

MERIDIAN MONITOR

MERIDIAN LIBRARY SYSTEM

FEBRUARY/MARCH 2010

Your System Board:

*Christie Behle
Linda Bowden
Sherry Crow
Linda Jelken
Laura Martinsen
Ann Matzke
Charlotte Rasmussen
Christine Walsh
Janet Wilke
Joan Davis, Emeritus*



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Meridian](http://www.nlc.state.ne.us/system/Meridian)

Below is a reprint of an article on librarians and pay that Jim Minges, former head of NLC's Library Development Department, wrote a number of years ago that remains relevant today.

MINIMUM WAGE & LIBRARIES-IT'S THE LAW

By Jim Minges

The purpose of the federal Fair Labor Standards Act is to set standards for wages and working conditions in order to protect employees. The principal provisions of the law are that employees must be paid at least minimum hourly wages (currently \$7.25 per hour); and that employees must be paid at a rate of time and a half for all hours worked over 40 hours in any work week.

- 1. Are all public library staff covered by the FLSA? YES!** Certain occupations are exempt from the provisions of the FLSA, but public librarians are not among those occupations. In addition, bona fide executive, administrative, and professional staff are exempt from the minimum wage and overtime provisions of the law. In order to qualify for such exclusion, however, the employee must be paid a salary well above the minimum wage level. Therefore, all library staff except unpaid volunteers must be paid at least the minimum wage.
- 2. May library staff volunteer to work some hours without pay? NO!** A paid employee cannot work for the same employer as a non-paid volunteer doing the same type of work for which he or she is paid. An occasional exception may occur for an activity totally outside the employee's normal responsibilities. However, such a situation would be unusual, could not recur on a regular basis, could not involve activity similar to the employee's regular duties, and the "volunteer" effort could not be suggested or requested by the employee's supervisor or the library board.
- 3. Must staff who work just a few hours a week be paid a minimum wage? YES!** Every employee must be paid at least minimum. The number of hours worked has absolutely no effect on that requirement.
- 4. Must all full-time library staff receive overtime pay? NO,**

but those exceptions are very limited. Genuine executive, administrative, and professional staff are exempt from overtime requirements. In order to be exempted, the employee must be paid substantially above the minimum wage, must spend most of his/her time in administrative, managerial, or professional duties, and must supervise at least two fulltime employees or equivalent. In general, all library staff in small public libraries must be paid at the rate of time and one-half for all hours worked in excess of 40 hours per week.

5. **Must persons providing services by contract be paid minimum wage? NO!** However, it is not legally permitted to label employees as contractors in order to evade minimum wage requirements. In general, contractors work independently, and the librarians and library board may not supervise them or direct how they will perform their duties. A story teller hired only to provide that service independent of any supervision by the librarian is an example of a permissible contractual service. Under no circumstances may the regular library staff be considered as independent contractors rather than employees.

6. **Must employees be paid for the time spent in job related activities outside the library? YES!** Attendance by the library director at library board meetings, delivery of materials to the homebound, and promotional activities in the community are examples of outside activities which are part of the employee's job, and must be considered as paid work hours. Employees must also be paid for duties performed at the library while the library is closed.

7. **Must employees be paid for time spent in continuing education activities? NO,** if the training is voluntary and taken outside of the employee's normal work hours. However, the employee must be paid for job related training attended during working hours, and any training which the library requires the employees to attend.

8. **How should a small library cope with**

minimum wage requirements? It is essential that every library, regardless of size, request sufficient local funding to meet minimum wage requirements. These requirements are part of the cost of operating a public library and cannot be avoided. When it is impossible to meet minimum operating cost, libraries are encouraged to consider formation of an expanded library service unit through combing or contracting with other libraries, or by seeking county funding. It is unfair and illegal to have library staff subsidize library operations by working at less than minimum wage or by working without pay.

(The above comments are based on the F.L.S.A Handbook of the Nebraska Department of Personnel. This article is not intended to provide legal advice, but to present information.)



Seeking car poolers for the Oklahoma/ Mountain Plains Library Association Joint Conference

The conference is April 19-21 in Oklahoma City. I will be driving down on April 19th and am open to three other riders (and drivers!) If you are interested in attending the conference, information is available at:

<http://www.oklibs.org/modx/events/Conferences.htm>

Costs include registration, hotel (3 nights), meals and sharing gasoline expenses.

