

Director's Corner. . .

—by Roger Carswell

As promised, I'm returning to the issue of library salaries in this issue. Here are some approaches to justifying the need for improved salaries.

A good librarian is highly skilled and has a wide range of responsibilities. He/she is responsible for budgeting, purchasing, building maintenance, and policy development and implementation. A librarian works with the public constantly, handling a wide variety of demands and situations. He/she is entrusted with handling confidential


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records, public funds, and complicated equipment. The librarian must be skilled at meeting information needs using both traditional media and online

resources. In all but the smallest libraries, the library director also hires, fires, and supervises other employees. The level of responsibility is high. Almost invariably, library positions pay poorly in comparison to like positions in the community. The library director's salary should

be compared to such comparable positions as city department heads and school personnel. Often this latter is

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Libraries on the Move: 42 library board visits. — by Harry Willems

August, September and October were seriously busy months. Five-thousand miles and many hours visiting library boards gave me a great perspective SEKLS libraries are going and what shape they are in.

The vast majority of SEKLS libraries are in good shape personnel wise and the facilities are improving. KPLACE has produced active, articulate and educated librarians that know what needs to be done in their libraries. I certainly don't want to dwell on deficiencies, but library boards would do well to look into several areas.

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taken to mean teachers, but in some ways a principal's job is more comparable. Comparing job responsibilities and pay can be a powerful tool in making the case for the need to improve salaries.

A third important argument is to talk about staff turnover. Most public libraries have a high rate of staff turnover, and the primary reason is that people skilled enough to be good librarians can earn better money elsewhere. They may love library work, but that doesn't pay the bills. Looking at just SEKLS library directors, I mentioned four months ago that in ten years at SEKLS I had worked with

111 library directors in our 54 public libraries. The total is now up to 114. We have to have the ability to hire and retain quality people.

To a funding agency looking only at the dollars involved, none of these arguments may prove persuasive. However, library boards need to recognize the reality which is staring them in the face, and make a determination to pay--at least work towards-- adequate salaries.

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One area that needs work is the conduct of the board meetings. When members come without an idea of the agenda, or when the secretary/ treasurer does not have all the information for her/his minutes, then the board is unorganized. The agenda needs to be mailed out to the board members a few days ahead of time along with any pertinent correspondence. The board members should arrive having read the minutes from the previous meeting and aware of the issues to be discussed. I suppose one finger cut off for each time a member arrives with an unopened envelope for the board meeting is too extreme, but occasional reminders of the purpose of getting the minutes/agenda early, results in an informed, smooth running board meeting.

The Library System has a new Professional Collection book called The Board Members Manual, 2002, from Aspen Press that is a wonderful tool for conducting board meetings. It has simplified Robert's Rules organized in a useable way to keep meetings moving properly. It has worksheets to evaluate the effectiveness of the library board. Back to the positive side, library boards have used the allocation application to improve library service to the community. Of the seven criteria for increasing the library allocation, hours after 5:00 or Saturday or Sunday have been the most problematic. Several libraries have shifted hours to these time slots and some have added hours. I was pleasantly surprised that a couple of libraries are considering adding Sunday hours. Sunday afternoons may be truly the only time that is not scheduled with school or sporting activities. My time visiting library boards has been very rewarding.

Questions, Questions

Below are some questions we have recently had from member libraries. We're printing them here in the hope that additional libraries may benefit from the same question.

Q. Is it permissible for a library to have a credit card? Do other libraries use credit cards?

A. Yes. In fact, there are more and more situations today where using a credit card is the best, and perhaps only, way to purchase goods or services in a timely manner. While we have never tracked which libraries have credit cards, we do know that several SEKLS libraries do have them. There is no violation of the cash basis law unless you charge something without having the funds on hand to pay for it. It would be wise to have a board discussion at the time of application for a credit card regarding how it will be used, what accountability procedures to use, etc.

Q. We've had many library board appointments at all times of the year. Do all terms expire four years after the date of appointment?

A. No. All library board terms (except for district libraries) expire on April 30. When an appointment is made to a vacancy in the middle of a term, the new appointee serves until the expiration date of the current term, and then may be reappointed to two more four-year terms. When records don't exist to tell which positions should expire in which years, we recommend you come to an agreement to get back on schedule. You could determine that the term of the person who has served the longest will expire on the next April 30, the next two longest-serving members on the April 30 after that, etc. In every four year cycle, there should be three years when two terms expire and one year

when only one term expires.

Q. Can we show the video *Harry Potter and the Sorcerer's Stone* at a children's library party?

A. Yes, but only because SEKLS pays for an umbrella license with the Motion Picture Licensing Corporation. Warner Brothers produced the Harry Potter movie, and they are one of the companies whose movies are covered by the license.

