

#### STAFF NEWSLETTER OF THE METROPOLITAN LIBRARY SYSTEM

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### From the Executive Director: ...*Clarifying New Leave Policies*

On Thursday, December 9th, the Metropolitan Library Commission approved changes to MLS leave policies. These changes were made as a result of the Comp/Class/Benefits Study by the Singer Group.

The major changes included the elimination of doctor/dental leave and the earn rate for sick leave was reduced from 10 hours a month to 8 hours a month. These changes will go into effect on January 1, 2012.

classification and benefits compared to the

This study was completed and presented

approved the recommendations (see Finance

September 15, 2011) for changes to the comp

and class structure and requested that staff

report in order to bring recommendations

back to the Administrative and Personnel Committee in the fall of the year for possible

leave changes and in the spring for other

The recommendations approved on

from 10 a month to 8 a month. These

Thursday were to eliminate doctor/dental leave and to reduce earned sick leave hours

recommendations came in response to the

begin working on the benefits portion of the

commission in August. The commission

Committee August 11, 2011 Agenda item #III and Commission minutes Document #22

to the Finance Committee and the

As a reminder, the ... it is importative dibrary commission requested that a study be done by an outside consultant who was asked to survey MLS compensation,

market.

benefit changes.

... it is important to note that feedback from staff took place throughout the entire length of the project ...

survey (see full benefit report pages 32-33), which showed that MLS was the only institution to offer doctor/ dental leave and the 120 sick leave hours earned annually led the market. In addition, feedback to our consultants from the staff and supervisors via the focus groups, the project review committee, the employee hotline and the online employee survey, indicated staff concerns that this benefit was

being abused.

The Executive Director is ultimately tasked with making final decisions of

this nature. But it is important to note that feedback from staff took place throughout the entire length of the project as referenced above.

I made the decision to recommend this change to MLS leave benefits in light of the charge given to me by the commission and the discussions that have taken place over the past several years in commission meetings regarding commission perceptions that MLS provides staff very generous benefits.

While we told staff that no one would receive a salary cut as a result of the study, it was never stated or indicated that benefits would stay the same.

I hope this clarifies the process that was undertaken and better explains the decisions that were made.

—Donna Morris

### Building a Reading City: Special Edition Chapter I

Every month we take a look at what is being read for pleasure by MLS staff members, and we sometimes come across a surprise or two.

But this month, we're doing something a little different. We sent out a system-wide email soliciting the titles of books that were favorite bedtime reading aloud for the children of staff, or for nieces and nephews, grandchildren, or even for the staffers themselves when they were little. (Hard as it may be to believe that some MLS staff was ever young.)

The response was overwhelming—it's great to know that so many of us enjoyed creating new readers by reading aloud—so much so, in fact, we'll have to split up our report over several months' worth of ShelfLifes. Here's the first wave of responses (the first 10), and thanks to everyone who responded.

J.R. Day (CON): I ate up all kinds of books with varying authors and topics, but the ones that REALLY stick out are all of the Matt Christopher books... *The Kid Who Only Hit Homers, Wild Pitch, Crackerjack Halfback*... for a little boy that loved sports like me, those books were where it was at. Also an honorable mention to just about everything Robert McCloskey wrote... *Homer Price* and *Centerburg Tales* were my favorites.

Janeal Walker (NW): My stepdaughter is quite the tomboy and loves anything super hero related. Batman, Spiderman, and the Hulk are just the ultimate to her. We also always liked the *Pout Pout Fish, Edwurd Fudwupper Fibbed Big*, and the Fancy Nancy series. Now that she can read, I miss reading to her. Actually, we still read together. She just usually likes to do the reading!

Jennifer Jones (CH): iMy kids loved the Pigeon books by Mo Willems. They laughed hysterically when I read those to them (even my older kid, who is now 13.) They also loved the Minnie and Moo series by Denys Cazet. Now that they are older, they are avid readers. My daughter, who just turned 9, is reading the Shadow Wolf series by Kathryn Lasky and my son reads EVERYTHING! He just finished the Inheritance series by Christopher Paolini for probably the 3rd time, which the exception of the newest installment of course. Our favorite books from the young childhood were *Where the Wild Things Are* (Maurice Sendak), *Guess How Much I Love You* (Sam MCBrantney), *Go, Dog, Go* (P.D. Eastman) and *Snug House Bug House* (Susan Schade).

