



Requirements for School Librarian Employment: A State-by-State Summary

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The following summarizes whether school librarians are required by law or education code/regulations in each state and District of Columbia. Certification of school librarians is not included here. This information is accurate as of January 2021, although it may change pending future legislation in some states. Data was gathered via Survey Monkey by contacting a state library leader who also agreed to participate in an Institute of Museum and Library Services grant project, SLIDE: The School Librarian Investigation—Decline or Evolution? The project is directed by Debra E. Kachel with principal investigator, Keith Curry Lance, administered through Antioch University Seattle. More information about the SLIDE project can be found at <https://libslide.org>.

Alabama

YES. Funds certified school librarians in all schools. “Instructional support units are calculated in the classification of principal, assistant principal, counselor, and librarian as recommended in the accreditation standards for elementary schools, middle schools, secondary schools, and unit schools of the commissions that comprise the Southern Association of Colleges and Schools (SACS).” Alabama Admin. Code: <http://www.alabamaadministrativecode.state.al.us/docs/ed/290-2-1.pdf> AdvancedED. (2010, February). Educational Practices Reference Guide for Alabama Accredited Schools. https://www.alsde.edu/sec/isvcs/Library%20Media/educational_practices_reference_guide_alabama.pdf

Alaska

NO. Neither school libraries nor school librarians are required by law in Alaska public schools. School districts are under local control and determine staffing and budgets. Some districts have certified school librarians, but many are staffed with library aides or associates.

Arizona

NO. Does not require school libraries, but the governing board of a school district may establish, maintain, and report on its libraries to the Superintendent of Public Instruction. <http://www.azleg.gov/ars/15/00362.htm> State Facilities Board requires new schools to have “library” spaces but there is no requirement for a “librarian.” (Revised 06-18-20) <http://www.azsfb.gov/sfb/agency/Published/Guidelines%20Checklist%20Revised%20120619.pdf>

Arkansas

YES. “Each public school district shall employ library media specialists that meet the licensure requirements...” (Standard 4-F Library Media Specialists 4-F.1) 4-F.2 “Public schools with fewer than three hundred (300) students shall employ at least one half-time library media specialist. Public schools with three hundred (300) or more students shall employ at least one full-time library media specialist. Schools enrolling fifteen hundred (1,500) or more students shall employ at least two fulltime library media specialists. (Standard 4-F Library Media Specialists 4-F.2) AR Div. of Elem. and Sec. Education. Rules Governing Standards for Accreditation of AR Public Schools. Effective Date: July 1, 2020 [http://adecm.arkansas.gov/Attachments/Standards_for_Accreditation_\(Effective_7-1-20\)_155605.pdf](http://adecm.arkansas.gov/Attachments/Standards_for_Accreditation_(Effective_7-1-20)_155605.pdf)

California

YES, BUT NOT ENFORCED. School districts are required to provide library services to students and teachers but not required to employ a teacher librarian. They may contract with “county offices of education or public libraries or using classified staff to provide certain services.”

Administrator’s Assignment Manual. Commission on Teacher Credentialing. 2020 Edition. Pp. 59-62.
<https://www.ctc.ca.gov/.../manuals-handbooks/administrator-assignment-manual.pdf>

Colorado

NO.

Connecticut

NO regulations for school library staffing or funding. The only regulations are part of New England Association of Schools and Colleges Standards for Accreditation (NEASC), and these regulations affect only high schools (Standard 6).

NEASC: <http://www.neasc.org>

Delaware

NO legislation or regulations regarding school libraries, although a plan was developed [Delaware School Libraries Master Plan \(2016\)](#)

District of Columbia

YES and they are enforced.

School Service Provider Required Documents. <https://osse.dc.gov/page/school-service-provider-ssp-required-documents>

Florida

NO. Requires district school boards, district school superintendents, and school principals of K-12 schools to establish and maintain a program of school library media services and center for all public schools in the district but requires no staffing.

FLA. STAT. ANN. §1006.28 (West 2011)

http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=1000-1099/1006/Sections/1006.28.html

Georgia

YES, BUT NOT ENFORCED. Requires a full-time “media specialist” for schools based on student population (gr K-5 – 450; gr 6-8 – 624; gr 9-12 – 970) and at least a half-time media specialist for each school less than 450. “Adult supervision in the media center” is required for the entire instructional day.

160-5-1-.22 PERSONNEL REQUIRED. (2000). <http://archives.gadoe.org/documents/doe/legalservices/160-5-1-.22.pdf>

Hawaii

NO legislation or regulations regarding school libraries located. However, if employed, they must be certified/state credentialed. Hawaii Department of Education:

Hawaii Department of Education: <http://doe.k12.hi.us>

Idaho

NO.

