



**MINUTES OF THE LA GRANGE PUBLIC LIBRARY
POLICIES AND SERVICES MEETING**

March 12, 2020

PRESENT: Katie Allan, Elizabeth Crewe, Joyce Hagen-McIntosh, Tom Krueger, Angie Larson,

ABSENT: None

STAFF: Charity Gallardo

VISITORS: None

Meeting called to order by Allan at 9:06am.

PUBLIC COMMENTS ON THE AGENDA: None.

UNFINISHED BUSINESS: None.

NEW BUSINESS:

Discussion of the Sick Leave Policy

The committee discussed proposed changes to the Sick Leave Policy. The revised policy would extend paid sick leave to all employees based on the number of hours in their typically budgeted work week. Introductory employees would be included in the revised policy. Revisions also eliminate language about needing a doctor's note for a single sick day in favor of wording that a note may be requested after an absence of three or more days. The committee approved the suggested changes and expressed support for Director Gallardo's goal to try to change a culture that formerly encouraged employees to come to work when ill.

Discussion of the Code of Conduct (formerly Patron Behavior Policy)

Gallardo's suggested revisions to this policy were substantial, as she explained she wanted to move away from an exhaustive list of infractions and toward a policy that establishes a welcoming environment with straightforward expectations for patron conduct and a staff empowered to use their judgment.

ADJOURNMENT: Allan adjourned the meeting at 10:06am.

Respectfully submitted,

Katie Allan, Secretary