This is a great, inexpensive way to experience a regional library conference and to network with people from other states.

Please contact me by e-mail or phone if you are interested in car pooling.

Romance

With Valentine's Day approaching, this is the time to display romances. For those customers tired of reading Nora Roberts or Jayne Anne Krentz in their many disguises, might I suggest the following lesser known authors. I am highlighting some of my favorite titles.

- Balogh, Mary** - Bedwyn family series
- Beverley, Jo** - Company of Rogues series
- Brent, Madeleine** - Merlin's Keep
- Brockway, Connie** - As You Desire
- Chase, Loretta** - Lord of Scoundrels
- Crusie, Jennifer** - Charlie All Night
- DeBlasis, Celeste** - Tiger's Woman
- Farr, Diane** - Fortune Hunter
- Heath, Lorraine** - Always to Remember
- Kleypas, Lisa** - Dreaming of You
- Korbel, Kathleen** - A Rose for Maggie
- Kurland, Lynn** - Garden in the Rain
- Lansdowne, Judith** - Just Perfect
- Law, Susan Kay** - Bad Man's Bride: Marrying Miss Bright
- Morsi, Pamela** - Simple Jess
- Osborne, Maggie** - The Promise of Jenny Jones
- Putney, Mary Jo** - Fallen Angel series
- Sala, Sharon** - Chance McCall
- St. John, Cheryl** - Land of Dreams
- Thomas, Jodi** - Texas Brothers series

Heartland School Library Conference June 14 and 15, 2010 at UNO in Omaha

The best \$50 you'll ever spend on professional development! This is a chance for ALL school librarians in Nebraska's urban and rural communities to attend a school library conference that celebrates nationally celebrated speakers and leaders who are usually available only at those big, expensive conferences. Our two speakers will be Cassandra Barnett, President of the American Association of School Librarians (AASL), and Pam Berger, Publisher and Editor of Information Searcher magazine.

UNO, UNK and NEMA have tried to reduce many barriers for our school library colleagues by:

- Keeping registration to only \$50 for both days
- Hosting the conference in June so school librarians don't have to take personal or professional leave or find subs to attend the conference
- Offering scholarships for those who can't afford the \$50 registration
- Offering free housing to those who can't afford the hotel costs
- Offering free transportation to our free evening activities around Omaha

You can earn College Credit for Attending the Conference from either UNO or UNK!
Contact Dr. Becky Pasco at rpasco@unomaha.edu for UNO information or Dr. Sherry Crow at crowsr@unk.edu for UNK information.

We are capping registrations at 300 and since the announcement at the NLA/NEMA conference in October, registrations have been coming in weekly so

REGISTER SOON!

Please contact Becky Pasco, Sherry Crow or the System Office for a registration form.

Spring Fling Workshop

FREE WORKSHOP

April 8, 2010

Computer Lab

Calvin T Ryan Library at UNK

9:00 a.m. to 4:00 p.m.

9:00 a.m.—11:45 a.m. Morning Session

11:45 a.m.—1:15 p.m. Lunch on your own

1:15 p.m.—4:00 p.m. Afternoon Session

There is a 15 minute break scheduled during each session. Coffee and refreshments will be provided starting at 8:30 a.m. and during breaks.

Morning Session

Government Documents: Learn how to find government information on the Web. The session will be presented by Government Documents Librarian Diana Keith and will feature UNK's Government Documents web page with links that are useful to public libraries and schools.



Afternoon Session

This presentation will spotlight the use of free web tools that can help transform communications and services to library users. Browser add-ons such as LibX and Zotero will be featured, in addition to real-world library applications of Blogger, Wordpress, Ning and Del.icio.us. This session will be presented by Jon Ritterbush, Electronic Resource Librarian at Calvin T. Ryan Library, UNK.

Mail registration to:
Meridian Library System
3423 2nd Avenue, Suite 6
Kearney, NE 68847
Phone: 1-800-657-2192
308-234-2087

Email: meridian@frontiernet.net



In case of inclement weather, please call the System Office to see if the workshop will be held.

