



## Conference and Staff Development Policy

The Library encourages its employees to take advantage of local and regional library training and professional development opportunities. The Conference and Staff Development Policy ensures that staff requests for professional development are awarded equitably.

Attendance at workshops, meetings, courses, and conferences, when pertinent to the requester's job duties or professional development, and approved by the Director, will be considered as scheduled hours worked. As justification for attendance, the Director may require the requester to speak about the professional development opportunity at a future staff meeting.

The Library encourages all employees to attend staff development events. Priority in approving requests will be given to those requesters that have been selected to present or receive awards at conferences or events, or who have received financial assistance to attend specific conferences. The Director reserves the right to deny requests to reserve funds for other staff members to attend future events.

### 1. Approval

Requests for local trainings that have no costs beyond hours worked and mileage reimbursement require the requester to place an offsite meeting request through the Library's payroll system noting the name and location of the training. Staff seeking reimbursement for trainings with additional costs besides mileage must complete and submit to the Director a Conference/Staff Development Form prior to registering for the training. These forms are available in the staff forms section of the Library's website or in the Main Floor office.

A copy of the Conference/Staff Development form will be returned to the requesting staff member as soon as possible after a decision is made, indicating either:

- a. Approval of funding and amount approved
- b. Request denied and an explanation of reason for denial

The Director's overnight conference expenses require pre-approval by the Board of Trustees at a regularly scheduled Board Meeting. If pre-approval by the Board of Trustees at a regularly scheduled Board Meeting is not possible, the Board President may approve the Director's travel.

### 2. Reimbursement Procedure

All receipts for expenditures should be submitted to the Finance Clerk within two weeks of the staff member's return. Receipts that are not submitted in a timely manner may lose their eligibility for reimbursement. Expenses incurred without a receipt will not be reimbursed.

### 3. Additional Savings Opportunities

Staff should take advantage of early registration, conference room rates, and any other discounts associated with their travel (e.g., double-room occupancy, etc.). While not necessarily a requirement for attendance, the availability of these opportunities may be a determining factor in the Director's approval of a conference/staff development request. Failure to obtain cost savings may result in denial of the request or in amendments to approved reimbursements for the request.

## **4. Reimbursement**

### **4.1 Conference/ Workshop/ Course Fees**

The Library will pre-pay an event registration if a registration form is submitted and approved. If the requester pays for the registration fee using their own funds, they will be reimbursed after the event. In the latter case, the requester must present a receipt for the registration fee and proof of attendance, at the discretion of the Finance Clerk or Director, in order to be reimbursed.

The Director may reimburse membership fees, pre- and post-training event costs, and other ancillary costs in instances where those costs will provide the Library savings on other expenses.

For webinars and other online events, staff should inquire with the Pioneer Library System about whether the system would like to register and hold a group viewing.

### **4.2 Transportation**

#### **4.2.1. Personal Automobile**

The Library will reimburse mileage, at half of the IRS Standard Mileage Rate, and any applicable tolls. When two or more staff attend the same event, staff are expected to carpool unless a justifiable reason prevents it. The Library reserves the right to limit mileage reimbursement if staff do not carpool without a justifiable reason.

When two or more staff travel together, only one will be reimbursed for the mileage allowance. No more than two staff members will be reimbursed for mileage expenses for the same conference or event.

When submitting for mileage reimbursement the requester should provide a copy of the travel directions. The directions must include the address of the training as a destination, the address of the Library or requestor's home (whichever is closer to the training location) and the trip distance in miles. The Finance Clerk or Director will review the trip information for approval and reserve the right to edit the request or request more additional documentation..

#### **4.2.2 Rental Automobile**

A rental automobile may be used when renting is considered to be more advantageous than other means of transportation. The need for a rental automobile must be outlined in the Conference/Staff Development form.

#### **4.2.3 Air Travel**

Pending approval, staff members must make airline reservations using the Library's credit card under the guidelines of the Library's Corporate Credit Card policy. Reservations should be made for economy class fare. Reimbursement for business or first-class airfare is not allowed.

#### **4.2.4 Other forms of transportation (Railroads, Buses, etc.)**

These forms of transportation are allowed but should not exceed the commercial air fare that would be reimbursable for the same trip.

#### **4.2.5 Ground Transportation**

Costs for local transportation from the airport, train station, or other arrival point, will be reimbursed. However, transportation to and from the hotel room and meeting space, and to other destinations will not be reimbursed. Staff member should take advantage of public transportation and cost savings opportunities for local transportation.

#### **4.3 Lodging**

The Library will pay for the cost of lodging within a reasonable level, at the discretion of the Director. Pending approval, staff members must make lodging reservations using the Library's credit card under the guidelines of the Library's Corporate Credit Card policy.

When a staff member is attending a conference and conference rates are given at various hotels or motels, the staff member should make reservations at one of these locations. Other lodgings may be booked but should not exceed the cost of hotel or motel conference rates.

When two or more staff attend the same event, staff are required to share lodging unless a justifiable reason prevents it.

Exercise facilities, movies, or other forms of entertainment are not reimbursable Library travel expenses.

#### **4.4 Meals**

Meals while attending conference or staff development trainings will not be covered unless they are included in the conference registration fee.

#### **4.5 Parking Fees**

Reasonable and necessary costs for automobile parking will be reimbursed when there are no more practical options available. Requestors must present a receipt or a copy of their credit card statement that clearly indicates the parking fees in order to be reimbursed.

#### **4.6 Miscellaneous**

Other expenses will be reimbursed if determined to be reasonable and necessary and if supporting receipts, documents, etc., are provided.

Adopted by the Library Board: April 30, 2014

Amended by the Board of Trustees: 7/29/2015, 7/27/2016