

NEW JERSEY LIBRARY ASSOCIATION -- 2008

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 2008 by 3.5%

The recommended minimum salaries approved by the NJLA Executive Board for 2008 are the minimum librarian salary at \$47,390 and the minimum library assistant salary at \$25,850

The model salary schedules have been prepared as a guide for libraries. The only recommended beginning salaries approved by the NJLA Executive Board for 2008 are the beginning library assistant position at \$25,850 and the beginning librarian position at \$47,390. 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 2008 have been adjusted to reflect this increase.

Salary guidelines are listed on the reverse side.

	2007	2008	2008 Hourly
LIBRARY STRUCTURE A			
Entry level librarian	\$45,787	\$47,390	\$26.03
Mid-level librarian	\$52,655	\$54,498	\$29.94
Director	\$71,542	\$74,046	\$40.68
LIBRARY STRUCTURE B			
Entry level librarian	\$45,787	\$47,390	\$26.03
Mid level librarian	\$52,655	\$54,498	\$29.94
Assistant Director	\$82,273	\$85,153	\$46.79
Director	\$102,841	\$106,440	\$58.48
LIBRARY STRUCTURE C			
Entry level librarian	\$45,787	\$47,390	\$26.03
Mid level librarian	\$52,655	\$54,498	\$29.94
Administrative librarian	\$82,272	\$85,153	\$46.79
Assistant Director	\$102,841	\$106,440	\$58.48
Director	\$128,551	\$133,050	\$73.10

Libraries serving total populations in excess of 500,000 are advised to offer increased salaries for Library Directors and Assistant Library Directors, commensurate with their responsibilities as reflected in total number of employees supervised and the total number of buildings for which the administrators are responsible.

The membership of the Personnel Administration Subcommittee recommends that this chart be subject to a full review every two years.

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

LIBRARY SUPPORT POSITIONS

LIBRARY ASSISTANTS	2007	2008	2008 Hourly
Library Assistant	\$24,976	\$25,850	\$14.20
Senior Library Assistant	\$29,100	\$30,119	\$16.55
Principal Library Assistant	\$33,958	\$35,147	\$19.31
Supervisory Library Assistant	\$40,333	\$41,745	\$22.94

ADDITIONAL STAFF TITLES

Administrative Secretary	\$41,626	\$43,083	\$23.67
Library Clerk Driver	\$30,182	\$31,238	\$17.16
Bookkeeper	\$37,466	\$38,777	\$21.31
Library Guard	\$13.08	\$13.54	\$13.54
Custodian	\$15.52	\$16.06	\$16.06
Page	\$7.15	\$7.15	\$7.15