**Rondia Banks** (NWS)My two children always loved to hear *Love Your Forever* by Robert Munsch.

**Kasandra Dewbrie-Burrows** (HUM): Some of my favorites from childhood include The Bunnicula series by James Howe, *The Best Little Monkeys in the World* by Natalie Standiford, *Alice's Adventures in Wonderland and Through the Looking-Glass* by Lewis Carroll, and *The Lion, the Witch, and the Wardrobe* by C.S. Lewis. My husband and I joke that we only want children so we'll have someone new to share our favorite books with!

**Karen Litteral** (WA): My son enjoyed *The Three Little Pigs, Swiss Family Robinson*, and a Bible story of Shadrach, Meshach and Abednego.

> Britanny Barber (ILL) I don't know if this counts but growing up I was the bookworm of the family and tried my hardest to get my little sister to love books as much as I did. I tried to read everything from *The Baby-Sitter's Club* to *The Boxcar Children* to her but the only book I ever read to her that she loved enough to sit through (and still loves to this day) was *Summer of the Monkeys.* She's due in May with my very first nephew and I've already bought her a copy so she can read it to him!

Jana Hausburg (CH): Both my boys loved reading about garbage trucks. I think the large, smelly behemoths that visited our curb each Monday and Thursday held endless fascinations for them. Sure, I read them all the children's classics, but they really wanted to hear these stories over and over again:

*Trash Trucks,* by Daniel Kirk , *I Stink,* by Kate & Jim McMullan ,

Smash! Mash!Crash! There Goes the Trash! by Barbara Odanaka, Too Much Garbage, by Fulvio Testa, Trashy Town, by Andrea Zimmerman and David

Clemensha. And, of course, *The Stinky Cheese Man* and *Other Fairly Stupid Tales*, by Jon Scieszka and Lane Smith. No, it's not about garbage, but just saying "Stinky Cheese Man" made us all howl with laughter. Try it!

**Darcus Smith** (BI): *Heidi* was one of my favorite books. If i had a daughter, I would introduce her to this wonderful book.

**Alice Fielding** (CAT): My two-year-old likes *Goodnight Moon*, *Clifford the Big Red Dog, Franklin the Turtle*, and *Caillou*. My six-year-old likes the *Berenstain Bears*, *Madeline*, books about doctors/dentists/hospitals, and *Curious George*. Both of them like the Pinkalicious books, Sesame Street books, and *Max and Ruby* (especially *Bunny Cakes*).

# Holiday Open House at Capitol Hill

A popular seasonal event in the Capitol Hill district is the CH Library's annual Holiday Open House. The 2011 event was held on Saturday, Dec. 10 and, as you can see from the photos, was a great success.

Librarian **Jennifer Jones** thanked Volunteer Coordinator **Heidi Port** for her help in locating some terrific volunteers, and Jennifer recruited Jeff and Beth Billingsley to play Santa and his favorite elf. Gloria Walls coordinated the Photo With Santa sign up list.

"Edmond honor students Katie and Julie Messner spent the day doing crafts with Rainbow Fleet and artist Debbie Langston," Jennifer reported. Rainbow Fleet employees volunteered their time and donated craft supplies.

MLS Community Outreach Coordinator **Kelley Riha** returned as the Story Elf, and she was joined by staff volunteer **Cheryl Mann** with her dog volunteer Napoleon.

"Other MLS employees stepped out of their usual roles to help," Jennifer added. "**Drea Gates** of MC worked the paparazzi beat, while CH's **Tim Hanna** played photo printer. **Myra Dover** of CH made some of the best hot chocolate this side of the Oklahoma River, and kept the cookies stocked until they were all gone!

"Robert and Alexa Hill, hubby and daughter of CH's **Angela Hill**, made guest appearances as **Spoticus**, who I am willing to bet, was as popular as Santa! Alexa and her friend Josh, doubled as face painters, relieving volunteer Yen Tran and friend. "Of course we couldn't do any event without our very own Capitol Hill teen volunteers. Edgardo Gomez, Isis Orduna, Cruz Perez, were on hand to lend their expertise in a variety of jobs."

