

J. Robert Jamerson Memorial Library

Policy & Procedures Manual

Certified by the
Library Board of Trustees

J. Robert Jamerson Memorial Library

Policy & Procedures Manual

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Originally Authored June 15, 2017

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J. Robert Jamerson Memorial Library

Mission

1.1 Mission Statement

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The mission of the J Robert Jamerson Memorial Library is to provide the population of Appomattox County with access to knowledge, ideas, and creative expression. The library will accomplish this by; collecting and offering print resources, audio-visual materials, and electronic information services; assuring ease of access to these materials; and by providing programs to stimulate the awareness and use of these resources. The Appomattox County Library offers a welcoming and inspiring environment for learning and individual enlightenment and community enrichment throughout the region.

Roles of the Library

The J. Robert Jamerson Memorial Library has four primary roles. These roles reflect the objectives of the individual patrons of the Library:

1. Popular Materials Library
Makes available current materials of high interest in a variety of formats for persons of all ages.
2. Reference Library
Provides timely, accurate information and reference services employing a highly qualified, professional staff.
3. Continuing Education and Independent Learning Center
Supports the educational goals of all patrons by providing resources which correspond to their diverse needs. Encourages community development, cultural enrichment, and establishes the foundation for continuing education.
4. Preschool and School-Age Children's Library's
Encourages young children to develop a love of reading, learning, and libraries by providing materials and programs for children, as well as for their parents and caregivers.
- 5.

As an institution which helps individuals develop their own convictions and pursue personal opportunities, the library plays an important role in the operation of a free and democratic society. Serving students of all ages the Library is part of the educational structure of the community. The Library serves residents as well as government, clubs, organizations, businesses, industry, social services, artistic and religious institutions, providing information service to the community as a whole. The diverse nature of the community is reflected in the collections and services of the library.

The J. Robert Jamerson Memorial Library serves people of all origins, ages, backgrounds, and views, respecting their individual library needs. Proudly upholding the public's freedom of access to information, the Library does not restrict access to facts, ideas, and creative expression, unless restricted by law, to any member of the community. The J. Robert Jamerson Memorial Library upholds the public's freedom of access to knowledge.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on November 9, 2000 Revised April 16, 2021.

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J. Robert Jamerson Memorial Library

Governing Structure

2.1 Government Officials

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1. Federal Government Representatives:
 1. United States Senator - Mark Warner
 2. United States Senator - Tim Kaine
 3. United States Representative District 5 - Bob Good
2. State Government Representatives:
 1. Virginia Governor – Glen Youngkin
 2. Virginia Lieutenant Governor –
 3. Virginia Attorney General - Mark Herring
 4. Virginia Senator - Mark Peake
 5. Virginia Delegate - Matthew Fariss
3. County Government Representatives:
 1. Appomattox County Administrator - Susan Adams
 2. Appomattox River District Supervisor - William Hogan
 3. Courthouse District Supervisor - Samuel Carter, Chairman
 4. Falling River District Supervisor – John F. Hinkle
 5. Piney Mountain District Supervisor – Reverend Al Jones
 6. Wreck Island District Supervisor – Trevor L. Hipps
4. Town Government Representatives:
 1. Town of Appomattox Mayor – Richard C. Connor
 2. Council Member - Claudia Puckette
 3. Council Member – Nathan A. Simpson
 4. Council Member - Timothy Garrett
 5. Council Member – James Boyce Sr.
 6. Council Member – Aaron Titton
 7. Council Member - Mary Lou Spiggle

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Governing Structure

2.2 Library Officials

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1. Federal Library Officials:
 1. Librarian of Congress - Carla Hayden
2. State Library Officials:
 1. Librarian of Virginia - Sandra Treadway
 2. Procurement Officer I - Paranita Carpenter
 3. Library Development and Networking Division Director – Nan Carmack
 4. Public Library Consultant – Reagen Thalacker
 5. Continuing Education Consultant - Cindy Church
 6. Children & Youth Services Consultant – Sue La Paro
 7. Grants and Data Coordinator – Kim Armentrout
3. Region Two Library Directors:
 1. Franklin County Public Library Director - Alison Barry
 2. Campbell County Public Library Director - Jordan Welborn
 3. Central Virginia Regional Library Director – Richard Ewing
 4. James L. Hamner Public Library Director - Jill Hames
 5. J. Robert Jamerson Memorial Library Director – Diana Harvey
 6. Lunenburg County Public Library System, Inc. Director – J.B. Crenshaw
 7. Lynchburg Public Library Director - Beverly Blair
 8. Bedford Public Library System Director - Jenny Novalis
 9. Mecklenburg County Public Library Director – Robert Rosenthal
 10. Amherst County Public Library Director - Steve Preston
 11. Cumberland County Public Library Director – Lisa Davis
 12. Halifax County-South Boston Library Director - Jay Stephens
 13. Pittsylvania County Public Library Director - Lisa Tuite
 14. Meherrin Regional Library Director - Becky Walker
 15. Blue Ridge Regional Library Director - Richard Ward
 16. Charlotte County Library Director - James Watkins
 17. Danville Public Library Director - Russell Carter
 18. Nottoway County Public Library Director - Jackie Zataweski

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J. Robert Jamerson Memorial Library

Governing Structure

2.3 Board of Trustees

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2.3.1 Members

- Appomattox River District Trustee – Susan Williams
- Courthouse District Trustee - Becky Henderson
- Falling River District Trustee – Elizabeth Gilliam
- Piney Mountain District Trustee - Sharon Goad, Acting Board Chair
- Wreck Island District Trustee - Cynthia Hall
- Non-voting Member & Secretary – Diana Harvey Director

Updated August 10, 2021

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2.3.2 By-laws

Article I: Name

The name of the Board shall be the J. Robert Jamerson Memorial Library Board, existing by virtue of the provisions of Chapter 42 of the Laws of the State of Virginia, and exercising the powers and authority and assuming the responsibilities delegated to it under the said statute.

Article II: Purpose

The Board of Trustees shall be established to manage and control the free public library system, as established by the Board of supervisors for the use and benefit of the residents of Appomattox County. This Library Board shall have the right to accept donations and bequests of money, personal property or real estate for the establishment and maintenance of the free public library system or endowments for the same. The Library Board shall also implement such programs and practices and shall abide by such requirements as may be adopted by the State Library Board to enable Appomattox to qualify for State Grants-In-Aid.

Article III: The Board

1. The Board of Trustees shall be appointed by the Appomattox County Board of Supervisors and shall consist of five members; one from each voting district. Except for the initial term, Trustees shall fill staggered four-year terms. To provide staggered terms the initial terms shall be as follows: one year, one member; two years, one member; three years, one member; four years, two members. Except for 1986 a Trustee's term shall expire on June 30. A Trustee may serve only two consecutive four-year terms.
2. When a vacancy occurs in the office of any member appointed by the Board of Supervisors, it shall be filled by the Board of Supervisors for the unexpired term. In no event, however, shall a member appointed by the Board of Supervisors be eligible to serve more than two successive full four-year terms.

3. No member of the J. Robert Jamerson Memorial Library Board shall receive a salary or other compensation for services as a member, but necessary expenses actually incurred shall be paid from the Library Board's appropriations, subject to prior approval by the Chairperson.
4. A member of the J. Robert Jamerson Memorial Library Board of Trustees may be removed for misconduct or neglect of duty by the Appomattox County Board of Supervisors.

Article IV: Officers

1. The officers shall be a Chairperson and a Vice Chairperson, elected from among the appointed trustees at the meeting of the Board in July. The Chairperson and Vice Chairperson shall hold their respective office until June 30, at which time their term as an officer will expire. The Librarian shall serve as the Secretary.
2. The Chairperson shall preside at all meetings of the Board, authorize calls for any special meetings, appoint all committees, execute all documents authorized by the Board, serve as an ex-officio voting member of all committees and generally perform all duties associated with that office.
3. Officers shall serve a term of one year from the annual meeting at which they are elected and until their successors are fully elected.
4. The Vice Chairperson, in the event of the absence or disability of the Chairperson, or of a vacancy in that office, shall assume and perform duties and functions of the Chairperson.
5. The Secretary shall keep a true and accurate record of all meetings of the Board, shall issue notice of all regular and special meetings and shall perform such other duties as are generally associated with that office.

Article V: Meetings

1. The regular meetings shall be held bimonthly, the date and hour to be set by the Board at its annual meeting. Meetings are generally held the third Thursday of the month at 10:00AM. Meetings will be held in January, March, May, July, September, and November. The board has decided that there will not be a limit to how many meetings they cannot attend.
2. The annual meeting, which shall be for the purpose of the election of officers and the adoption of an annual report, shall be held at the time of the regular meeting in July of each year.
3. The order of business for regular meetings shall include (but is not limited to) the following items, which shall be covered in the sequence shown so far as circumstances will permit.
 1. Roll call of members
 2. Disposition of minutes of previous regular meetings and any intervening special meeting
 3. Report of the Librarian
 4. Financial Report
 5. Committee Reports
 6. Communications
 7. Unfinished Business
 8. New Business
 9. Adjournment
4. Special meetings may be called by the Secretary at the direction of the Chairperson, or at the request of three members, for the transaction of business as stated in the call for the meeting.

5. A quorum for the transaction of business at any meeting shall consist of three members of the Board present in person.
6. Conduct of meetings: Proceedings of all meetings shall be governed by Robert's Rules of Order.

Article VI: Library and Staff

The Board shall appoint a qualified librarian who shall be the executive and administrative officer of the library on behalf of the Board and under its review and direction. The librarian shall recommend to the Board the appointment and specify the duties of other employees and shall be held responsible for the proper direction and supervision of the staff, for the care and maintenance of library property, for an adequate and proper selection of books in keeping with the stated policy of the Board, for the efficiency of library service to the public, and for its financial operation within the limitations of the budgeted appropriation. The librarian shall make monthly and annual reports to the Board.

Article VII: Committees

1. The Chairperson shall appoint committees of one or more members each for such specific purposes as the business of the Board may require from time to time. The committee shall be considered to be discharged upon the completion of the purpose for which it was appointed and after the final report is made to the Board.
2. All committees shall make a progress report to the Library Board at each of its meetings.
3. No committee will have other than advisory powers unless, by suitable action of the Board, it is granted specific power to act.

Article VIII: General

1. An affirmative vote of the majority of all members of the Board present at the time shall be necessary to approve any action before the Board. The Chairperson may vote upon and may move or second a proposal before the Board.
2. The by-laws may be amended by the majority vote of all members of the Board provided written notice of the proposed amendment shall have been emailed to all members at least 30 days prior to the meeting at which such action is proposed to be taken.
3. Any rule or resolution of the Board, whether contained in these by-laws or otherwise, may be suspended temporarily in connection with business at hand, but such suspension, to be valid, may be taken only at a meeting at which four-fifths (4/5) of the members of the Board shall be present and three-fourths (3/4) of those present shall so approve.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on October 18, 2011 Time of meeting revised November 5, 2012, Reviewed July 17, 2020

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J. Robert Jamerson Memorial Library

Governing Structure

2.4 Levels of Responsibility

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2.4.1 Organizational Chart

- Board of Trustees
 - Library Director
 - Technical Services Specialist
 - Public Services Specialist
 - Library Assistants

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2.4.2 Division of Responsibility

Under the Code of Virginia, Section 42.1-35, the Library Board of Trustees “shall adopt such bylaws, rules, and regulations for their own guidance and for the government of the free public library system as may be expedient. They shall have control of the expenditures of all bequests of money, personal property, or real estate for the establishment and maintenance of such free public library systems or endowments for same.” Thus, in defining and delineating the division of responsibility between the Board and the Library Director, the Board recognizes that the ultimate responsibility to the community rests with the Board. Policy determination is the Board’s power and duty. Management is the Library Director’s responsibility, for which they are responsible to the Board. The division and sharing of these responsibilities fall into several categories.

1. Goals and Objectives for the Library

1. Responsibility of Board - It shall be the duty of the Board to determine the goals and objectives of the Library and the methods of meeting them, to review the goals and objectives annually, and to evaluate progress.
2. Responsibility of Library Director - The Library Director shall provide assistance and direction in setting goals and objectives and in determining means of evaluation.
3. Joint Responsibility - The Board shall relate the Library and its program to the community and its needs through systematic study of the community and through systematic analysis of library service with the assistance of the Library Director, who shall participate fully and shall prepare regular reports on current progress and future needs.

2. Written Policies

1. Responsibility of Board - The Board shall determine and adopt written policies to govern operation, use, and programs of the Library and shall adopt by-laws for Board procedures.
2. Responsibility of Library Director - The Library Director shall recommend needed policies to the Board and supply samples and sources of information. The Library Director shall carry out the policies as adopted by the Board and shall administer the Library within the framework of the Library’s goals, objectives, policies, and budget.

3. Joint Responsibility - Both the Board and the Library Director shall know local, state, and federal laws which affect libraries and play an active role in initiating and supporting beneficial library legislation; shall participate fully in the state library system and make use of the consultants of the Library of Virginia; shall attend regional, state, and national library association meetings and workshops when possible and join appropriate organizations working for improved libraries and shall study library publications.
3. Governance and Policy-Making
 1. Responsibility of Board - The Board shall cooperate with other local government officials, keeping in mind the special legal responsibilities of the library board. Board members shall attend all Board meetings and committee meetings to which they are assigned and shall carry out all special assignments promptly.
 2. Responsibility of Library Director - The Library Director shall prepare all needed library reports to the government and the Library of Virginia and shall provide copies to the Board. The Library Director shall attend all Board and committee meetings except those meetings, or parts of meetings, in which the Library Director's salary and tenure are discussed.
4. Finance
 1. Responsibility of Board - The Board shall remain aware of the financial status of the Library. The Board shall present the Library's budget to the general public, shall explain and defend it, shall help to secure adequate funds, and shall explore all ways of increasing the Library's income.
 2. Responsibility of Library Director - The Library Director shall provide a report of budget status and expenditure at each Board meeting. The Library Director shall supply facts and figures to the Board to aid in interpreting the Library's financial need.
 3. Joint Responsibility - The Board and the Library Director shall make certain that complete and accurate records concerning finances, personnel, and annual reports are on file at the Library. The Library Director shall work with the Board in interpreting budget and financial needs to public officials and the public. The Library Director shall work with the Board in formulating an annual budget which will be adequate to carry out the Library's goals and objectives.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000 Updated November 05, 2012 Reviewed, July 17, 2020

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J. Robert Jamerson Memorial Library

Personnel

3.1 Personnel Policies

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3.1.1 Introduction

Personnel policies listed are taken in whole or part from the Appomattox County Personnel Policies and Procedures Manual (Chapter 6 of the Code of Appomattox County). The County’s manual should be used as the primary reference for these matters, as it is updated frequently.

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3.1.2 Recruitment and Selection

All positions will be recruited openly and competitively. The recruitment criteria shall be based on the requirements contained in the position description. Positions which need to be filled on an emergency basis will be recruited as openly as the situation permits. Temporary positions may, at the discretion of the County Administrator, be filled without an open recruitment.

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3.1.3 Classification

The Library Director is responsible for developing a position description for every position.

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3.1.4 Pay Plan

All salary ranges and hourly rates shall be approved by the Board of Supervisors. Only the Board of Supervisors shall have authority to make changes in salary ranges or scales. Subject to the availability of funds, the Board of Supervisors may establish compensation increases based on merit and cost of living.

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3.1.5 Work Hours, Holidays, Leave, Benefits

Work Hours

Normal Hours of Work

Day	Hours
Monday	9:30 - 5:00 p.m.
Tuesday	9:30 - 8:00 p.m.
Wednesday	9:30 – 8:00 p.m.
Thursday	9:30 – 8:00 p.m.
Friday	9:30 - 5:00 p.m.
Saturday	9:30 - 1:00 p.m.
Sunday	Closed

Unless established otherwise, all offices are to be fully manned during these hours. Employees are expected to work required hours and are paid a salary for forty (40) hours per week. The length of time allowed for lunch shall, in no instance, be less than thirty (30) minutes.

Employees are not to deviate from scheduled work hours without the prior authorization of their supervisor. General or blanket authorization which provides unlimited work options to an employee is not valid.

Hours not Scheduled to Work

If an hourly employee is inside the library during hours that employees is not scheduled to work they will be expected to remain in the public spaces of the building. Employees may enter the work area no more than 15 minutes before their scheduled shift. The only exception will be if permission is granted by the director on a case-by-case basis. There will be no blanket exceptions made.

Compensatory Time

The County provides compensatory time in lieu of cash overtime for employees covered under the Fair Labor Standards Act. Accordingly, wage employees and non-exempt salaried employees who actually work over forty (40) hours in a work week will receive compensatory time at a rate of 1.5 hours for each hour, or part thereof, worked in excess of 40 hours.

Breaks

Part-Time:

Employees working 6 or more consecutive hours will receive one 30 minute lunch break. This lunch break will not be paid

For Example:

If you work 9:00AM to 3:00PM you receive one 30 minute break and will accrue 5.5 hours of paid time. If you work from 1:00PM to 8:00PM you receive one 30 minute break and will accrue 6.5 hours of paid time.

Salaried:

Employees who are salaried will receive one 15 minute break and one 30 minute lunch break. If the employee so wishes, the two may be combined.

Time Sheets

Every employee is required to complete time sheets for hours actually worked with breaks and lunchtime noted. The accuracy of the time sheets is the responsibility of each employee. Time sheets are to be turned in to the supervisor who will approve hours and send them to Human Resources.

Holidays

The following holidays will be observed each year:

Holiday	Dates
New Year's Day	January 1
Martin Luther King Day	Third Monday in January
Memorial Day	Last Monday in May
Juneteenth	June 19

Holiday	Dates
Independence Day	July 4
Labor Day	First Monday in September
Railroad Festival	Second Saturday in October
Columbus Day	Second Monday in October
Election Day	November 2
Veteran's Day	November 11
Thanksgiving	Thanksgiving day and the day after
Christmas	December 25 and Saturday if it falls on the weekend

If a holiday falls on a Saturday, the preceding Friday shall be observed in lieu thereof. If a holiday falls on Sunday, the following Monday shall be observed in lieu thereof. Employees may be entitled to other days designated as holidays by special proclamation of the Board of Supervisors or the Governor.