Q. As a public high school library, can we accept a donation of Tim LaHaye's "Left Behind" series with its religious emphasis?

A. Yes. Unless you try to collect materials reflecting only a certain religious viewpoint, having materials with religious content does not create a church-state problem. Quite the contrary: excluding materials because of religious content does create First Amendment problems. Rather, you should collect a wide variety of viewpoints and reading interests. And yes, (in response to followup discussion) the Koran is not only allowed but is an important book to

Discount Agreement from Grolier Publishing

Grolier with SEKLS is offering library discounts effective through 9/30/03.

- ⇒ Children's Press (Reinforced Library Bindings) 30%
- ⇒ Franklin Watts (Reinforced Library Bindings) 30%
- ⇒ Select Scholastic Titles (Trade Bindings) 40%

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**USA Patriot Act
(Uniting and Strengthening America by Providing Appropriate Tools Required to
Intercept and Obstruct Terrorism Act of 2002)
Library Compliance**

Here is a quick version of what this act means to public, academic and school libraries:

1. Authorities from the FBI, NSA, CIA must still have a valid court order to see records protected under the Kansas Privacy statutes. [K. S. A 45-221 (23)]
2. If the search warrant is a "sneak and peek" warrant, it is executable immediately.
3. If it is a warrant under the Foreign Intelligence Surveillance Act (FISA), the library director may not disclose the operation to anyone. A call to ALA asking to speak to a lawyer will get information from legal counsel. (ALA has advised librarians that this procedure is ok but others are not so sure that speaking to legal council of any kind is a violation). The librarian will be informed as to the kind of warrant being served.
4. Requests will be either technological, (computer files/computers) or records from circulation or personnel records.
5. Cooperate with authorities asking for the properly signed court order.
6. Discuss procedures, of who deals with authorities and what you will do now while you're not under pressure. If you have standing legal counsel, discuss procedures with them now too.
7. Keep only necessary records for reports. Do not destroy records once a law enforcement visit has been made to your library.

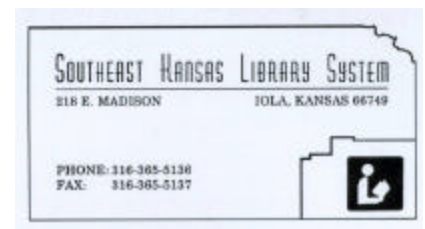
**For more information visit <http://www.llrx.com/features/libraryrecords.htm> and
<http://www.llrx.com/features/usapatriotact.htm>**

Around the System

Iola—A sales tax initiative to expand the Iola Public Library failed by a 57-43% margin. **Roger Carswell**, director, has indicated that the board will skip a year before trying again. 2004 has 3 elections to pick from.

Independence—The election in Independence to make a library district passed by a wide margin. The district library is supposed to increase library funding for the new library to be built.

Longton—The city of Longton held an election to establish a public library. Formerly an unofficial library and rotation drop, Longton is now an official library. The initiative passed 80-34.



SEKLS PROFESSIONAL COLLECTION ADDITIONS

PC 021.82 Board. *Board Member Manual 2002.* NY. Aspen. c.2002. PP. 72

PC 027.8 Buzzeo, Toni. *Collaborating to Meet Standards: Teacher/Librarian Partnerships for 7-12.* Worthington, Ohio. Linworth. c.2002. PP. 214

PC 025.2 Charles, John. Et al. *The Mystery Readers' Advisory: The Librarian's Clue to Murder and Mayhem.* Chicago. ALA. c.2002. PP. 227.

PC 025.2 Doll, Carol A. *Managing and Analyzing Your Collection: A Practical Guide for Small Libraries and School Media Centers.* Chicago. ALA. c.2002. PP. 93.

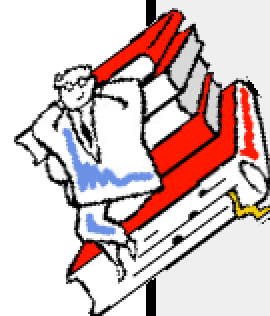
PC 025.1 Johnson, Doug. *The Indispensable Librarian: Surviving (and Thriving) in School Media Centers in the Age of Information.* Worthington, Ohio. Linworth. c.2002. PP. 163.

PC 028.9 Herald, Diana Tixier. *Strictly Science Fiction: A Guide to Reading Interests.* Greenwood Village, CO. Libraries Unlimited. c.2002. PP. 297.

