

June 15, 2016

**Don't forget to sign up for the 2016 Annual All System Meeting!**

**Where: MPL  
When: Aug. 4th @  
10:00 am**

**Register at [know.nckl.info/](http://know.nckl.info/).**

## Calendar

Annual Meeting	8/4
Directors' Meeting	8/11
4 Fall Youth Workshops	Aug./Sept.
Manager Training Workshop	9/15
Executive Board Meeting	9/29

# NeCessary KnowLedge

## 50th Annual All Systems Meeting

The 50th Annual Meeting of the NCKLS Full System Board will take place on Thursday, August 4 in the Manhattan Public Library Auditorium. Fifty years is a real milestone, so in addition to our regular meeting and budget hearing, we will celebrate our anniversary.

We are planning some displays of the history of our system. If you have any pictures, please send them to the NCKLS

office so we can scan them. We will return your originals. Roger Carswell, director of the Southeast Kansas Library System, will be our guest speaker. He will tell us about the history of library systems in Kansas. Roger is the author of *Booking Along Since '66: A History of the Southeast Kansas Library System*. Meeting packets will be mailed to all the system board representatives by the

end of June. We will also post the documents from the packets on the NCKLS website for anyone else interested.

~ Carol Barta



Roger Carswell

## School Libraries Work

Studies shared by the American Association of School Librarians (AASL) show that certified school librarians have a positive impact on educational outcomes & student test scores: "School libraries. . .economically deliver & share essential resources, & provide access to technologies that improve both the quality of student learning & the quality of teacher instruction" (SLIC, 2011). School libraries "play an even greater role in providing academic support & closing the achievement gap for those students who come from

economically disadvantaged backgrounds" (Achterman, 2008). Yet, funding to school libraries has been reduced over the past years. Because of this, NCKLS is expanding our support to school library staff. One aspect of this support is our School Librarian Workshop to be held June 24. Through the workshop, we hope to connect with many of the school librarians in our region. The workshop focuses on bringing coding into school libraries & will be presented by Jessica Asbury. Asbury is a certified Code.org

curriculum trainer, has ten years experience working with elementary students, & holds an MA in gifted education. If you know a school library staff member who would like to attend the workshop, tell them to register at [goo.gl/paQc4b](http://goo.gl/paQc4b) today!

~ Melendra Sutliff Sanders



Jessica Asbury

## New Law under the Fair Labor Standards Act



In 2014, President Obama directed the Secretary of Labor to update the overtime regulations to reflect the original intent of the Fair Labor Standards Act. The final rule will become effective on December 1, 2016. See: [www.dol.gov/whd/overtime/final2016/](http://www.dol.gov/whd/overtime/final2016/) With the new guidelines, exemption is not based on job titles or if a worker is paid on a salary basis. Under the new law, the salary test to qualify as exempt is \$913/week; \$47,476/year. In the future, this salary limit will automatically adjust every three years. If a job does not meet the salary requirement, it is a non-exempt position, & a worker must be paid overtime or compensatory time for all hours worked over 40 in a predetermined work week.

For workers who do meet the salary test, the primary

duty for exempt workers must be managing a recognized department or subdivision & managing two full-time employees (or 40 hours per week FTE equivalent). Additional requirements must be considered.

Librarians can call NCKLS Human Resources for guidance & help interpreting the new law.

All time worked for non-exempt employees must be paid even if an employee is paid on a salary basis. All time over 40 hours in a predetermined work week & a half, or compensatory time (1.5 hours off for every hours worked over 40 per week) must be given.

Employers can define a predetermined work week; however, once it's set, it cannot be changed. For example, a work week can be defined as midnight on Monday until 11:59 p.m. Sunday but cannot be changed week to week to avoid paying overtime. The work week definition should be an organizational policy that remains in place once it's set.

Employers can choose any

method they like for tracking & recording hours. Record of time worked must be complete & accurate for both exempt & non-exempt workers. Best practice is for both the employee & the employee's supervisor to sign timesheets verifying hours are correct. NCKLS library directors should have the board president sign a record of time worked.

Employers should understand that deductions from an exempt employee's pay for hours not worked violates the Fair Labor Standards Act. Although it is acceptable to track exempt employees' time, it is, in most cases, not acceptable to deduct from their pay for hours not worked. See, U.S.

Department of Labor Fact Sheet #17G: Circumstances in Which the Employer May Make Deductions from Pay ([www.dol.gov](http://www.dol.gov)).