Incident Weather

In the event of incident weather, the library will first follow the policy of Appomattox County Administration as set forth in the Appomattox County Personnel Policy Manual. As with county policy it is the responsibility of the employee to confirm when the library is closed. County closings can generally be found on the local news.

Because the library is open at times other county offices are not, it is the decision of the library director to close or delay opening the library at those times. This includes after 5:00PM Monday through Friday, and weekend days.

Benefits

Group Life Insurance

The County provides a life insurance plan that may be amended by the Board of Supervisors when deemed appropriate. The life insurance will be available to all employees who qualify to participate.

Group Hospitalization and Surgical Insurance

The County provides health plan benefits to qualified employees. Such plan may be amended by the Board of Supervisors when deemed appropriate. The pro-rata contribution of rates of the County and the employees, if any, shall be established annually.

Retirement Provisions

The retirement plan for the County is the Virginia Retirement System (VRS). Payment will be made into the VRS for each full-time employee by the Board of Supervisors at no cost to the employee.

Social Security

The County, as required by law, will withhold contributions for Social Security and Medicare.

Unemployment Insurance

All full and part-time employees who work the statutorily established minimum number of hours are provided unemployment insurance through the Virginia Unemployment Compensation Act. This benefit is provided at no expense to the employee. An employee may not qualify for benefits under this program if he resigns or is terminated for cause.

Leave

Accrual

1. Full-time Employees - Entitled to general leave for each completed calendar month of service according to years of service.
2. Part-time Employees - Do not accrue general leave.

Use

1. It is intended that general leave should be used in the year it is earned since its purpose is to contribute to the mental and physical fitness of the employee.
2. General leave may be used for vacations, personal use, illness, death of a family member, or any other purpose desired by the employee upon approval of the department head or supervisor.
3. Employees shall be compensated for their accumulated general leave when employment is terminated up to a maximum of thirty (30) days.

Educational leave

With the approval of the County Administrator, an employee may be given a leave of absence, without pay, for a maximum period of one year in order to receive training that would benefit them in the performance of their County duties.

Civil leave

An employee is granted civil leave with full pay for the actual time serving on a jury, attending court, or an administrative proceeding as a witness under subpoena, participating in a grievance involving a County employee, as well as reasonable travel time associated with such service.

Military Leave

An employee who is absent for duty with any of the armed services of the United States or under orders from the Governor pursuant to Article 44-75.1 or 44-78.1 of the Code of Virginia may be granted a leave of absence for the period of service without loss of seniority, accrued leave, or efficiency rating provided that such absence is not unreasonable or does not create an undue hardship for the County.

Family and Medical Leave

County employees are entitled to participate in the benefits of the Family Medical Leave Act ("FMLA").

Leave without Pay

When all balances of applicable leave with pay have been used, a leave of absence without pay may be granted for no more than two (2) calendar months with the approval of the County Administrator.

Worker's Compensation

The Virginia Worker's Compensation Act provides benefits for an employee in the event of compensable occupational illness, injuries, or deaths. Any job-related accident, no matter how insignificant, must be reported to the supervisor as soon as possible.

Unauthorized Leave

An employee who is absent from work for any part of a day without approval of his supervisor shall receive no pay for the duration of the absence and may be subject to disciplinary action.

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Updated September 15, 2020.

3.1.6 Discipline

General

Employees may be disciplined for failure to follow the rules or for failure to perform satisfactorily. Although employees are generally warned when a first infraction occurs, such warning is not required. Serious misconduct or performance errors can lead to an immediate suspension, demotion, or termination.

Suspensions

Suspensions are temporary separations from service for disciplinary purposes where the infraction is not sufficiently grave to merit dismissal. An employee may be suspended without pay for a period not to exceed thirty (30) days. All suspensions must be approved by the County Administrator.

Demotions

A demotion in pay or position may occur when a dismissal does not appear warranted in the judgment of the County Administrator

Dismissals

Dismissals are for misconduct that is deemed of such a serious nature that continued employment is not appropriate or for unsatisfactory performance.

Code of Conduct

1. County employees are agents of public purpose and are entrusted by virtue of their employment to strive for the "good of the public" at all times.
2. Employees are expected to maintain high standards of ethics at all times and to discharge all duties in a faithful manner recognizing that the public's interest and concern is primary.
3. Employees are bound to uphold the laws and constitutions of the Commonwealth and the United States and to perform all duties in a faithful and impartial manner.
4. Employees should adhere to the rules and objectives of work and performance established as the standard for their positions. Likewise, employees should avoid extending their authority or to breach the laws or regulations or in any way perform their duties in such a fashion as to compromise the responsibilities of the County.
5. Employees shall keep the needs of the citizen foremost in their minds and strive to meet these needs as their assigned duties require.

6. Employees should adhere to the rules of work and performance established as the standard for their position by the appropriate authority.

Causes for Discipline, Suspension, Demotion, or Dismissal

An employee may be disciplined, suspended, demoted, or dismissed, depending on the gravity of the actions, when the employee:

1. Has been convicted of a felony or of a misdemeanor involving moral turpitude or other criminal acts such that continued performance of duties may be compromised;
2. Willingly falsifies County records (including time records, leave records, County job applications, or pay or reimbursement vouchers), is grossly negligent with County property, or misuses County property;
3. Violates any workplace rule established by the supervisor or the County;
4. Is rude and discourteous in the performance of official duties, threatens co-workers, or uses physical violence while on duty;
5. Violates any lawful official regulation or order or willfully fails to obey any proper direction made and given by the supervisor, department head, or the County Administrator;
6. Uses or is impaired at work by intoxicants, drugs, or alcohol;
7. Grossly neglects or is continually unable or unwilling to render satisfactory performance;
8. Takes property of the County for one's personal use, for sale to another, or for a gift to another;
9. Induces, or has attempted to induce, an officer or employee in the service of the County to commit an unlawful act or to act in violation of any lawful or official regulation or order;
10. Accepts any bribe, gift, token, money, or other thing of value intended as an inducement to perform or refrain from performing any official acts, or engages in any action of extortion or other means of obtaining money or other things of value through his/her position in the County;
11. Fails to report for work or is absent without prior notice to supervisor;
12. Has unsatisfactory attendance, excessive absences, or excessive tardiness;
13. Divulges or discusses any official information, having previously been deemed to be confidential, and not having previously been made public, or discloses confidential information to any person unless directed to do so by the supervisor;
14. Fails to obtain written approval to engage in secondary employment;
15. Borrows money or goods, or accepts valuable gifts from residents, their families, or vendors;
16. Violates the Equal Employment Opportunity policy;
17. Fails to conduct themselves or dress in a professional manner;
18. Violations of the Standards of Conduct;
19. Other misconduct of a serious nature.

Pre-Suspension or Termination Procedure

Prior to any suspension, demotion, or termination, the employee will be provided with a summary of the charge and the basis for it. Except in compelling circumstances, the employee will be given an opportunity to respond prior to the action becoming effective. If notice is not provided under the compelling circumstance exception, the employee will be provided the notice and the opportunity to respond within two (2) business days.

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3.1.7 Grievance Procedure

Coverage of Personnel

1. Employees except as noted as below, are allowed to present complaints or disputes through the grievance procedure.
2. The following are excluded:
 1. Probationary employees
 2. Employees appointed by the Board of Supervisors
 3. Temporary, limited term, or seasonal employees
 4. An employee who has voluntarily resigned
 5. Deputy or Assistant County Administrator
3. An employee who has been terminated shall not have access to the grievance procedure, except to grieve the termination. Any grievance initiated by an employee prior to termination may, at the employee's option, continue through the grievance procedure.
4. A list of grievable and non-grievable issues may be found in the complete Code of the County of Appomattox.

Management steps

First Step

An employee who has a complaint should discuss it directly with their immediate supervisor [the Library Director] as early as possible. An employee must identify the grievance orally to the immediate supervisor within thirty (30) calendar days after the event or action which is the basis for the grievance.

If the grievance involves discrimination or retaliation by the immediate supervisor, the employee may initiate the grievance at the second step.

Second Step

If the grievance is not resolved, the employee must reduce their grievance to writing within five (5) working days after the oral presentation of the grievance. The written grievance should include the date, specific difficulties, the relief requested and the signature of the employee. The grievance shall be delivered by the employee to the manager or department head [County Administrator]. The manager or department head shall meet with the employee within five (5) full working days of receipt of the written grievance. The only persons present at this meeting are the employee, the second-step manager, and the appropriate witnesses.

A written reply by the manager or department head shall be made to the employee within three (3) full working days following the meeting.

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3.1.8 Personnel Records

The official personnel file shall be defined as the employment file containing personal information relevant to the individual's employment which is maintained by the County Administrator, or his designee.

The official personnel file shall be the only file which is to be considered official and complete in matters related to wage and salary, employee selection, and employee relations including promotion, discipline,

evaluation, leave, and other official actions discussed herein. Information pertaining to any personnel-related aspect of employment (i.e., unemployment compensation requests, etc.) shall be contained within the file.

The access, dissemination, and purging of information contained within the file shall be in accordance with the Privacy Protection Act.

The following individuals shall be designated as having regular access to the official personnel files:

1. The Board of Supervisors, County Administrator, and immediate supervisor;
2. The members of a grievance panel selected in accordance with the approved County grievance procedures;
3. The Virginia Employment Commission - Unemployment Compensation Division;
4. Federal, state, or local law enforcement agencies during the investigation of a violation or potential violation of the law.

All official personnel files shall be reviewed in the presence of the County Administrator or his designee.

There shall be no dissemination of any personal information contained within the official personnel file to any individual organization not having regular access unless a Voluntary Release of Information Form has been completed by both the employee and the requesting individual agency.

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Approved by Library Board of Trustees on October 12, 2000. Reviewed, October 5, 2020

J. Robert Jamerson Memorial Library

Personnel

3.2 Position Descriptions

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3.2.1 Library Director (Full time)

Library Director (Full time)

FLSA: Exempt

Description:

The J. Robert Jamerson Memorial Library is the public library of Appomattox County, a rural community in central Virginia with a population of just over 16,000. The library is operated from one location on Main Street in downtown Appomattox. Lead by the Library Director, a staff of 7 maintain a collection of over 30,000 physical items and provide educational, cultural, and recreational programs to the Appomattox community.

To learn more about the J. Robert Jamerson Memorial Library, visit www.JRJML.org.

Responsibilities:

Under the direction of the Library Board, the library director is responsible for overseeing all aspects of the library's daily functions. The director is responsible for acquisitions, cataloging, circulation, budgeting, finance, staffing, training, planning, technology, programming, public relations, and advocacy. With the guidance of the library board, the director develops policy and procedures to guide each of these functions.

Due to the nature of this position, the library director will be the library's direct liaison with the rest of the county departments. This includes the County Board of Supervisors, the County Administrator, the County Treasurer, maintenance, information technology, and other departments. Throughout their work, the library director is expected to maintain excellent oral and written communication, excellent organization, and the willingness to learn and adapt to changing circumstances.

Education and Experience:

Required:

- ALA Accredited MLS/MLIS
- Must either hold a Professional Librarian Certification in the Commonwealth of Virginia or be eligible to hold one.
- Must have an understanding of current best practices in libraries and a willingness for continuing education.

- A minimum of two years of library experience with supervisory and budgetary duties. Five years is preferred.

Preferred:

- Experience working with a governing board of trustees.
- Experience working with a local government.
- Familiarity with Excel and the TLC integrated library system.

3.2.2 Public Services Specialist (Full time)

FLSA: Exempt

Job Purpose

The Public Services Specialist's main goal is to direct programming and outreach activities of the library. In addition to directing programming and outreach, the Public Services Specialist may also do clerical work, shelve and straighten books, monitor patrons, monitor the condition of library collections, and assist other staff as needed in achieving the goals set forth by the library's mission statement.

Duties are performed under the general direction of the Library Director.

Tasks Performed

1. All Library Personnel:
 1. Customer Service Tasks
 - a) Understand, use and help others use computer hardware peripherals, mobile devices, the Internet, operating system functions, common software programs, word processing operations, and printing operations.
 - b) Assist patrons with choosing popular and recreational reading, viewing, and listening material
 - c) Facilitate library users' requests for information
 - d) Connect children and their families and caregivers with resources that encourage reading
 - e) Understand and performs basic circulation operations
 - f) Apply customer service skills and techniques to enhance the level of user satisfaction and address difficult situations with users
 2. Personal/Interpersonal Requirements
 - a) Work effectively in team with strong team-building skills and attitudes
 - b) Understand and act in accordance with the basic values and ethics of library service
 - c) Demonstrate leadership qualities and behavior
 - d) Anticipate and adapt to change and challenges effectively
 - e) Demonstrate critical thinking and problem-solving abilities
 - f) Use creative and innovative approaches
2. Community Relations
 1. Creates displays of library materials
 2. Helps to maintain the library's information resources including bulletin board, and information table.
 3. Writes newspaper articles, and press releases for library events.

4. Works with local organizations and businesses to encourage use of the library and to maintain positive public relationships
5. Demonstrates the impact and value of the library to the community through ongoing evaluation and assessment of library services

3. Programming

1. Designing and implements library services to engage and meet the needs of the community, providing opportunities for information, entertainment, and lifelong learning
 - a) Story Time
 - b) Summer Reading Program
 - c) Special Events for all ages
2. Implements outreach services for the library community to increase use of library services and to reach undeserved populations
3. Uses online tools and communities to engage with and provide services to users. Examples of these are the library's social media platforms including, Facebook, Twitter, Instagram, and YouTube

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is typically sitting at a desk or table and intermittently standing or walking. In carrying out duties, the employee will occasionally be required to lift light and heavy objects up to 50 pounds. Employee will also be frequently required to reach with hands and arms, and operate objects, tools, or controls. Employee should possess hand-eye coordination necessary to operate computers and other office equipment.

Employment Standards

Education, Experience, and Training:

- Bachelors Degree, Preferred
- Two years of library experience or similar, preferably working with children

Knowledge, Skills, and Abilities

- Customer service
- Ability to work under minimal to no supervision
- Ability to interact courteously and effectively with *all* library patrons
- Knowledge of Dewey Decimal Classification
- Proficient at project management

Position at J. Robert Jamerson Memorial Library

- Hours: 40 hours per week

Approved by Library Board of Trustees on July 21, 2016 Revised November 17, 2016, Revised May 11, 2021

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3.2.3 Technical Services Specialist (Full time)

FSLA: Exempt

Job Purpose

The Technical Services Specialist's main goal is to process, catalog, and prepare library materials for circulation to the public. The Technical Services Specialist also evaluates the condition of the library collection on an ongoing basis and works to ensure collections are maintained. In addition, the Technical Services Specialist may also do clerical work, shelve and straighten books, monitor patrons, and assist other staff as needed in achieving the goals set forth by the library's mission statement.

Duties are performed under the general direction of the Library Director.

Tasks Performed

1. All Library Personnel:
 1. Customer Service Tasks
 1. Understand, use and help others use computer hardware peripherals, mobile devices, the Internet, operating system functions, common software programs, word processing operations, and printing operations.
 2. Assist patrons with choosing popular and recreational reading, viewing, and listening material
 3. Facilitate library users' requests for information
 4. Connect children and their families and caregivers with resources that encourage reading
 5. Understand and performs basic circulation operations
 6. Apply customer service skills and techniques to enhance the level of user satisfaction and address difficult situations with users
 2. Personal/Interpersonal Requirements
 1. Work effectively in team with strong team-building skills and attitudes
 2. Understand and act in accordance with the basic values and ethics of library service
 3. Demonstrate leadership qualities and behavior
 4. Anticipate and adapt to change and challenges effectively
 5. Demonstrate critical thinking and problem-solving abilities
 6. Use creative and innovative approaches
2. Cataloging and Processing
 1. creates and edits MARC records for library materials
 2. screens book donations for possible additions to collection
 3. prepares library materials for circulation
 4. maintains and upgrades item records
 5. checks shipments of library materials for accuracy and works with vendors to ensure accuracy
3. Collection Maintenance
 1. prints overdue lists and sends overdue notices
 2. creates measures to assure return of library materials
 3. determines the usefulness of worn and older items in collection
 4. works with library director to select and evaluate items to be included in the library's collection
 5. works with the library director to ensure that the collection is current, useful, and in good condition

4. Public Services

1. creates and maintains patron records
2. oversees patron application review
3. maintains patron application files
4. is available to assist the Public Services Specialist when necessary

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is typically sitting at a desk or table and intermittently standing or walking. In carrying out duties, the employee will occasionally be required to lift light and heavy objects up to 50 pounds. Employee will also be frequently required to reach with hands and arms, and operate objects, tools, or controls. Employee should possess hand-eye coordination necessary to operate computers and other office equipment.

Employment Standards

Education, Experience, and Training:

- Bachelors degree, MLS preferred
- Two years of Library experience, preferably in cataloging or technical services

Knowledge, Skills, and Abilities

- Customer service
- Knowledge of Dewey Decimal Classification
- Proficient at cataloging
- Ability to work under minimal or no supervision
- work with a public library catalog preferred

Position at J. Robert Jamerson Memorial Library

- Hours: 40 hours per week

Approved by Library Board of Trustees on July 21, 2016 Revised November 17, 2016, Revised May 11, 2021

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3.2.4 Library Assistant (Part time)

FSLA: Non-Exempt

Job Purpose

The Library Assistant's main goal is to assist patrons in finding materials and using Library information access technology. In addition to these tasks, the Library Assistant also does clerical work, shelves and straightens books, monitors patron behavior, monitors the condition of the collection, and assists other staff members in achieving the goals set forth in the Library's mission statement.

Duties are preformed under the direct supervision of the Library Director, when the library Director is not present, the Public Services Specialist will be the acting supervisor.