Around 600 members of the Capitol Hill community showed up for the party. Remember when you want to plan a library event but don't have the staff to pull it off the way you'd like to, Heidi can help gather volunteers. Give her a call.



1. Volunteers Jeff and Beth Billingsley play Santa and his favorite elf. 2. Kelley Riha, OUT, was the Story Elf. 3. Capitol Hill teen volunteer Edgardo Gomez helped in a variety of jobs. 4. Dog volunteer Napoleon, in Santa hat, helped with his owner, staff volunteer Cheryl Mann. And Robert and Alexa Hill, hubby and daughter of CH's Angela Hill, made quest appearances as Spoticus, who I am willing to bet, was as popular as Santa!



### Teen Read Month Winner From SO

October was Teen Read Month, the time Oklahoma teens see how many pages they can read in 30 days. Here are some facts and figures about participation in 2011:

• More than 60 schools and public libraries registered to participate

• 447 teens from 17 schools and libraries went the distance, turning in reading logs to compete in the contest

- This year's total beat 2009's previous record, which was 504,376 pages read.
- Total pages read for the three years of the program: almost 1.4 million pages
- Oklahoma teens who participated in 2011 Teen Read Month read 663,778 pages during the month of October, setting a record for the three-year-old program.
- Prizes were awarded to the top school and public library, and the top readers from the school and Public Library categories. Plus, two winners were selected by drawing.

This year's theme was comics and graphic novels, but teens ages 12 to 18 could read whatever they wanted during the month and track it on a reading log. The purpose of the program is to keep teens reading for pleasure during the school year, when much of their reading time is devoted to school work. "Reading just for the joy of it is the best way to develop a lifelong love of reading," according to Adrienne Butler, Youth Services Librarian at the Department of Libraries.

Cody Speegle was the winner of the ODL statewide reading contest. Cody read an incredible 39,325 pages.

Congratulations to Cody and the SO staff who supported his effort.



Cody Speegle shows off his new Color Nook and Barnes & Noble Gift Certificate, which were provided by Sonic, America's Drive-In. On hand to share the good news were Becky Rickard, Manager of Archives and Administration at Sonic; Adrienne Butler, Youth Services Librarian at the Oklahoma Department of Libraries; John Hilbert, youth librarian, and Cheryll Jones, children's librarian, at Southern Oaks.



### The ShelfLife Quiz:

### Good Intentions = Good Books

Mark Twain once observed that "New Year's Day is the accepted time to make your regular annual good resolutions. Next week you can begin paving hell with them as usual." We suppose that you intend to make the standard resolutions—exercise more, eat less, quit smoking, buy lunch for that large-boned but devilishly handsome fella in the Marketing Department. You know the drill.

But this year, why not resolve to activate more highly the intellectual life by reading more? To that end, this month's quiz is made up of well-known first lines of books. For every one you can't identify, read something you might not otherwise be drawn to. See how you do.

- 1. <u>Happy families are all alike; every unhappy family is</u> unhappy in its own way.
- 2. \_\_\_\_ It was a bright cold day in April, and the clocks were striking thirteen.
- 3. \_\_\_\_ There was a boy called Eustace Clarence Scrubb, and he almost deserved it.
- 4. \_\_\_\_ It was love at first sight. The first time Yossarian saw the chaplain he fell madly in love with him
- 5. \_\_\_\_ Granted: I am an inmate of a mental hospital; my keeper is watching me, he never lets me out of his sight; there's a peephole in the door, and my keeper's eye is the shade of brown that can never see through a blue-eyed type like me.
- 6. \_\_\_\_ He was born with the gift of laughter and a sense that the world was mad.
- 7. \_\_\_\_ They threw me off the hay truck about noon.
- 8. \_\_\_\_ Bang! Bang! Bang! Bang! Four shots ripped into my groin and I was off on the greatest adventure of my life!
- 9. \_\_\_\_ The year that Buttercup was born, the most beautiful woman in the world was a French scullery maid named Annette.
- 10. \_\_\_\_ We were somewhere around Barstow on the edge the desert when the drugs began to take hold.
- 11. \_\_\_\_ When a day you happen to know is Wednesday starts off sounding like Sunday, there is something seriously wrong somewhere.
- 12. \_\_\_\_ It can hardly be a coincidence when no language on earth has ever produced the expression "as pretty as an airport."