Illinois

NO. Does not mandate that schools have school librarians, but if they do, the librarians must be certified/state credentialed as a school library media specialist.

Indiana

YES, BUT NOT ENFORCED. Requires “all schools to have a media program that is an integral part of the educational program. A licensed media specialist shall supervise the media program. (Indiana State Board of Education; page 12 <http://www.in.gov/legislative/iac/pdf-iac/iac2006oldfmt/T05110/A00061.PDF?IACT=511>)

Iowa

YES, BUT NOT ENFORCED. 281--Iowa Administrative Code 12.3(12) requires each school district in Iowa employ a qualified teacher librarian and have in place an articulated, sequential K-12 library program. *Iowa Administrative Code 281.12.3*

<https://www.legis.iowa.gov/docs/ACO/rule/281.12.3.pdf>

The roles and responsibilities of both elementary and secondary teacher librarians are articulated, as well as the role of the school library program. Iowa Administrative Bulletin (January 15, 2020) [01-15-2020.pdf](https://www.iowa.gov/01-15-2020.pdf) (iowa.gov)

Kansas

NO. However, accredited schools must have in place “programs and services to support student learning and growth at both the elementary and secondary levels” that include “library services.”

Kansas St. Dept. of Education. (2014). *Quality Performance Accreditation Regulations*. KAR 91-31-32(c) (9)

<http://www.ksde.org/Portals/0/TLA/Accreditation/QPA/QPA%20REGULATIONS.pdf>

Kentucky

YES. “The board of education for each local school district shall establish and maintain a library media center in every elementary and secondary school to promote information literacy and technology in the curriculum, and to facilitate teaching, student achievement, and lifelong learning. Also requires the employment of a certified school media librarian to be assigned to each school to organize, equip, and manage the operations of the school library. With school council consent, the librarian may be assigned to two or more schools.” KS 158.102 Requirement for library media center -- Employment of librarian. <https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=3437>

Louisiana

YES, BUT NOT ENFORCED. Each secondary school is required to have a library and librarian(s) as follows: less than 300 students, a part-time librarian; 300 to 999, a full-time librarian; over 1,000 students, two full-time librarians.

Title 28 Education. Section 1705. *Title 28: CXV, Bulletin 741: Louisiana Handbook for School Administrators*. Last amended August 2020 <https://www.doa.la.gov/Pages/osr/lac/LAC-28.aspx>

Maine

YES, BUT NOT ENFORCED. “Each school shall maintain a library-media program that includes books, written materials, online Internet resource materials, multimedia materials, and information technology that supports the curriculum...A certified library-media specialist shall oversee the library-media program in a school administrative unit. However, this shall not be interpreted to mean that each school within a school administrative unit must have a certified library-media specialist...The Comprehensive Education Plan shall address updating and maintaining library-media resources.” Chapter 125. Section 5.04

<https://www.maine.gov/sos/cec/rules/05/chaps05.htm>

Maryland

YES, BUT NOT ENFORCED. Requires each school system to establish a library media program run by certified school media personnel for all students and include at least a collection involving various mediums and literacy and library instruction within an adequate physical facility. School media personnel must be sure to integrate and develop the instructional programs, collaborate with teachers and provide professional development, and provide access to the outside community. Each school system should also develop a media program implementation document to be reviewed and updated regularly. The State Department of Education should periodically review the school system library media programs and submit results to the appropriate local school superintendent. COMAR (Code of Maryland Regulations): <http://www.dsd.state.md.us/comar/comarhtml/13a/13a.05.04.01.htm>

Massachusetts

NO. The Education Reform Act of 1993 makes no mention of school libraries or librarians and supersedes a previous law that stated that school districts are required to establish school libraries and non-print media services including acquiring or renting library and non-print media material, resources, and appropriate equipment as well as appropriate personnel. There are no requirements or standards of any kind for school library programs in MA and no one oversees school library programs in the Dept. of Elementary and Secondary Education. Chapter 71. An Act Establishing the Education Reform Act of 1993. <http://archives.lib.state.ma.us/actsResolves/1993/1993acts0071.pdf>
GEN. LAWS ANN. Ch. 15, §1R (2012)

Michigan

NO. The Michigan Department of Education softened their stance on Library Media Placements and published a memo in April 2018 along with an updated Library Media Placements document which “strongly recommends and encourages” placement of certified school librarians (i.e., there is no penalty). https://www.michigan.gov/documents/mde/School_Library_Month_619701_7.pdf
https://www.michigan.gov/documents/mde/Library_Media_Placements_606360_7.PDF
However, in recent years, bills have been introduced to require school librarians, but not passed.