Tasks Performed

1. All Library Personnel:
 1. Customer Service Tasks
 1. Understand, use and help others use computer hardware peripherals, mobile devices, the Internet, operating system functions, common software programs, word processing operations, and printing operations.
 2. Assist patrons with choosing popular and recreational reading, viewing, and listening material
 3. Facilitate library users' requests for information
 4. Connect children and their families and caregivers with resources that encourage reading
 5. Understand and performs basic circulation operations
 1. uses the automated system to circulate library materials to the public
 2. accepts payments of fines and fees from library patrons
 3. creates and maintains patron records
 4. answers telephone
 6. Apply customer service skills and techniques to enhance the level of user satisfaction and address difficult situations with users
 2. Personal/Interpersonal Requirements
 1. Work effectively in team with strong team-building skills and attitudes
 2. Understand and act in accordance with the basic values and ethics of library service
 3. Demonstrate leadership qualities and behavior
 4. Anticipate and adapt to change and challenges effectively
 5. Demonstrate critical thinking and problem-solving abilities
 6. Use creative and innovative approaches
2. Additional Duties
 1. count daily money and balance daily money sheeting
 2. maintaining the circulation desk, the main floor of the library, and the computer area.
 3. Performs related duties as directed by the Library Director, Public Services Specialist, or Technical Services Specialist.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing duties of this job, the employee is standing or sitting at the circulation desk and will be frequently required to move. The employee will be required to bend, crouch, and stoop. In carrying out duties, the employee will occasionally be required to lift light and heavy objects up to 50 pounds. Employee will also be frequently required to reach with hands and arms, and operate objects, tools, or controls. Employee should possess hand-eye coordination necessary to operate computers and other office equipment.

Employment Standards

Education, Experience, and Training:

- High school diploma required

- six months of library experience or similar preferred

Knowledge, Skills, and Abilities:

- Knowledge of basic library procedures and practices
- ability to work under minimal supervision
- ability to interact courteously and effectively with *all* library patrons

Position at J. Robert Jamerson Memorial Library

- Hours: 20 or 25 hours per week including Saturdays and some evenings

Approved by Library Board of Trustees on July 21, 2016 Revised November 17, 2016, Revised May 11, 2021

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J. Robert Jamerson Memorial Library

Personnel

3.3 Electronic Device Policy

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Patron-Owned Devices

Staff should avoid handling any patron owned devices. In the case that a library patron asks a staff member to handle their device the staff member should first encourage the patron to use the device themselves as the staff member walks them through the operation.

Except in the case of a medical necessity, staff should not enter any personal information for a library patron. This includes birth date, usernames, passwords, credit card numbers, tax information and any additional information that could be considered personal.

In the case that patrons are unable to operate their own device, library staff can offer them use of one of the public access computers. Staff are also permitted to suggest that patrons who are unable to operate their own devices return with someone who will be able to help them in a larger capacity than library staff.

Library-Owned Devices

When helping patrons using Library-owned devices (Library PCs, Library Laptop, Library Projector, etc) Staff must always attempt to give patrons the information resources for them to use and accomplish task(s) effectively, on their own. If this is ineffective, Staff are permitted to use the Library-owned device in an attempt to help the patron accomplish their task(s) effectively with the caveat that, if their personal files are lost or damaged, the Library is not responsible. Staff are recommended not to interact with a patrons personal files in the same way they should not interact with a patrons personal information on their own device.

Some patrons need more help than others. However, we are under no contract or obligation to do patrons' taxes, apply them for jobs, write their book reports, crop their photos, buy them products, or otherwise complete their tasks for them. The obligation to help a patron is implicit in our mission to provide information services. Patrons needing large amounts of help (particularly those who do not know how to use a computer) should be encouraged to perform as much of the task(s) as they are comfortable doing or to bring someone with them to the library to assist them in their tasks.

Portable Library-owned devices (laptops, projectors, etc) must only be checked out to patrons with valid and current Library card accounts (never use a guest pass). This is so that if the equipment is damaged we have a record of the patron and all of their contact information. Portable Library-owned devices are never to leave the Library, and are to be examined for damage upon check-in and check-out per normal circulation policy.

Staff-Owned Devices

Staff owned devices may remain with the device owner, however should not be in view while the staff is in the public space. Devices should remain on silent or vibrate. Any time it is necessary for a staff member to use their personal device they should enter the workroom. Time spent on a personal device will be deducted from the staffs work hours.

Approved by Board of Trustees on October 20, 2016, Updated December 2021.

J. Robert Jamerson Memorial Library

Personnel

3.4 Cleaning Responsibility at the Library

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Personnel

County Cleaning Staff are the primary party responsible for cleaning around the Library. The following tasks should be performed regularly as needed to ensure a healthy, pleasant learning environment.

Tasks Performed

1. Daily

1. Dusting

- Wipe all surfaces. Particularly, pay attention to hard-to-reach areas, small crevices, places where surfaces abut, and underneath equipment.
- Clear cobwebs particularly around transoms and near entrances and other trafficked areas.

2. Wiping Clean

- Windows and other glass (mirrors, door panels, etc). Remove glue, tape, and difficult stains. Use window cleaner to clean and polish glass surfaces.
- Counter-tops, shelves – Remove tape and other stains with solvent and appropriate scraper if necessary.
- Kitchen, bathroom, flower-pot saucers, or other areas which collect excess moisture should also be sterilized.

3. Emptying Trash

- Empty all interior trashcans.
- Empty patron-use trashcan in front of the Library.

4. Picking-Up Debris

- Assorted debris inside or outside the Library premises should be disposed of.

5. Vacuuming

- Vacuum the conference room (subject to room availability).
- Vacuum the office, circulation area, and foyer (before open-hours).

6. Stock

- Ensure paper towels, toilet paper, etc are full.

2. Bi-annually

1. The carpets should be cleaned at least once per year. This service may be contracted to a third party by County Maintenance.

Approved by Library Board of Trustees on July 21, 2016, Updated September 4, 2020

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J. Robert Jamerson Memorial Library

Personnel

3.5 Evaluations

3.5.1 Library Director Performance Evaluation

J. Robert Jamerson Memorial Library

Annual Performance Review

Library Director

Conducted by the Library Board of Trustees

Date:

The Director is to be evaluated on job performance by the Board of Trustees relative to the job requirements, duties, and expectations approved by the Library Board of Trustees on October 12, 2000. Provide rating and, as deemed necessary, comments for each of the key performance factors listed below.

Rating:

- 4 Exceeds expectations
- 3 Meets expectations
- 2 Needs improvement
- 1 Does not meet expectations

Key performance factors

1 : Job Knowledge

Consider degree of job knowledge relative to the expectations for a library director. Does the director understand job duties and responsibilities and apply the appropriate level of technical and procedural know how and skills to the job? Does the director understand the mission of the library and implement that mission. Does the director understand the mission of the library and implement that mission? Does the director keep informed of pertinent developments in the field and make efforts to learn new skills as necessary.

Rating: _____

Comments: _____

2 : Library Collection and Services

Does the director maintain and enhance the collection in a manner that fully meets the needs of the public? Does the director keep up with the technical (computer) requirements of the library? Does the director adequately supervise the development and implementation of library programs and services for the public? Does the director adequately supervise the staff to ensure that patrons are served and that library environment is receptive to the public? Does the director ensure that the library facilities are properly maintained and

conducive to the use of the public.

Rating: _____

Comments: _____

3 : Library Planning and Development

Does the director take the initiative in developing, recommending, and pursuing pertinent programs and projects for the library? Does the director pursue grants to implement services and programs beyond the means of traditional sources of library revenue? Does the director develop, coordinate and implement long-range planning for the library? Does the director adequately communicate the library's services, resources, and programs to the public? Does the director pursue and maintain effective working relationships with public officials, civic and community groups and the general public?

Rating: _____

Comments: _____

4 : Library Personnel

Does the director adequately determine and implement staffing needs and requirements to ensure the effective operation of the library? Does the director ensure that library staff is adequately trained and, as necessary, receive additional training to perform their required job? Does the director clearly define and assign responsibilities and duties to staff members and ensures that library policies are implemented and carried out. Does the director maintain appropriate communication with staff members regarding their duties? Does the director ensure that effective and fair evaluations of staff members are undertaken and records maintained?

Rating: _____

Comments: _____

5 : Library Finance and Budget

Does the director administer library funds in an appropriate manner? Does the library director adequately carry out the responsibilities for the care, custody, and control of all monies in the library? Does the director develop and recommend an annual budget that is reasonable relative to the mission of the library?

Rating: _____

Comments: _____

6 : Library Board of Trustees

Does the director maintain open communication with the Board of Trustees and keep the board adequately informed on library activities? Does the director work closely with the Board in implementing policies recommended by the Board?

Rating: _____

Comments: _____

3.5.2 Employee Performance Evaluation

Employee Performance Evaluation

J. Robert Jamerson Memorial Library

Position _____

Supervisor's Name _____

Evaluation Period _____ Date _____

Evaluation Criteria Indicators:

- 4 - Exceptional (Employee performs with excellence, exceeding "satisfactory" rating.)
- 3 - Performs Well (Duties are consistently met to a sufficient and satisfactory degree.)
- 2 - Developing (Evidence of development to a satisfactory degree is shown by an employee whose experiential level is insufficient for more definitive comment.)
- 1 - Improvement Recommended (This requires improvement if performance is to attain a satisfactory/sufficient level. Please comment when improvement is recommended.)

A. POSITION RESPONSIBILITIES

_____ Carries out responsibilities consistently and dependably

__ Demonstrates commitment to customer service

_____ Organizes work effectively

_____ Gives appropriate attention to high priority items

_____ Maintains high quality and quantity of work

Comments:

B. INTERPERSONAL SKILLS

_____ Establishes and maintains effective working relationships with patrons and staff members

_____ Respects the opinions, abilities, and contributions of others

_____ Gives and receives suggestions or criticism in a positive manner

_____ Communicates openly, clearly, and concisely

_____ Writes effectively

Comments:

C. WORK ENVIRONMENT

- _____ Contributes to a positive work environment
- _____ Displays flexibility in adapting to changing conditions
- _____ Works with other library staff to share knowledge and information
- _____ Adheres to library and county policies and procedures
- _____ Demonstrates punctuality and regular attendance
- _____ Assumes temporary work assignments in an emergency

Comments:

D. LEADERSHIP

- _____ Shows self-motivation and initiative
- _____ Analyzes situations to solve problems and achieve results
- _____ Anticipates and resolves conflicts
- _____ Offers ideas and suggestions on improvements
- _____ Seeks creative alternatives

Comments:

E. NARRATIVE & GOALS

Comments:

STAFF MEMBER'S COMMENTS:

Signature of Employee _____ Date _____

Signature of Supervisor _____ Date _____

J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

J. Robert Jamerson Memorial Library

General Library

4.1 Copying and Faxing

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The Jamerson Library offers print, copy, fax and scan services to the public using the Sharp All-in-One print center located near the computers. Scanning can be done to USB drives as well as email.

Service	Price
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Print	25¢
-------	-----

Copy	25¢
------	-----

Fax	\$1.00
-----	--------

Scan	Free
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Pricing is per sheet & per side. Therefore, double sided copies count as twice as many pages as single sided. Patrons are asked to request assistance for all fax services.

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4.2 Disposal of Surplus Library materials

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Library property (i.e., print and non-print materials, equipment, supplies, and/or personal property), which in the judgment of the Library Director is no longer necessary or useful for Library purposes, may be disposed of in the following manner:

1. Books and non-print materials from the Library's collection, or gift materials, may be discarded, sold, or, upon the approval of the Library Board of Trustees, be given to local philanthropic, educational, cultural, government, or other not-for-profit organizations.
2. Any other surplus items having an individual current value of less than \$100 may, at the discretion of the Library Director, be discarded, turned in on new equipment, or made available for sale.
3. In the case of individual surplus items having current value of more than \$100 but less than \$1,000 the Library Board of Trustees may authorize a trade-in of such items on new equipment or sale of such items.
4. No favoritism shall be shown to members of the Library Board of Trustees or members of their immediate families, who make bids on or purchase any Library item declared surplus.
5. Any property having a unit value of more than \$1,000 but less than \$2,500 will be displayed at the Library, and a public notice of its availability and the date and terms of the proposed sale shall be posted.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on May 21, 2002 Revised November 5, 2012

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4.3 Exhibits and Displays

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Goals of the exhibits

- to broaden horizons by presenting a wide range of arts, collections, and displays.
- to support and to nourish intellectual, aesthetic, and creative activities and growth.
- to strengthen partnerships between the Library and the wider community.

Criteria for Selection:

All exhibits, whether generated by Library staff or the public, will be considered in terms of the standards listed below. Not all exhibits will meet all standards. Responsibility for the selection of exhibits rests with the Library Director. Criteria include:

- subject, technique, and style are suitable for intended audience
- vitality, originality, and artistic expression
- appropriateness to special events, anniversaries, holidays, etc.
- historical or regional relevance
- relation to other events or exhibits in the community
- ease of installation

Exhibits of discriminatory nature will be refused. If elements of a display are judged inappropriate by members of the Library Board and/or the Library Director, the sponsoring individual will be required to remove those elements immediately.

Guidelines for Exhibits

1. Library-initiated exhibits will be given priority.
2. Exhibitors must submit an Application for Exhibition to the Library Director and include a descriptive list of works with monetary value/price of each item.
3. Exhibits are scheduled for the period of several months.
4. Transporting, unloading, hanging, arrangement, and dismantling of exhibits shall be the responsibility of the artist under the supervision of the Library staff.
5. J. Robert Jamerson Memorial Library does not carry insurance to cover the loss of items included in an exhibit. All reasonable precautions will be taken to protect exhibits, but the Library cannot be responsible for reimbursement or replacement of lost, stolen, or damaged materials. Exhibitors must sign a waiver of liability holding the Library, its employees and trustees, and the County harmless for any damage to loaned material.
6. The exhibitor is responsible for publicity except when the exhibit is Library-sponsored.
7. Exhibitors may not schedule special opening or other events without the permission of the Library Director. All arrangements must be approved by the Library Director at least two weeks prior to the event. The event must be open and free to the general public.
8. No prices may be posted on the items in the exhibit, but a price list may be discreetly placed in the exhibit. Transactions for the purchase of an exhibit item shall be directly between the purchaser and the exhibitor. No sales may be made on the premises. No exhibit material which is sold during its display in the library may be removed before the end of the exhibition period.

9. Granting of permission to use Library facilities does not constitute an endorsement by the Library staff, the Library Board of Trustees, or the County of Appomattox, of the content of the Exhibit, the materials exhibited, or the Exhibitor(s).

10. Failure to fulfill these requirements could result in denial of future Library exhibits.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000. Revised November 05, 2012

Application for Exhibition

Exhibitor's Name:

Home Address:

Home Phone: Work Phone:

Number of items: Requested Exhibit Area:

Date Installed: Removal Date (before 5pm): Length of Exhibit:

I agree to exhibit my hobby, craft, or artwork in the J. Robert Jamerson Memorial Library during _____ (month, year). I will contact the library two weeks before the scheduled exhibit time in order to arrange the exact time for setting up the exhibit.

I have read the J. Robert Jamerson Memorial Library Exhibit Policy and agree to abide by the stipulations listed there.

Signed: Date:

If the collection/materials have monetary value, please list items and approximate cost on the reverse side. A separate price/valuation list may be attached. Please date and sign any attached lists.

Exhibit Agreement Waiver of Liability

This Agreement is made the ____ day of ____, __ by and between the J. Robert Jamerson Memorial Library and _____ (Lender).

1. That Lender wished to loan to the Library _____ (i.e., artwork, maps, etc.) to be exhibited for a period of __ days.
2. That the Lender understands that his/her materials are loaned and exhibited at his/her own risk and that neither the Library Director or Library staff, the Library Board of Trustees, nor the County of Appomattox shall be responsible for theft, vandalism, fire, or other damage to the exhibit.
3. That the Lender will not bring any action against and shall hold the Library employees, the Library Director, the Library Board of Trustees, the County of Appomattox, and its agents and/or employees, harmless for any damage to the material loaned.

Lender _____ Date _____

Library Director _____ Date _____

Release and Hold Harmless Agreement

This Release and Hold Harmless Agreement is made this ____ day of ____, __, between Appomattox County Library and Appomattox (Collectively "LIBRARY") and _____ ("Owner").

The OWNER is the owner of the following personal property:

OWNER would like to display the above item(s) for a period of time at the LIBRARY. As an essential element of this request, the OWNER does hereby agree as follows:

As full and complete consideration for the LIBRARY to provide the opportunity for the OWNER to display the personal property listed above at the LIBRARY, OWNER hereby fully and finally releases, remises, acquits, and discharges the LIBRARY, its agents, servants, and employees from any claim for bodily injury or property damage resulting from said display and further agrees to release indemnity and hold harmless the LIBRARY from the claim of any third person, firm, or corporation which might be made as a result of any injury or damage sustained by any person as a result of the display of any items owned by the OWNER, including all claims, costs, expenses, damages, settlements, awards, and legal costs of any kind arising from or related in any way to the use of the above item(s).

Owner warrants that he/she is the sole owner of the property listed above and as such has the right to enter into this Agreement.

This release and Hold Harmless Agreement shall include any claims, known or unknown, foreseen or unforeseen, for damages or injuries which might occur as a result of participation in this display.

OWNER fully understands the risks involved with this display and has read and understands the terms of this Release and Hold Harmless Agreement and further does hereby agree that the terms of this Agreement shall be binding on OWNER, his/her heirs and assigns.

OWNER also understands that the execution of this Release and Hold Harmless Agreement is an essential element of the display and without this Agreement, such display would not be permitted.

WITNESS my signature this ____ day of _____, ____.

Signature: _____

Print Name: _____

WITNESS: _____

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4.4 Information Center

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The J. Robert Jamerson Memorial Library provides a bulletin board and a table in the building for the posting of public notices and information. The Library has only a limited amount of space available for the distribution of announcements and literature by organizations engaged in educational, cultural, intellectual, or charitable

activities in Appomattox County and surrounding communities. Priority, when space is at a premium, must go to Library materials and County events. All materials for posting and distribution should be submitted to the Library Director for approval.

