

Library RSAs

An Employer Perspective

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Employment-Related Library RSAs

- 202-A:6 Library Trustees; Election, Alternates
- 202-A:11 Powers and Duties
- 202-A:15 Public Librarian; Qualifications and Tenure
- 202-A:16 Powers and Duties
- 202-A:17 Employees; Removal

RSA 202-A:6

- The library trustees shall have the entire custody and management of the public library and of all the property of the town relating thereto...
 - What does this have to do with employment?

RSA 202-A:11

- Except in those cities where other provisions has been made by general or special act of the legislature, the library trustees of every public library in the state shall:
 - I. Adopt bylaws, rules and regulations for its own transaction of business and for the government of the library;
 - V. Appoint a librarian who shall not be a trustee and, in consultation with the librarian, all other employees of the library and determine their compensation and other terms of employment unless, in the cities, other provision is made in the city charter or ordinances.

RSA 202-A:15

- The librarian shall have education of sufficient breadth and depth to give leadership in the use of books and related materials. **The librarian shall be appointed by the board of library trustees for a term of office agreed to at the time of employment and until a successor is appointed and qualified.**

RSA 202-A:16

- In addition to any other duties which the librarian may be delegated from time to time, the public librarian shall:
 - I. Serve as the administrative officer of the public library;
 - II. Recommend to the board of library trustees the appointment of all employees.

RSA 202-A:17

- **Employees; Removal**
 - No employee of a public library shall be discharged or removed from office except by the library trustees for **malfeasance, misfeasance, or inefficiency in office, or incapacity or unfitness to perform the employee's duties.**

RSA 202-A:17

- Prior to the discharge or removal of any such employee, a statement of the grounds and reasons therefor shall be prepared by the library trustees, and signed by a majority of the board, and notice thereof shall be given to the employee not less than 15 days nor more than 30 days prior to the effective date of such discharge or removal.

RSA 202-A:17

- Upon receipt of said notice and within 30 days thereafter, but not otherwise, the employee may request a public hearing. If such request is made, the library trustees shall hold a public on such discharge or removal. The hearing shall be held not more than 30 days after receipt of the request for the hearing, and if the trustees, upon due hearing, shall find good cause for discharge or removal from office, they shall order the employee's discharge or removal from office.

RSA 202-A:17

- There shall be no change in salary of such employee during the proceedings for discharge or removal nor until the final effective date of the order for discharge or removal. The provisions of this section shall apply to the employees of any public library except in a case where the city or town has personnel rules and regulations which apply to such employees and which make provision for a public hearing in the case of such discharge or removal.

Questions