PC 011.6 Senior. *Senior High School Library Catalog.* NY. Wilson. C2002. 16th Edition. PP. 1243

PC 023.9 Singer, Paula M. *Developing a Compensation Plan for Your Library.* Chicago. ALA. C2002. PP. 132

PC 025.4 Willard, Nancy *Safe and Responsible Use of the Internet: A Guide for Educators.* Eugene, OR. Responsible Netizens Institute. C2002. PP. 260.



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SEKLS System Board
Nine Member Executive Board—2002

	(Re) Elected
*Cathy Van Gilder (Columbus) President	2002
*Lisa Kelly (Mound Valley Bd.) Vice President	2002
*Margaret Spires (Eureka Bd.) Non-Core Rep.	2002
*Robin Betts (Savonburg) Non-Core Rep.	2002
Monta Jo Saker (Ft. Scott HS) School Rep.	2002
Judy Thompson (Labette CHS) School Rep.	2001
Mandy Specht (Allen Co.) Governor's Appt.	2001
*Susan Willis (Chanute) Core Rep.	2002
*Steve Anderson (Allen CCC) Academic/special	2002

(*) Elected at the November 1 System meeting.

KANSAS CHAUTAUQUA TROUPE

**The Kansas Humanities Council Announces Six Scholars for
the 2004 Troupe.**

Dave Dikerson, Aldrich, MO, portrays David Atchison, U. S. senator and leader of the Border Ruffians.

Diane Eickhoff, KC, MO, portrays Clarina Nichols, temperance leader, abolitionist, involved in early woman's rights movement.

Richard Jones, Cal. State Poly Tech. Portrays Abe Lincoln.

Fred Krebs, Johnson County CC, portrays Stephen Douglas, U.S. senator who authored the Kansas Nebraska Act.

David Matthews, ESU, portrays John Brown.

Charles Everett Pace, Center College, Danville, KY, portrays Frederick Douglass, former slave, newspaper editor and abolitionist leader.

Schedule: Junction City, June 4-8; Colby, June 11-15; Fort Scott, June 18-22; Lawrence, June 25-29.

KAN-ED needs You! (And you need KAN-ED). All public libraries and school districts should have received an application packet for membership in KAN-ED. If you have not received an application, you may get one from the SEKLS office or download it from the KAN-ED web site: [http:// www.kan-ed.org/new/news.htm](http://www.kan-ed.org/new/news.htm). There are important reasons for every public library to join KAN-ED within the next 30 days.

Why you need to join KAN-ED. Beginning July 1, 2003, KAN-ED will provide subsidies for local Internet service. That subsidy will eliminate or reduce local costs for Internet service and will allow many libraries to increase their Internet bandwidth. It is possible that the KAN-ED subsidy may also be used for the installation cost of newer enhanced Internet service. What if you already have free high-speed Internet service? You still need to sign because only KAN-ED members will have access to the KAN-ED network that will provide new research data bases, video conferencing, and other services.

Why you should join NOW. A significant part of the KAN-ED budget will come from e-rate funding. That e-rate application must be submitted by January 15th at the latest, and the amount of the KAN-ED e-rate funding will be determined by the number of KAN-ED members. That KAN-ED e-rate application will *not* reduce your local e-rate funding. So please send your application by December 15th and help KAN-ED to achieve the maximum level of funding and service. School librarians are also urged to ask their school administrators to complete KAN-ED membership applications.

Adapted from *Loose Change*, Nov., 2002. V. 7. Issue 12-by Jim Minges.

Partly Nonsense by Harry Willems Magazines

- ▷ **I would hate to become as curmudgeonly as 60 Minute's Andy Rooney, but I really dislike all the junk stuffed into magazines. I suppose you think you're getting more for your money if the magazine feels and looks like a big edition. Kind of like the Sunday paper with all the stuff you don't bother reading.**
- ▷ **It seems like each magazine, say *U.S. News*, has enough renewal or subscription cards for each neighbor on the block. Ever wonder how they get those things to stay loose in the magazine, in the mail, clear across the country?**
- ▷ **I know magazines have to have advertising to survive, but I don't really need to be reminded of the "Purple Pill" or undergarments that don't leak—maybe someday, but not now. (libraries need to provide information to a broad spectrum, but it's still annoying)**
- ▷ **Now if those cards could be collected for say, a trip to the West coast, like frequent flyer miles, then I'd be right in there saving the whole set. At 5-8 cards per magazine, plus an ad or two, saved for 25 years or so, that's only 10,000 cards. I need to sic ol' Andy on this one.**

SEKLS CALENDAR

January— 2003

(*) Cyberseries

February 20
March 28

Legislative Day
Summer Reading

Topeka
Iola

SEKLS

Stacks of News

Southeast Kansas Library System
218 E. Madison
Iola, KS 66749

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