Minnesota

NO. In 1996, Minnesota legislators eliminated a statute that required districts to have a minimum of one librarian per school. There is no requirement for school libraries either. Burnette, D. (2010, December 11). School librarians: Headed for the history books. <http://www.startribune.com/school-librarians-headed-for-the-history-books/111702274/>

Mississippi

YES. “Library staffing is addressed in MDE’s accreditation process standards as follows: 1. The Mississippi Department of Education Process Standards for Accreditation states the school district MUST employ in each school a licensed librarian or media specialist who devotes no more than one-fourth (1/4 or 25%) of the workday to library/media administrative activities” (p. 55). *2020 Mississippi Public and Nonpublic School Library Guide and Resources*. https://www.mdek12.org/sites/default/files/Offices/MDE/OAE/OEER/Library%20Services/Homepage/ms_school_library_guide_2020.pdf

Missouri

NO. There are no requirements.

Montana YES. 10.55.709 Library Media Services, K-12 (1) The school library shall be housed in a central location, and each school shall have a licensed and endorsed library media specialist at the following ratio: (a) .5 FTE for schools with 126-250 students; (b) 1 FTE for schools with 251-500 students; (c) 1.5 FTE for schools with 501-1000 students; (d) 2 FTE for schools with 1001-1500 students; (e) 2.5 FTE for schools with 1501-2000 students; (f) 3 FTE for schools with 2001 or more students. (2) Schools of fewer than 126 students shall employ or contract with a licensed and endorsed school library media specialist. Rev. 2013 23 (3) If a district has fewer than 126 students, the district may utilize a consortium, multidistrict agreement, or interlocal cooperative to secure these services. (History: 20-2-114, MCA; IMP, 20-2-121, MCA; NEW, 1989 MAR p. 342, Eff. 7/1/89; AMD, 2000 MAR p. 3340, Eff. 12/8/00; AMD, 2012 MAR p. 2042, Eff. 7/1/13.) *The Montana School Accreditation Standards & Procedures Manual* (2013) p. 22-23
http://opi.mt.gov/Portals/182/Page%20Files/School%20Accreditation/Standards%20of%20Accreditation/AccreditationStandards_Ch55.pdf

Nebraska

YES. School librarians are required in all accredited schools and are also required to have both a teaching certificate and additional school library endorsement. Librarian staffing is based on ratios to students.

Enrollment 70—249: at least a one-fifth time basis or has a library media paraprofessional assigned on at least a one-half time basis under the supervision of a certificated staff member

Enrollment at least 250: at least a one-half time basis, or has such person assigned on a one-fourth time basis and a full-time library media paraprofessional also assigned.

Enrollment over 500: at least a full-time educational media specialist or a one-half time educational media specialist and a full-time library media paraprofessional.

Enrollment over 750: a full-time educational media specialist

Nebraska Dept. of Education: Regulations and Procedures for the Accreditation of Schools. Rule 10 007.04A (2015, August 1) https://www.education.ne.gov/LEGAL/webrulespdf/CLEANRule10_2015.pdf (p.24)

Nevada

NO. However, in recent years, legislation has been proposed that would require each public school in a school district to establish and maintain a school library staffed by a certified school librarian. Specifically, this bill would only apply to counties of more than 100,000 population; Washoe and Clark Counties.

New Hampshire

YES, BUT NOT ENFORCED. Specifically, “In each elementary school, the services of a reading specialist and library media specialist to facilitate the delivery of the language arts and reading program established in Ed 306.37(a); In each middle and high school, a library media specialist to support the instructional resources program and facility requirements of Ed 306.08.” *NH CHAPTER Ed 300-Ed 306.15 Provision of Staff and Staff Qualifications.*

http://www.gencourt.state.nh.us/rules/state_agencies/ed300.html

New Jersey

YES, BUT NOT ENFORCED. All school districts shall provide library-media services that are connected to classroom studies in each school building... “Each school district shall provide these library-media services under the direction of a certified school library media specialist.”