This workshop is co-sponsored by Meridian Library System and Republican Valley Library System

Registration:

Name: _____ Choose One

Library: _____ Morning Session

City: _____ Afternoon Session

Phone: _____ Both

Email: _____

Make Waves

at Your Library

Summer Reading Program
Workshop

March 4, 2010

9:00 a.m. to 3:00 p.m.

Oconto Community Center,
Oconto, NE

9:00—9:30 a.m. Registration

9:30 a.m. Sally Snyder will present book reviews on this theme,

11:00 a.m. Share your own good ideas

12:00 p.m. LUNCH (included in the registration fee)

1:00 p.m. Make a Splash @ Your Library will be presented by Jody Crocker
of McCook Public Library, McCook, Nebraska.

*Be sure to bring your manual and craft kit (scissors, glue, etc.).

*The cutting machines will be available.

*4.5 Continuing Education Units from the Nebraska Library Commission.

Registration is \$15 per person

Name: _____

Library: _____

City: _____

Phone: _____

E-mail: _____

Mail check and registration to:

Meridian Library System

3423 2nd Avenue, Suite 6

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308-234-2087

Email: meridian@pronciernet.net

In case of inclement weather, please call the
System Office to see if the workshop will be held.

Trustee Training and Board
Development
Sponsored by Nebraska Regional
Library Systems
Presenter: Jim Connor, Trustee
CollegeConsulting Team

Jim has worked with the US
Chamber of Commerce and served
as a Trustee for the Jefferson
County Public Library (CO). He
received the ALA Trustee Award in
2005 for his activities and training
for library boards.

Audience: Boards of Trustees and Library Directors

Workshop Goals:

- Trustees will understand their roles and responsibilities
- Trustees will understand the library director's roles and responsibilities
- Trustees will conduct effective meetings
- Trustees will become advocates for the library
- Trustees will recognize and utilize their power as an administrative board

Offered at two locations. Please note the cost difference.

April 26, 2010

Wahoo Public Library

627 N Broadway, Wahoo, NE

Cost: \$15.00

9:00 a.m.—12:00 p.m. Morning Session

12:00—1:00 p.m. Lunch included

1:00—4:00 p.m. Afternoon Session

April 29, 2010

North Platte Community College

1101 Halligan Dr #102, North Platte, NE

Cost \$5

9:00 a.m.—12:00 p.m. Morning Session

12:00—1:00 p.m. Lunch on your own

1:00—4:00 p.m. Afternoon Session

Mail registration to: Meridian Library System

3423 2nd Avenue, Suite 6

Kearney, NE 68847

Or Phone: 1-800-657-2192

308-234-2087

Email: meridian@frontiernet.net

Registration:

Name: _____

Choose One

Library: _____

Wahoo Location \$15

City: _____

North Platte Location \$5

Phone: _____

Email: _____

This program is sponsored by the Nebraska
Library commission and funded in part with
state funds allocated through the Nebraska
Legislature.

Teen Tech Week 2010 is March 7-13. This national initiative aimed at teens, librarians, educators, parents, and other concerned adults encourages teens to take advantage of libraries' nonprint resources. The 2010 theme, Learn Create Share @ your library®, fosters teen creativity and positions the library as a physical and virtual place for safe exploration of the many types of technology available at libraries, including DVDs, music, gaming, video production, online homework help, social networking, tech workshops, audiobooks and more. See www.ala.org/ala/mgrps/divs/yalsa/teentechweek/ttw10/home10.cfm for more information.



The Nebraska Book Awards program, sponsored by the Nebraska Center for the Book (NCB) and supported by the Nebraska Library Commission, recognizes and honors books that are written by Nebraska authors, published by Nebraska publishers, set in Nebraska, or concerning Nebraska.

2009 award winners to be honored at the Nebraska Book Festival are:

Cover/Design/Illustration
BVH Architects: Forty Years, by Suzanne Smith Arney

Fiction
Exiles, by Ron Hansen

Nonfiction
The Death of Raymond Yellow Thunder, by Stew Magnuson

Poetry
Geographia, by James Magorian



Motion Picture Licensing

The Nebraska Library Commission has again funded a statewide license for public viewing of motion pictures in Nebraska public libraries. With this license, through Movie Licensing USA, Inc., motion pictures may be shown as part of library services and programming at the library through September 30, 2010. For more information see <http://www.nlc.state.ne.us/libdev/motionpicture.html>



New Book Discussion Sets

Imitation in Death by J. D. Robb. Lt. Eve Dallas becomes entangled in the deadly mind gang of a copycat killer.