Relative to working a specified schedule, exempt employees can be scheduled in any way the employer sees fit, assuming that any state meal, break, or day-of-rest laws applying to exempt employees are followed. In addition, exempt employees can be held



## New Law under the Fair Labor Standards Act, cont.

to working a certain number of hours per week. Again, the issue is that these employees cannot have their pay docked if they do not work those hours. However, failing to adhere to their specified work schedule can be addressed as a disciplinary issue. If an employee earns leave time & it is exhausted, the employee must still be paid; however, a negative leave balance can be held & replenished at the regular accrual rate.

Options for compliance to the new law:

1) Raise salary & keep the employee exempt from overtime: Employers may choose to raise the salaries of employees to or above the salary level to maintain their exempt status, if those employees meet the duties test (that is, the duties are truly those of an executive,

administrative, or professional employee). This option works for employees who have salaries close to the new salary level & regularly work overtime.

2) Pay overtime in addition to the employee's current salary when necessary: Employers can continue to pay overtime-eligible employees the same salary & pay them overtime whenever they work more than 40 hours in a week. This approach works for employees who work 40 hours or fewer in a typical workweek, but have occasional spikes that require overtime for which employers can plan & budget the extra pay during those periods. Remember, there is no requirement to convert employees from salaried to hourly in order to calculate their overtime pay.

([www.dol.gov/whd/regs/](http://www.dol.gov/whd/regs/compliance/whdfs23.pdf)

[compliance/whdfs23.pdf](http://www.dol.gov/whd/regs/compliance/whdfs23.pdf))

For either approach, **limit workers' hours to 40 hours per week. Take the time to evaluate & realign hours & staff workload.**

It is expected that the US Department of Labor will increase the monitoring of the law following this ruling. The ruling may see legal challenges in Congress.



### Sources:

Society for Human Resource Management, [www.shrm.org](http://www.shrm.org)  
U.S. Department of Labor, [www.dol.gov](http://www.dol.gov)

~ Teri Belin

## Rotating Book Van News

After the 2016 summer reading program is complete, I will be reviewing with each librarian the content I am currently rotating to your library. You will still be able to receive up to 350 books with each rotation, but some

libraries might want to decrease that number if the books are not being utilized. My goal is to make the rotating book collection more specifically targeted for each library to enjoy.

~ Denise Coon



## Reading Rx

In a recent *New Yorker* article, author Ceridwen Dovey wrote of a gift she received for a bibliotherapy session from the School of Life, an organization that helps people develop emotional intelligence & lead a fulfilling life using cultural resources. Bibliotherapy is “the use of selected reading material as therapeutic adjuvants in medicine & psychiatry.”

Unfamiliar with the word, I learned that an adjuvant is a substance that acts to assist the effectiveness of a vaccine.

While it’s no surprise to library lovers & readers, science & business now recognize that reading can be effective medicine to assist people in understanding & dealing with the full range of human emotions & experiences in life. In short, bibliotherapy is the practice of reading for therapeutic effect—literary fiction becomes self-help.

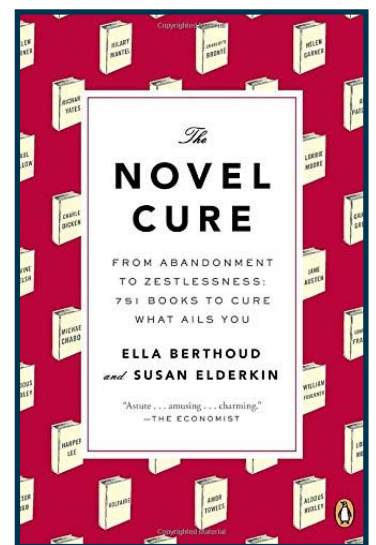
The authors of *The Novel Cure: an A-Z of Literary Remedies*, tell us that bibliotherapy was prescribed by the ancient Greeks. The entrance above the library in Thebes was inscribed with the words, “a healing place for the soul.”

Bibliotherapy has been used as part of psychotherapy in formal settings including hospitals,

prisons, & schools. Readers experience the value of bibliotherapy routinely through the escape that reading provides from everyday life, transcending time, cultures, & experiences. Reading provides comfort & connection to the world, putting our problems in perspective. The right story at the right time can provide guidance for coping with a variety of concerns from adolescence to marriage to illness & more. Reading is transformational, providing the inspiration to dream, to try something different, to take a stand on issues of interest, or to pursue creative interests. Albert Einstein said, “If you want your children to be more intelligent, read them more fairy tales.” Those classic tales certainly provide lessons in values & inspire imagination. *Forbes* magazine & the *Harvard Business Review* have printed articles encouraging business people to read more fiction. Scientific research has shown that reading literary fiction improves a person’s ability to understand what others are thinking & feeling, enhancing the ability to relate to others & be successful in

life & work. In fact, the same neurons that fire in the brain when we actually experience an event or activity are stimulated when reading stories & thinking about the characters involved. Both magazines recommended the classic themes in the literature explored by authors including Anthony Trollop, F. Scott Fitzgerald, Joseph Heller, Jane Austin, Richard Russo, & Louise Erdrich to name a few. Library staff know that reading provides comfort, connection, & inspiration. The answer to life’s problems just may be in the next book you check out to a patron with some therapeutic reading advice—read two books & bring them back in the morning.