Regulations Concerning the Use and Control of Library Bulletin Boards

Materials will be accepted for posting under the following conditions:

1. Material from not-for-profit organizations in Appomattox County, or directly involving Appomattox County residents (i.e., Appomattox County Schools)
2. Notices of jobs/employment located in Appomattox County or the surrounding counties
3. Notices of services to/for Appomattox County residents
4. Notices of programs or lectures which are not of a denominational nature from local churches
5. Town and County notices
6. Material relating to governmental services (Social Security, Postal Service, etc)

Materials which will NOT be accepted include:

1. Commercial notices
2. Campaign materials for any elections
3. Personal expressions on any topic
4. Religious or political tracts
5. Group or organizational newsletters

Regulations Concerning the Distribution of Material in the Library

Announcements and literature for distribution should be submitted to the Library Director. Because space is limited, it may not always be possible to distribute all announcements and literature that are acceptable under the above guidelines.

Priorities for Posting or Distribution of Material in the Library

The following priorities will be used to determine which items will be distributed in the Library or posted on Library bulletin boards.

1. Materials produced by the County of Appomattox and its agencies, including the Library
2. Announcements of events to be held in Appomattox County
3. Materials produced by organizations headquartered in Appomattox County
4. All other materials

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000 Revised July 16, 2020 Revised July 16, 2020.

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4.5 Meeting Room

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1. General Policy

The J. Robert Jamerson Memorial Library Meeting Room is primarily for the use of Library functions and Library programs have first priority. This priority is to supersede any other commitments. If not in use for Library functions, the room may be used by public, non-profit organizations with the following qualifications:

1. The Library's Meeting Room is available to local organizations engaged in educational cultural, intellectual, or charitable activities.
2. All groups must register by completing a Meeting Room Application form before their initial meeting. Once this form is completed and approved by the Library Director, users may schedule additional meeting times. Groups must re-register annually. The person or organization responsible for the meeting is responsible for any damages incurred.
3. The Meeting Room may not be used for commercial purposes; admission may not be charged nor private enterprise be directly promoted.
4. No fees, dues, or donations may be charged or solicited by the user for any program. All programs must be free and open to the public. The Library Board may make exceptions for seminars, lectures, and programs held in cooperation with the Library, or for adult education courses, sponsored by an established educational or non-profit institution.
5. The Library's Meeting Room is defined as public forum space, and there will be no exclusion from use based on the points of view, beliefs, or affiliations of the sponsors or participants. No group using the Meeting Room may discriminate on the basis of race, color, age, sexual orientation, disability, gender, religion, national origin, or citizenship status in the provision of services.
6. Activities in the Meeting Room may not disrupt the ability of the Library to conduct its business in a normal and orderly manner. All activities must be legal.
7. The Meeting Room will be assigned as requested, if space is available. The Library reserves the right to move meeting locations as necessary and the right to revoke Meeting Room privileges at any time.
8. Fire regulations prohibit more than 29 persons in the Meeting Room.
9. Tobacco, alcoholic beverages, and illicit substances are prohibited in all areas of the Library.
10. Light refreshments are permitted only upon prior approval by the Library Director. Groups receiving permission to bring refreshments into the Library must supply their own coffee, cups, utensils, etc.
11. Groups using the Meeting Room will be responsible for setting up the rooms according to their own needs. The Library staff will bear no responsibility. The group using the room must restore the furniture and the room to the order in which it was found.
12. No parents/guardians attending a meeting or a program in the Meeting Room may leave any child under the age of twelve (12) unattended in the library. Any child over the age of twelve (12) who does not comply with Library rules while the parent or guardian is in the meeting will have to join the adult.
13. While not in use, the Meeting Room is available for tutoring on a walk-in sign-up basis. Tutors should check-in at the Circulation Desk and request access to the room.
14. The Library reserves the right to cancel any meeting during inclement weather or for any reason that would make the Meeting Room unavailable.
15. A group that fails to comply with these regulations and the Library's Code of Conduct will be asked to leave and may be denied further use of the Meeting Room.

2. Guidelines and Procedures

1. Registration Guidelines

1. Registration via a Facility Use Permit must be filed/renewed every calendar year.
 1. This does not include walk in patrons who need one time use of the conference room
2. Registration begins January 1 of each calendar year.

2. Reservation Guidelines

1. Patrons may reserve the meeting room up to one calendar year (365 days) in advance.
2. Patrons that are more than 15 minutes late, without prior notice, for their scheduled reservation time may forfeit use of the conference room.
3. The Library's regularly scheduled events may be reserved by the Library Director, as a courtesy to patrons, at least one calendar year in advance.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000; Revised December 18, 2001, April 18, 2006, November 05, 2012 Updated December 2021. July 13, 2022

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4.6 Outreach Services

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4.6.1 Library Promotion:

Appropriate library promotion is essential for the community to gain interest in the library and all it has to offer. Promotion of the library can occur directly during events and programs but also through flyers, social media, and the news. Strong promotion allows the library to better serve its patrons and community.

Social Media

One of the largest means of promotion currently in use for the J Robert Jamerson Memorial Library is social media, especially Facebook. The following policy should be followed in order to better use the available social media platforms as well as platforms that J Robert Jamerson Memorial Library may choose to use in the future.

1. Social Media Platforms in Use by J. Robert Jamerson Memorial Library:

Facebook - @JamersonLibrary

Twitter - @JamersonLibrary

Instagram - @JamersonLibrary

YouTube - @JamersonLibrary

Pinterest - @JamersonLibrary

Hootsuite

2. Staff accessibility:

1. All social media is accessible to staff on library staff terminals. Permission from the Director must be given to use the J. Robert Jamerson Memorial Libraries social media accounts.

2 To access Facebook: staff can choose to connect their personal Facebook account or, log in via JamersonStaff. The Facebook account JamersonStaff has the sole purpose of being used to post to the J. Robert Jamerson Memorial Library Facebook page.

3 To access Twitter: staff can log directly onto the Jamerson Library Twitter account to post 'real-time' during an event, or log into Hootsuite to schedule posts.

4 To access Instagram: staff can log directly onto the Jamerson Library Instagram account via their personal mobile device, or log into Hootsuite to schedule posts.

3. Creating Posts for Social Media

1 Style: Posts should be kept impersonal and should use the pronouns our and we. The library, JRJML, Jamerson Library, and J. Robert Jamerson Memorial Library are also appropriate. Pronouns such as me, my, and I should not be used on the library accounts unless in a direct quotation. All words should be spelled out and not abbreviated if possible, contractions should be avoided.

2 Time and Date: Time and Date should always be formatted as follows:

December 30, 2019 9:00 AM – 8:00 PM

3 Post Structure:

a. Facebook: Explanatory text introducing program or event. Dates and times spelled out and properly spaced. Single photo, photo album, or flyer created in Canva should accompany all posts. If another organization or business is mentioned they should be tagged.

b. Twitter: Twitter provides 280 characters per post. Posts should be simple, explanatory text of upcoming programs or events. Dates and times can be abbreviated if necessary (Ex. Dec. 30, 2019, 9-10AM). Single photo, or Canva flyer can be used if applicable. If another organization or business is mentioned they should be tagged. This includes books and authors when they have an account. Use one or two hashtags per post when appropriate.

c. Instagram: Instagram allows one to ten images to be added per post. Posts should include only relevant photos and simple explanatory text describing what is in the posted photo(s). Dates should be spelled out and times should be properly spaced. Canva flyers can be used here to promote events or programs. If another business or organization is mentioned they should be properly tagged. Because Instagram is an image based platform, photos should be kept clear, relevant, and on brand. Hashtags should be used on every Instagram post. One to twelve hashtags per post is acceptable and should include #JRJML #JamersonLibrary #LocalLibrary, and others that are relevant to the content of the photo(s) being used.

4 Where to Create Posts:

a. Canva: A uniform flyer should be created in Canva for each social media platform for programs and events.

Note: Canva is a free graphic design platform that provides free access to photos, graphics, fonts, etc. to be used in the creation of marketing materials. Canva also allows the user to upload their own photos for use. Canva provides pre-sized templates for: flyers, Facebook posts, Facebook event covers, twitter photos, twitter covers, Instagram posts, and other marketing materials. Therefore, flyers and other materials made using Canva are optimal size to be used and viewed on our current social media platforms.

b. Hootsuite: can be used to create and schedule posts on Twitter and Instagram.

c. Facebook: posts can be created directly in Facebook and scheduled to post at a later date and time.

d. Twitter: when posting 'real-time' or during an event, posts can be created directly in Twitter.

e. Instagram: when posting 'real-time' or during an event, posts can be created directly in Instagram.

4 When to post:

1 When posting to promote a program or event

5-6 weeks out Create a flyer in Canva

4-5 weeks out create a Facebook event

3 weeks out create Facebook, Twitter, and Instagram upcoming event post

1 week out post a 'don't forget...' on Facebook and Twitter

Day Of post a 'join us today...' on Facebook and Twitter

During If appropriate post to Twitter/Instagram

Day After Post photos to Facebook and Instagram

2 Other updates: post as needed, one post per platform per day is sufficient for non event/program related posts.

3 Follow best post times in analytic on each platform. Posts should be appropriately spaced out (Ex: post at 9:00 AM, 1:00 PM, and 6:00 PM) Do not post while the library is closed unless it is to report an unforeseen library closure.

4 All posts should be scheduled ahead of time unless otherwise noted.

Flyers:

1. All flyers should include the following when appropriate:

1. What is going on with a concise title
2. Where it is being held
3. When: Date and time
4. Age recommendation, if necessary
5. Library logos/sponsor logos
6. Library address
7. For more information visit... or call...
8. First come first served, if necessary
9. As long as supplies last, if necessary
10. Refreshments provided, if necessary

2. Flyers should be created in Canva and labeled: done-Program Title-Month Year . When a flyer has been accessed an asterisk (*) will be added to denote completion and approval for posting in the library and on social media.

4.6.2 Social Media

Library Social Media

The library's social media platforms should be used to assist in the promotion of the J. Robert Jamerson Memorial Library using standards discussed in 4.6.1. Social media is to be used to further the Library's mission to both educate and entertain. Social media includes but is not limited to social networking sites, wikis, instant messaging, and blogs.

For Patrons:

- All current library policies regarding parental responsibility for the internet use of minors , collection of personal information, and Internet Acceptable Use apply.
- Members of the community are encouraged to interact with the Library through social media, however, the posts/ comments/ messages made by non-Library staff members are not a reflection of Library views and are subject to editing, modification, and/ or deletion.
- Users may become a "friend" or a "fan" or a "member" of various Library social media sites. Both Users and the Library have the ability to end that relationship at any time.
- All posted content becomes the property of the Library, and can be reproduced at will.
- The Library is not responsible for any real life events that may occur as a result of a social media interaction on a Library sponsored site.

For Staff:

1. Library staff responsible for creating content on social media sites must comply with Federal and State laws, as well as County policies regarding neutrality in relation to politics, religion, etc.
2. All social media is accessible to staff on library staff terminals. Permission from the Director must be given to use the J. Robert Jamerson Memorial Libraries social media accounts.
3. Style: Posts should be kept impersonal and should use the pronouns our and we. The library, JRJML, Jamerson Library, and J. Robert Jamerson Memorial Library are also appropriate. Pronouns such as me, my, and I should not be used on the library accounts unless in a direct quotation. All words should be spelled out and not abbreviated if possible, contractions should be avoided.
4. Posts to the library's social media accounts should be kept appropriate at all times and should reflect the public library at all times. Items that are appropriate to post/share using the library's social media are:
 - Library events, news, and updates
 - County and Town of Appomattox sponsored events
 - Events from public entities, ie. rescue squad, fire department, health department
 - Non-Profits that the library is engaging in active partnership with.
 - Posts from the Appomattox County Library Association that deal directly with the library.
5. Items that are not appropriate to post/share using the library's social media are:

- Posts that relate directly to one Religion and are not of a strictly educational nature,
Posts about a food donation box that is set up at the library to benefit all community members would be acceptable.
- Posts that relate directly to one political opinion and are not of a strictly educational nature.
Posts about where and when to vote would be considered educational in nature

Employee Social Media

4.7 Reference Services

4.8 Review of Policies

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The J. Robert Jamerson Memorial Library Board of Trustees shall review all policies yearly and at such time as deemed necessary by the Library Board and/or the Library Director.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000 Revised November 05, 2012

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4.9 Service to Disabled

Service to Disabled/Service Animals

The J. Robert Jamerson Memorial Library offers the same services to patrons with disabilities as to all others in our community.

The J. Robert Jamerson Memorial Library welcomes service animals that aid patrons with disabilities. In doing so we follow the Code of Virginia: § 51.5-44. Rights of persons with disabilities in public places and places of public accommodation, as well as definitions and guidance from the ADA (Americans with Disabilities Act).

Fear of animals, allergies, presumed outcomes, or annoyance on the part of other patrons are not permissible reasons for denying access or refusing library service to people with a service animal.

Only service animals, service animals in training, or animals that are part of library programs are allowed in the library. Owners of pets will be asked to remove them from the library. Animals are not to be left unattended outdoors on library grounds.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000 Revised November 05, 2012, Revised December 2021.

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4.10 Budget Proposal

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Required Documents

At the start of the calendar year, the County of Appomattox issues the following documents to the departments:

- Five-year expenditure summary
- Request for the next Fiscal Year's annual budget.

At around September the Library of Virginia posts the following document to the Extranet:

- Upcoming Fiscal Year [State Aid Estimate](#)

The Proposal

At the start of each calendar year, it is the responsibility of the Library Director to create a line-item budget proposal. The budget proposal must be officially approved by the Library Board before being delivered to the County Administrator. At minimum, the budget calculation shall take into account:

- The five-year expenditure summary
- Any predicted increases or decreases in expenditure
- Any upcoming increases or decreases in state aid

The exact calculation should be, roughly:

$$\text{average expenditure} + (\text{predicted expenditure increase} - \text{predicted expenditure decrease}) + (\text{upcoming year's state aid} - \text{outgoing year's state aid}) = \text{upcoming year's budget}$$

At minimum, the budget proposal shall include:

- Cover letter summarizing the calculation at which the bottom line was reached, highlighting the importance of state aid requirements where applicable.
- A copy of Appomattox County's [State Aid Estimate](#) (just one page is fine)
- The five-year expenditure summary with the upcoming year's line-item figures entered in the appropriate column
- Any documentation justifying any increase or decrease in total budgeted amount over-and-above that which occurs due to an increase or decrease in state aid

State Aid Requirements

In order to receive these vitally important state aid grants the Library must satisfy all [State Aid Requirements](#).

Requirement one is fairly straight-forward and ensures that each Library systems receives only one grant.

Requirement two is the primary requirement for documentation. Each year the Director is responsible for submitting up-to-date documentation. These are to be submitted according to the [Documentation Schedule](#)

Requirement three has to do with the budget. Particular attention must be paid to Requirement 3 to ensure that the appropriate starting budget is tallied. The Director must ensure to account for any increase or decrease in State Aid. For example, when applying for "level-funding", the Library must actually ask for more if their state aid goes up, or ask for less if the state aid goes down, in order to comply with state aid requirements.

The rest of the requirements are a variety of programming, scheduling, procedural, and coverage criteria.

Failure to comply with any one of the requirements could easily result in the Library losing State Aid. Libraries may submit a waiver to the Library of Virginia's Library Development and Networking Division along with evidence of effort/progress toward meeting the requirement. The State Library Board may elect to approve or deny such a waiver based on said evidence, and enact remediation or penalty.

- Created April 2018. Updated May 2018.*

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J. Robert Jamerson Memorial Library

Patrons

5.1 Conduct Policy

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Conduct Policy J. Robert Jamerson Memorial Library's

5.1.1 Patron Conduct

Library use is allowed in compliance with the following policy.

1. Patrons must be civil and not boisterous or loud.
2. Patrons may not engage in obscenity, profanity, harassment, or abusive language.
3. Patrons may not consume food in the main library. Beverages will be allowed in a closed/lidded container. Food will be allowed in the meeting room with the permission of the library staff.
4. Patrons may not use tobacco, alcohol, or illegal substances.
5. Patrons may not be under the influence of alcohol or illegal substances.
6. Patrons may not engage in illegal activity.
7. Patrons may not commit vandalism, defacement, or property damage.
8. Patrons must wear appropriate attire including shirt, shoes, pants, or similar while in the library.
9. Patrons must maintain a proper, non-offensive level of bodily hygiene.
10. Patrons must not bring animals into the library, other than service animals.
11. Patrons may not engage in solicitation.
12. Patrons may not interfere with Library business or engage in behavior that is disruptive to library use.
13. Any materials removed from the Library must be checked out or otherwise taken through standard library procedures.
14. Each patron shall be responsible for any fines, fees, or other charges due in accordance with the Library's standard schedules.
15. Borrowing privileges will be suspended if the patron accrues more than \$5.00 in fines/fees.

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5.1.2 Children Policy

Library use is allowed in compliance with the following policy.

1. The Library assumes no responsibility for children left unaccompanied.
2. Patrons ages 0 - 12 must be accompanied at all times.
3. Patrons ages 13 - 17 may be unaccompanied.
4. Patrons under the age of 18 may be permitted to wait for their ride in the lobby after closing.

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5.1.3 Acceptable Internet Use

Technology use is allowed in compliance with the following policy.

1. Patrons ages 0 - 9 must be accompanied when using the internet.
2. Patrons ages 10 - 12 must be accompanied when using the internet unless parents opt to allow unaccompanied internet use.
3. Patrons ages 13 - 17 may use the internet unless parents opt to disallow it.
4. Patrons may not send, receive, view, or download illegal material via the internet.
5. Patrons may not access pornography via the internet.
6. The Library will use filters to block pornography, obscenity, and material deemed harmful to juveniles.
7. The Library may bypass filters upon individual patron request for legitimate research or other lawful purpose.

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5.1.4 Cellphone Policy

Cellphone use is allowed in compliance with the following policy.

1. When you enter the library, we ask that you turn the ringer on your cellphone to vibrate or off.
2. Be considerate of those around you, and keep your conversations short and your voice lowered when using your cell phone.
3. If you need to have an extended conversation, please exit the building or move to the foyer to do so.
4. Please refrain from using your cell phone at the service desks.

Adopted by J. Robert Jamerson Memorial Library Board of Trustees, May 2019. Revised December 2021.

