
TITLE 590 INDIANA LIBRARY AND HISTORICAL BOARD

Proposed Rule
LSA Document #07-756

DIGEST

Adds [590 IAC 5](#) concerning librarian certification. Effective 30 days after filing with the Publisher.

[IC 4-22-2.1-5 Statement Concerning Rules Affecting Small Businesses](#)

[590 IAC 5](#)

SECTION 1. [590 IAC 5](#) IS ADDED TO READ AS FOLLOWS:

ARTICLE 5. LIBRARIAN CERTIFICATION

Rule 1. Definitions

[590 IAC 5-1-1](#) Applicability

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 1. The definitions in this rule apply throughout this article.

(Indiana Library and Historical Board; [590 IAC 5-1-1](#))

[590 IAC 5-1-2](#) "Accredited college or university" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 2. "Accredited college or university" means a college or university that qualifies for membership in:

- (1) the North Central Association of Colleges and Schools; or**
- (2) other regional or national associations of similar rank.**

These associations and the institutions they have accredited are listed in the latest edition of the publication "Accredited Postsecondary Institutions and Programs" by the United States Department of Education.

(Indiana Library and Historical Board; [590 IAC 5-1-2](#))

[590 IAC 5-1-3](#) "Accredited library education" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 3. "Accredited library education" means study on the graduate level:

- (1) taken at an American Library Association (ALA) accredited library school; and**
- (2) validated by a diploma or certificate awarding a masters of library science degree or equivalent.**

(Indiana Library and Historical Board; [590 IAC 5-1-3](#))

[590 IAC 5-1-4](#) "Accredited library school" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 4. "Accredited library school" means a:

(1) professional school of librarianship that is approved by the Committee on Accreditation of the American Library Association; or

(2) school that was approved at the time courses were taken that are submitted to fulfill the Indiana certification requirements.

Accredited status is retroactive to cover the academic year preceding the one in which the accreditation visit to the library school was made.

(Indiana Library and Historical Board; [590 IAC 5-1-4](#))

[590 IAC 5-1-5](#) "Administrative experience" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 5. "Administrative experience" means experience attained as a director or by supervising the work of other persons, at least two (2) of whom possess an American Library Association accredited master's degree or its equivalent or a valid equivalent of such experience that is accepted by the Indiana library and historical board.

(Indiana Library and Historical Board; [590 IAC 5-1-5](#))

[590 IAC 5-1-6](#) "Approved library science education" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 6. "Approved library science education" means core competency instruction in library science taken in an institution approved to give such library science instruction. This approval may be either:

(1) accreditation of the institution by the American Library Association to give graduate library education; or

(2) approval by:

(A) the Indiana state commission on higher education to give graduate or undergraduate courses in library science; or

(B) another accrediting agency for postsecondary education.

Such approved Indiana courses in library science taken in fulfillment of the Indiana teachers' licensing requirements for school library service shall be accepted for purposes of public library certification, except as established in section 8(2)(A) of this rule with respect to the requirement of a course in public library administration for a Librarian Certificate 5 or 6 of a public library. Similar approved courses in library science taken outside of Indiana may be accepted at the discretion of the Indiana library and historical board.

(Indiana Library and Historical Board; [590 IAC 5-1-6](#))

[590 IAC 5-1-7](#) "College credits" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 7. "College credits" means the computation of the number of years of academic college work. Thirty (30) semester hours or forty-five (45) quarter hours is considered a year of work, provided, however, that the award of a baccalaureate degree is required as evidence of completion of four (4) years of college work.

(Indiana Library and Historical Board; [590 IAC 5-1-7](#))

[590 IAC 5-1-8](#) "Creditable library education" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 8. "Creditable library education" refers to the kind and the amount of library education, which, together with academic education and creditable experience, is recognized by the Indiana library and historical board in determining the grade of certificate to be granted. The Indiana library and historical board recognizes the following types of library education:

(1) Accredited library education, as defined in section 3 of this rule, which is an American Library Association accredited masters of library science or its equivalent. This professional education relates to the Librarian Certificates 1 through 3 grades.

(2) Approved library science education, as defined in section 6 of this rule, which requires designated amounts of study in library science and relates to Librarian Certificates 4 through 6 grades. Three (3) levels of such study are recognized and are designated as intermediate library education, minimum library education, and introductory library education as follows:

(A) As used in this section, "intermediate library education" means at least fifteen (15) semester hours or twenty (20) quarter hours of approved library science education and shall consist of courses embracing five (5) areas of study, namely:

- (i) selection and evaluation of media;
- (ii) cataloging and organization of materials;
- (iii) public library administration;
- (iv) reference and information sources; and
- (v) children's materials;

at least three (3) semester hours or four (4) quarter hours each. Persons who are not candidates for administrative positions may substitute some other course approved by the Indiana library and historical board for the course in public library administration. Certificates will show such substitution. Subsequent eligibility to a position requiring Librarian Certificate 4 shall require removal of the deficiency by taking the specified course. Intermediate library education is recognized as basic general preparation for librarianship that meets specified certification requirements above the level of minimum library education.

