



Paralibrarian Section @ MLA Conference

Why go to the MLA Conference you ask?

Mark your calendars for Tuesday, May 17th, the day you want to be at the 2016 MLA Annual Conference. Why? Because the Paralibrarian Section is sponsoring a bunch of programs that will make a big splash at the Conference Center in Hyannis! Tuesday morning is the program BRIDGING THE GAP, presented by Karen Horn, Assistant Director and Head of Circulation at Sturgis Library in Barnstable. Karen is a Project SET Leader and will present waves of information on staff training, bite-sized learning and what the PARA Certification can do for you. We'll start the morning with a quick Paralibrarian Section Annual Meeting. The Awards Gala will be full of fun and entertainment. The Paralibrarian Section will honor the **Outstanding Library Support Staff** and **Paralibrarian Support Staff Advocate** 2016.

Midstream you will enjoy a new **VIDEO Book Cart Drill Team competition**. Teams will film at their home libraries, send in the videotaped routines and you will enjoy the show front and center at the Awards Gala. Audience votes for their favorite team! DEMCO sponsors with trophies and **\$500 in gift certificates** to the winners! That could be your library! (Special \$5 seats for guests of Awards/PARA/BCDT to attend just the evening program. Must register and pay in advance online) Go to:

<http://www.masslib.org/BookCartDrillTeam>

PARA Certificates will be presented to the accomplished paralibrarians throughout Massachusetts who have completed the **PARalibrarian Recognition of Achievement** requirements in Levels I, II, III and IV. Directors and hiring managers take note when you see the PARA Certificate on a resume, it means your candidate is certified and dedicated to a career in librarianship, with the skills, experience and training every library looks for. Go to:

<http://masslib.org/PARAProgram>

So join us at the MLA Conference and we'll kick up some virtual sand with the BCDT, and applaud the recipients of the Paralibrarian Awards and the PARA Certification, on Tuesday, May 17th.

Submitted by Allison Sloan

Massachusetts Library Association's
Annual Conference theme is Building Bridges
Resort and Conference Center at Hyannis
May 16 -18 2016

Registration is now open go to

<http://www.masslib.org/event-2053454/Registration>



Book Cart Drill Team

Book Cart Drill Team- NEW format for 2016!!

For 2016, the Paralibrarian Section will be using a new format for libraries to participate in the book cart drill team competition! Libraries will be able to produce their own book cart drill team video in their own library and submit to MLA for all to see and vote on at the Awards Gala on May 17, 2016! This is a great opportunity for a library to include all staff and build team work, great PR and can be used to promote your library, and let your staff member's creativity shine! You may include teens and patrons, but at-least 1 member of the team must be a staff member and team captain who will represent the library at the Awards Gala. Videos should not be any longer than 3 minutes and must be uploaded to Youtube. Voting will take place at the Awards Gala by your peers! Scoring will be based on Technical Ability, ie: organization, precision, unique moves, timeliness and Artistic Impression ie: overall performance, music, costumes, cart décor. *Find some snappy music, dust off your book carts and dig through those costume boxes and have some fun!*

For information on deadlines, submitting the video, guidelines and tips on making a video, go to <http://www.masslib.org/BookCartDrillTeam> or email Gerry Deyermond gdeyermond@mhl.org or Allison Sloan at sloan@noblenet.org

Submitted by Gerry Deyermond

A Word from a Library Director:

We are blessed to have a large staff of 55 here at the Morrill Memorial Library in Norwood; yet only 9 of those are full-time librarians with a graduate degree. When patrons at our library approach one of our staff with a question, the last thing that they are thinking is “does this librarian have a professional degree?” All of us, from pages to the custodians, know quite a bit about our library and our mission to serve our public.

Many of our paraprofessional staff come to us looking for a three-hour shift every week. And eventually, many of those are promoted into full-time positions in circulation, children’s, or technical services. They work for us for many years, retiring well past the traditional retirement date because they are indispensable staff members with years of institutional memory.

Irene Gotovich (awarded the Massachusetts 2015 Paralibrarian of the Year distinction at MLA), did just that. Coming home to Norwood to attend to her parents’ health, she began her work as a circulation/technical services assistant in the 90s. Years later, she is a star player of our technical services team, a readers’ advisor, and a resident “stitch doctor,” giving knitting advice to patrons who make appointments with one of OUR crafting staff. *Irene, and other paralibrarians on staff, are important representatives FROM our library to our network’s working groups, task forces, and committees.* Our paralibrarians are the heart of our library and my job as director would be so much harder without their expertise, their experience, and most of all, their enthusiasm for serving Norwood’s residents.

