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**NBI #4**

Task Force on Equity in preK-12 School Libraries (NEW)

4/23/18

10:43 AM

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**NBI NAME**

**Date**

**Time**

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Sue Doherty

Needham Education Association

**Delegate Making the Motion**

**Association Represented**

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Stacy Magee Duffy

Wachusett Regional Education Association

**Delegate Seconding the Motion**

**Association Represented**

According to the MTA Standing *RULE 6: Order of Business and Debate, Section 13:*

*With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.*

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## MOVED

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## MOTION

An MTA Task Force on preK-12 School Libraries will be created to accomplish the following goals:

- Gather, review, and analyze information from existing sources and from MTA locals about the availability and staffing patterns of libraries/learning commons for students attending school in MA.
- Staffing patterns should include data about whether the libraries/learning commons are staffed by licensed librarians, ESPs, other staff, and/or volunteers.
- Generate a report that details the findings of the above investigation. This report should highlight patterns of inequities along racial, ethnic, and socioeconomic lines.
- Publicize the results in existing MTA online and print media channels, and use them to promote school libraries staffed by professionally certified librarians with ESP support staff as well as to campaign for the Fair Share Amendment.
- Create a toolkit for local associations to use in bargaining for professionally certified school librarians, and for ESP support staff.
  - Foster collaboration and coalition work between library organizations and the MTA, including helping to promote the recommendations in the Massachusetts Legislative School Library Commission's (MLSLC) 2018 report.<sup>1</sup>

This Task Force should include licensed librarians, library ESPs, classroom teachers, and others as appropriate. It should also be representative of a variety of locals.

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## SUBMITTER'S RATIONALE

- Massachusetts has no requirements for school libraries or librarians, which is reflected in the ongoing deterioration of this essential learning resource and field. As a result, Massachusetts is second highest in the nation for loss of school librarian positions since 2007, with an estimated 13.3% of positions eliminated (Special Commission 31).

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<sup>1</sup> Special Commission on School Library Services in Massachusetts. *The Massachusetts School Library Study: Equity and Access for Students in the Commonwealth*, Feb. 2018.

- Numerous studies have found that access to well-resourced school libraries staffed by professionally certified librarians and adequate support staff have measurable, positive impacts on student learning, and that these positive impacts are increased for students of color, ELL students, and low-income students.<sup>2 3 4</sup>
- Certified school librarian is the only licensed teaching position in Massachusetts public schools that is continuously outsourced to ESPs, to educators with other licenses, and even to volunteers.
- This situation de-professionalizes certified staff and exploits people who work for much lower pay, both issues that should be of paramount importance to a professional labor union.
- ESPs who have replaced certified teacher-librarians are often put in the position of supervising 30 or more classes a week in order to provide classroom teachers' prep coverage. This undermines the teaching role of the teacher-librarian and denies equitable opportunities for students to develop the multiple literacies fostered in a strong school library program.
- Access to well-resourced school libraries and certified librarians is increasingly becoming a luxury only available to students in more affluent, majority white suburban communities, so this is a matter of educational equity and justice.

## DUES IMPACT

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No Dues Impact

## SUBMITTER'S COST & STAFF TIME ESTIMATE

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Submitted to staff for cost estimate

Meeting costs covered by committee budget; staff hours to attend meeting and review data  
106 hours

Additional data collection/survey could add substantially more staff time depending on the scope of the data collection.

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## MTA COST & STAFF TIME ESTIMATE *(For MTA use only)*

**New Business Items** submitted to the President in the MTA Headquarters (2 Heritage Drive, 8<sup>th</sup> Floor, Quincy, MA 02171-2119) no later than 5 p.m. Monday, April 30, will be distributed to the delegates at registration and commence to be considered at the Friday session.

New Business Items **WITH** budgetary implications must be submitted either by the Monday prior to the Annual Meeting (April 30) or no later than **prior to the conclusion** of business on Friday at the Annual Meeting (May 4) so that they may be acted upon prior to adoption of the annual budget and the dues for FY 2018-2019 which will occur Saturday morning (May 5). A new business item **WITH** budgetary implications is defined as any activity or action that would result in an additional expenditure of more than \$1,000 by the MTA.

New Business Items **WITH** budgetary implications will be considered in the order in which they are received but before other New Business Items **WITHOUT** budgetary implications.

Other New Business Items **WITHOUT** budgetary implications shall be submitted to the Presiding Officer **prior to the end of the first hour** of the business session of the second day of the Meeting of Delegates (by approximately 10 a.m. on May 5) and shall be considered throughout the meeting at times determined by the Presiding Officer.

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<sup>2</sup> "Strong School Libraries Build Strong Students." *American Library Association*, [www.ala.org/aasl/sites/ala.org.aasl/files/content/aaslissues/advocacy/AASL\\_infographic.pdf](http://www.ala.org/aasl/sites/ala.org.aasl/files/content/aaslissues/advocacy/AASL_infographic.pdf). Accessed 29 Apr.

2018. Infographic.

<sup>3</sup>Lance, Keith Curry, and Debra E. Kachel. "Latest Study: A full-time school librarian makes a critical difference in boosting student achievement." *School Library Journal*, 7 Mar. 2013.

<sup>4</sup>"School Libraries Impact Studies." *Library Research Service*, [www.lrs.org/data-tools/school-libraries/impact-studies/](http://www.lrs.org/data-tools/school-libraries/impact-studies/). Accessed 29 Apr. 2018.