~ Linda Knupp



## Transfer of Websites to New Server

Due to significant and persistent attacks from hackers, NCKLS has chosen to move all the system libraries' WordPress websites from the current server to a new server. In the past, most NCKLS libraries have used mykansalibrary.org to host their libraries' WordPress websites. However, over the past six months, the mykansalibrary.org sites have been experiencing repeated attacks from outside users. These attacks have required continual surveillance of websites by NCKLS and library staff. Even though the majority of site content remains intact, a lot of time has been spent cleaning the individual web pages and restoring the proper administrators to the WordPress sites. To combat this problem, NCKLS has made arrangements to move NCKLS libraries' WordPress sites to a

more secure server. During the next few weeks, NCKLS will migrate library WordPress sights from the mykansalibrary.org server to a lib.nckls.org server. As this process takes place, libraries will be contacted individually by LaDonna Clark to schedule the move of your WordPress site. Sites will be moved one by one. Following the move, your WordPress URL will change from the current naming convention ("town name".mykansalibrary.org) to a new naming convention ("town name".lib.nckls.org). NCKLS will make your current WordPress site URL automatically redirect to the new URL. This will allow bookmarks, favorites, and shortcuts your patrons might have for your old site to automatically go to the new site instead. We hope that

this will allow time to gradually change library information and printed materials to the new URL. When we move a site, NCKLS will create a new user name and password so that, as the site administrator, you will continue to be able to update your websites with posts and pages on the new WordPress site. LaDonna will walk you through the new login procedures as well as train you on new plugins and features. As an additional security precaution, NCKLS will restrict logins so that you will have to be at you library to login to your library's WordPress site. If you have any questions concerning this migration, please contact LaDonna Clark, Richard Miller, or Duane Mayer.

~ Melendra Sutliff Sanders



**Celebrate the 50th Anniversary of the Kansas State  
Regional Library Systems with NCKLS at the  
2016 Annual All System Meeting!**  
**Where: MPL**  
**When: Aug. 4th @ 10:00 am**  
**Register at [know.nckl.info/](http://know.nckl.info/).**





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## Exercise Your Mind. Read!

Now that summer reading is upon us, it's time to make some selections that you really find appealing. Whether you have your favorite authors you'll want to spend more time exploring, or whether you're excited about trying something new, there are lots of promising new books just waiting to be read. Let's take a closer look at some exciting new releases.

*The Bay of Sighs* by Nora Roberts. This is the second volume in her Guardians Trilogy, in which a beautiful mermaid is the key player in the retrieval of the Water Star. While Sawyer King is drawn to the mermaid's compassion & joy, he realizes that a relationship with her could cost him more than he wants to lose. Too, there are the schemes of a dreaded enemy who vows revenge for the loss of the star. Romance & fantasy abound in this second installment.

*Here's to Us* by Elin Hilderbrand is ideal for those who love beach reading. When famous chef Deacon Thorpe dies, his three former wives are forced to share a

stay in a Nantucket cottage in order to express their condolences. This will not be pretty! Each has past grudges & memories that are bound to come into conflict. If that's not bad enough, they have hidden secrets they don't wish to share. This promises to be one memorable wake.

*Barkskins* by Annie Proulx is one of those sprawling historical epics that's bound to please. Two indentured Frenchmen travel to the Canadian territory during the latter part of the seventeenth century. They are fated to become woodcutters in a vast & harsh world where danger is never absent. The tale moves down through the years, as their descendants must make their own ways in a changing world. Violence & jealousy are constants in this well-written saga.

*End of Watch* by Stephen King completes the trilogy that began with *Mr. Mercedes*. Seemingly disabled killer Brady Hartsfield has his caretakers

fooled. In fact, he has discovered ways to generate tragedy without ever leaving the confines of his hospital room. Police detective Bill Hodges has no idea what foe he is now facing, & he & his partner will struggle to stop Brady's new capabilities. This is yet another good vs. evil tale as only King can write it. *Widowmaker* by Paul Doiron is the seventh mystery in the Mike Bowditch series. This time our Maine game warden meets a frantic woman who claims that her missing son is actually the son of Mike's evil father. While Mike's reluctance to get involved in his father's colorful history is one obstacle, the boy's disappearance from a work camp is yet another issue. The trail will lead to an isolated mountain region where law has little value.

Let the reading begin!

~ Marcy Allen