Answers on page 8

### Choices:!

- a. *Fear and Loathing in Las Vegas* by Hunter S. Thompson
- b. The Tin Drum by Gunter Grass
- c. Sleep Till Noon by Max Shulman
- d. Catch-22 by Joseph Heller
- e. The Long Dark Tea-Time of the Soul by Douglas Adams
- f. Anna Karenina by Leo Tolstoy
- g. The Voyage of the Dawn Treader by C.S. Lewis
- h. The Postman Always Rings Twice by James M. Cain
- i. Scaramouche by Rafael Sabatini
- j. The Day of the Triffids by John Wyndham
- k. The Princess Bride by William Goldman
- I. 1984 by George Orwell

### Here Come the Playaways

Ave you heard about the Playaways? No, it's not a new segment on Sesame Street. It's an all-in-one audiobook. When a customer checks one out, s/he will get everything needed to listen because the recorded book comes pre-loaded and the device has a place for a universal jack to make listening easy through headphones, speakers or even a car stereo system.

It looks like an iPad but each Playaway unit contains one book—up to 60 hours of playtime. There's no screen and it comes in five narration speeds so the listener can find just the right speed for clearest comprehension. You can't erase it, or copy it, or record over it.

We're just opening the door a crack so you can find out a little about this terrific new product we'll soon be making available to our customers. Prepare for a rush!



Minute Manager Meets the Monkey Keaneth Blanchard William Onckern, Jr.

#### Lending Library: Books to Help With Professional Growth The One Minute Manager Meets the Monkey

by Kenneth H. Blanchard, William Oncken and Hal Burrows

Monkeys? Really? Well, not real monkeys, no. For managers and employees "monkeys" are those problems that leap from back to back as responsibilities for tasks get passed around, frequently when a manager is asked for guidance and ends up taking on the job himself. The book deals with the fine balance between supervision and delegation, and looks at the art of assigning the right monkey to the right employee.

The book was originally published in 1991 but hasn't lost an ounce of relevance in 20 years. Some monkeys never die—they just grow larger, King Kong style.

If you're a manager who seems to spend most of your time doing the jobs around the office you always assumed your staff would do, take a look at this book and get the monkey off your back.



Here are the clues to this month's mystery person.

Fave Music:	Loves opera to rock, current-Amy Winehouse
Fave Movie(s):	Braveheart and The Help
Fave Sports:	Figure skating
Fave Vacation:	Touring Italy and driving down the Pacific
	Coast Hiway from San Francisco to LA
Worst Vacation:	San Antonio in summer
Fave TV Show:	Survivor
Fave Book	Gone With the Wind, long time fav
	currently reading - Hot, Flat and Crowded
Fave Food:	Beef Wellington and cherry cobbler
Fave Season:	Autumn
Fave Hobby:	Decorating my home
Family:	Husband, 3 daughters , their husbands &
	3 grandchildren
Fave Pets:	Dog Callie (wandered into DC)
Fave Social Network:	I'm new to Facebook, not sure I like it.
Special Skills:	Dancing the Twist
What profession woul Writing history books	d you be in if you were not working at MLS?

**Do you have a bucket list and what's at the top of it?** Taking my family to Disney World and meeting the President (Yes, the current or any future President of the U.S.)

Answer on page 8

### STAFF PROFILE Ingerprints

**Shahin Asghari**, circ clerk at Edmond Library, says her life is simple, but not boring.

Her interests after a day at work are reading psychology books, cooking, and prefers watching movies with a dramatic center. She is also a walker and watches soccer.

Some day Shahin would like to take a trip

around the world and maybe retire somewhere near a beach. Shahin has worked for MLS for 14 years and says serving Edmond custormers is the highlight of her days.



