

**RESOLUTION REGARDING
RECOGNITION OF
EMPLOYER/EMPLOYEE
RELATIONSHIP**

WHEREAS, The Northwest Georgia Regional Library System (“NGRL”) is a multicounty library system comprised of three member libraries; and,

WHEREAS, said members of the NGRL are the Dalton-Whitfield County Library, the Chatsworth-Murray County Library, and the Calhoun-Gordon County Library (“Calhoun Library”); and,

WHEREAS, each member of the region pays a regional participation fee; and,

WHEREAS, the remainder of all other operating funds are used exclusively for the branches and specific providers therein; and,

WHEREAS, currently, the City of Calhoun has previously served for several years as the fiscal agent for the Calhoun Library as it relates to employment, including providing employee benefits to the library staff as any municipal employees such as participation in the City retirement plan; and,

WHEREAS, the City of Calhoun no longer desires to serve in such a capacity and transfer all such responsibility for employment and management of these employees to NGRL as envisioned by statutory law; and,

WHEREAS, the current arrangement creates undue confusion;

IT IS HERETOFORE AGREED, by the parties below, that:

§ 1 NGRL Authority:

The Board of Trustees of the NGRL shall exercise authority over the system

and its members in accordance with O.C.G.A. § 20-5-41.

§ 2 Employment Matters:

(a) Fiscal Agent:

The Northwest Georgia Regional Library shall be the fiscal agent for the Calhoun Library and shall be responsible for all employees hereafter.

(b) Employee Retention and Termination; Staff Size:

NGRL shall now have the sole responsibility to hire and terminate employees of the Calhoun Library within its sound discretion pursuant to the employment policies adopted and approved by the NGRL board of trustees. However, any increase in the number of employees in the Calhoun Library shall only be made upon approval of the local Calhoun Library Board, and any increase in the annual financial contribution for the Calhoun Library to accommodate and changes enacted by the director of the NGRL shall be first subject to the approval of the Mayor and City Council and the Gordon County Board of Commissioners.

§ 3 Regional Services:

The NGRL and its director (presently Darla Chambliss) will provide regional services to the Calhoun Library including library technical services, computing and technology access, state and federal library grant application and reporting services, and a state-certificated library director.

§ 4 Membership Privileges:

(a) Lending Privileges:

Calhoun Library will remain in Georgia Public Library Services's PINES system, retain technology and lending privileges of Library of Congress *via* The online Computer Library Center, Inc., receive reserves, holds and deliveries from the member school libraries of the University System of Georgia *via* the PINES library delivery service (blue bag deliveries) and Public Library lending materials from all

176-member public library systems in Georgia (green bag deliveries).

(b) Programming:

Calhoun Library will be eligible to provide all visually and physically handicapped citizens free reading materials and the associated assistive technologies (e.g., digital audio readers for the blind, large print and Braille materials for the blind, etc.) *via* the U. S. Postal Service media for the blind program.

Children of the Calhoun-Gordon County community will be included in reading initiatives (e.g., Every Child Ready to READ B4 kindergarten, Get Georgia Reading, and University of Georgia Education Pilot programs administered by the University of Georgia and the Library and Technology Service Act.

§ 5 Technology Policy:

All internet and technology services will be applied for *via* USAC E-rate public internet connectivity for schools and libraries and shall follow all Child Internet Protection Act filtering policies. A copy of the NGRL library policy, By-laws, and constitution shall be available on the Calhoun Library web page and printed copies are available for review at the Calhoun Library circulation desk.

§ 6 General Policy:

All library staff and the public will follow the library staff and patron handbook of acceptable conduct in public libraries. The NGRL board of directors will provide the list of observed library holidays and dates closed due to dangerous weather events and or natural disasters or building mechanical issues that may warrant the closure of the public library to maintain the safety of the public and staff. However, the local Calhoun Library Board shall retain the exclusive right to determine the hours of operation, additional holiday closing, and other abbreviated hours of library operation.

§ 7 Calhoun Library Board

The Calhoun Library shall maintain an affiliate board of trustees (“Calhoun

Library Board”) as a member library of the NGRL in accordance with O.C.G.A. § 20-5-41. The Calhoun City Council and Gordon County Board of Commissioners shall continue to appoint members to the Calhoun Library Board. The local funding agencies shall continue to appoint board members to the governing NGRL board in accordance with O.C.G.A. § 20-5-42(f) and the constitution and by-laws of the NGRL.

§ 8 Funding and Property:

The City of Calhoun and Gordon County, the two local funding entities for the Calhoun Library, shall continue in said role. Title to the real estate upon which the Calhoun Library is located shall remain with the City of Calhoun in accordance with O.C.G.A. § 20-5-48(a) and not the NGRL. All other property located at the Calhoun Library shall continue to be governed by O.C.G.A. § 20-5-48(b).

§ 9 Private Endowment Funding:

At no time shall any funds or funding being provided to the Calhoun library from any private endowment, trust, or endowment become subject to the sole control of the NGRL Board of Trustees or the Director of the NGRL become otherwise commingled with funds subject to regional control or authority, *unless specifically authorized or mandated by the language of said document.* At all times these monies or funds for investment in the Calhoun Library shall be controlled by the language of the applicable document, and in the absence of specific instruction as to expenditure, all such management or control shall be maintained by the local board of trustees appointed to serve for the Calhoun Library by the participating governing authorities, and not the NGRL or the appointed director.



Mayor, City of Calhoun

1-25-17

Date

Chair, Gordon County Board of Commissioners

Date

Chair, NGRL Board of Trustees

Date