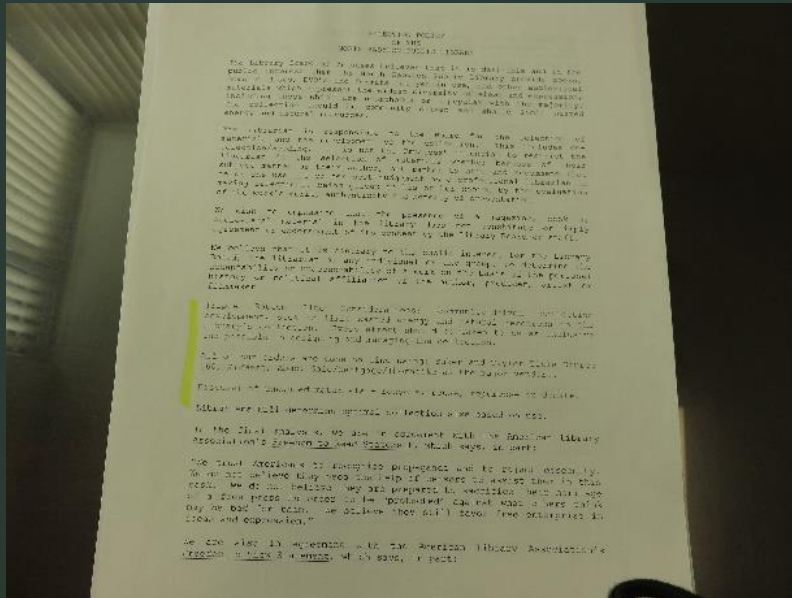




Sustainable Library Certification The North Babylon Public Library

Collective Impact



Selection Policy

Triple Bottom Line Consideration: Community-driven collection development, we seek to limit wasted energy and natural resources in the library's collection. Every effort will be taken to be as inclusive and possible in designing and managing the collection.

All of our orders are done on-line using Bake and Taylor Title Source 360, MidWest, Abdo, Gale/Centgage/Thorndike as the major vendors.

Disposal of unwanted materials – recycle, reuse, repurpose or donate.

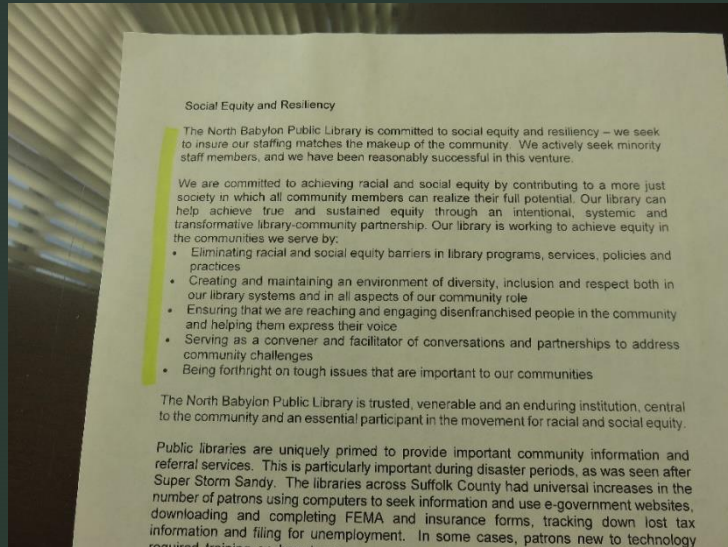
Librarians will determine optimal collection size based on use.

Collective Impact



A magnificent display on the 19th Amendment. Received in conjunction with the 100th anniversary of the Amendment

▸ Social Cohesion



Social Equity and Resiliency

The North Babylon Public Library is committed to social equity and resiliency – we seek to insure our staffing matches the makeup of the community. We actively seek minority staff members, and we have been reasonably successful in this venture.

We are committed to achieving racial and social equity by contributing to a more just society in which all community members can realize their full potential. Our library can help achieve true and sustained equity through an intentional, systemic and transformative library-community partnership. Our library is working to achieve equity in the communities we serve by:

- Eliminating racial and social equity barriers in library programs, services, policies and practices
- Creating and maintaining an environment of diversity, inclusion and respect both in our library systems and in all aspects of our community role
- Ensuring that we are reaching and engaging disenfranchised people in the community and helping them express their voice
- Serving as a convener and facilitator of conversations and partnerships to address community challenges
- Being forthright on tough issues that are important to our communities

The North Babylon Public Library is trusted, venerable and an enduring institution, central to the community and an essential participant in the movement for racial and social equity.