### Downtown Bake-Off Prizes Awarded

And Nothin' says lovin' like something from the oven, and love was hanging thick in the air at the DN Christmas Party last month. Deputy Executive Director/ Finance and Support Lloyd **Lovely** took it upon himself to see to it that staff who created and shared cakes, cookies and candies at the lunch would be rewarded for their effort and generosity with prizes for best in show. Lloyd served as sole contest judge and, we've been informed, was only slightly upset on discovering that the judge would be

unable to win any of the top prizes. Lloyd, winner of the 1984 Ignoble Peace Prize, accepted this disappointment with grace and, after furiously wrecking his office, began the judging.

Winners in three categories (Cookie, Cake, Candy) are pictured receiving their just desserts for the creation of just desserts.

All trophies were purchased and provided by Lloyd Lovely, winner of the 2011 You-Can-Have-Your-Cake-And-Eat-It-Too Award.

Cake Category





First Place - **Jeffery Mullins** for her Chocolate Praline Cake

Second Place – **Dana Beach** for her Yellow Cake with Chocolate Icing

Candy Category



First Place - Heidi Port for her Dirt Balls

Cookie Category



First Place – **Heidi Port,** DVS, for her Chocolate Chip Cookies



Second Place – **Melissa Weathers** for her cranberry cookies with white chocolate icing



Third Place - John Rahhal for his Hello Dollies

**MYSTERY PERSON IS:** Susan-Hutchins,

DC

### **HELLO TO**

Armando Celayo	Mat. Sel. Te
Katey Easley	Library Aid
Catherine Hagar	Library Aid
Katy Brown	Library Aid
Molly Wills	Librarian, E
Susan Burt	Library Aid
Taylor Horn	Library Aid
Jevon Doolin	Circ Clerk,
Stephen Go	Circ Clerk,
Shae Mitine	Ext. Spc., L
Patti Morgan	Library Aid
Aleisha Phillips	Circ Clerk,
Tim Roemer	Library Aid
Erin Young	Circ Clerk,
Garrett Young	Library Aid

ech., MSL de, MC de, MC de, ED ED de, WA de, HR NW NW 0 de, WA NW de, VI NW de, DN

### PROMOTION

Jef Fredericks..... ED, Circ Clerk , PT to Full T

#### TRANSFER

Jennifer Adkisson ..... Circ Clerk, From ED to NW Shanelle Jackson..... Circ Clerk, From VI to DN

#### GOODBYE

Stormy Schreiber ..... ILL Tech., ILL Caitlin Walker ..... Library Aide, BI

#### SYMPATHY

To Amy Laminsky, ED, whose father died in December.

#### The ShelfLife Quiz: Answers

- 7. H 1. F 8. C 2. L
- 9. K 3. G
- 10. A 4. D
- 5. B 11. J 12. E 6. I







Catherine Hagar







Taylor Horn



Shae Mitine



Tim Roemer







Erin Young



Aleisha Phillips



Garrett Young



Jevon Doolin

Susan Burt



# January Bulletin Board

### January Birthdays

	_	
LAURIE MACK-CLARK	_	1/2
VERONICA PIPESTEM		1/2
JERRY NANCE		1/3
JOSHUA LYNCH		1/3
ASHLEY MEYER		1/3
RANDY WAYLAND		1/4
URSULA WARD		1/5
MICHAEL LEE		1/6
JULIA MCCONNELL		1/6
RENA GIBSON		1/6
DENISE LUKES		1/7
SALLY PHILLIPS		1/7
REBECCA SPENCER		1/7
CAROL MOODY		1/8
WANDA LITTLE		1/9
PATRICIA WHISENHUNT		1/10
LILY WANG		1/10
PETER ROBERSON		1/12
STEVEN JENKINS		1/14
RICHARD ANTONISSE		1/14
JUSTIN HERWIG		1/15
ANNE MOTLEY		1/15
TODD OLBERDING		1/18
BEVERLY PHILLIPS		1/18
MENDI SUMTER		1/18
JOE POE		1/19
JOYCE JACKSON		1/19
RONNA DAVIS		1/19
GLENN WEBB JR		1/19
RANDALL MYSTER		1/20
JOHN HILBERT		1/21
DANA BEACH		1/21
KATHY MARQUIS		1/22
ABIGAIL GRIFFIN		1/23
LAURA WINTERS		1/24
JOSHUA LEWIS		1/24
JESSICA MINTER		1/24
NGOC NGUYEN		1/24
JOAN KENDALL		1/26
ROBYN ICKS		1/29
SUSAN MONROE		1/30
LLOYD LOVELY		1/31
ALICE FIELDING		1/31