Submitted by Charlotte Canelli

Director Morrill Memorial Library
Norwood, MA

The Middleboro Public Library recently ratified a 3year union contract that has a provision for a Grade increase for those Paralibrarians (support staff, library technicians, etc. that have received a Level III or Level IV Massachusetts PARalibrarian Recognition of Achievement (PARA) Certification. Lori Salotto, a Paralibrarian, an Executive Board Member of the MLA Paralibrarian Section and a PARA (certification) Review Board Member and the Head of Technical Services at the Middleboro Public Library worked with the former director of the Middleboro Public Library, Danielle Bowker (a past recipient of the MLA Paralibrarian Section’s Paralibrarian Advocate of the Year) to add

language to the Middleboro Public Library’s union contract that would add a monetary value for those that received the two higher levels of the Massachusetts PARalibrarian Recognition of Achievement (PARA) Certification. We initially developed two proposals. We wanted to try for the Grade increase first. If this was not accepted by the town administration then we would try our second proposal, an educational incentive to be given on a yearly basis.

The first proposal was for Certified Paralibrarians to move from Grade 6 to Grade 7 (We didn’t have to create a new Grade because 7 was already in place for paraprofessional supervisors.) In our contract under Classifications, below is the new request in bold.

Grade 10	Assistant Director
Grade 9	Professional position (MLS or equivalent)
Grade 8	Professional position (enrolled in MLS program)
Grade 7	Paraprofessional Supervisor, Certified Paraprofessional (Level 3 or Level 4)
Grade 6	Paraprofessional

The other proposal for was an educational incentive. Our contract has an educational incentive for professional staff. The wording was: “Paraprofessional staff that has completed the Massachusetts PARA Certification program shall receive a one hundred dollar \$100.00 stipend each year on or about the employee’s anniversary for each level of certification up to a total of \$400.00.”

I believe one of the reasons that the Grade proposal went through was because the monetary value was not deal breaker. There was only one person on staff that it would pertain to in the first year and one person for the next year. Also, once moved to the next Grade we came in on step 8 of 9 steps. The other reason is that we had a director that went to bat for us and supported our efforts. We also had professional staff that was supportive as well. The way our contract works is that everyone is hired at a particular Grade Level and within each of the Grades there are 9 step raises. When a certified Paralibrarian moves from Grade 6 to 7 they move onto the step that is the closest to the monetary value they currently receive for salary.

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We as a staff chose to fight for the Grade increase, other libraries may choose the educational incentive or both. Each library staff would have to discuss what would be best for their particular situation. My hope is that other people can go back to their libraries and show that it has been done and may be able to propose something similar for their staff.

Submitted by Lori Salotto

Paralibrarian Awards

Each year, the Paralibrarian Section of MLA gives out two awards: The Outstanding Paralibrarian and The Paralibrarian Advocate of the Year. This year we have adjusted the titles of these awards to better reflect the library staff eligible for the awards. The award for Outstanding Paralibrarian will now be MLA Paralibrarian Section Award for Outstanding Library Support Staff, and is given to a non-MLS library staffer who goes above and beyond the limits of the job title and who exemplifies the ideal that true professionalism isn't limited to professional librarians. We are looking for a non-degreed library worker who brings something extra to the table, and who carries their passion for library services out into the community, both near and statewide.

The Paralibrarian Advocate of the Year will now be MLA Paralibrarian Section Award for Library Support Staff Advocate, and goes to a person who appreciates the value of paralibrarians in our libraries and who has worked to increase their opportunities and visibility. This person does not need to be a librarian or work in a library, but is someone who values the library and especially the work of the non-degreed library staff, making sure they are noticed and rewarded for their dedication. These two award winners are chosen from nominees across the state. Nominations for this year have concluded, but please think about nominating someone next winter.

Award winners will be announced at the Awards Gala at the MLA Conference on Tuesday, May 17, 2016.

Submitted by Gael Nappa

MISSION STATEMENT

Through support and increased awareness of paralibrarians, the Section advocates for recognition and participation in the library community. The Section also promotes and provides a forum for networking and career development opportunities.

2016 Meetings

Meeting Times are 10:00AM to 12:00 PM

April 14, 2016

Location: Skype

Agenda: Finalize MLA Conference details

June 9, 2016

Location: TBD

Agenda: MLA Conference Wrap Up

Join a meeting via SKYPE

- Contact Gerry at: gdeyermond@mhl.org
- Send your Skype name
- Accept the invitation and log into the meeting

PARA Certification

If you are interested on the PARA Certification, please visit:

<http://www.masslib.org/PARAProgram>

If you have questions you may contact Karen Horn at khorn@clamsnet.org

PARA Certification submission deadlines are:
November, 2016
February, 2017

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