

## **CONTINUING EDUCATION POLICY**

- The library director, within two years of hire, will be certified on a IV, V, or VI level as required for accreditation in *In Service to Iowa: Public Library Standards*, sixth edition, 2016 – revised 2019.
- All full-time employees will participate in the State Library of Iowa Certification program. Once certified, employees will complete the continuing education required to maintain certification.
- All library staff, with the exception of the maintenance technician and PRN staff, are expected to attend in-house staff development opportunities.
- As per the City of Independence Personnel Policy Handbook, registration fees, mileage, meals and hotel fees will be reimbursed.
- Iowa Library Association dues will be paid out of the library budget for all full-time employees.