▸ Diversity and Inclusion

One of the things that the Board asked in 1999 was to have our staff reflect the diversity of the community. It is a daunting task, but we continue to seek to attract many different applicants.

Partnerships

The North Babylon Public Library recognizes the responsibility it has to the community it serves and seeks to be aware and responsive to its needs by forming and sustaining partnerships with area organizations, agencies and businesses. The Library also recognizes that holding community events within the Library encourages individuals that might not normally utilize the Library to experience what the Library has to offer.

We seek partners whose goals most closely match the library's mission statement:

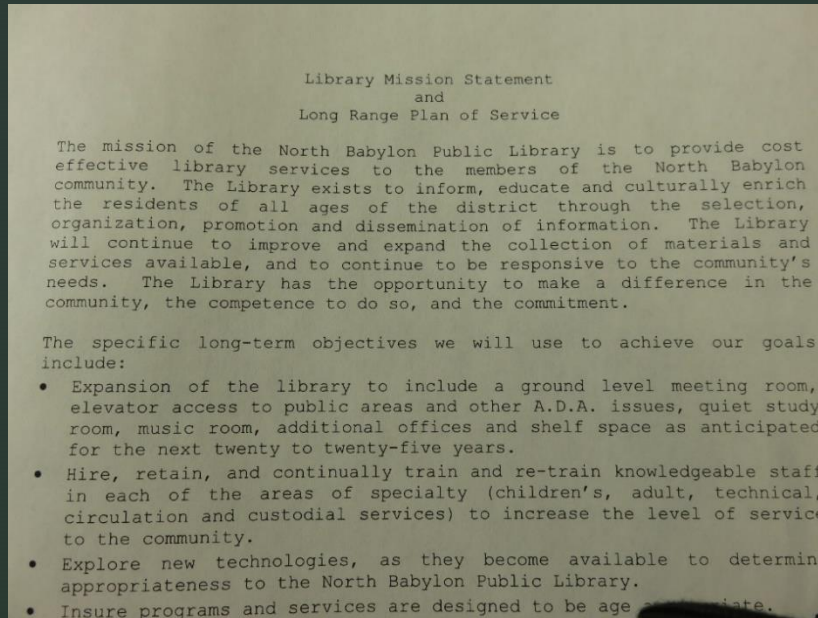
The mission of the North Babylon Public Library is to provide cost effective library services to the members of the North Babylon community. The Library exists to inform, educate and culturally enrich the residents of all ages of the district through the selection, organization, promotion and dissemination of information. The Library will continue to improve and expand the collection of materials and services available, and to continue to be responsive to the community's needs. The Library has the opportunity to make a difference in the community, the competence to do so, and the commitment.

The Library will encourage and facilitate management and the Board of Trustees active participation in the community on behalf of the Library by participating in community events.

Any agency that partners with the Library must have policies, vision and goals compatible with the North Babylon Public Library. The Library reserves the right to terminate an existing partnership with an organization that develops a public image incompatible with the Library or uses the Library's name without prior consent.

Management will maintain guidelines for entering into partnerships. Partnerships will be subject to the approval of the Library Director and/or the Board of Trustees.

Mission Statement



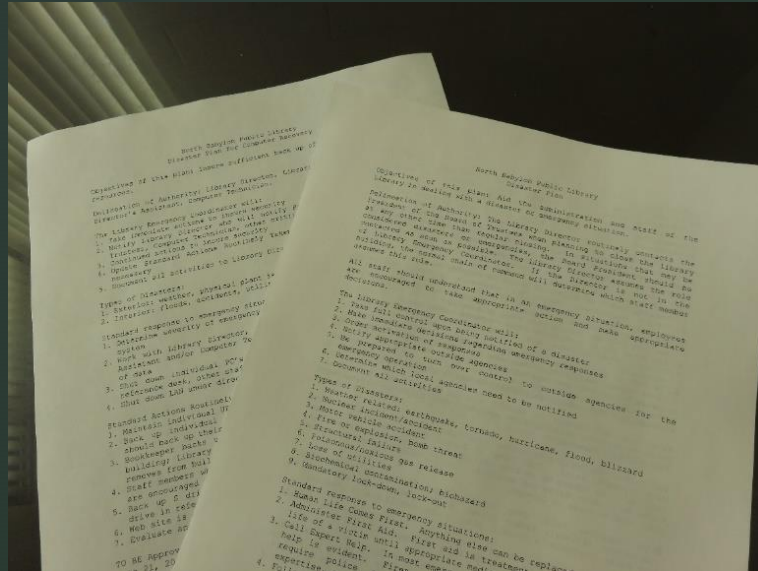
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Community Involvement