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J. Robert Jamerson Memorial Library

Patrons

5.2 Conduct Violations Procedure

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Conduct Violations Procedure J. Robert Jamerson Memorial Library's

General Information

Any person not abiding by Library policies, regulations, or applicable laws shall be subject to penalty including, but not limited to, verbal warnings and restrictions. In such incidents involving minors, identification shall be requested and the incident brought to the attention of the parent or guardian. If, following a request, the patron fails or refuses to comply with a penalty, or responds to the request in an abusive fashion, he or she shall be subject to restriction. All serious incidents should be reported to the Director and recorded in an Incident Report. A patron's penalty(s) should be levied according to the severity of the incident, the number of previous Incident Reports involving said patron, and applicable laws. For most offenses try to give a verbal warning before considering further penalties. Critical incidents such as viewing pornography, fighting, and threats will result in immediate restriction without verbal warning. Report all critical incidents to the Director and file an Incident Report immediately.

Possible Penalties

- Verbal Warning – Patron is informed that they are in violation of policy, and informed of the consequences of further violations.
- Asked to leave – Patron must immediately exit the premises and not return until the next day.
- Temporary Ban – Patron is not allowed to enter or access Library premises for a period not to exceed two months. If patron refuses to leave, law enforcement will be summoned.
- Permanent Ban – Patron is banned and a No-Trespass order is filed with the County Sheriff. If patron refuses to leave, law enforcement will be summoned. Permanent Bans may be lifted at the Director's discretion.

Specific Instructions

- If a patron attempts to circumvent a ban, law enforcement will be summoned.
- Temporary Bans must be authorized by the Director
- Permanent Bans must be authorized and enacted by the Director and subsequently ratified by the Library Board of Trustees.
- Any banned patron whose privileges have been denied may, upon written appeal, have the decision reviewed by the Board of Trustees.

Responsibility

- The Director is responsible for levying restrictions on patrons in response to violations..
- Staff may ask a patron to leave if the incident warrants immediate restriction, but only upon direct instructions to do so from the Director, or if the Director is unavailable (inform the Director as soon as possible.)

- Staff may summon law enforcement, but only if the Director is unavailable and the situation requires law enforcement intervention to eject or subdue a patron for a serious or critical offense. The Director must be given copies of any reports filed or statements taken. Staff will not:
- Threaten to call the police on a patron
- Announce to have called the police
- Call the police for any reason other than absolutely requiring law enforcement intervention.

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J. Robert Jamerson Memorial Library

Patrons

5.3 Incident Report

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Date of incident:

Time of incident:

Subject:

Place:

Persons Involved:

Details:

Signature of Person completing form:

Printed name of Person completing form:

Date form filled out:

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J. Robert Jamerson Memorial Library

Circulation

6.1 Registration

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In order to obtain a valid library card, and full library use privileges, patrons must register for a library card and present valid photo identification with current Virginia mailing address.

If the applicant is presenting a state issued photo identification card with current Virginia mailing address, this will meet the requirement for both identification and mailing address. If the address shown on the identification card is not the current Virginia mailing address, the applicant will need to present proof of address via other means. Additionally, the legal names on any identifying documents must match. If legal names do not match then applicant must also present either:

- Marriage certificate issued by a U.S. state, jurisdiction, territory, or municipality
- Divorce decree if the decree states the change from married name to maiden name
- Court order granting the name change

If applicant is considered a minor by the state of Virginia (under the age of 18) then a parent or legal guardian must provide their own above-mentioned photo identification and proof of Virginia mailing address.

Applications must have the signature of a parent or guardian (if they have a library card their account must be in good standing). Guardians must provide proof of legal guardianship in the form of a court order.

Acceptable forms of identification are limited to the following items:

1. Photo proof of identity - Documents submitted as photo identification must show your legal name (first and last) and date of birth.
 1. Unexpired or expired U.S. passport (Temporary passports are not accepted.)
 2. Unexpired Permanent Resident Card (I-551) valid for two years issued to a conditional resident alien
 3. U.S. Citizen Identification Card (I-179 or I-197)
 4. State issued driver's license, commercial driver's license, or learner's permit unexpired or expired for not more than one year.
 5. State issued ID card, unexpired or expired for not more than one year. (Child IDs must have been issued on or after September 21, 2001.)
2. Proof of current Virginia mailing address - Original documents must show your legal name (first and last), have a printed date, and your current Virginia mailing address as it appears on the application.
 1. Monthly mortgage statement, not more than two months old
 2. Utility bill, not more than two months old, issued to applicant. Examples include gas, electric, sewer, water, cable or phone bill. (Cellular phone bills are not accepted.)
 3. Current homeowners insurance policy or bill
 4. Current automobile or life insurance bill (Cards or policies are not accepted.)
 5. U.S. Postal Service change of address confirmation form or postmarked U.S. mail with forwarding address label dated within the last two months

6. Current Virginia Voter Registration Card or Virginia Voter Information Card mailed to you by your local registrar
7. Monthly bank statement not more than two months old issued by a bank
8. Payroll check stub issued by an employer within the last two months
9. Certified copy of school records/transcript issued by a school in which the applicant is currently enrolled and is accredited by a U.S. state, jurisdiction or territory (A report card is not accepted.)
10. Other piece of delivered mail, postmarked not more than two months old.
11. Unexpired federal or state issued ID.

Renewal and Expiration.

1. Patron accounts will expire one (1) year after the account is created/renewed.
2. Staff client will notify the account is about to expire thirty (30) days beforehand.
3. If notified beforehand, staff will ask if the patron's address/telephone number has changed and, if so, update the account.
4. Within two (2) years after expiration, staff will ask if the patron's address has changed and, if so, update the account.
5. Beyond two (2) years after expiration, staff will require new proof of address in order to renew the account.

6.2 Confidentiality of Library Records

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The J. Robert Jamerson Memorial Library will protect, as far as possible, the privacy of any patron who uses the Library's resources. The Library will keep patron records solely for the purpose of protecting library property. This policy includes, but is not restricted to, information on borrower's registration cards, interlibrary loan requests, and Internet transactions.

1. Library personnel shall not disclose the Library's circulation records and their contents as pertaining to individual patrons, the number or character of questions asked by a patron, the frequency of a patron's visits to the Library, or a patron's name, address, or telephone number to any other individual, corporation, institution, government agent, or agency except as provided in section 3.1.7.
2. Patrons have the right to receive information about their own records, but must first provide personal identification. Acceptable identification includes a library card, a driver's license, or validation of personal information in the patron's record. Patrons who wish to pay fines for family members may be told the amount only. Information provided over the telephone shall be limited to the number of items charged to a patron and the amount of fines, after the patron has given his or her name and library card number.

The Library Board of Trustees establishes this policy in accordance with the Code of Virginia 2.1-342(b)(7) that exempts library records from the Virginia Freedom of Information Act; library records that can be used to identify both:

1. Any library patron who has borrowed material from a library
2. The material such patron borrowed.

Such records shall not be made available to any agency of state, federal, or local government, or any individual 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 investigative power. Upon receipt of any process, order, or subpoena seeking Library records, the Library Director and the Commonwealth Attorney of Appomattox County will determine if such a process, order, or subpoena is in proper legal form

Parents or legal guardians may have access to the records of their minor children.

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6.3 Borrowing Regulations

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Registration and Borrowing Regulations

1. Any Virginia resident is entitled to free library services and may apply for a library card in person at the J. Robert Jamerson Memorial Library of Appomattox, Virginia. (See registration guidelines in section 6.1 above)
2. Patrons may check out three library items on the day of registration. Once the patron has returned the initial materials, he or she will hold full library privileges.
3. The library card issued in the patron's name should be presented when borrowing items from the Library. Replacement of a library card is \$1.00. The \$1.00 fee may be waived by library staff *if* the normal use of the card has caused it to become unusable.
4. To check out library materials without showing a library card, the patron must present valid photo identification. The photo identification must include the patrons photo as well as their first and last name to be considered valid.
 1. Valid Photo Identification for this purpose includes:
 1. Government Issued ID (Drivers License, Passport, Military ID, State ID card, etc.)
 2. School Issued Student ID
 3. Employer Issued Employee ID
 2. The following will not be accepted:
 1. IDs of any kind without a photo
 2. Photocopies or non original IDs
 3. Credit Card with photo
 4. Expired ID cards of any type
 5. IDs that have been marked as VOID
5. Patrons will be allowed to accrue a fine balance of \$5.00 before they are suspended from checking out library materials.
6. Each adult borrower is responsible for all items checked out on his or her card.
7. When a patron is under the age of 18, a parent or guardian will be responsible for all items checked out on a minor's card, for payment of charges incurred on the account, and for the appropriateness of materials, including electronic information.

8. No person shall damage or fail to return a book, magazine, DVD, audiobook, or any other library material borrowed from the Library (Code of Virginia, Sections 42.1-72, 42.1-74).
9. No person shall abuse a library card issued by the Library. Abuse of a library card shall consist of any of the following acts:
 1. Obtaining or attempting to obtain a library card by means of false identification or address.
 2. Using or attempting to use a library card without the permission of the person to whom it was issued.
 3. Using or attempting to use a library card which has been revoked.

Loan of Library Materials

1. Circulation Limits of Library Materials
 1. Patrons are limited to twenty (20) books, audio books, and/or magazines.
 2. Patrons are limited to three (3) DVD/BluRay
 3. Patrons are limited to three (3) “New” books
 4. Reference materials do not circulate nor do the current issues of magazines.
 5. A patrons fist check out will be limited to 3 total materials and can include only one (1) DVD/BluRay
2. Loan Period
 1. Books, magazines, and audiobooks circulate for twenty-one (21) days.
 2. Books designated as “new” circulate for seven (7) days.
 3. DVDs/BluRays circulate for seven (7) days.
3. Renewals
 1. Items can be renewed in person or by telephone.
 2. Books, magazines, and audiobooks may by renewed twice.
 3. Videos may be renewed once.
 4. Items that have “holds” may not be renewed.
 5. Items that are marked as “new” may be renewed once for seven (7) days.
4. Holds
 1. A reservation system for library materials is available, and patrons can place a “hold” on library materials in person, on the telephone, or online.
 2. The patron will be notified by telephone or email, when the requested item has arrived.
 3. The requested item will be held at the circulation desk for one (1) week.
 4. The library material will be reshelved or circulated to the next patron on the list if the item has not been retrieved within the designated time frame.

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6.4 Fines and Fees for Library Materials

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1. Overdue Library Materials

1. Materials borrowed are the responsibility of the library patron as are any costs associated with the damage or loss of library materials. In the case of children under the age of 18, the parent or legal guardian is responsible for paying fines/fees for lost or damaged items on the child's account.
2. If an item is damaged, the borrower may be charged up to the replacement value of the item.
3. A borrower who cannot locate an item at the time an overdue notice is received may formally report it "lost". If the item is not found, the price of the item will be charged to the borrower.
4. A \$3.00 processing fee shall be charged in addition to the replacement charge for each item lost.
5. No refunds will be given for replacement costs of library materials once they have been paid.
6. If current prices cannot be found for lost or damaged items, the following average replacement prices will be charged:

Type	Cost
Adult Nonfiction Hardback	\$30.00
Adult Nonfiction Softcover	\$15.00
Adult Fiction Hardback	\$22.00
Adult Fiction Softcover	\$18.00
Large Print (Adult and Juvenile)	\$35.00
Juvenile Nonfiction Hardback	\$18.00
Juvenile Nonfiction Softcover	\$12.00
Juvenile Fiction Hardback	\$15.00
Juvenile Fiction Softcover	\$10.00
Easy Reader	\$12.00
Picture Book	\$15.00
DVD	\$15.00
BluRay	\$25.00
Compact Disc (Audiobooks)	\$10.00 ea

2. Notice of Lost/Missing Library Materials

1. The first notice will be sent when library materials are 30 days overdue.
2. The second notice will be sent when library materials are 60 days overdue.
3. The third notice will be sent when library materials are 90 days overdue. This letter will include a copy of the relevant sections of the Code of Virginia. The patron then has 30 days to return the library materials and to pay any outstanding fines.
4. The Library reserves the right to pursue and recover overdue accounts and materials by prosecuting offending patrons according to Virginia law for library offenses and/or by forwarding the account to the Commonwealth of Virginia Department of Taxation Set-Off Debt Collection Program.

3. Payment of Library Fines and Fees:

1. The library is able to accept cash, check, or credit card as payment for lost or damaged library materials.

The following cannot be accepted for credit card payment

- American Express
 - Diners Club
 - Pre-paid cards of any type
2. When taking credit card as payment for fines and fees, the following processing fee will apply:
 - Payment from \$0.01 - \$44.50 will be charged a \$1.00 processing fee
 - Any payment \$44.51 or greater will be charged a 2.25% processing fee

*Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000:
Revised on November 20, 2001: Revised on April 16, 2002; Revised on September 17, 2002;
Revised on March 18, 2003 Revised September 15, 2020. Updated July 14, 2022.*

J. Robert Jamerson Memorial Library

Collection

7.1 Collection Development Policy

1. Statement of Purpose

The purpose of the Collection Development Policy is the growth and maintenance of an outstanding, well-balanced collection of the best and most useful materials available to meet the needs of the community within the limits imposed by funds and space. A comprehensive range of interests, tastes, viewpoints, values, and levels of ability will be represented. This policy will guide the library staff and inform the public of the principles upon which selections are made.

2. Library Mission & Collection Development

The J. Robert Jamerson Memorial Library of the County of Appomattox provides public library services to groups and to individuals of all ages in the community. Books and other materials shall be chosen for the purposes of education, information, interest, and recreation. The Collection Development Policy is to provide resources that enable the Library to fulfill its roles as:

1. Popular Materials Library - Supplying fiction, nonfiction, films, tapes, and other material in popular demand for leisure time and personal enlightenment
2. Reference Library - Providing timely, accurate information and reference services and employing a highly qualified staff who provide the link between library materials
3. Education Support and Independent Learning Center - Supporting the educational goals of all citizens of Appomattox County by providing the resources which correspond to their diverse needs
4. Preschool and School-Age Children's Library - Encouraging young children to develop a love of reading, learning, and libraries by providing materials and programs for children, as well as for their parents and caregivers.

3. Description of Community Served

Appomattox County is an active and growing rural community of just over 15,000 residents. The J. Robert Jamerson Memorial Library serves Appomattox County residents of all ages as well as individuals who work and vacation in Appomattox.

4. Responsibility for Selection

The responsibility for selection lies with the Library Director of the J. Robert Jamerson Memorial Library. The general public and staff members may also recommend materials for consideration.

5. Criteria for Selection

1. Present and potential relevance to community needs
2. Relevance of subject, format, and reading level for the intended audience
3. Reputation and significance of author, publisher, or producer
4. Quality and accuracy of work
5. Balances existing materials in the collection
6. Enhances a specific collection

7. Insufficient materials available on the subject
8. Not available from other lending sources
9. Popularity with library patrons
10. Within limits of budget for materials

6. Selections Sources

1. Selection Aids

It is not possible to read or view personally the large number of books and audiovisual materials published annually. Reviews found in professional library and general periodicals and in standard bibliographies are used to determine the degree to which a particular title meets the selection criteria. Selection aids currently in use include Library Journal, Booklist, and the New York Times Bestseller lists.

1. Recommendations

Recommendations for materials to add to the collection are always welcome and are considered according to the adopted selection criteria and needs of the Library.

7. Materials Selection

Suitable library materials include books, periodicals, and other printed matter, works of art, audio, video, and digital media, reference aids that facilitate patron access to these materials, and programs that encourage and enhance patron utilization and enjoyment of the Library. Subject to budgetary and space constraints, materials chosen will be of sufficient variety and scope to serve all residents and age groups of the County. Patron suggestions will be solicited and welcomed.

1. Formats

1. Print - Includes books, newspapers, periodicals, paperbacks, vertical file, government documents, maps
2. Non-print - Includes videocassettes, audio cassettes, compact discs, microforms, educational games, and toys.
3. Electronic - Includes computer software, online services, Internet, cd-rom programs, and databases.

2. Special Collections

1. Audiovisual

The Library attempts to supplement rather than duplicate the selections available at local video stores. The video collection includes travel, documentaries, instructional, juvenile, and feature film videos.

The audio cassette collection includes fiction, self-help, and instructional tapes. Unabridged versions of fiction titles are preferred.

Microforms are acquired to augment the newspaper, periodical, and reference collections, to save space, to provide specialized materials not otherwise available, and to make the most cost effective use of library resources.

2. Juvenile

The children's collection aims to instill children an enjoyment of reading for pleasure and information by selecting materials to meet their particular and potential needs, interests, and abilities from infancy through age 12. A collection of fiction is separately organized for young

adults of approximately 13 to 18 years of age. The specific aims of this collection are to recognize the needs and interests of young adults and to provide books in concert with their needs and interests of young adults and to provide books in concert with their needs and interests on a recreational level. The Library provides nonfiction for this age group within the general collection.

Selections for inclusion in the children's and young adult collections are made based on the following additional criteria:

1. Usefulness and appeal for age group
2. Quality of illustrations and graphics
3. Appropriateness of format, content, and style
4. Suitability of subject matter or story for the intended users.
5. School Curriculum Support

The Library staff does not serve in loco parentis. Decisions concerning children's use of specific library materials and/or electronic resources are the responsibility of their own parents or guardians

3. Large Print

Popular fiction titles and selected nonfiction titles are purchased in large print format for patrons with diminished visual capabilities.

4. Local History and Genealogy

The Library strives to attain a fair degree of comprehensiveness in printed materials related to Appomattox history. Materials are collected which contribute to a body of knowledge of Appomattox's social, cultural, religious, economic, and political life. Kinds of material collected include: books, newspapers, pamphlets, periodicals, public documents, maps, atlases, diaries, correspondence, business and organizational records, photographs, calendars, scrapbooks, family histories, school annuals, cemetery records, and other primary research materials. Non-print items such as furniture, personal possessions, art objects, household objects, and natural history specimens are not collected.