New Jersey Quality Single Accountability Continuum (NJQSAC) User Manual (Aug 2020)

<https://www.nj.gov/education/qsac/manual/docs/manual.pdf> p. 75

However, districts implement library services at their discretion often with one professional serving multiple buildings. Senate bill 1586 proposed in Feb. 2020, if passed, would require a certified librarian in schools as follows: a part-time librarian for less than 300 students; a full-time librarian for between 300 and 1,499 students; two full-time librarian for over 1,500 students).

https://www.njleg.state.nj.us/2020/Bills/S2000/1586_11.HTM#:~:text=S1586&text=Requires%20certain%20ratios%20of%20school,of%20the%20New%20Jersey%20Statutes

New Mexico

YES, BUT NOT ENFORCED. Source can no longer be found on the state's public education department website. The requirement was one certified librarian for every district.

New York

YES, BUT NOT ENFORCED. Currently, each district is required to have a certified library media specialist at the secondary school level, but not at the elementary level. In recent years, NYLA has been attempting to add elementary librarians to their state's regulations. *New York Commissioner's Regulations. §91.2 Employment of school library media specialist*

North Carolina

NO. There are no mandates for "school library media coordinators" in this state. Trained and licensed librarians are recommended but not required.

North Dakota

YES. No legislation but included in the Annual Compliance Report that all districts must submit and have approved. Administrative code states a school "may employ a librarian..." but in the Annual Compliance Report to be fully compliant, legal, and approved the district must have a school librarian. Source: Notes from Carmen Redding, School and Youth Services Specialist, North Dakota State Library

Ohio

NO. Nothing mandated.

Oklahoma

YES. Requires a certified school library media specialist in every school district and a half-time certified library specialist in schools with student enrollment lower than 300; full-time if enrollment is over 500. Collections should include various current formats and promote professional development among teachers. An ongoing evaluation program should determine if the qualifications are being met. However, districts can and have applied for waivers to not staff the library with a certified librarian over the past eight years. 2017-2018 Standards for Accreditation of Oklahoma Schools

<https://sde.ok.gov/sites/default/files/2009%20Standards%20for%20Accreditation%20of%20Oklahoma%20Schools%20pages%2093-98.pdf>

O.A.C. §210:35-9-71 (1992), 210:35-3-121-4, 126-128.

http://sde.ok.gov/sde/sites/ok.gov.sde/files/documents/files/Library%20Media%20Services_2.pdf

Oregon

YES, BUT NOT ENFORCED. Oregon Administrative Rule 581-022-2340, called Media Programs, outlines ambiguous requirements for school library programs, including staffing. Oregon Administrative Rule 581-022-2250, called District-level Continuous Improvement Plans, requires districts to account for school library programs, but staffing is not specifically called out. Neither rule is enforced consistently by the Oregon Department of Education. Therefore, having a licensed school librarian is not currently mandated.

<https://www.oregon.gov/library/libraries/Pages/SchoolOARs.aspx>

<https://secure.sos.state.or.us/oard/viewSingleRule.action?ruleVrsnRsn=145320>

Pennsylvania

NO. Mandates libraries in many educational settings, but not in public schools. For example, the state mandates libraries in: (i) private, not public, elementary and secondary schools (22 Pa Code 55.33, 57.21, 59.23); (ii) hospitals (28 Pa Code 101.31 and Chapter 145); (iii) clinical laboratories (28 Pa Code 5.32); (iv) practical nursing programs (49 Pa Code 29.211); (v) barber schools (49 Pa Code 3.73); (vi) cosmetology schools (49 Pa Code 7.130); (vii) the General Assembly (101 Pa Code 3.38); (viii) institutions of higher education (22 Pa Code 31.41); and (ix) juvenile facilities and adult prisons (based on court orders). Since 2016, bills have been introduced in the PA legislature to require certified school librarians in every public school, but none have passed yet. <http://www.psla.org/membership/psla-legislation>

Rhode Island

NO. Mandate for school librarians changed several years ago and is now a non-specific requirement for high quality libraries in the Basic Education Program. Rhode Island Department of Elementary and Secondary Education.

http://www.ride.ri.gov/Regents/Docs/RegentsRegulations/BEP_FINAL_070110.pdf

South Carolina

YES, AND THEY ARE ENFORCED. “Schools with fewer than 375 students must provide at least half-time services of a certified library media specialist. Schools with 375 or more students must provide the services of a full-time certified library media specialist.” *SC Code of Regulations, Chapt. 43, Section 205.*

https://www.scstatehouse.gov/query.php?search=DOC&searchtext=library%20media%20specialist&category=COD EOFREGS&conid=36529445&result_pos=0&keyval=43260&numrows=10

South Dakota

NO. Does not require certified school librarians in schools; but some school districts, however, do. Requirements are in place for a library endorsement certificate. South Dakota Department of Education. <http://www.doe.sd.gov>

