



Illinois Heartland Library System

Attachment 16.1

MEMO TO: IHLS Board of Directors
FROM: Leslie Bednar
DATE: January 19, 2017
RE: Attorney General Opinion

The correspondence and legal opinion marked as Attachment 16.2 in your board packet relates to a concern raised by the Illinois State Library (ISL) in August 2014. The board approved changes to the Personnel Code in May 2014 related to offers of employment, discipline, and termination for cause. In review of these changes to the Code, ISL staff wanted to ensure they were consistent with the Illinois Library System Act (75 ILCS 10) and accompanying Administrative Code Rules (23 ILAC 3030).

As stated in the legal opinion, library system boards hire an executive director who makes decisions regarding employment of staff. These decisions are made “subject to the approval of the board.” (75 ILCS 10/7 and 23 ILAC 3030.250 (g)) In practice, we address this every board meeting with the staffing update.

If you have questions regarding Attachment 16.2, please respond to me directly (via phone at 618-656-3216, x420, or email to lbednar@illinoisheartland.org) and I will use your questions to be sure we cover all points on this matter during the meeting.

Thank you.