



## What is the cost of staffing a school Library and what does that decision mean for student services?

Libraries need trained personnel and materials order to provide for the needs of students and staff. The annual cost of staffing a library is the most expensive part of the library budget. Here is a cost comparison/benefit analysis of three staffing models commonly seen in schools: librarian, teacher, or clerk.

	Librarian	Teacher	Clerk
<b>Credentials</b>	Master's degree required + Teaching certification and Learning Resources Endorsement (2 credentials)	Teaching certification. May or may not have a master's degree	No credential
<b>Skills</b>	Specialized skills aligned with technology, literacy, reading and research as well as general teaching expertise; Connects students to reading and information	General teaching skills; initially must learn the specialized skills of working with an automated library system, teaching research, reading guidance, and technology use	No training in instructional delivery or teaching. Many clerks are able to circulate books, but few are able to recommend books or teach literacy skills.
<b>Cost*</b>	Salary is the same as teacher	Salary is the same as the librarian	Salary is approximately ½ that of a librarian or a teacher

\*In school districts that pay more for a master's degree and given that all librarians have a master's degree, librarians will cost a bit more to employ than a teacher without an advanced degree. Many teachers also have master's degrees and would still cost the same as a librarian.

To learn more about the difference made by staffing in student learning in a library setting, look at the Visual Guideline to Staffing choices in School libraries under General Resources for Allies. <https://www.studentsneedlibrariesinhisd.org/general-resources-for-allies.html>