Tennessee

YES, BUT NOT ENFORCED. Requires one full-time library information specialist for K-8 schools with student enrollment of 550 or more and high schools with an enrollment ranging from 300 to less than 1,500 students; requires one half-time library information specialist for K-8 schools with 400-549 students and high schools with enrollments fewer than 300 students; and requires a staff member designated by the principal to serve as the library information coordinator for K-8 schools with fewer than 400 students. *0520-01-03-.07 Library Information Center, Requirement F. (2013).*

https://www.tn.gov/content/dam/tn/stateboardofeducation/documents/2013_sbe_meetings/october_25_2013_sbe_meeting/10-25-13%20II%20O%20Library%20Information%20Center%20Rule%20Attachment%201.pdf

Texas

NO. “In Texas, school districts have discretionary authority over school library staffing and programs. Neither state nor federal statute requires that a school librarian be on every campus. State regulations only require that schools built after January 2004 must have a school library (See commissioner's facility rule below). Additionally, state law requires that, if a district does report the presence of a school librarian, that librarian must be certified.” *Texas Library Assn. Standards and Laws*. <http://www.txla.org/standards-laws#school>

Utah

NO. There are no legislative requirements. Currently, only one district has an elementary librarian; some high schools bypass having a librarian by having a technology person who covers the library.

Vermont

YES, BUT NOT ENFORCED. “The services of a certified library media specialist shall be made available to students and staff. Schools with over 300 students shall have at least one full-time library media specialist and sufficient staff to implement a program that supports literacy, information and technology standards. Schools with fewer than 300 students shall employ a library media specialist on a pro-rata basis.”

Vermont State Board of Education Manual of Rules and Practices Series 2000 – Education Quality Standards. p.9 and 12. <http://education.vermont.gov/sites/aoe/files/documents/edu-state-board-rules-series-2000.pdf>

Virginia

YES, BUT NOT ENFORCED. Librarians in elementary schools, one part-time to 299 students, one full-time at 300 students; librarians in middle schools, one-half time to 299 students, one full-time at 300 students, two full-time at 1,000 students; librarians in high schools, one half-time to 299 students, one full-time at 300 students, two full-time at 1,000 students. Local school divisions that employ a sufficient number of librarians to meet this staffing requirement may assign librarians to schools within the division according to the area of greatest need, regardless of whether such schools are elementary, middle, or secondary.” *Code of Virginia. Title 22.1. Education. Standard 2. Instructional, administrative, and support personnel*. <https://law.lis.virginia.gov/vacode/title22.1/chapter13.2/section22.1-253.13:2/>

Washington

YES, BUT NOT ENFORCED. The state’s K–12 education funding formula, called the Prototypical School Funding Model (PSFM), was adopted by the Legislature in 2010. However, this school funding legislation has not been fully funded and implementation has been delayed until 2022. The model includes “teacher librarians at .663 librarians per 1,000 students at the elementary level; .519 at the middle school level; .523 at the high school level.” RCW 28A.150.260 *Allocation of state funding to support instructional program of basic education—Distribution formula*. RCW. 28A.320.240- *School library information and technology programs - Resources and materials - Teacher-librarians* -identifies the criteria for "quality" school library information and technology programs able to support Washington's academic standards and graduation requirements. OSPI. <https://www.k12.wa.us/educator-support/education-staff-associate-esa/librarians/laws-regulations-guidance>

West Virginia

NO.

Wisconsin

YES, AND THEY ARE ENFORCED. PI 8.01(2)(h)2. 2. “Designate a licensed library media person to direct and coordinate the district's library media program.” [Department of Public Instruction \(PI\), Chapter PI 8 https://docs.legis.wisconsin.gov/code/admin_code/pi/8/01/2/h](#)

Wyoming

NO. Every five years funding and staffing formulas are recalibrated; last recalibrated in 2010. Model details and recommends librarian staffing as 1:288 ADM in elementary schools and 1:105-630 in middle and high schools. Over and under these ADM levels, staffing is to be prorated accordingly. School funding bills to recalibrate funding levels have not succeeded in recent years.

Model Element 12: Librarians and Librarian Media Technicians (2015, August 26).

<http://legisweb.state.wy.us/InterimCommittee/2015/SSRRpt0903AppendixG.pdf>

Wyoming School Funding Model Recalibration: Implementing Alternative Approaches to Recalibration (Nov. 2017)

<https://wyoleg.gov/InterimCommittee/2017/SSR-11292017AppendixI.pdf> and 2018

<https://wyoleg.gov/docs/SchoolFinance/SSRFinalReport.pdf>

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