

(The full text of the draft statement is reproduced here for further comments/suggestions before final approval. Please send your comments to Ms. Fe Angela M. Verzosa)

DRAFT MODEL STATEMENT ON COMPENSATION STANDARDS FOR LIBRARY PERSONNEL

1. Libraries are not profit-based business, and cannot be marketed like a business. However, they must provide and market services to all tax or tuition payers. Libraries do not advertise products to make profits, but must rather educate users so they can make more productive and efficient use of library resources that are more valuable than other sources of information. The cost-effective investment in providing library services to citizens thus warrants the provision of sufficient salaries for librarians.
2. With current changes in economics and technologies, it is reasonable to expect that education and training for library personnel and professional librarians will continue to evolve. The image of librarians is dependent on the structure of the library staff and the services they provide. They should be given responsibilities matched to their educational competencies and work experiences.
3. To pursue more scholarly activities of their own, professional librarians should be provided more support from employers and associations for research and education. Help could come in the form of increased clerical staff support or financial assistance, both of which are needed in libraries today. Offering continuing education to librarians does not just foster their personal development, since it will also make them better equipped to serve customers.
4. The library environment is fragmented by the type of positions held by its personnel, often according to work experience and academic qualifications. To avoid possible friction within library staff, such as from the derogatory connotation of titles like "semiprofessionals" and "paraprofessionals," care needs to be taken to maintain good relations between the different categories of personnel. One approach is to provide titles that recognize the diversity of positions such as Information Assistants, Media Technicians, Cataloging Technicians, Readers Assistants, Encoders, Indexers, etc. Another approach is to provide categories such as Library Aide, Library Assistant, Librarian I, II, and so on.
5. All positions in the library should be established and organized as part of a career service. Every library should have a written personnel policy with position descriptions, as well as the educational requirements for each position.
6. To promote continuity of service and policy every library should have a paid regular staff. Library staff members should receive wages or salaries and benefits which are equivalent to those received by other educators and public employees in the community who have similar levels of skill, experience and responsibility.
7. Salary schedules should be created and should provide for regular increases, with provisions for merit increases for superior performance and continuing education recognition.
8. Libraries in communities where the cost of living or other factors affect the recruitment and retention of qualified library employees may be required to identify a higher minimum or entry salary.
9. A benefit plan that includes social security, workers compensation, paid vacation and paid sick leave, health insurance, and retirement should be provided to all library employees as part of the compensation package given by the employing institution.
10. Within budget limitations, financial assistance should be provided for all library personnel to attend conferences, seminars, workshops, and other continuing education activities. At the minimum, time with pay should be allowed to staff members wishing to join such activities sponsored by library organizations of which they are members.