We are an active member of the
Babylon Rotary Club

Resilience Planning



General Disaster Plan and Disaster Plan for Computers.

We maintain supplies and machinery (carpet extraction, water vacuums, etc) and have many contacts that we can avail ourselves of when disaster strikes.

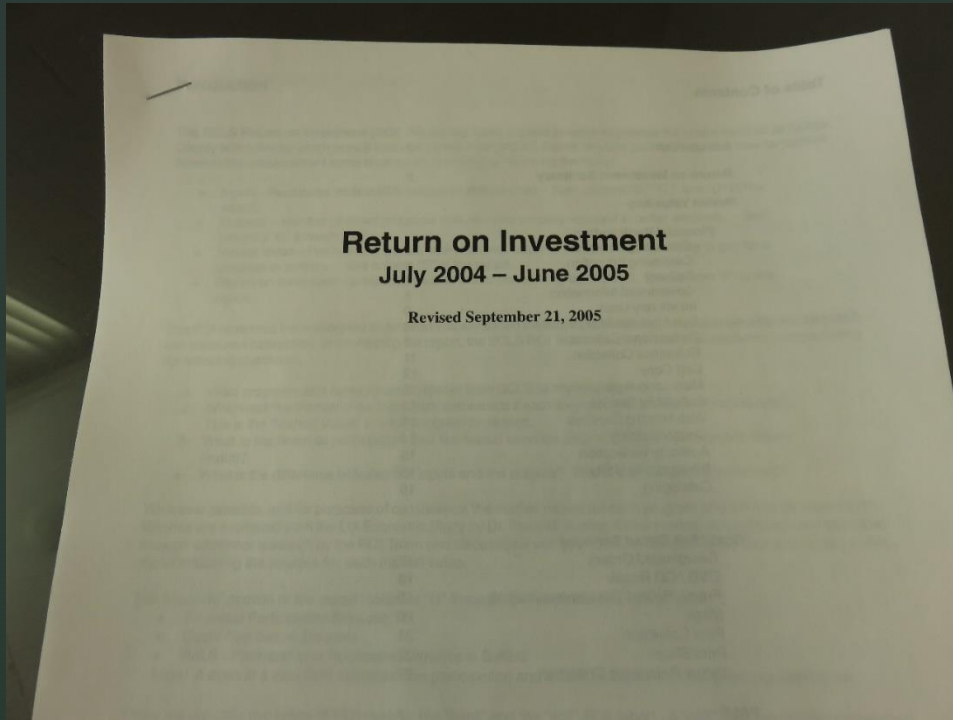
We have demonstrated our services through disasters such as Superstorm Sandy

Financial Sustainability

	2019-2020	2020-2021	2021-2022
Appendix A 2 2 2			
Hired before 6/30/96			
Librarian II	104628	106721	108855
Clerk-Typist	58882	60060	61261
PT Library Clerk	29.17	29.75	30.35
Appendix B 2 2 2			
Hired on/after 7/1/96			
Librarian I hired 1st year of contract or before	61122	62344	63591
Librarian I hired 2nd year of contract		61122	62344
Librarian I hired 3rd year of contract			61122
Librarian II hired 1st year of contract or before	69271	70656	72070
Librarian II hired 2nd year of contract		69271	70656
Librarian II hired 3rd year of contract			69271
PT Librarian I hired 1st year of contract or before	32.61	33.26	33.93
PT Librarian I hired 2nd year of contract		32.61	33.26
PT Librarian I hired 3rd year of contract			32.61
Library Trainee hired 1st year of contract or before	51615	52647	53700
Library Trainee hired 2nd year of contract		51615	52647
Library Trainee hired 3rd year of contract			51615
PT Library Trainee hired 1st year of contract or before	28.53	29.10	29.68
PT Library Trainee hired 2nd year of contract		28.53	29.10
PT Library Trainee hired 3rd year of contract			28.53
PT Career Counselor hired 1st year of contract or before	32.61	33.26	33.93
PT Career Counselor hired 2nd year of contract		32.61	33.26
PT Career Counselor hired 3rd year of contract			32.61
Senior Library Clerk hired 1st year of contract or before	52972	54031	55112
Senior Library Clerk hired 2nd year of contract		52972	54031
Senior Library Clerk hired 3rd year of contract			52972
Library Clerk hired 1st year of contract or before	39389	40177	40980

