

## NEW JERSEY LIBRARY ASSOCIATION -- 2005

### MINIMUM RECOMMENDED STARTING SALARIES FOR CERTIFIED PROFESSIONAL STAFF

The Executive Board voted to accept the Personnel Administration Committee's proposal to adjust the recommended salary for 2005 by 5%

The recommended minimum salaries approved by the NJLA Executive Board for 2005 are the minimum librarian salary at **\$41,295** and the minimum library assistant salary at **\$22,526**

The model salary schedules have been prepared as a guide for libraries. The only recommended beginning salaries approved by the NJLA Executive Board for 2005 are the beginning library assistant position at **\$22,526** and the beginning librarian position at **\$41,295**. The Personnel Administration Committee recommends that each library develop its own salary schedule. Factors to be considered in its development should include size of the library, educational requirements for the position, job responsibilities, length of service and supervisory responsibility.

All salary guidelines for 2005 have been adjusted to reflect this increase.

Salary guidelines are listed on the reverse side.

**MINIMUM RECOMMENDING STARTING SALARIES**

|   |          |          | 2005    |
|---|----------|----------|---------|
| <b>LIBRARY STRUCTURE A</b> (Libraries with one librarian serving as director) | 2004     | 2005     | Hourly  |
|   | \$46,632 | \$48,964 | \$26.90 |
| <b>LIBRARY STRUCTURE B</b> (Libraries with three levels of librarians)        |          |          |         |
| Librarian   |          |          |         |
| Senior Librarian  | \$39,329 | \$41,295 | \$22.69 |
| Director  | \$46,409 | \$48,729 | \$26.77 |
|   | \$54,762 | \$57,500 | \$31.59 |
| <b>LIBRARY STRUCTURE C</b> (Libraries with four levels of librarians)         |          |          |         |
| Librarian   |          |          |         |
| Senior Librarian  | \$39,329 | \$41,295 | \$22.69 |
| Principal, Supervising Librarian  | \$46,409 | \$48,729 | \$26.77 |
| Director  | \$54,762 | \$57,500 | \$31.59 |
|   | \$63,986 | \$67,185 | \$36.92 |
| <b>LIBRARY STRUCTURE D</b> (Libraries with five levels of librarians)         |          |          |         |
| Librarian   |          |          |         |
| Senior Librarian  | \$39,329 | \$41,295 | \$22.69 |
| Principal, Supervising Librarian  | \$46,409 | \$48,729 | \$26.77 |
| Assistant Director  | \$54,762 | \$57,500 | \$31.59 |
| Director  | \$63,986 | \$67,185 | \$36.92 |
|   | \$74,225 | \$77,936 | \$42.82 |
| <b>LIBRARY STRUCTURE E</b> (Libraries with six levels of librarians)          |          |          |         |
| Librarian   |          |          |         |
| Senior Librarian  | \$39,329 | \$41,295 | \$22.69 |
| Principal Librarian   | \$46,409 | \$48,729 | \$26.77 |
| Supervising Librarian   | \$54,762 | \$57,500 | \$31.59 |
| Assistant Director  | \$63,986 | \$67,185 | \$36.92 |
| Director  | \$74,225 | \$77,936 | \$42.82 |
|   | \$85,355 | \$89,623 | \$49.24 |

**Certified Staff:** employees required to hold a Master's Degree in Library Science and/or holding NJ Public Librarian Certification.

**LIBRARY SUPPORT POSITIONS**

| <b>LIBRARY ASSISTANTS</b>      | 2004     | 2005     | 2005<br>Hourly |
|--------------------------------|----------|----------|----------------|
| Library Assistant              |          |          |                |
| Senior Library Assistant       | \$21,453 | \$22,526 | \$12.38        |
| Principal Library Assistant    | \$24,995 | \$26,245 | \$14.42        |
| Supervising Library Assistant  | \$29,168 | \$30,626 | \$16.83        |
|                                | \$34,644 | \$36,376 | \$19.99        |
| <b>ADDITIONAL STAFF TITLES</b> |          |          |                |
| Administrative Secretary       |          |          |                |
| Library Clerk Driver           | \$35,754 | \$37,542 | \$20.63        |
| Bookkeeper                     | \$25,924 | \$27,220 | \$14.96        |
| Library Guard                  | \$32,181 | \$33,790 | \$18.57        |
| Custodian                      | \$11.23  | \$11.79  | \$11.79        |
| Page                           | \$13.33  | \$14.00  | \$14.00        |
|                                | \$5.49   | \$5.66   | \$5.66         |