Return to:

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Variance Request Form

Commissioner's Regulation 90.2 - Standards for Registration of Public, Free Association and Indian Libraries

Instructions: Use this form to request a variance from the requirements of Commissioner's Regulations 90.2, Standards for Registration of Public, Free Association and Indian Libraries (effective January 29, 1999). If the library is not in compliance with one or more of these Standards, request a variance on a separate form for each standard with which the library fails to comply. The Library Director, the Library Board President, the System Director and the System Board President sign each variance request form. Attach any information that will strengthen the request. The library system submits all variance request forms to Library Development. No variance granted by Library Development shall be deemed to relieve a public, free association or Indian library of any obligation imposed by any other provision of federal or state law.

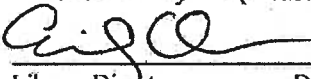1. **Library Information** (Name of library, contact person, phone number)
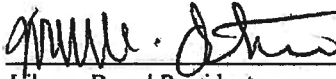Hudson Area Association Library, Emily Chameides, Interim Director, 518-828-1792

2a. **Request for Variance from Standard Number:** ___11___
   b. **What is current status? (Please attach explanation.)**

3. **Circumstances Over Which the Library Has No Control That Are Barriers to Compliance.** Explain in detail on a separate sheet the circumstances that prevent the library from meeting this standard of service as set forward in *Commissioner's Regulations 90.2.* Attach documentation to demonstrate that the library has no control over the circumstances.

4. **Plan for Compliance.** Describe in detail on a separate sheet the library's plan for meeting this requirement before December 31st of this year. **(Please attach documentation.)**

_____ 10/15/14   _____ 10/15/14
Library Director   Date   Library Board President   Date

System Comment and Review: Variance request

_____ may be approvable   _____ may not be approvable
(Please include explanation.)

This variance request was reviewed at the _____ meeting of the Board of Trustees of
            (Month/Day)
the _____ System.

_____   _____
System Director   Date   System Board President   Date

FOR SED USE ONLY: ____ Variance request is approvable; Variance granted until: _____
                                                                          (Month/Day/Year)
            ____ Variance request is not approvable because: _____

            Reviewed By: _____

2.a Request for Variance from Standard Number: 11

2b. What is the current status?

The Hudson Area Association Library requested and, on February 26, 2013, received an Excuse of Default from the State Librarian for the employment of a director who does not currently have the credentials required by Commissioner's Regulations §90.8. The State Librarian is in agreement with the library's plan that Emily Chameides will be eligible for public librarian certification by December 31, 2015. Ms. Chameides enrolled in an ALA-accredited MLIS degree program at San Jose State University in Fall of 2012; by the end of 2014 she will have earned 34 credits towards her MLIS and is on track to earn her degree by December 31, 2015.

3. Circumstance Over Which the Library Has No Control That Are Barriers to Compliance.

The Board sought a qualified director following the destabilizing turnover of two directors within three years. The Board advertised the position, conducted several interviews, was unsatisfied with its initial pool of candidates and reopened its search. The second pool of candidates also failed to provide the Board a candidate with the qualities it sought, which included a strong commitment to the Hudson community, the leadership to assist the Board in winning community support for Chapter 414 funding and the skills to assist the Board in building community consensus for the development of a new facility.

While we were looking over this new pool, it occurred to us that we already had a person on staff who was acting as the director who possessed almost all of the skills and much of the experience we were looking for, Emily Chameides. Ms. Chameides was a known presence within the library and in the greater community. She had worked first as a volunteer, then as paid staff. She had demonstrated experience with technologies and the Web. As the Director of Media Education & Exhibitions for Children's Media Project, Ms. Chameides proved her ability to manage staff, budgets, and programs, while developing and supporting diverse and engaging programs centered on digital media production. On top of that, she and her husband had purchased a home in Hudson within a few blocks of the present library (and, as it turned out, within a hundred yards of the future home of the new library). It seemed highly likely that she could grow and prosper with us for a number of years as we worked to develop the library to be an active center of our community.

We recognized that she lacked the Masters degree. But, in discussions with her we came to an agreement that she would pursue her Masters degree and that the Library would financially support her in this endeavor.

4. Plan for Compliance.

The library has adopted a plan for compliance with the goal of Emily Chameides completing a Masters degree in Library Science by December 31, 2015. The library board supports this goal with tuition assistance and flex-time. Ms. Chameides and Mark Orton, Board President, meet regularly to review library operations, personnel issues, and long-range development tasks. Ms.

Chameides works closely with the bookkeeper, Board Treasurer, and Finance Committee. Ms. Chameides meets with Rebekkah Smith-Aldrich from the Mid-Hudson Library System once per month to go over goals and objectives. In addition, she participates in Directors Association and Columbia County Library Directors meetings, the New Directors Roundtable, Leadership Circle, the Central Library/Collection Development Committee, and the Battle of the Books planning committee.

Ms. Chameides has earned 28 credits towards her Masters in Library and Information Science degree and she is currently enrolled in two courses which will bring her total credits earned by year end to 34. The courses that she has completed or is currently enrolled in are: Online Social Networking: Technology and Tools, Information and Society, Information Retrieval, Information Organizations and Management, Issues in Public Libraries, Collection Management, Library User Experience, Research Methods: Program Evaluation, Library Marketing, Materials for Children Ages 5-8, Materials for Tweens, and Genres and Topics in Youth Literature: Graphic Novels. Ms. Chameides plans to enroll in the following courses in 2015, bringing her credits to 43 by the end of 2015: Information Literacy and Learning, Information Technology Tools and Applications – Advanced (topic: Learning to use Drupal and Understanding Content Management Systems), and Advanced Topics in Library and Information Science.