

## Minimum Salary Guidelines 2008

Public Library employment environments in Maine vary widely, from very small one-employee libraries to much larger organizations with many departments. While some public libraries are departments of their municipalities, others operate much like a small business under non-profit, tax-exempt designations. Some Maine library workers have collective bargaining arrangements, while others are more individually exposed to a sometimes unappreciative labor market, hence the need for salary guidelines. In such a varied professional landscape, quantifying minimum salary guidelines presents numerous challenges.

The Maine Library Association fully supports the concept of equal pay for equal work. As public libraries are A) a traditionally female profession and B) sometimes a low funding priority in their communities, the following library positions are compared with entry-level salaries for reasonable equivalents in local school systems. School salaries suggested below are as reported by the Maine School Management Association and should be considered carefully in comparison with existing library salary schedules. Adjustment for local factors in the school system is strongly suggested.

Livable Wage in Maine: According to the most recent estimates available from the Maine Center for Economic Policy, in 2006 the state-wide average livable wage for a family of four people with one wage earner was \$16.47/hour or \$34,257/year. A livable wage for a household with 2 children and 2 wage earners was \$12.46/hour(x2), or \$51,844. According to MCEP, in 2006 a single person with no dependents should have earned \$10.20/hour as a livable wage.

Library governing bodies must also strive to offer equitable benefits packages. Comparison with the local school system is also strongly suggested.

### MLA State-wide minimum salary guidelines are as follows:

Position (required degree)	Compared with	Hourly entry level recommended wage	Annual entry level recommended wage
Library page	--	Minimum wage	
Clerk	--	\$10.30	\$21,424
Technician (High School diploma)	<i>Ed Tech I</i>	\$10.84	\$22,547
Technician (Associates degree)	<i>Ed Tech II</i>	\$12.01	\$24,980
Librarian (Bachelor's)	<i>Teacher with Bachelor's</i>	\$13.98	\$29,078
Librarian (MLS or equivalent)	<i>Teacher with Master's</i>	\$15.15	\$31,512
Department Head (MLS or equivalent)	<i>Assistant Principal</i>	\$16.51	\$34,340
Library Director	<i>HS Principal</i>	\$21.46	\$44,636