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Date: October 11, 2021
To: Rapid City Public Library Board
From: Emily Tupa, Policy Committee Chair
Re: Library Board Bylaws and Rules

Date: October 5, 2021
To: Emily Tupa, Policy Committee Chair
From: Terri Davis, Library Director
Re: Library Board Bylaws and Rules

Motion: Move to revise the Library Board Bylaws and Rules as outlined below.

Background: At a recent training attended by the Library Board, a presenter noted that the Board's bylaws should include an indemnification clause; our Board's bylaws do not. In discussion with the City Attorney, such a clause is unnecessary because the city's liability insurance would cover the Board members if needed, per South Dakota Codified Law 3-5-14.

Further review of the Board Rules also identified a section that contradicts state law 14-2-42, which places the responsibility and authority for hiring and promoting staff with the Director. The section also refers to a limit to placement on compensation steps, which is no longer the case with the recently negotiated wage scales. The recommendation is to eliminate this item entirely from the Board Rules; all applicable agreements, union contracts, policies and laws will still be adhered to, as overseen by the city's Human Resources Office.

~~**7. Authorization of the Director and Board Chair to hire or promote.** The Director, with the prior consent of the Board Chair, may hire or promote employees at the rate deemed appropriate under the circumstances, up to the compensation scale step allowed by City policy. If such a hiring occurs, the Board Chairperson shall promptly provide notice to the Board. If the Board Chairperson does not approve Director's request to hire a new employee at the proposed rate, the Director may bring the request to the Board for its approval of the hire.~~

~~If Director desires to hire a new employee above the allowable step of the applicable compensation scale, the Board must provide specific approval of the hire. In such a case, the Director shall make any job offer contingent upon Board approval.~~

~~All decisions to hire new employees shall comply with all applicable agreements, union contracts, policies, and laws.~~