5. Periodicals Retention

The most recent issue of each periodical, including magazines and newspapers, are kept on display in their respective locations. Newspapers cannot be checked out. Magazines, with the exception of the newest issue, can be checked out. When replaced by a newer issue, periodicals are kept in a secondary location for a period of time before being discarded:

1. Magazines - 1 year
2. Newspapers - 1 month

8. Weeding

1. The collection is systematically weeded to eliminate unnecessary items such as outdated or superseded materials, items no longer of interest or demand, duplicates and worn or damaged materials.
2. Criteria used to remove materials from the collection are the same as those used to select materials (i.e., items which no longer meet the selection criteria are removed). Additional guidelines are outlined in the

book “Evaluating and Weeding in Small and Medium Sized Public Libraries: the CREW Method”, by Joseph Segal.

9. Intellectual Freedom

The J. Robert Jamerson Memorial Library recognizes the pluralistic nature of its community and varied backgrounds and needs of all citizens. It also recognizes that many library materials are controversial and may offend some patrons. However, it is not the library’s responsibility to practice censorship. No library materials will be excluded from the collection because of the race, nationality, gender, sexual orientation, political, social, or religious views of the author. The library holds the choice of reading and viewing materials as a purely individual matter. Patrons are free to reject books and other materials of which they do not approve. Patrons may not exercise censorship to restrict the freedom of others.

In its selection of books and other materials, the J. Robert. Jamerson Memorial Library subscribes fully to the principles adopted by the American Library Association in its Library Bill of Rights and endorses its stand that freedom to read is essential to our democracy. It is the function and the duty of the public library to provide means, whenever possible, through which all persons may have free access to thinking on all sides of all issues. Copies of the Library Bill of Rights, the Freedom to Read Statement, and the Freedom to View Statement are attached to this document.

Selection is based on the criteria given throughout this policy document and does not represent an endorsement by the library of any theory, idea, or lifestyle. Processing and shelving of materials in no way reflects a value judgment of the materials.

Responsibility for materials selected and read, heard or viewed by children and adolescents rests with their parents or legal guardians. Library selection decisions are not influenced by the possibility that materials may be accessible to minors.

Individuals or groups objecting to any portion of the library’s collection may initiate a formal request for reexamination by filling out a Request for Reconsideration of Library Material. The final decision for retention or removal rests with the Library Director and the Library Board of Trustees.

- Updated January 2022

10. Reconsideration of Materials

1. If a patron objects to the Library’s ownership of a particular item or items, the patron will be offered the opportunity to complete a “Request for Reconsideration of Library Material” form.
2. The item(s) in question will be reviewed by the Library Director, and a recommendation will be formulated. The challenger will be notified in writing of the recommendation within fourteen (14) days, and a copy will be sent to the Library Board of Trustees.
3. If the challenger is not satisfied with the recommendation, written appeal must be made to the Library Board of Trustees within thirty (30) days. The appeal will be added to the agenda of the next regularly scheduled meeting of the Library Board of Trustees.
4. At this time, the Library Board of Trustees is free to form a committee who will review the material to be reconsidered and make a recommendation to the board to keep the item or to remove it from circulation.

5. A final determination will be made in writing to the challenger within thirty (30) days of the Library Board of Trustees meeting. The challenged material will remain in the collection until a determination is made.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on June 19, 2001, Updated December 2021.

J. Robert Jamerson Memorial Library

Collection

7.2 Request for Reconsideration of Library Materials

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Author

Publisher (if known)

Title

Form of material (e.g., book, video, recording, etc.)

Request initiated by

Address

City

State

Telephone Number

Whom do you represent?

Myself

Organization (Please specify)

Other (Please specify)

Did you read, see, listen to, or otherwise use the material in its entirety?

Yes

No (if not, then which parts?)

Have you seen or heard reviews of this material?

Yes (if yes, please name the source)

No

What do you think the material is about?

To what in the work do you object? (Please be specific.)

What do you feel might be the result of reading, viewing, or hearing this work?

For what age group would you recommend this work?

Is there anything good about the work?

What would you like your library to do about this material?

In its place, what work would you recommend that would convey as valuable a picture and perspective of the subjected treated?

Signature

Date

Thank you for your interest in the Library. Your comments will be forwarded to the Library Director.

J. Robert Jamerson Memorial Library

Collection

7.3 Inter-library Loan

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1. Requirements

1. Patron must:
 1. Have a regular Appomattox County Library card in good standing.
 2. Be at least 18 years old.
 3. Have no fines on your library record.
 4. Must have an ILL Policy form on file, signed by the borrower.
 5. Has not previously abused the ILL service by habitually returning materials late, damaged, or failing to pick up material without notification.
 6. Has not borrowed the same title in the last 3 months.
2. Once the policy form is on file, future ILL requests may be placed in person, via telephone or e-mail.
3. College students are referred to their school or college for course-related ILL requests.
4. You are limited to three requests in process.
5. We do not borrow new books, less than 6 months old.
6. We do not borrow audio-visual materials at all.
7. We do not borrow books published before 1930.
8. We charge \$2.75 per ILL request to cover our postage costs for books. If you request microfilm we will charge you whatever the postage costs. If we cannot fill your request, you will not be charged.
9. Although we apply to free lenders first, some libraries charge. Please specify the maximum amount you are willing to pay for loan/copies. Loan charges may range from \$2.50-\$20.00. Genealogical materials may require pre-payment of fees. If the lending library charges such a fee, it must also be paid before the material is picked up. We accept checks or money orders made out to the lending library. We cannot accept cash or credit/debit cards.
10. Library cards must be present to pick up materials. Returns must be made to a member of staff only. Do not return the book in the book drop.
11. The overdue fine is \$1.00 per day. All ILL items must be returned to Library on or before the day they are due. Any book left in the book drop will be charged a late fee for that day.
12. Borrowing privileges will be suspended for six months for three late items in 24 months, or one return more than five days late.
13. You are responsible for replacement for damaged or lost items. The lending library sets the cost for replacement of their materials.
14. All interlibrary loan fines and fees are recorded on your library record.

I have read the above policies and will comply with them.

Patron Signature _____ **Date** _____

Patron Printed Name _____

Staff Printed Name _____

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J. Robert Jamerson Memorial Library

Technology

8.1 Technology Plan

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Preface

Vision for Technology

The J. Robert Jamerson Memorial Library will be the community's link to ideas, information, and resources, utilizing current technologies and high speed Internet access to improve an information portal where residents will be able to access the Library 24 hours a day, 7 days a week, through its website and electronic resources.

Technology Mission Statement

To serve as the center of enrichment for the Appomattox community providing free and convenient access to information, literature, culture, and the arts through a variety of media and technologies. To fulfill this promise, the Library will provide:

- Free and convenient access to a diverse and growing collection.
- Knowledgeable and responsive staff.
- Devices to connect people with the global information world.

Current Equipment

Patron-Use Equipment

Patron Personal Computing workstations are available by checkout for public use. Persons without a Library card must present valid ID to staff and may checkout a workstation on a guest pass (staff will ensure this patron does not have an account before issuing a guest pass).

1. Personal computing workstations: 16
2. Card catalog workstations: 1
3. Printing stations: 1
4. Scanners: 2

Staff-Use Equipment

Staff workstations are used for public services functions, such as checking out materials, cataloging materials, placing reserves, and Interlibrary Loans, updating Library websites, answering Reference queries and e-mails, and Reference searching.

1. Office-Use workstations: 2
2. Patron Checkout workstations: 2
3. Laptops: 1
4. Printing stations: 3

Server Equipment

The Library maintains its own circulation records, email service, website, and archiving.

1. Cable Modems: 1

2. Router CPU: 1
3. Wireless antenna: 1
4. Switches: 3
5. Integrated Library System (ILS) CPU: 1
6. Backup, Email, and Shared Hard Drive CPU: 1
7. Server rack: 1

Other

The Library employs a variety of other devices as well.

1. UPS: All staff-use equipment and server equipment are equipped with smart uninterruptable power supplies (Smart UPS) to prevent data corruption and loss of service during power loss.
2. Speakers: All staff-use equipment use speakers to enable the use of audio prompts from the ILS.
3. Keyboards and mice: All workstations
4. USB, SD, Micro-SD, CD, DVD readers: All workstations
5. Paper shredder: 1

Productivity Software

1. Operating System: Ubuntu Linux v.16 by Canonical Ltd.
2. Integrated Library System: Koha v.16 by Bywater Solutions
3. Office Suite: Libreoffice v.5 by The Document Foundation
4. Web Browser: Firefox v.56 by Mozilla
5. Email client: Thunderbird v.52 by Mozilla

Technology Support (IT)

1. ByWater Solutions - Paid service to upgrade, repair, and maintain Koha ILS
2. Little Works Studio - Paid service to upgrade, repair, and maintain Ubuntu, the workstations, and the server
3. Lynchburg Business Machines - Paid service to repair, supply, service, and maintain the Patron Printing Station

Service Providers

1. Telephone: Verizon
2. Internet: Shentel

Training

1. All new applicants should be highly computer literate.
2. Regular technology training should be a priority for all staff.
3. The Director should attend events and/or review publications on software news, particularly open-source solutions.

Technology Plan

This plan is intended to guide technological development in the Library for the next five years. It will support the minimal needs of the Library's mission statement, stimulate thought and discussion about the technological needs of our community, provide structure for planning and budgeting in the next five years, provide a base to

plan for technology in building expansion and finally, meet the criteria of the FCC for application for the E-rate discount for telecommunications.

1. GOAL: Routine Repair and Replacement

Maintain the current equipment and devices, replacing and repairing as necessary.

1. Objective: Equipment Replacement - Review Annually

Since low-performance workstations can easily run Ubuntu, workstations should be on a 5-10 year replacement plan unless a given workstation is performing at a reasonable performance measured by user experience (number of complaints recorded) which could extend this limit to 15 years. Workstation components should be replaced as necessary. Printers should be replaced as needed.

2. Objective: Budget - Review Annually

Budget for the purchase and maintenance of all equipment.

2. GOAL: Printing and Media

Enable patrons to print, scan, fax, and manage personal media seamlessly on all patron terminals.

1. Objective: Print Job Management - End of 2020

Do a cost-savings report on print management services. Would holding print jobs for payment actually save money or would it simply be an inconvenience for patrons and staff members compared to simple Patron policy enforcement?

2. Objective: Scanning availability - End of 2019

Currently only two computers have access to the scanners. Do a feasibility report and implement any measures allowing all computers to connect with scanners on the network. Replacing the old USB scanners with networked scanners would be a moderate one-time investment.

3. GOAL: Website

Promote, maintain, and improve the Library website, expanding usefulness, functionality, and access to current information.

1. Objective: Local Hosting - End of 2020

Currently the Library uses Wix for webhosting. This is far from ideal. Wix's webtools are slow and overly complicated. The Library's server is more than suited to hosting the website locally. The site design is also very outdated. The website could integrate completely with the Library's OPAC, the public event calendar, etc. The website should embrace Web 2.0 with tagging, dynamic content, user generated content, and Apps.

2. Objective: Social Media - End of 2021

Currently the Library uses Facebook, Twitter, Instagram, the Library website, and email to promote Library events and services. It is an impossible task to keep up with everything when using separate platforms for everything. Research into unified publishing platforms such as Hootsuite and Tweetdeck would greatly simplify and streamline publishing.

Evaluation

This plan will be reviewed yearly by the Library Board. Since technology is constantly evolving, this plan is considered framework which will guide, but not limit, the Library's use of technology.

Adopted by J. Robert Jamerson Memorial Library Board of Trustees, November 2011. Revised November 2017.

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J. Robert Jamerson Memorial Library

Gifts and Donations

9.1 Gifts and Donations

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The J. Robert Jamerson Memorial Library is grateful for gifts, and its collection has been enriched by donations of materials as well as contributions. Through donors, the Library has been able to acquire materials which could not have been purchased otherwise.

1. Monetary Donations

1. Projects - The Library accepts monetary donations without conditions on their use or for projects previously approved by the Board. Such money is deposited in the Special Library Fund for future expenditure by the Library.
2. Library Materials - The Library accepts monetary donations for the purpose of purchasing library material consistent with the objectives of the Library collections. Such money is deposited in the appropriate line item for expenditure by the Library Director.
3. Gift Book Program - The Library welcomes monetary contributions specifically for book purchases in memorial to or in honor of named individuals. In order that the Library can properly honor the generosity of the donor, a special form to record the information is used and should be completed by the donor.
4. All materials purchased with monetary donations shall be in accordance with the Library's policies and procedures. Undesignated gift funds may be used to purchase materials or other items.

2. Donation of Library Materials

Books or other library materials purchased by the donor for presentation to the Library will be accepted provided they meet the Library's selection criteria. The decision to add a particular item to the collection rests with the Library Director. Materials which do not meet the Library's selection criteria shall be disposed of at the discretion of the Library. Means of disposing of items not added to the collection include sale, donation to other institutions, and when necessary, destruction. Proceeds from materials offered at the Library book sale benefit the Library collection in general and/or other Library projects and services.

The Library Director can supply, upon request, a list of needed materials for consideration by the donor. The Library issues a receipt for items donated upon request but does not establish a monetary value for the donation. Receipt shows total items donated, not an inventory. If appropriate, gift book plates will be affixed to donated materials in order to satisfy a donor's request. Patrons wishing to receive a gift acknowledgement should leave his/her name, address, and description of donation.

3. Donations of Decorative or Display Objects

1. Criteria for Accepting Gifts

In its mission, the J. Robert Jamerson Memorial Library has stated responsibility for providing knowledge, ideas, and creative expression. These responsibilities are reflected in Library services, collection, programs, and the utilization of decorative and display objects within the Library.

The following points must be considered by the Library before accepting a gift of this kind:

1. Evaluation of the object itself will be based upon several considerations:
 1. Does it conform to the general architecture of the building?
 2. Will it fit comfortably into the space available?
 3. Does the object make optimum use of the space available?
 4. Is the object appropriate to Library objectives, or would it be better elsewhere?
 5. Will it cost more to accept the gift than it is worth to the Library?
 1. Cost of insurance
 2. Cost of restoration
 3. Cost of display
 4. Cost of material and labor maintaining the gift
 5. Cost of disposing of it or storing it
 6. Is it generally acceptable to the Library Board of Trustees?
2. No gift will be accepted by the Library unless it is freely given to the extent that the Library may:
 1. Dispose of the gift as it sees fit (selling it, discarding it, or giving it away, etc.)
 2. Store the gift or move it to various locations.
3. Procedure for Accepting Gifts of Art

Initial evaluation of the gift to determine its usefulness to the Library will be made by the Library Director. The Library's Gift Policy will be explained. If both the Library and the donor wish to continue negotiations, authorities may be consulted to determine the merit of the gift. The donor may be required to obtain professional appraisal of the donation. The Library is not an authority which can place a monetary value on any gift. The final determination of the acceptability of all such gifts lies with the Library Board of Trustees.

4. Accepting Gifts and Donations

1. The Library will not accept donations with restrictions unless the Library Board of Trustees has specifically adopted an agreement to do so. Gift plates and letters of acknowledgement are appropriate stipulations by a donor.
2. All gifts may be used, sold, or disposed of in the best interest of the Library.
3. For donations of equipment, art, or valuable collection of library materials, a Gift Agreement Form must be signed by the donor and approved by the Library Director for unrestricted gifts and by the Library Board of Trustees for restricted gifts.
4. Donations of materials worth more than \$5,000 must be approved by the Library Board of Trustees.

5. Processing Accepted Materials

1. Storage

Stored books should be put in any available boxes until they can be cataloged, sold, donated, or trashed. Boxes should be clearly labeled, along with the current date, as "donate", "sale" or "keep". The boxes should be stored according to their label. For instance, "sale" might be kept on top of a table, Donate might be kept beneath, etc.

1. Keep - books which meet the library's selection criteria, subject to available space. These materials can be cataloged.
2. Sale/donate - books which do not meet the library's selection criteria, or which would not fit in available space can be sold or donated
3. Discard - books which do not meet the library's selection criteria and are deemed of little to no value. These materials should not be stored.

There should be a strict limit on the amount of books stored at any time. Avoid excessive storage of boxes such as when:

4. Boxes would interfere with library services by cluttering the meeting room or circulation area.
5. Boxes would impose a safety hazard.
6. Boxes would exceed the recommended weight limits of storage furniture.

If in danger of exceeding storage, materials should be donated, cataloged, and/or disposed of as soon as possible if not immediately.

2. Cataloging

Books to be kept should be cataloged in the order they were received, only after purchased items.

3. Sale

Discard books should be put on the sale shelf as required. Discard books can be saved for the annual book sales. After sales, remaining unsold discard books should be put on sale shelf, donated or disposed of and not stored again.

4. Donation

Discard books should also be donated to local goodwills, schools, churches, veterans hospitals, or other organizations.

5. Disposal

Materials may be disposed of in a way that is as environmentally neutral as possible.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000; Revised November 05, 2012; Revised October 1, 2018

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J. Robert Jamerson Memorial Library

Gifts and Donations

9.2 Gift Book Program

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I/We would like to contribute \$_____ for book(s) to be placed in the Library as a Memorial for: _____, or

In Honor of: _____.

The subject matter I/we prefer for this book is (please specify if you have a preference)_____.

Donor information

Name of donor: _____

Address of donor:_____

Do you wish to be notified when your donation is available for circulation? ____

Do you wish to have a gift plate added to the book purchased with your donation? ____

Signature _____

Date _____

Please make checks payable to the J. Robert Jamerson Memorial Library.

Please return this form to:

J. Robert Jamerson Memorial Library

157 Main Street, P.O. Box 789

Appomattox, Virginia 24522

For Office Use Only

Request received on _____ (date) by _____ (staff initials)

Title(s) selected _____

Acknowledgement sent _____

Book plate(s) added _____

Reserved for donor _____

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J. Robert Jamerson Memorial Library

Gifts and Donations

9.3 Gift Agreement Form

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Date: _____

Name: _____

Address: _____

Description of Material Donated:

The Gift Agreement transfers legal title of the gift to the J. Robert Jamerson Memorial Library:

Unrestricted gift

Restrictions (Please specify)

I have read the Gift Policy provisions of the J. Robert Jamerson Memorial Library and agree that they are acceptable.

