

ENDORSEMENT OF A NONBINDING MINIMUM SALARY FOR
PROFESSIONAL LIBRARIANS

WHEREAS, The among the stated goals of the Allied Professional Association is “Direct support of comparable worth and pay equity initiatives, and other activities designed to improve the salaries and status of librarians and other library workers;”¹ and

WHEREAS, The Mean Librarian Salary in 2006 was \$56,259;² and

WHEREAS, Over three-quarters of respondent library workers support the establishment of salary minimums for librarians, with the commonest salary figure cited being \$40,000;³ and

WHEREAS, The National Education Association has established a minimum salary of at least \$40,000 for public school teachers, professionals whose qualifications closely mirror those of librarians,⁴ now, be it

RESOLVED, that the American Library Association-Allied Professional Association endorses a minimum salary for professional librarians of not less than \$40,000 per year; and, be it further

RESOLVED, that the details of this endorsement shall be published and otherwise disseminated by the Director of the ALA Allied Professional Association as appropriate.

Mover: Michael McGrorty, Councilor at Large
Second: Rob Banks, Kansas Chapter Councilor

Resolution on minimum librarian salary

Procedure

On Monday, January 22, 2007 the ALA-APA Council will convene for its Midwinter Meeting. Unlike ALA Council, which meets for three sessions, the entire business of the APA meeting is compressed into a single hour. Obviously, discussion and debate are limited to a few minutes of time. Because of these circumstances it seems appropriate to present the following Resolution for examination prior to that meeting, and before the usual end-of-year distractions.

Background

This Resolution is intended to establish a minimum salary as a policy statement of the ALA's Allied Professional Association. The establishment of such a policy by APA is desirable for the following reasons:







1. Such a policy is entirely consistent with the goals of APA. Nothing could be more appropriate than for the organization to go on record as supporting a non-binding floor for professional librarian pay.
2. The establishment of APA has brought about high expectations among ALA membership for effective action; the future support of APA by ALA membership depends upon the organization taking steps to maintain itself in the forefront of issues such as librarian pay.
3. The establishment of a minimum salary has been demonstrated to be a most important concern of library workers, and the \$40,000 minimum to be their most consistent choice among several.
4. The minimum salary in the proposed Resolution is more than \$16,000 below the national mean, and also lower than the *starting* salary for six of the 25 largest public systems.
5. The proposed Resolution would establish a non-binding minimum salary as the policy of APA. The creation of this policy would serve to draw attention to the problem of librarian pay, more firmly establish APA as an advocate for library workers, and provide a test base for evaluation of future policy initiatives in the area of salaries and working conditions.

Michael McGrorty
Councilor-at-large
January 19, 2006

Survey Results: **Librarian Salaries**
 Michael McGrorty
 Software: QuestionPro
 Updated: November 28, 2006
 Address Inquiry: backwage@aol.com











Survey Statistics	
Viewed	20
Started	772
Completed	702
Completion Rate	90.93%
Drop Outs (After Starting)	70
Average time taken to complete survey : 1 minute(s)	

How many years of library work experience do you have?

Frequency Analysis								
	Answer	Count	Percent	20%	40%	60%	80%	100%
1.	None or less than a year	63	8.79%					
2.	One to five years	216	30.13%					
3.	Five to ten years	160	22.32%					
4.	Ten to Fifteen years	97	13.53%					
5.	Fifteen to twenty years	63	8.79%					
6.	More than twenty years	118	16.46%					
	Total	717	100%					

	n = 717	One to five years Five to ten years
Standard Deviation	1.586	
		Least chosen option 8.79% :
Standard Error	0.059	None or less than a year

My current/former employment is best described as:

Frequency Analysis								
	Answer	Count	Percent	20%	40%	60%	80%	100%
1.	Library Support Staff	75	10.49%					
2.	Librarian (non-supervisory)	288	40.28%					
3.	First-level Library Supervisor	70	9.79%					
4.	Department Manager	78	10.91%					
5.	Branch Manager	35	4.90%					
6.	District Library Manager	8	1.12%					
7.	Library Director or Similar Administrator	100	13.99%					
8.	Professor/Instructor	13	1.82%					
9.	Consultant	9	1.26%					
10.	Other	35	4.90%					

		None
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Overall Matrix Scorecard								
	Question	Count	Score	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1.	I believe that there should be a non-mandatory minimum salary standard for full-time librarians.	711	2.003					

I believe that there should be a non-mandatory minimum salary standard for full-time librarians.

Frequency Analysis								
	Answer	Count	Percent	20%	40%	60%	80%	100%
1.	Strongly Agree	249	35.02%					
2.	Agree	294	41.35%					
3.	Neutral	104	14.63%					
4.	Disagree	45	6.33%					
5.	Strongly Disagree	19	2.67%					
	Total	711	100%					
Key Analytics								
Mean			2.003	Key Facts				
Confidence Interval @ 95%			[1.930 - 2.076] n = 711	76.37% chose the following options :				
Standard Deviation			0.996	Agree Strongly Agree				
Standard Error			0.037	Least chosen option 2.67% :				

If you believe that there should be a minimum annual salary established for librarians, what should that be?

Frequency Analysis							
Answer	Count	Percent	20%	40%	60%	80%	100%
1. Less than \$25,000	1	0.17%					
2. \$25,000	20	3.45%					
3. \$30,000	83	14.34%					
4. \$35,000	165	28.50%					
5. \$40,000	175	30.22%					
6. \$45,000	91	15.72%					
7. \$50,000	31	5.35%					
8. More than \$50,000	13	2.25%					
Total	579	100%					
Key Analytics							
Mean		4.649	Key Facts				
Confidence Interval @ 95%		[4.545 - 4.754] n = 579	58.72% chose the following options :				
Standard Deviation		1.285	\$40,000 \$35,000				
Standard Error		0.053	Least chosen option 0.17% :				
			Less than \$25,000				

List library organizations you belong to:

Frequency Analysis							
Answer	Count	Percent	20%	40%	60%	80%	100%
1. American Library Association (and its divisions)	452	37.48%					
2. State or Regional Library Association	443	36.73%					
3. Other	226	18.74%					
4. None	85	7.05%					
Total	1206	100%					

Mean	1.954	Key Facts	
Confidence Interval @ 95%	[1.902 - 2.005] n = 1206		
Standard Deviation	0.918		
Standard Error	0.026		74.21% chose the following options :
			American Library Association (and its divisions) State or Regional Library Association
		Least chosen option 7.05% :	
		None	

Notes: This survey was begun in July of 2006 and advertised on various library listservs and websites. Duplicate entries have been eliminated to the degree possible through checking of participant IP addresses.

¹ See <http://www.ala-apa.org/about/about.html>

² See “*Librarian Salary Survey Reports Mean Librarian Salary Up More Than 4% to \$56,259 in 2006*” available at <http://www.ala-apa.org/newsletter/vol3no11/salaries.htm>

³ As found in the attached Survey.

⁴ See *Professional Pay: about NEA’s Salary Initiative* at <http://www.nea.org/pay/about.html>

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