

**ESTHERVILLE PUBLIC LIBRARY  
PAYMENT OF LOCAL, STATE AND NATIONAL ASSOCIATION DUES  
FOR BOARD MEMBERS AND STAFF**

Annual dues for the Estherville Public Library and each staff member are paid to the Iowa Library Association, and annual dues for the Estherville Public Library are paid to the American Library Association from the library budget. All other memberships for the Estherville Public Library Board of Trustees and Estherville Public Library staff are to be paid by each individual.

The Director of Library Services Chamber of Commerce dues are paid by the library budget.

Exceptions include payment of dues when a staff member attending conference could gain a registration discount equal to or greater than the cost of dues.