(B) As used in this section, "minimum library education" means at least nine (9) semester hours or twelve (12) quarter hours of approved library science education, taken with or after completion of two (2) years of academic education in an accredited college or university. This education is designated to meet the minimum essential needs of small public libraries for purposes of certifying positions of Librarian Certificate 5. As such, minimum library education shall consist of courses embracing three (3) areas of study, namely:

- (i) selection and evaluation of media;
- (ii) reference and information sources; and
- (iii) public library administration;

at least three (3) semester hours or four (4) quarter hours each. The same provisions relating to substitution for the course in public library administration shall apply to minimum library education as apply to intermediate library education.

(C) As used in this section, "introductory library education" means at least nine (9) semester hours or twelve (12) quarter hours of approved library science education, taken through an accredited college or university. Such courses as educate the Librarian Certificate 6 in job responsibilities, the function and theory of public library operations, and the overall mission of the public library will be accepted.

(Indiana Library and Historical Board; [590 IAC 5-1-8](#))

[590 IAC 5-1-9](#) "Interim appointments" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 9. "Interim appointments" mean temporary appointments made by the local library's board or by the director for positions requiring certification. The interim appointee must apply for certification prior to the seventh month of holding the interim position.

(Indiana Library and Historical Board; [590 IAC 5-1-9](#))

[590 IAC 5-1-10](#) "Local library board" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 10. The local library board is the fiscal and administrative body of a public library.

(Indiana Library and Historical Board; [590 IAC 5-1-10](#))

[590 IAC 5-1-11](#) "Professional assistant" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 11. (a) "Professional assistant" includes positions in which the person devotes more than half his or her time to work that requires the following:

- (1) Knowledge of professional library practice and development and management of collections and technical library processes.**
- (2) The ability to deal with people in a professional capacity as distinguished from clerical.**

(b) The term includes, but is not limited to, staff classified as the following:

- (1) Librarians.**
- (2) Paraprofessionals.**
- (3) Catalogers.**
- (4) Reference assistants.**
- (5) Program coordinators.**

(Indiana Library and Historical Board; [590 IAC 5-1-11](#))

[590 IAC 5-1-12](#) "Professional position" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 12. "Professional position" includes staff classified as directors, branch heads, department heads of a public library system, and professional assistants.

(Indiana Library and Historical Board; [590 IAC 5-1-12](#))

[590 IAC 5-1-13](#) "Specialist" defined

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 13. "Specialist" means study beyond the secondary level in subject areas that provide specialized expertise in libraries, including, but not limited to, business administration, history, fine arts, and audio-visual media. Positions that may be included in the specialist category are as follows:

- (1) Business manager.**
- (2) Archivist.**
- (3) Computer specialist.**

- (4) Library media specialist.
- (5) Specialist in charge of an art collection.
- (6) Department head responsible for support functions but without direct professional public library service.
- (7) Other positions designated by the local library board.

(Indiana Library and Historical Board; [590 IAC 5-1-13](#))

Rule 2. General Provisions

[590 IAC 5-2-1](#) Library certification law

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11-6](#)

Sec. 1. [IC 36-12-11-6](#) refers to all professional positions, defined at [590 IAC 5-1-12](#), as distinguished from clerical positions that do not require certification.

(Indiana Library and Historical Board; [590 IAC 5-2-1](#))

[590 IAC 5-2-2](#) Authority of certification board

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 2. The Indiana library and historical board, in accordance with [IC 36-12-11](#), makes the final determination as to what grades of certificate are required for:

- (1) directors;
 - (2) department heads or branch heads; and
 - (3) professional assistants;
- of public libraries.

(Indiana Library and Historical Board; [590 IAC 5-2-2](#))

[590 IAC 5-2-3](#) Validity of old certificates

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 3. (a) A library staff member employed by a library district upon adoption of this administrative rule will not be required to meet new educational and experience requirements as adopted under this article. The waiver of a staff member's education and experience requirements will remain fully valid only for their present position level within their present library district, or successor district in the case of a library merger. They may obtain a new certificate, provided they fully meet the required qualifications for the grade of certificate sought, and provided the new certificate is applied for and processed in the same manner as other certificates issued under this article. They will be required to:

- (1) meet library education requirements to retain valid certification; and
- (2) pay the fees required for renewal.

(b) Any uncertified staff member who moves from their present position level at their present library district after the adoption of this administrative rule to a position that requires certification shall apply for certification prior to the seventh month of holding the position.