Signature of Donor _____ **Date** _____

Signature of Library Director _____ **Date** _____

Signature of Board Chairperson _____ **Date** _____

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.1 FOIA Policy and Procedure

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These rules and regulations are established to implement the provisions of the Virginia Freedom of Information Act (Code of Virginia, Chapter 37). The purpose of these rules is to support the policy of providing public access to public records in the possession of the J. Robert Jamerson Memorial Library while, at the same time, protecting the legitimate privacy interest of residents and maintaining administrative efficiency. These rules and regulations are filed in accordance with the Virginia Freedom of Information Act.

Definitions

The following definitions shall be used:

“VFOIA” means the Virginia Freedom of Information Act

“Freedom of Information Officer” means an individual responsible for receiving and responding to requests for public records. The Library Director, or designee acting in the Library Director’s absence, will be responsible for responding to requests.

“Requestor” means a person who submits a request for public records in accordance with these rules and regulations.

Procedures for Requesting Public Records

Person to whom requests are submitted

Requests for public records shall be submitted to:

Freedom of Information Officer J. Robert Jamerson Memorial Library 157 Main Street, P.O. Box 789
Appomattox, Virginia 24522

Form and Consent Request

Section 1

Except as set forth in Section 2, requests in accordance with the VFOIA and these rules shall be made in writing. Such requests shall be submitted on VFOIA Request Forms provided by the J. Robert Jamerson Memorial Library. Requestors who mail their request in may have the VFOIA Request forms sent to him/her for completion before their request can be granted.

Section 2

Routine oral requests will be handled at the discretion of the Freedom of Information Officer. Examples of the routine oral requests that will be handled at the discretion of the Freedom of Information Officer include requests for accident reports, minutes of public meetings, and copies of Library ordinances. Denial of an oral request does not prohibit an individual from filing a written request. However, a written request shall be a condition precedent to appealing a denial to the head of a public body.

Section 3

The requestor shall provide the following information in a request for public records:

- The requestor's full name, address, and phone number.
- A brief description of the public record sought, being as specific as possible
- Whether the request is for inspection of public records, copies of public records, or both

Procedures for Library Response to Request for Public Records

Timeline for District Response

Section 1

The Library shall respond to a written request for public records within five (5) working days after the receipt of the written request.

Section 2

The Library may give notice of an extension of time to respond which does not exceed an additional seven (7) working days. Such an extension is allowable only if written notice is provided within the original five (5) working day time. Such notice of extension shall state the reasons why the extension is necessary

Types of Library Responses

The Library shall respond to a request for public records in one of three ways

- Approve the request
- Approve in part and deny in part
- Deny the request

Section 1

Upon approval of a request for public records, the Library may either provide the materials immediately, give notice that the materials shall be made available upon payment of reproduction and postage costs, or give notice of the time and place for inspection of records

Section 2

A denial of a request for public records shall be made in writing. It shall state the reasons for denial and the names and titles of individuals responsible for the decision. It shall also give notice of the requestor's right to appeal to the Chairperson of the Library Board of Trustees.

Section 3

Categorical requests creating an undue burden upon the Library shall be denied only after extending to the requestor an opportunity to confer in an attempt to reduce the request to manageable proportions.

Procedures for Appeal of a Denial

Appeal of a Denial

Section 1

A requestor whose request has been denied by the Freedom of Information Officer may appeal the denial to the Chairperson of the Library Board of Trustees. The notice of appeal shall be made in writing and sent to:

Chairperson of the Library Board of Trustees Attn: VFOIA Appeal J. Robert Jamerson Memorial Library 157 Main Street, P.O. Box 789 Appomattox, Virginia 24522

Section 2

The notice of appeal shall include a copy of the original request, a copy of the denial received by the requestor and a statement of the reasons why the appeal should be granted.

Chairperson of the Library Board of Trustees Response to Appeal

The Chairperson of the Library Board of Trustees shall respond to an appeal within five (5) working days after receiving notice thereof. The Chairperson of the Library Board of Trustees shall either affirm a denial or provide access to the requested public records.

Procedures for Providing Public Records to Requestors

Inspection of Records at the Library

Section 1

Unless otherwise arranged, public records will be made available for inspection during normal working hours of the Library

Section 2

Documents which the requestor wishes to have copied shall be segregated during the normal course of the inspection. All copying shall be done by Library employees.

Section 3

An employee of the Library may be present throughout the inspection. A requestor may be prohibited from bringing bags, briefcases, or other containers into the inspection room.

Copies of Public Records

Section 1

Copies of public records shall be provided to the requestor upon payment of any copy or postage charges which are due. In the event that the charges for copies of public records is more than \$3.00, the Freedom of Information Officer shall require that advance payment be made in full. Written confirmation from the requestor will be required for charges over \$25.00.

Section 2

The requestor will be charged twenty cents (\$.20) for each copy of requested materials. In order to provide certified copies of the requested materials, the Library will charge an additional \$2.00 per copy

Section 3

Charges shall be waived if the requestor is a State Agency, a Constitutional Officer, or a member of the General Assembly. Charges may be waived in any other case where the Freedom of Information Officer determines that the waiver serves the public interest.

General Materials Available from the Freedom of Information Officer

The Freedom of Information Officer shall make available to the public at no charge the following materials:

- A brief description of the organizational structure and budget of the J. Robert Jamerson Memorial Library
- A brief description of the means for requesting information and public records
- A list of types and categories of public records maintained by the J. Robert Jamerson Memorial Library

- Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on May 21, 2002.*
- Revised November 05, 2012.*

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.2 Retention of Records

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LVA - Records Management and Services Division

Records Retention and Disposition Schedule

General Schedule No. 02 - County and Municipal Governments - Fiscal Records

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Accounts Payable	Invoices, receipts, bills, checks	010143	3 Years after end of state fiscal year.	Non-confidential destruction
Accounts Receivable	Deposit receipts, invoices, orders	010144	3 Years after end of state fiscal year.	Non-confidential destruction
Budget Records: Working files	Budgeting working files	010151	5 Years after end of state fiscal year.	Non-confidential destruction
Financial Accounting Reports	Income and expenditures	010162	3 Years after end of state fiscal year.	Non-confidential destruction
Payroll records	Leave, time, attendance	200105	5 Years after end of state fiscal year.	Confidential destruction

General Schedule No. 03 - County and Municipal Governments - Personnel Records

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Accident/Illness Reports	Non-payroll occupational illness/injury	010220	5 Years after event.	Confidential destruction
Affirmative Action/EEOC Plans	Plans	010221	3 Years after superceded, obsolete, or rescinded	Non-confidential destruction
Affirmative Action/EEOC Progress Reports	Reports	010222	3 Years after submission.	Non-confidential destruction
Applications and Resumes: Unsolicited	Unrequested applications and Resumes	010253	0 Years after no longer administratively useful	Confidential destruction
Attendance Records: Education/Training	Class, meeting, seminiar attendance	010224	0 Years after no longer administratively useful	Non-confidential destruction
Criminal History / Background Check Records	Criminal history for hiring purposes	001762	0 Years after event	Confidential destruction
Discrimination Complaint Cases	Discrimination Investigations	010227	1 Year after closed	Confidential destruction
Drug & Alcohol Screening/Test Records:	Applicant/employee tests/screenings	200387	1 Year after event	Confidential destruction

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Negative resultt				
Drug & Alcohol Screening/Test Records: Positive resultt	Applicant/employee tests/screenings	010228	5 Years after event	Confidential destruction
Educational Assistance Program	Tuition Assistance	010229	3 Years after closed	Non-confidential destruction
Employee Directories, Rosters, or Indexes	Assignments, titles, numbers, addresses	010231	0 Years after superceded, obsolete, or rescinded	Non-confidential destruction
Employee Health Certificates	Certificates and reports of health	010239	3 Years after event	Confidential destruction
Employee Health Records	Assessments, clearance, release, other	010232	30 Years after separation	Confidential destruction
Employee Personnel Records: Long Term	Dates, contact, history, termination	010233	50 Years after separation	Confidential destruction

General Schedule No. 19 - County and Municipal Governments - Administrative Records

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Agenda and Supporting Documentation files	Materials reviewed, items presented	010024	3 Years after end of calendar year.	Non-confidential destruction
Citizen complaint files	Investigations, finding, responses	010004	1 Year after last action.	Confidential destruction
Citizen petitions	Petition, research, responses	010005		Permanent, In Agency
Drafts	Drafts created composing records	200102	0 Years after superceded, obsolete, or rescinded	Non-confidential destruction
E-Rate Program (After June 30, 2015)	Documentation, reports, bills, receipts	200426	10 Years after last action	Non-confidential destruction
Grant Records: Funded	Approval, completion, conformance	010051	5 Years after project completion	Confidential destruction
Grant Records: Unfunded	Application, budget, denial	000182	1 year after decision	Non-confidential destruction
History files	Scrapbooks, photos, articles, histories	010064		Permanent, Archives
Investigative reports	Investigations	010058	3 Years after last action	Non-confidential destruction
Minutes (Governing Board)	Minutes, indexes to minutes	010029		Permanent, In Agency
Photographs (Not historically significant)	Photos, images, slides	010075	0 Years after no longer administratively useful	Non-confidential destruction

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Surveys: Administrative	Surveys	010105	2 Years after end of calendar year	Non-confidential destruction
Vacation or work schedules	Time off	010109	2 Years after end of calendar year	Non-confidential destruction

General Schedule No. 22 - County and Municipal Governments - Public Library

Records Series Title and Description	Type of Record	Series	Scheduled Retention and Disposition	Disposition method
Collection Catalog	Creation, circulation records	005638	0 Years after superseded, obsolete, or rescinded	Non-confidential destruction
Control logs	Signups for SRP, computers, etc	005642	0 Years after superseded, obsolete, or rescinded	Confidential destruction
Facility Use Records	Meeting room calendars, signup forms	005643	0 Years after superseded, obsolete, or rescinded	Non-confidential destruction
Interlibrary Loan Records	Request, response, documentation	200154	0 Years after superseded, obsolete, or rescinded	Non-confidential destruction
Patron records	Card applications, borrowing History	005653	3 Years after last action	Confidential destruction
Public Access Restrictions	Internet use policies, banned patrons	005654	3 Years after superseded, obsolete, or rescinded	Confidential destruction
Usage Statistics	Bibliostat, other usage statistics	005657	1 Years after end of calendar year	Non-confidential destruction

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.3 Request for Public Records

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Please indicate that if you wish to inspect the above records or wish a copy of them

Inspection Copy Both

Do you wish to have copies certified?

Yes No

This request is being made in accordance with the provisions of the Virginia Freedom of Information Act and the undersigned agrees to abide by the Rules and Regulations, and to pay all charges* involved with the copying of the documents including postage costs

Signed _____

Date _____

Submit request to:

Freedom of Information Officer
J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

The requester will be charged twenty cents (\$.20) for each copy of requested materials. In order to provide certified copies of the requested materials, the Library will charge an additional \$2.00 per copy. Copies of public records shall be provided to the requester upon payment of any copy or postage charges, which are due. In the event that the charges for copies of public records is more than \$3.00, the Freedom of Information Officer shall require that advance payment be made in full. Written confirmation from the requester will be required for charges over \$25.00.

For office Use Only

Date Received _____ Date Response Due _____

Request Approved Request Partially Approved

Request Denied Request Deferred

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.4 Approval of Request for Public Records

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Your request dated _____ for the above records has been approved.

_____ The documents you requested are enclosed.

_____ The documents will be made available upon payment of copying and postage costs in the amount of _____.

_____ You may inspect the records at _____ on _____ (date).

Signed _____

Date _____

Freedom of Information Officer

Submit request to:

J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

For office Use Only

_____ Amount Deposited

_____ Amount Due

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.5 Denial of Request for Public Records

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Your request dated _____ for the above captioned records has been denied:

_____ The request creates an undue burden on the public body, and we were unable to negotiate a more reasonable request.

_____ The materials requested are exempt under the Virginia Freedom of Information Act for the following reasons:

The individuals who were responsible for the denial are:

You have the right to appeal the denial of the records you have requested to the Chairperson of the Library Board of Trustees by submitting a written notice of appeal to:

Chairperson of the Library Board of Trustees
Attn: VFOIA Appeal
J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

In submitting your notice of appeal, you should include copies of your original request and this denial, and state any reasons why your appeal should be granted.

Signed _____

Date _____ Freedom of Information Officer

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.6 Partial Approval of Request for Public Records

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Your request dated _____ for the above captioned records has been partially approved:

_____ are enclosed.

_____ will be made available upon payment of copying and postage costs in the amount of

_____.

_____ may be inspected at _____ on

_____ (date).

The following portions of request have been denied for the reasons cited:

The individuals who were responsible for the denial are:

You have the right to appeal the denial of the records you have requested to the Chairperson of the Library Board of Trustees by submitting a written notice of appeal to:

Chairperson of the Library Board of Trustees
Attn: VFOIA Appeal
J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

In submitting your notice of appeal, you should include copies of your original request and this denial, and state any reasons why your appeal should be granted.

Signed _____

Date _____ Freedom of Information Officer [Top](#)

J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.7 Deferral of Response to Request for Public Records

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Your response to your request dated _____ for the above captioned records must be delayed.

The delay in responding to your request is for the following reason(s):

You will be notified by _____ as to the action taken on your request.

Signed _____

Date _____ Freedom of Information Officer

J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

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J. Robert Jamerson Memorial Library

Freedom of Information and Records

10.8 Virginia Freedom of Information Act Appeal

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Patron _____ Date _____

Address _____

Phone Number _____

Description of Requested Record(s)

Noted below is the action I have taken on your appeal from the denial of your request for the above captioned records:

_____ I hereby approve your appeal for the following extent and for the following reasons:

_____ I affirm the denial of your request made by the Freedom of Information Officer.

You are entitled to a judicial review of any denial.

Signed _____

Date _____ *Chairperson of Library Board of Trustees*

J. Robert Jamerson Memorial Library
157 Main Street, P.O. Box 789
Appomattox, Virginia 24522
Telephone: (434) 352-5340
Fax: (434) 352-0933

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J. Robert Jamerson Memorial Library

Volunteers

11.1 Volunteers

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The J. Robert Jamerson Memorial Library Volunteer Program is designed to expand and enhance public service to the community. Volunteers generally provide support services to paid staff and/or work on special projects. Volunteers learn more about the Library and its place in the community and observe first hand the way the Library serves the community's needs.

These are some kinds of work which have been done by library volunteers: storytelling to children; mending library materials; shelving returned materials; preparing clippings for vertical file; inspecting and repairing audiovisual materials.

1. Volunteers are selected based upon their qualifications and needs of the Library at any given time.
2. Volunteers will be trained by Library staff to perform specific duties and are expected to take directions from the Library staff.
3. Work schedules and specific time commitments will be arranged by each volunteer and the Library Director. Volunteers who cannot meet a scheduled work assignment must inform the Library Director in advance.
4. Volunteers are welcome to bring any concern, problem, or suggestion to the Library Director and to ask for any information needed to do the job more effectively.
5. The volunteer should keep an accurate record of the hours worked, recording them on the Library's volunteer Record form.
6. Expenses directly related to volunteer service are generally deductible from state and federal income taxes. Therefore, volunteers may wish to keep an on-going record of transportation, parking, and other relevant expenses. (For more specific information, see IRS Publication 526, Charitable Contributions)
7. Volunteer performance will be evaluated by the Library Director once a year.
8. Volunteers may be removed from the Volunteer Program for poor performance, lack of available work, or violation of the Library's policies and procedures.
9. The Library Director will ask each volunteer for an evaluation of the volunteer program periodically and also upon completing volunteer services. Comments are welcome at other times as well.
10. Volunteers must notify the Library Director as soon as possible when wishing to discontinue service to the Library.
11. Volunteers are expected to operate within the stated policies and procedures of the J. Robert Jamerson Memorial Library.
12. Volunteers are expected to have a good knowledge of the goals and purpose of the J. Robert Jamerson Memorial Library.

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on December 14, 2000.

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J. Robert Jamerson Memorial Library

Emergency

13.1 Disaster Plan

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Introduction

The purpose of this plan is to provide a basic guide for response to and recovery from disasters affecting the holdings of the J. Robert Jamerson Memorial Library.

Response to emergencies

Response to emergencies is based upon the following priorities:

1. Most importantly, safeguard human life. If necessary, evacuate the building promptly and call for help.
2. Assess and contain the damage to collections *if it is possible to do so safely*.
3. Salvage as many library materials as possible.

Person / Organization	Telephone number
Fire	(434) 352-5212
Rescue Squad	(434) 352-5433
Police	(434) 352-8241
State Police	(800) 552-0962
Diana Harvey, Director	(434) 610-2507
Pamela Judy, Chairperson	(434) 352-0950
County Administrator's Office	(434) 352-2637

Fire emergency

If there is a fire:

- Your first priority is to ensure the safety of people in the building.
- Use common sense and do not panic. A minor, contained fire (trash can fire, for example) can be extinguished with the fire extinguishers located at the entrance to the staff workroom and near the used book display.
- If a fire cannot be easily and safely extinguished, call (434) 352-5212 (Fire) and (434) 352-8241 (Police) and evacuate the building.

Evacuation procedures

- Evacuation of the building should begin immediately after the fire as been positively identified and cannot be extinguished by a staff member using a fire extinguisher.
- Begin to systematically clear the library until help has arrived.
- Be certain to check the restrooms and the meeting room.

Water emergency

- If there is a serious leak, broken pipe, or flooded area in the building, call County Administrator's Office at (434) 352-2637 and state that you are reporting an emergency water problem. After hours, notify...

- If water is leaking from the ceiling, cover the area with plastic sheeting and place buckets under the leaks.
- If there is water on the floor, remove materials from lower shelves onto higher shelves or tables well away from standing water. Do not place any material on the floor, even in seemingly dry area, as the leak may spread.
- If possible turn off electrical circuits to the flooded area. Unplug electrical equipment in the area if you can safely do so.
- If electricity in the building needs to be turned off, call County Administrator's Office at (434) 352-2637.
- The building needs to be evacuated only in case of major water damage and when structural damage can be expected.