Tales of Passion, Tales of Woe by Sandra Guliand. Beginning in Paris in 1796, Josephine awakens to her new life as Mrs. Napoleon Bonaparte. The reader witnesses the political intrigues and personal betrayals that result in death, ruin, and victory.

Team of Rivals: The Political Genius of Abraham Lincoln by Doris Kearns Goodwin. A multiple biography that is centered on Lincoln's mastery of men and how it shaped his presidency.

WEB SITES OF THE MONTH

Teaching Abraham Lincoln : This collection "showcases a range of lessons, student inter-actives, and multimedia-rich websites that will help teachers, students, parents, and caregivers understand the world [President Abraham] Lincoln lived in and the impact he had upon it. ... <http://edsitement.neh.gov/spotlight.asp?id=138>

George Washington: A National Treasure: Presents the first U.S. president through an exploration of the Landsdowne portrait of him by Gilbert Stuart. The site provides an interactive, detailed look at the portrait, using symbolic, biographic, and artistic filters. www.georgewashington.si.edu/

How Easter Works : Explains "the origin and significance of the Easter holiday and of many of the traditions associated with it." Includes information about religious observations, such as Lent and cultural customs, such as the Easter Bunny. <http://people.howstuffworks.com/easter.htm>

National Kite Month: National Kite Month in April is "a month-long celebration of those things at the end of the strings." The site features a calendar of events, materials for organizing an event, an overview and timeline of kite history, materials for teachers <http://www.nationalkitemonth.org/>

Theoi Project Guide to Gods, Spirits and Monsters of Greek Mythology: The THEOI Project web site is a comprehensive collection of encyclopedia articles, maps, galleries, and guides for learning about Greek mythology. In particular, this site focuses on ancient Greek gods, spirits, and monsters. <http://www.theoi.com/>

Wind Energy: Wind From Moving Air: This illustrated page, written for children, describes energy generated from wind. Topics includes the history of wind energy, how wind machines work, types of wind machines (horizontal-axis wind machines and vertical-

axis wind machines), wind power. <http://www.eia.doe.gov/kids/energyfacts/sources/renewable/wind.html>

Cleaning Checklist: Printable Housecleaning Schedule : This site provides quick and easy cleaning ideas, including homemade cleaning recipes, professional tips, chore checklist, and spring cleaning pros and cons. Also includes a 14-week spring cleaning plan adapted from the book "Cleaning Grand Plan ... <http://organizedhome.com/articles/clean-house>

How to Clean Anything: This site contains more than 1,000 tips from a "group of cleaning professionals" for cleaning your house, yard, vehicles, pets, and belongings. Also features stain removal ideas, a glossary of cleaning terms, a directory of cleaning service ... <http://howtocleananything.com/>

Danger Rangers : The Danger Rangers are animated characters who star in an award winning television series. They will teach you about safety and offer you some fun games to play. <http://www.dangerrangers.com/>

Bicycle Safety Activity Kit : What should you check before riding your bike? Why should you wear a helmet? What clothes are the best for cycling? You can the answers to these questions and bicycle safety tips from the National Highway Traffic Safety Administration. <http://www.nhtsa.dot.gov/portal/site/nhtsa/template.MAXIMIZE/menuitem.810acae50c651189ca8e410dba046a0/?>

[Javax.portlet.tpst=4670b93a0b088a006bc1d6b760008a0c_ws_MX&javax.portlet.prp_4670b93a0b088a006bc1d6b760008a0c_viewID=detail_view&itemId=4aac468a8f8%20...](http://www.nhtsa.dot.gov/portal/site/nhtsa/template.MAXIMIZE/menuitem.810acae50c651189ca8e410dba046a0/?)