Employ Jan. Date-	
Jan. Date- CAROL PROVINE KATRINA PRINCE NANCY LYTLE SYLVIA LAWSON ERIC KING JAMES NIMMO, JR MARIE NICHOLS GREG BENNETT DENISE LUKES TIM FISHER BUDDY JOHNSON LISA WALKER VICKIE DIXON KATHY FRITSCH CHRISTINE BASSETT TIM HANNA JENNIFER ADKISSON SHARON BISH LAURA MCMURTRY KELLEY HOFFMAN LLOYD LOVELY PATRICK WILLIAMS KIM MACARTY BETH STEELMAN JONATHAN WILLIS JR NITA NORMORE LYNDA TONEY BAHR	-of-Hire 1/6/1975 1/6/1985 1/22/1985 1/24/1989 1/9/1990 1/18/1993 1/5/1994 1/21/1997 1/5/1998 1/26/1998 1/26/1998 1/26/1998 1/26/1998 1/26/1998 1/26/1998 1/26/1998 1/26/1998 1/25/1999 1/16/2001 1/7/2002 1/21/2003 1/12/2004 1/20/2004 1/12/2004 1/12/2004 1/12/2005 1/4/2006 1/4/2006
MARK VANCE ANNA TODD MATTHEW COTTER PAIGE NIFONG NATHAN CLYMER GERALDINE ADAMS DEBORAH AUSTIN-MUNDEN ADA MADISON KIMBERLY CLARK DEBBIE MCPHERSON MICHAEL LEE SIOBHAN MORAVA MELISSA WALKUP SANDRA BOOKER NANCY DRIVER NATASHA IRONS KELLY MIXON RISA WHITE	1/30/2006 1/31/2006 1/2/2007 1/22/2007 1/29/2007 1/2/2008 1/14/2008 1/28/2008 1/12/2009 1/26/2009 1/29/2009 1/11/2010 1/11/2010 1/3/2011 1/3/2011 1/1/2011 1/16/2011
DAVID GROW	1/27/2011

# February Bulletin Board

#### Employee's February Date-of-Hire

DAVID RUSHING

**GLORIA DELEON** 

ANGELA THORNTON

DAN HOLMAN

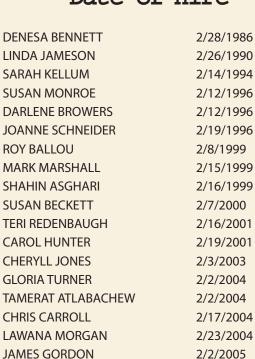
VANDA COLE

**KAREN CASEY** 

MARGO ELLIS

PATTY WIDHALM

**GARRY SOUDERS** 



2/4/2008

2/11/2008

2/23/2009

2/1/2010

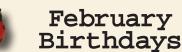
2/8/2010

2/8/2010

2/23/2010

2/7/2011

2/7/2011





KAELI DUNN	2/1
JOANNE SCHNEIDER	2/3
JORGE MASCORRO	2/4
LEE MATA	2/6
CARA KOSZARA	2/6
ARMANDO CELAYO	2/6
DEBBIE MCPHERSON	2/7
KAREN LITTERAL	2/9
CAROL ROBERTS	2/9
ANN MEEKS	2/9
DEVON MCDANIEL	2/10
KRISTINE CHARTER	2/10
RUTH HARDER	2/11
KRISTIN HILL	2/17
PAULA TRAN	2/17
CAROL HUNTER	2/18
ERIC KING	2/18
DAVID MORAND	2/18
LAURA MOODY	2/18
KATHRYN SHEESLEY	2/19
KATHLEEN LAUGERMAN	2/20
DANIEL FIELDS	2/20
GARRETT YOUNG	2/22
JULIANNA LINK	2/23