

Board Members as Paid Substitutes

Initial Question: Can a board member be a paid substitute at the library?

Response from Bob Cooper – March 24, 2011

My research indicates it is not illegal for a member of a library board to receive compensation for substituting at the library. However, I strongly suggest that this practice is not advisable or ethical. The library director works for his/her board and in this case would be supervising an employee whom he/she essentially works for. The salary available to pay such persons and the policies they must adhere to are also set by the board which could raise questions of impropriety from other employees, local government officials, and members of the public. This is a potentially problematic practice which I think should be avoided.