2010 Vancouver Olympic Games : Official site of the 2010 Winter Olympic Games. <http://www.vancouver2010.com/>

SUGGESTIONS FOR PREPARING FOR YOUR RESEARCH TRIP TO THE NSHS

A Guide to Genealogical Research at the Nebraska State Historical Society
http://www.nebraskahistory.org/lib-arch/services/refrence/la_pubs/guide1.htm

Did you Know?

The Library catalog is available online at <http://www.nebraskahistory.org/databases/librarycatalog.htm>. Over 90% of the library collection is in this catalog. Try checking for your family name and county in Nebraska where your family lived in the Search area (Anywhere) or use Enhanced Search (top of page) for Boolean searching.

1) The Library has the largest collection of Nebraska state and local histories including Nebraska atlases, plat books, flat maps, city directories and phonebooks. Most of these titles are not available on the Web.

2) We have over 3000 genealogies/family histories collected during our 131-year history. We have a general collection of non-Nebraska genealogy guides and histories from other states. Again, many may not be available on the Web and you can use them right here in Lincoln.

3) The microfilm collection includes the largest collection of Nebraska newspapers in the state. Check out the online Nebraska newspaper listing at <http://www.nebraskahistory.org/lib-arch/research/library/newspapr.htm> or the online Library Catalog. Contact us for exact holdings of issues that are available.

4) Contact our staff about the Nebraska Statewide Cemetery Registry and cemetery tombstone transcriptions in the Library.

Government Records at the NSHS include various federal, state, and county records used in family research. The Finding Aids for County Records Map http://www.nebraskahistory.org/lib-arch/research/public/county_finding_aids/index.htm may be used to review inventories for county records (such as marriage, naturalization, school census, divorce, probate records and tax records). Government records include all available Nebraska census records (we also have territorial and state census records), land tract records (useful in locating homestead records) military records and their related indexes. If you cannot locate your Nebraska family in census records found on the Web, use the originals on microfilm in our L/A Reference Room!

The use of data in the Archives collection for genealogical research may be reviewed within the Archival Collection Database <http://www.nebraskahistory.org/databases/nhprc/index.shtml>. Follow the links on this homepage for the following areas: 1) Our Manuscripts include church records and family papers (published church histories are in the Library); 2) We are the source for Nebraska Photographs, Moving images, and Sound Recordings that may pertain to your family or their life in Nebraska.

For more details about the sources listed as well as additional indexes to various records in the Library/Archives, check the Currently Available Searches homepage <http://www.nebraskahistory.org/databases/index.html>. Also, check the Library/Archives Publications homepage http://www.nebraskahistory.org/lib-arch/services/refrence/la_pubs/index.htm.

If you have questions, send an e-mail to nshslibarch@nebraska.gov or phone 402-471-4771. Our Library/Archives staff will respond to your requests!

REMINDER: The NSHS has a limited number of original records available on our website. Plan now for a research trip to Lincoln to use our material. Genealogical Research at the Nebraska State Historical Society. **LIBRARY/ARCHIVES CLOSED FOR RENOVATION UNTIL SPRING 2010. Check our website www.nebraskahistory.org for updated Information.**

**Meridian Library System
Board Meeting Minutes
Telephone Conference Call,
January 7, 2010**

CALL TO ORDER: Meeting called to order at 10:02 a.m.

ROLL CALL: Present were Christie Behle, Linda Bowden, Sherry Crow, Linda Jelken, Laura Martinsen, Ann Matzke, Janet Wilke, Christine Walsh. Sharon Osenga and Richard Miller were also present. Charlotte Rasmussen joined a few minutes past 10:00 a.m.

APPROVAL OF AGENDA: A motion was made by Christie Behle and seconded by Linda Jelken to approve the agenda and motion was passed.

APPROVAL OF PREVIOUS MINUTES: There was one change to be made to the minutes. Jon Ritterbush's name was spelled incorrectly. Christie Behle made the motion and Linda Jelken seconded to approve the minutes with the correction. The minutes were approved.

CORRESPONDENCE: A few notes were read by Laura Martinsen from Ellen Klages and 2 from South Dakota State Library personnel.

TREASURER'S REPORT: Sherry moved, Janet seconded to approve checks through December 30, 2009. The motion passed by voice vote.

NLC REPORT: Richard Miller reviewed the printed Commission Report.

