB

Special Interest Library Cards

The following is a list of special cards that can be granted to patrons. Special Interest Cards are to provide special benefits for an organization's purposes and are not to be used for personal reasons. The recipient acknowledges that by accepting the card, they are representing the organization they work for and will only use them to further the organization's goals.

Business Cards

The Business Card provides access to Library electronic learning resources and databases to employees or employers working within the City of Kirkwood, but living outside of the Library's expanded service area.

Application Requirements:

- Proof of employment at a business within the City of Kirkwood.
- Any other requirements of a personal library card not including home address (see Article IV Section 5 Circulation (Loan) Service).

Changes from personal patron cards:

- Recipients may use Library eResources, such as learning platforms and databases.
- The Business Card does not provide access to any other service or material requiring a card. Eligible patrons are advised to apply for a standard library card.

Educator Cards

The Educator Card provides greater access to learning resources for teachers and day care attendants working within the City of Kirkwood.

Application Requirements:

- Signed permission and list of participating educators from a Principal or Director of an educational institution located within the City of Kirkwood.
- Any other requirements of a personal library card not including home address (see Article IV Section 5 Circulation (Loan) Service).

Changes from personal patron cards:

- Recipients may check out up to 50 print items at a time.
- Checked out items have a return period of 30 days with one renewal.
- The educational institution takes responsibility for damaged or missing items.

Nonprofit Organization Cards

The Nonprofit Card provides access to Library services at a discounted rate and special tools for local nonprofit organizations/organization formed for purposes other than generating profit operating within the City of Kirkwood.

Application Requirements:

- Proof of the organization's nonprofit status/existence for pursuing purposes other than generating profit.
- Signed permission of an authority figure of the nonprofit organization/organization formed for purposes other than generating profit operating within the City of Kirkwood.
- Any other requirements of a personal library card not including home address (see Article IV Section 5 Circulation (Loan) Service).

Changes from personal patron cards:

- Recipients gain access to the Nonprofit Organization Toolkit selection of equipment.
- Recipients may print office and large format documents at 50% of the standard cost.
- Recipients may print 3D models at 50% of the standard cost.
- Only one card may be handed out per organization. The card is assigned to a person of authority in the organization. Other names may be added to card with the authorized person's permission.
- Recipients must present proof of identification upon checkout or use of the above listed services.
- The organization takes responsibility for damaged or missing items.

APPENDIX AC

Families First Coronavirus Response Act (FFCRA) – Emergency Paid Sick Leave Act (EPSLA) and Emergency Family and Medical Leave Expansion Act (EFMLEA)

BOARD *Approved May 20, 2020*

POLICY

Pursuant to the Families First Coronavirus Response Act (FFCRA) eligible employees are entitled to emergency paid sick leave under the Emergency Paid Sick Leave Act (EPSLA) and the expanded family and medical leave under the Emergency Family and Medical Leave Expansion Act (EFMLEA) for certain necessary absences from work due to the COVID-19 pandemic. In accordance with the FFCRA, Kirkwood Public Library (KPL) will provide eligible employees with such emergency paid sick leave and expanded family and medical leave based on the provisions outlined below in response to the COVID-19 pandemic.

The following measures shall become effective on April 1, 2020, and expire on December 31, 2020, unless otherwise amended.

Emergency Act Paid Sick Leave (EPSLA)

Eligibility

All employees, full-time and part-time, are eligible for emergency paid sick leave.

Reason for Leave

Employees may take emergency paid sick leave if they are unable to work on site or at home because:

1. Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19; or
2. Employee is advised by a healthcare provider to self-quarantine due to concerns related to COVID-19; or
3. Employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
4. Employee is caring for an individual who has been ordered or advised to quarantine by a government agency or health care provider; or
5. Employee is caring for a child if the child's school or place of care is closed, or whose childcare provider is unavailable, due to COVID-19; or
6. Employee is experiencing any substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

Duration of Leave

- **Full-time employees** are eligible for eighty (80) hours of leave.
- **Part-time employees** are eligible for the number of hours they work, on average, over a two-week period.

Compensation

- Leave will be paid at an employee's regular rate of pay, subject to a limit of \$511 per day and \$5,110 in total, when leave is taken for reasons 1, 2, or 3.
- Leave will be paid at 2/3 of an employee's regular rate of pay, subject to a limit of \$200 per day and \$2,000 in total, when leave is taken for reasons 4, 5, or 6.
- Any available accrued leave can be used to compensate for the additional 1/3 of an employee's regular rate of pay.

Leave Rules

Employees may elect to use emergency paid sick leave before using any other accrued paid leave.

Leave provided by KPL before April 1, 2020, will not count against available EPSLA leave.

Emergency paid sick leave will expire on December 31, 2020, and cannot be carried over after December 31, 2020.

Requesting Leave

Employees requesting to take emergency paid sick leave under the EPSLA should provide notice to their supervisor as soon as possible and complete the Emergency Paid Sick Leave and Expanded FMLA Request Form. Normal call-in procedures apply to all absences from work.

Employees should direct any questions to their supervisor and/or Library Director.

Emergency Family and Medical Leave Expansion Act (EFMLEA)

Eligibility

Emergency family and medical leave is available to all employees who have been employed by KPL for at least thirty (30) calendar days prior to their request for leave.

Reason for Leave

Leave under this policy is limited to circumstances where an employee is unable to work (including telework or work at home) due to his or her need to care for his

or her child because the child's school or place of childcare has been closed or is unavailable due to COVID-19.

Requesting Leave

Employees requesting to take leave under the EFMLEA should provide notice to their supervisor as soon as possible and complete the Emergency Paid Sick Leave and Expanded FMLA Request Form. Normal call-in procedures apply to all absences from work.

Compensation

The first ten (10) days (two weeks) of approved leave are unpaid, but employees may substitute accrued paid leave, including emergency paid sick leave under the EPSLA. The remaining portion of the leave (up to 10 weeks if eligible) is paid at 2/3 of the employee's regular rate for the number of hours the employee would otherwise be scheduled to work (with a maximum payment of \$200 per day and \$10,000 total). Any available accrued leave can be used to compensate for the additional 1/3 of an employee's regular rate of pay.

Although KPL employees are not generally eligible for Family and Medical Leave Act (FMLA) leave, due to KPL employing fewer than 50 employees, eligible KPL employees are entitled to up to twelve (12) weeks of leave under the EFMLEA.

Restoration

Upon returning to work at the end of leave, KPL will make its best effort to return an employee to their original or an equivalent position. However, if the position has been eliminated due to the impacts of COVID-19 and no equivalent position exists, restoration is not guaranteed.