

## NORTH CAROLINA LIBRARY SALARIES

No librarian in North Carolina needs to be told that library salaries are too low. Any library which has had a vacancy in recent times has been faced with that reality. Here are some known facts about library salaries in the state.

The average salary paid to the 1952 graduates of the University of North Carolina School of Library Science was \$3,440.76. These people were mostly without previous library experience. There are experienced professional librarians in at least eleven college libraries who are paid less than that amount.

Many of the graduates of our own University accept work outside of the state because of larger salaries. Those who remained are divided between the group who preferred a particular location regardless of salary and those who accepted the few positions which offered beginning salaries over \$3,000 per year. In some cases the librarian of a public library with more than ten years experience has found it necessary to offer an assistant a salary only a few hundred dollars less than her own to obtain some professional help.

Except in a few metropolitan areas of the state public library directors with years of valuable experience receive less than \$4,000 per year. The current budgets of public libraries show salaries for professional top positions as low as \$2,400, the majority are between \$3,000 and \$4,000. Some of those nearer the top of this scale have replaced librarians at lower salaries who resigned. Many public library boards have discovered too late the value of their former librarian's service.

College and university library salaries are no better. Generally where the librarian, and in the larger university libraries heads of departments, have faculty status the top salaries are adequate. But staff positions pay between \$2,600 and \$4,000 with most positions in the lower part of that scale. In a recent survey of library salaries in institutions of higher learning the replies emphasized that if the incumbents of present positions resigned the vacancies could not be filled at the present salary. They also stated that it was easier to get a larger salary for a new person than to raise the salary of a staff member.

Each college and university library is dependent on the administrative officers of the institution for salaries. Some have definite schedules, must pay what is necessary to fill the vacancies.

School librarians are paid on the same salary scale as teachers and the range is from \$245 a month for nine months (2,205 annually) to \$384 for the ten months (\$3,840 annually) plus various supplements by cities and counties. We hope the General Assembly will help boost their salary scale upwards and recognize the fifth year of library science in a financial way. At least they have a state guaranteed minimum.

The public librarians have published a *Personnel Manual* which classifies positions and gives salary schedules in line with salaries paid for other services in the State. It is hoped that Trustees will use the schedules in revising budgets.

—ELAINE VON OESSEN,  
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North Carolina Library Commission

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The Annual Convention of the North Carolina High School Library Association will be held in Chapel Hill on March 27-28. At present there are 1121 high school members of this Association, representing 58 school clubs. As near as can be estimated more than thirty former members of this Association are now Librarians. The Association is six years old, and since it takes four years from active membership to librarianship, a sister organization among college students, and a similar club among elementary pupils might help with the recruitment of Librarians for N. C.