DIRECTOR'S REPORT: Sharon reviewed her printed Administrator's Report highlighting upcoming workshops including the Summer Reading Workshop, a Strategic Planning Process and Let's Talk About It. This year we will have a Leadership Institute Reunion rather than a Leadership Institute. Sharon

explained a new tax bill that we will need to add to our budget. MLS, RVLS, PLS and NLS have received a grant from NLC to bring Carol Fiore to Nebraska for two days of training on "Connecting Boys and Books." NLC has approved Sharon's attendance at the Public Library Association Conference in Portland OR in March and she plans to attend MPLA joint conference in Oklahoma City in April. Sharon finished the E-Rate form 471 and our discount went up to 70%.

SYSTEM BUSINESS: Laura Martinsen made committee assignments. Christie Behle, Laura Martinsen, and Christine Walsh will serve on the Policies and Procedures Committee. Linda Bowden, Linda Jelken and Ann Matzke will serve on the Finance and Technology Committee. Sherry Crow, Charlotte Rasmussen and Janet Wilke will serve on the Continuing Education Committee. Sharon made suggestions to change the budget as we will be receiving a budget cut next year. She suggested we cut the Youth Services Grants for the next two years and at the beginning of August we stop printing the newsletter and post to the website only. Following discussion, Linda Jelken moved to make these changes and Charlotte Rasmussen seconded. The motion was passed by voice vote.

NEXT MEETING: Our next meeting will be the Annual Meeting in June 2010. The Continuing Education committee was asked to provide ideas for the Annual Meeting.

ADJOURNMENT: Laura adjourned the meeting at 10:50 a.m.

Respectfully submitted,
Delilah Gillming
Administrative Assistant

Poetry Trunk

Omaha Children's Museum received a grant from the National Endowment for the Arts to participate in the BIG READ for students across Nebraska. The poetry of Henry Wadsworth Longfellow is the topic of the BIG READ grant. The Children's Museum created trunks filled with poetry, crafts and items to study Longfellow's poetry. Each system received a trunk and we will loan it to your library or school. Each trunk has teacher's guides, craft items, even a magnetic poetry board. This is a wonderful addition to a poetry unit or story time. We have enough Reader's Guides so each student may keep one. You can check the trunk out for 3 weeks. It is a bit heavy to mail so we will try to deliver and pick up, if possible. Please call or e-mail and book the Poetry Trunk. It will make poetry fun!

Paperback Swap

I have recently discovered Paperback Swap (paperbackswap.com). Their mission is to help avid readers Swap, Trade & Exchange Books for Free.

- * It's easy: List books you'd like to swap with other club members.

- * Once a book is requested, mail it to the club member.

- * In return, you may choose from over 4 million available books!

- Books you request are mailed to you for free.

- No late fees. No hidden charges.

For libraries that receive many donated books that turn out to be duplicates, this may be the answer to increasing your collection!

Save \$\$\$ - Use a Jobber!

We all like to save money whenever we can and for librarians there is a simple way to stretch your materials money: use a JOBBER. Webster defines a jobber as "one who buys goods in bulk and sells them to retailers." Book jobbers carry the most popular current titles from a host of publishing houses and sell them at discounts of up to 40% off list price (large print, small press, or older titles have lesser discounts.) If you have been using a local bookstore or buying directly from publishers, you've probably only been getting 10-20% at most. Just think how much farther your \$\$\$ will go if you can double your current discount! Most jobbers have no minimum purchase requirements and you can order via Internet, phone or mail. Before sending an initial order, you will need to contact the company and set up an account. The Nebraska Library Commission also has statewide accounts with many of these companies. Explore using a jobber. We are custodians of public funds that should be put to the greatest possible use. JOBBERS CAN HELP. If you need further information or help, don't hesitate to contact the System Office.

Basic Skills: Organization of Materials will be taught by Sharon Mason, former Cataloguer at UNK Calvin T. Ryan Library

North Platte Community College: May 4, 11, 18

Central Community College, Grand Island Campus, Room 453: May 6, 13, 20

Watch for registration information from the Nebraska Library Commission.

**MERIDIAN LIBRARY SYSTEM
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KEARNEY NE 68847**

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