This is the 2019-2022 salary schedule demonstrating the library's commitment to insuring that our staff is appropriately reimbursed for their services.

Financial Sustainability



An amazing document showing the Return of Investment for each dollar spent on library services in the district. It shows that for every dollar spent, the benefit of just under \$4.00 to our patrons.

Staff Support

Staff is encouraged to join professional organizations (American Library Association, New York Library Association, Suffolk County Library Association, Long Island Library Resources Council, Public Library Director's Association, etc.). The library is an institutional member of many associations.

Staff is encouraged to attend professional development (Long Island Library Conference) with reimbursement available.

Employee Benefits: Full time staff receive health, dental, vision and life insurances (co-pays apply) and the library is a member of the NYS retirement program.

▸ Sustainable Programming

The Library regularly hosts programs on sustainable issues within the community.

Collections



In 1999, we had 16 cabinets for vertical file materials and microfilm, taking up a huge amount of space. Microfilm has since become a lost format; only a very small number of reels of local newspapers are retained. We also maintain only 1 microfilm reader/printer rather than the 8 we had 20 years ago. This save needed space and reduces the repair/maintenance contracts needed.

Space savings



A major weeding program was initiated based on plans to install an ADA elevator/lift. We will lose some shelving, but the benefits outweigh the losses.

Reducing Paper Usage and Recycling

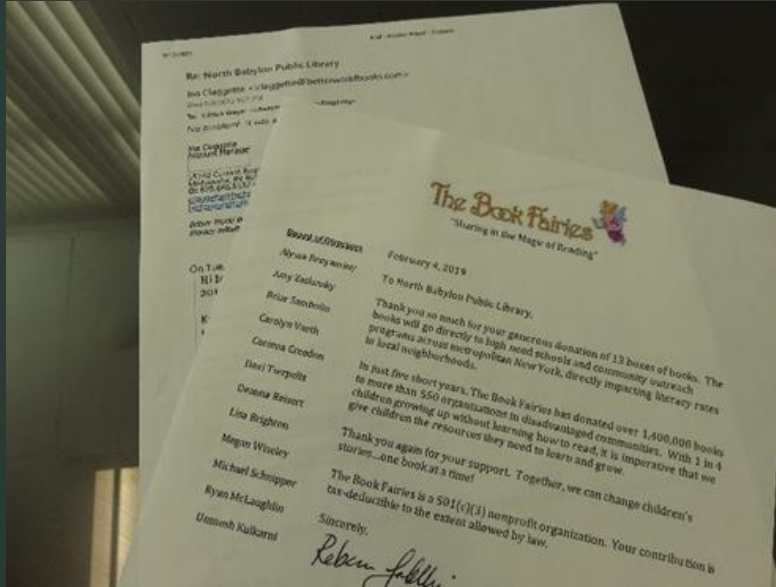


We now send out Board packets electronically

We are in the process of transferring paper records to electronic records saving paper and space

When physical materials are discarded or replaced with digital sources, we save space and paper.

Recycling Books



We regularly send weeded and donated materials to Book Fairies and Better World Books. This reduces materials going into landfills and supplies reading materials to those who cannot afford such materials.

What's Next?

There are so many ways to address sustainability issues in the public library and many are small steps with major consequences. We no longer throw away plastic, but rather, we place them out on recycle days.

We believe that our actions translate from the library and resonate throughout the community.

Recycle, reuse, repurpose.