Natural Disasters: Tornadoes

Tornadoes may occur in Virginia from March to October. Because tornadoes move rapidly, there may be little warning if there is a tornado; consequently, there will be little time to seek shelter.

- When a tornado occurs, the building should *not* be evacuated. If possible, persons in the building should move to an inner hallway or small inner room away from windows. Stay away from book stacks since they may tip or collapse.
- In addition to water damage, walls, ceilings, and shelves may collapse. When structural damage occurs, the person in charge of building maintenance needs to assess the structural damage and determine when it is safe to enter the building. Then, damage to affected materials needs to be assessed.

Natural Disasters: Hurricanes

Hurricanes may occur on the Atlantic coast of Virginia between June and November. Damage from heavy rain and flooding, as well as high winds may occur. Hurricanes are slow moving, so precautions can be taken before the storm actually strikes.

- Because sufficient warning can be given in a hurricane emergency, the building can be evacuated and closed before the hurricane strikes. The following precautions should be made: rare and valuable materials can be moved to a safe place; the power can be turned off; windows should be taped to reduce the danger of flying glass; and doors should be closed. If there are people in the building when the hurricane strikes, they should move to an inner hallway or small inner room and not leave until the storm is over. A battery powered Emergency Notification System operates on all staff computers so that weather reports can be monitored.
- Most damage from a hurricane will be water damage; however, there is a possibility of structural damage, broken windows, and collapsed shelving. If there is structural damage, the person in charge of building maintenance needs to assess the damage and determine when it is safe to enter the building. Then, damage to the affected materials needs to be assessed. The recovery operation for library materials may include surveying water damage to books and other library materials, reshelving, and deciding upon repair of broken windows.

Natural Disasters: Earthquakes

Earthquakes may occur in Virginia. The danger from earthquakes is caused by what they do to man-made structures - debris falling from damaged buildings, flying glass from broken windows, fires caused by broken gas lines, and flooding due to broken water pipes. There is no warning before an earthquake occurs.

- If an earthquake occurs, do not attempt to evacuate the building. Persons in the building should stay in the inner core of the building away from windows. Shelter should be taken in a doorway, in a narrow corridor, or under a heavy table, desk, or bench. Also be aware that after-shocks may follow for several hours or days after the earthquake. A battery powered Emergency Notification System operates on all staff computers so that the earthquake can be monitored.
- Damage from an earthquake may include structural damage to the building, collapsed shelving, damage to equipment and furniture, water damage from broken pipes, and fire and/or smoke damage caused by broken gas lines. All damage will need to be assessed by the person in charge of building maintenance before reentering to begin recovery operations.

Bomb threats

- If a bomb threat is received by telephone, evacuate the building and notify the Police at (434) 352-8241
- If a suspicious object or package is found, notify the Police.

Recovery and Salvage

For emergency consultation, call the Northeast Document Conservation Center at (978) 470-1010, 24 hours a day, seven days a week.

Review Damage & Establish Priorities

- Rapid response is essential for an effective recovery effort. Paper-based collections begin to distort physically immediately after becoming wet. Books swell and distort paper cockles; inks and pigments run; coated papers begin to adhere.
- The Library Director should evaluate damage and establish salvage priorities.
- Archival records, rare books, records vital to the operation of the Library, and any other irreplaceable items should receive the first attention.
- Determine the kind and degree of damage that materials in each location have sustained.
- Determine whether the salvage operation can be handled by staff or if a disaster recovery specialist is required. Consult experts as needed.

After reviewing the extent of the damage, the Library Director should set up a disaster recovery team and assign personnel as needed.

Handling and removal of material

The most common emergencies (fire, flood) involve water damage. If possible, loosely sort materials according to degree of wetness (soaked, damp, dry). Pack like materials together, e.g. damp records in one box, soaked in another, etc. See also specific instructions below relating to water damage and fire damage.

- Materials must be removed from affected areas, either to a salvage/drying area within the building or to another area nearby. Likely locations are a classroom or gymnasium.
- Files: Place folders in boxes or milk crates. Place the folders vertically in boxes (standing as they would in a file drawer). Fill boxes only about 75% full to allow for swelling.

- Bound Volumes: Load unto metal book trucks or into boxes or plastic milk crates for transport. Place normal-size volumes in a spine down position. Pack large volumes flat in boxes. If time allows, loosely place sheets of freezer paper or waxed paper around every volume. Boxes should be packed only about 75% full to allow for swelling.
- To ensure inventory control and for insurance purposes, it is necessary to know the condition and disposition of materials. As materials are removed, a staff member should be assigned to label each container with a brief designation of its contents (by call number range, etc.); damage type (wet, dry, smoke, etc.) and salvage priority; and destination.
- Assign a photographer to document the damage and salvage operations.

Water Damage

Evaluate the situation and decide whether the materials can be air-dried on-site, or if they must be removed to a freezer facility. Refer to a list of consultants for outside assistance in evaluating the disaster. If the damaged materials are not too numerous or too thoroughly soaked, air-drying will be a viable option and a drying area will be required. For detailed instructions on procedures to follow, see the Northeast document Conversation Center's Technical Leaflet "Emergency Salvage of Wet Books and Records." A summary of key steps is listed below. Consult the complete document for details.

- Secure a clean, dry environment where the temperature and humidity are as low as possible. The temperature must be below 70 degrees F and the humidity below 50%, or mold will probably develop and distortion will be extreme. Keep the air moving at all times using fans in the drying area. This will accelerate the drying process and discourage the growth of mold.
- Thoroughly soaked books and books with coated paper should be frozen as soon as possible. Wrap them loosely in freezer paper or wax paper and pack them flat in boxes, preferably plastic mail crates, for transportation to a freezing facility. If they cannot be frozen before they dry, interleave the pages with unprinted newsprint or paper towels. Keep an inventory of books packed and removed to freezer facilities.
- Wet books with covers intact can be air-dried. Interleave every few pages, starting from back of the book, turning pages carefully. For interleaving use paper towels or clean, unprinted newsprint. Be careful to avoid interleaving too much or the spine will become concave and the volume distorted.
- When books are dry but still cool to the touch, they should be closed and laid flat on a table or other horizontal surface, gently formed into the normal shape, and held in place with a light weight. Do not stack drying books on top of each other. In no case should books be returned to the shelves until thoroughly dry; otherwise mold may develop, particularly along the gutter margin.
- Air-drying is most suitable for small numbers of records that are damp or water damaged only around the edges. Single leaves can be laid out on tables, floors, and other flat surfaces, protected if necessary by paper towels or clean, unprinted newsprint, or clothesline may be strung close together and records laid across them for drying. If there are hundreds of single pages, or if the water damage is severe, other methods of drying will be more satisfactory and cost-effective. Once dry, records may be rehoused in clean folders and boxes, or they may be photocopied or reformatted in other ways. Dried records will always occupy more space than ones that have never been water damaged.
- Microforms subject to water damage should be professionally cleaned and dried within 48-60 hours. It will need to be sent to a processing laboratory. In most cases, the film should not be used again, but a

duplicate copy should be made and the damaged one discarded. If the film is dirty/muddy, put in a bucket filled with clean cold water and agitate lightly to remove major dirt deposits. Pack for shipping. If a film cannot be salvaged within about 60 hours, it can be frozen.

Fire damage

If there is a fire, materials will suffer fire and smoke damage in addition to water damage. It is necessary to consult conservators and other experts. In absence of professional help, handling of charred items should be avoided if possible, since handling will result in further damage. Rare, archival, or special collections must be evaluated by a conservator.

Basic Emergency Supplies

Essential supplies should be maintained in the Library. Other emergency supplies are located at the County Administration building. Obtain additional items as needed. Located in the library: Book trucks, UPS powered Emergency Notification System, extension cords, small fans, flashlight, plastic garbage bags, paper towels, plastic sheeting, tables. Located at County Administration Building, or obtained by County Maintenance: Dehumidifiers, fans, portable generator

Experts, Consultants, & Equipment

- The Library of Virginia - Contact the State Librarian as soon as possible after the disaster occurs. The LVA will provide expert advice, assistance, and support, as managed by the Code of Virginia, Sec. 42.1-91, in coordination with the state Department of Emergency Services
- Northeast Document Conservation Center Emergency telephone consultation Telephone: (978) 470-1010, 24 hours a day, seven days a week Fax: (978) 475-6021

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on January 20, 2003. Updated

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J. Robert Jamerson Memorial Library

Emergency

13.2 Active Shooter

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Guidelines

Staff members should follow the following guidelines in the event of a shooting:

Run

When an active shooter is in your vicinity:

- If there is an escape path, attempt to evacuate.
- Evacuate whether others agree to or not.
- Leave your belongings behind.
- Help others escape if possible
- Prevent others from entering the area.
- Call 911 when you are safe.

Hide

If evacuation is not possible, find a place to hide.

- Lock and/or blockade the door.
- Silence your cell phone.
- Hide behind large objects.
- Remain very quiet.

Your hiding place should:

- Be out of the shooter's view.
- Provide protection if shots are fired in your direction.
- Not trap or restrict your options for movement.

Fight

As a last resort, and only if your life is in danger:

- Attempt to incapacitate the shooter.
- Act with physical aggression.
- Improvise weapons.
- Commit to your actions.

911

When law Enforcement arrives:

- Remain calm and follow instructions.
- Keep your hands visible at all times.
- Avoid pointing or yelling.
- Know that help for the injured is on its way.

J. Robert Jamerson Memorial Library

Long Range Plan

14.1 Long Range Plan

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Forward

The Library Long Range Plan is a document that should clearly outline the expected progress for the Library in the long term. Such documentation is immensely valuable as it provides patrons, staff, and administrators with a road map both of what the Library needs and what it hopes to achieve. These needs and hopes are defined as objectives and goals. These, in turn, reflect the various facets of the library's overall purpose.

Range

Beginning of calendar year 2019 through the end of calendar year 2024.

Library Purposes

The J. Robert Jamerson Memorial Library is committed to excellence in:

1. Materials - Library materials are the cornerstone for general public literacy, providing free access to books for children, school books for students, and recreational reading for all ages.
 - Bestseller novels & popular series
 - Informational & learning material
 - Inter-library loan & patron suggestions
 - Cataloging & collection development
2. Reference Services - Timely, accurate, and quality
 - Online document access & general reference
 - Local, national, regional, global news & events
 - Office suites and tools for education, finance & business
 - Phone, fax, & internet
3. Accessibility - Ensuring all people enjoy services equally
 - Enlarged print & audio recording materials
 - Online accessibility
 - Fair and inclusive policies
4. Engagement - Working with others
 - Social media, website, etc.
 - Grants opportunities
 - Outreach & programming
 - Patrons & the community
 - Conferences & memberships
 - Trustees & Friends
5. Management - Support tasks
 - Accounting & records
 - Policy & procedure
 - Planning

Goals and Objectives

The library is adopting the following set of goals to improve general service at the library over the long term. Each of these goals is divided into smaller objectives. Each objective has a target date depending on the scale, complexity, and interconnectedness of the actual work involved.

1. GOAL: Better materials

Library materials are the cornerstone for general public literacy, providing free access to books for children, school books for students, and recreational reading for all ages.

1. Objective: Verify accuracy of ILS records - End of 2022 Do reviews of ILS records, repair, correct, and complete records. Ensure improved performance through best practices going forward.
2. Objective: Shop e-book & streaming providers - End of 2023 Look into competitors for online content services for desktop and mobile. Ensure best service, selection, and pricing.
3. Objective: Assess and update NF & JNF collections - End of 2021 Ensure non fiction meets collection development criteria. Cull and restock as needed. A major culling could result in more room for high circulation items like DVDs. Rural libraries should absolutely carry non-fiction, but general items can be preserved over more specific items, when appropriate. Items which will become outdated instantly (like software manuals) will be phased completely out.
4. Objective: Physical inventory - End of FY 2020 Ensure that all items are physically counted. Having now relocated all of the barcodes to same spot on every item makes this much easier. The library will use wireless scanners along with Koha's built-in inventory tools store to calculate both apparent shrink and actual shrink data. Physical inventories should be done regularly, but no more often than absolutely necessary because it is such a large undertaking. Perhaps every few years. This data will show all current and future shrink expressed in number of items, item types, as well as dollar amounts.

2. GOAL: More reference services

Reference services present a unique challenge to libraries. Digital resources are more prevalent than ever.

1. Objective: Review digital reference services - End of 2022 Look at which digital reference services are employed at other libraries. Analyze the effectiveness of those services and calculate the cost-benefit of each service. Such services likely include various types of databases, as well as browser extensions, as well as not-for-profit and local services.
2. Objective: Support networked resources - End of 2023 Ensure online content services, for desktop and mobile, are being marketed and explained to the appropriate audience with advertising and support materials including on the website, in the building, and around the Appomattox community. Ensure the library website includes useful documents, tutorials, and manuals for any/all library related services.

3. GOAL: Improve accessibility

Ensuring all people enjoy services equally.

1. Objective: Review policy statements - End of 2019 Ensure the patron policies are enforceable, brief and understandable, as well as fair and effective. Current registration policy and procedure

should be rated and modified on target audience needs, failure rates, failure states, and ease of use. For instance, currently we have a hard ban on “cellphones” but that is not the reality. Cellphones are ubiquitous, and a key part of the modern business “tool-chain”.

2. Objective: Website improvement - End of 2021 Create a simple-to-use and easy-to-update website. Website may contain blog elements and other interactive elements. Website should be “good”. In particular, study the less desirable mistakes of all the other library websites and do not commit to their same mistakes. Design should prioritize handicapped accessibility, mobile device accessibility, as well as low-bandwidth accessibility.
3. Objective: Electronic/Credit payments - End of 2022 Library should work with the County to approve credit card payments at the Library and online. Software must be Linux compatible and preferably open source. If the company providing this service charges a service fee, a minimum transaction amount should be implemented, but this amount should be kept relatively low in order to ensure a positive customer experience (\$5.00 would be a reasonable minimum amount, for instance.) Electronic/Credit payments would have many benefits to the Library. It would increase the rate of payment on fines and fees, it could increase the number and amount of donations, and it would enable the Friends of the Library to sell library merchandise on the Library’s website. Of course, it could possibly increase the amount of paper records and complicate the library’s accounting, so this should be taken into account when researching.

4. GOAL: Increase community engagement

Working with others.

1. Objective: Increase memberships - End of 2020 Paid professional memberships’ budget line item should include an amount equal to the total fees for the following organizations: the American Library Association (ALA), Public Library Association (PLA), Virginia Library Association (VLA), Virginia Public Library Directors Association (VPLDA), and the Appomattox County Chamber of Commerce (CC).
2. Objective: Programming Newsletters – End of 2021 Publish regular newsletters, Fall and Spring, advertising events. Market them at the front desk and online.
3. Objective: Friends of the Library - End of 2022 Renew EIN and 501c(3) for Friends (ACLA). Publish marketing materials for Friends. Review membership fees, record keeping, and organization.
4. Objective: Community outreach - End of 2023 Explore new opportunities in the community for partnerships in programming, marketing, and educating.

5. GOAL: Streamline management

Support tasks.

1. Objective: Director records storage - End of 2019 Evaluate current record keeping, taking into account the Library of Virginia’s Records Retention and Disposition Schedule as well as available space. Ensure a simple, effective, and comprehensive system of record keeping.
2. Objective: Online Policy Manual - End of 2020 Ensure that the online policy manual is complete and accurate. Use the local repo of the manual as the primary record (backed up regularly). Outline simple steps for updating the manual using Git publishing tools.

Date of plan January, 2019

Initial review pending

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J. Robert Jamerson Memorial Library

American Library Association Codes

15.1 Library Bill of Rights

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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. Material 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. Material 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 abridgment of free expression and 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 basic, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 18, 1948; Amended February 2, 1961, and January 23, 1980, inclusion of "age" reaffirm January 23, 1996, by the ALA Council

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on November 9, 2000.

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J. Robert Jamerson Memorial Library

American Library Association Codes

15.2 Freedom to Read

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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 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 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.
 1. 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.
 1. 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 devised that will suit the demands of one group without limiting the freedom of others.
 1. 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.

1. 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.

1. 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 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 Subsequently endorsed by: American Booksellers Association American Booksellers Foundation for Free Expression American Civil Liberties Union American Federation of Teachers AFL-CIO Anti-Defamation League of B'nai B'rith Association of American University Presses Children's Book Council Freedom to Read Foundation International Reading Association Thomas Jefferson Center for the Protection of Free Expression National Association of College Stores National Council of Teachers of English P.E.N. - American Center People for the American Way Periodical and Book Association of America Sex Information and Education Council of the U.S. Society of Professional Journalists Women's National Book Association YWCA of the U.S.A

Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on November 9, 2000

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J. Robert Jamerson Memorial Library

American Library Association Codes

15.3 Freedom to View

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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 possible access to film, video, and other audiovisual materials because they are a means for 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 predudging film, video, and other audiovisual materials on the basis of 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. American Film and Video Association is no longer in existence. Endorsed by the ALA Council January 10, 1990
Adopted by the J. Robert Jamerson Memorial Library Board of Trustees on November 9, 2000

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J. Robert Jamerson Memorial Library

American Library Association Codes

15.4 Code of Ethics

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As members of the American Library Association, we recognize the importance of codifying and making known to the profession and to the general public the ethical principles that guide the work of librarians, other professionals providing information services, library trustees, and library staffs.

Ethical dilemmas occur when values are in conflict. The American Library Association Code of Ethics states the values to which we are committed, and embodies the ethical responsibilities of the profession in this changing information environment.

We significantly influence or control the selection, organization, preservation, and dissemination of information. In a political system grounded in an informed citizenry, we are members of a profession explicitly committed to the intellectual freedom and the freedom of access to information. We have a special obligation to ensure the free flow of information and ideas to present and future generations.

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

1. We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
2. We uphold the principles of intellectual freedom and resist all efforts to censor library resources.
3. We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired, or transmitted.
4. We recognize and respect intellectual property rights.
5. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
6. We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
7. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access to their information resources.
8. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession.

Adopted by the ALA Council June 28 1995

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