



## North Central Library District Board Bulletin

We've been hearing that board members would like to learn more about the district, their role on the board, within the library, and library-related news across the state. We're excited to share news and information with District member library Trustees on a quarterly basis.

Welcome to the new NCLD Board Bulletin!

Visit our  
Website

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### Upcoming Events

#### Standards for Excellence Workshop

- North Central Library District, along with the Pennsylvania Association of Nonprofit Organizations (PANO), will hold an in-person workshop at the James V. Brown Library in Williamsport on **Wednesday, March 26**, featuring the Standards for Excellence, a framework of best practices in nonprofit governance. Register to attend this **free** workshop geared toward district member trustees and library directors. Lunch and parking provided.
- [Register here](#)

#### Library Friends and Trustee Institute

- Presented live and entirely online, this Institute is sponsored by the Pennsylvania Library Association and Pennsylvania Citizens for Better Libraries. Scheduled for **March 15**, anyone who is involved in library governance and operations, library fundraising or advocacy can benefit.
- [Learn more here](#)



**Pennsylvania  
Citizens for  
Better Libraries**



Pennsylvania  
Library  
Association

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## Federal Court Strikes Down New Salary Threshold for Exempt Employees



An employee is exempt from overtime if they meet certain conditions and an income threshold as outlined in the Fair Labor Standards Act.

In January 2025, the salary threshold would have increased from \$43,888 to \$58,656.

But a federal court has struck down the rule. The court also struck down the July 1, 2024 rule that had already taken effect and the "escalator" provision that would have raised the threshold every 3 years has also been deemed unlawful. Now the exemption salary threshold is back to \$684 per week or \$35,568 annually.

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## Annual Reports

Did you know there's more than one annual report? There are actually three different reports for different audiences:

1. The State report to the Office of Commonwealth Libraries that libraries complete in the first quarter of the year annually. Coming up soon!
2. The requirement for libraries to report to their municipalities annually, as laid out in library regulations.
3. And new this year: The [annual report to the Department of State](#), which retains an organization's business status in Pennsylvania. This will begin in 2025 and replaces the decennial (10-year form) and will need to be completed every year.



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## Onboarding New Trustees?

Check out the Trustee resources on the [District website](#)

Click the links below to access specific documents:

- [Getting on Board: Tools for Board Development and Assessment](#)
- [Leadership by Design](#)
- [Board Orientation Checklist](#)



## Primary Roles for Trustees, Directors and Friends Best Practices

### Need Clarification of Board/Director/Friends roles?



We've got you covered. If there's not a clear understanding of roles for the Board, Director, and Friends, it can lead to misunderstanding and conflict.

Here's a [handy tool](#) that can be used with your board to help delineate responsibilities.

We understand that each library is unique and your answers may vary from the ones we listed. These are best practices. What's important is that the distinction in roles is clear.

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