(Indiana Library and Historical Board; [590 IAC 5-2-3](#))

[590 IAC 5-2-4](#) Length of certificate

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 4. Certificates issued on the basis of prescribed qualifications are:

- (1) valid for five (5) years; and**
- (2) renewable upon meeting applicable requirements.**

(Indiana Library and Historical Board; [590 IAC 5-2-4](#))

[590 IAC 5-2-5](#) Exempt librarians and voluntary certification

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 5. A certificate issued by the Indiana library and historical board is not required, under the law, for appointment to positions in school libraries and libraries of educational institutions. A librarian in such a library or in any private library may voluntarily make application for a certificate. If the applicant is found to be qualified for the grade of certificate requested, the applicant shall be given the certificate in the same manner and subject to the same conditions as pertain to certificates of librarians in public libraries. As used in this section, "private library" means any library not supported by public funds.

(Indiana Library and Historical Board; [590 IAC 5-2-5](#))

[590 IAC 5-2-6](#) Military service

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 6. Any service in the armed forces shall be accepted in lieu of library experience provided an applicant held a professional library position prior to his or her military service and at that time held qualifications entitling him or her to an Indiana library certificate.

(Indiana Library and Historical Board; [590 IAC 5-2-6](#))

[590 IAC 5-2-7](#) Reciprocity

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 7. Anyone presenting a certificate for public library service from any other state shall be required to obtain an Indiana certificate in order to qualify for public library service in Indiana. In granting this certificate, due recognition shall be given to a certificate that may be presented from the other state in terms of the special qualifications it represents as these qualifications apply under the certification requirements of Indiana. In all cases, due consideration will be given to the educational standards and recommendations of the American Library Association.

(Indiana Library and Historical Board; [590 IAC 5-2-7](#))

Rule 3. Certification Application; Fees

[590 IAC 5-3-1](#) Application requirements

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 1. (a) The following are the requirements for new applicants for certification:

(1) Newly hired staff members shall apply for certification prior to the seventh month of holding the position.

(2) The application:

(A) must be on a form prescribed and supplied by the Indiana library and historical board;

(B) shall indicate in the designated place the position occupied by the applicant; and

(C) must indicate in the designated place the grade of certificate requested or proposed for the applicant.

(3) A person who is not presently under employment in an Indiana library may make application for a certificate on the prescribed form.

(4) The applicant shall submit to the Indiana library and historical board official verification of the academic and library education claimed before a certificate is granted.

(5) Certificates will be issued to persons who give proof of qualifications prescribed by the Indiana library and historical board for a requisite grade of certificate. Application for a certificate shall be made on the prescribed form, accompanied by the prescribed fee as established in section 3 of this rule. The certificates shall be valid in respect to the level of positions they are designed to cover.

(6) The qualifications in [590 IAC 5-4](#) for each grade of certificate are considered to be minimum requirements. Certificates issued therefore represent minimum standards of competence for the various levels of positions. Libraries may require higher qualifications for appointments to their staff, but cannot lawfully appoint to positions persons who have lower qualifications than those called for by the grades of certificates pertaining to the levels of position as prescribed by the Indiana library and historical board.

(7) Candidates for certificates who lack the amount of academic education specified for a particular grade of certificate are urged to make up the deficiency by attending college or by taking approved examinations designed to test academic equivalencies. The Indiana library and historical board is prepared to advise candidates on the availability of college courses and college equivalency examinations as recommended means of meeting the academic education requirements for library certificates.

(8) Any candidate for a certificate who has taken an examination administered by the Indiana state library until 1997 and received a passing score will be issued a certificate that reflects credit for the examination.

(b) The following are the requirements for new applicants for certification as specialist:

(1) An applicant for certification as a specialist may apply at any time.

(2) The application:

(A) must be on a form prescribed and supplied by the Indiana library and historical board;

(B) shall indicate in the designated place the position occupied by the applicant; and

(C) must indicate in the designated place the grade of certificate requested or proposed for the applicant.

(3) A person who is not presently under employment in an Indiana library may make application for a specialist certificate on the prescribed form.

(4) The applicant shall submit to the Indiana library and historical board official verification of the academic and specialist education claimed before a certificate is granted.

(5) Certificates will be issued to persons who give proof of qualifications prescribed by the Indiana library and historical board for a requisite grade of certificate. Application for such certificate shall be made on the prescribed form, accompanied by the prescribed fee as established in section 3 of this rule. Such certificates shall be valid in respect to the education they possess.

(6) The qualifications in [590 IAC 5-4](#) for each grade of certificate are considered to be minimum requirements. Certificates issued therefore represent minimum standards of competence for the various levels of positions.

(Indiana Library and Historical Board; [590 IAC 5-3-1](#))

[590 IAC 5-3-2](#) Temporary permits

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 2. A temporary permit may be issued at the request of a local library board to cover a substitute

or temporary employee or an acting appointee who does not at the time of assuming duties fully meet the requirements for the appropriate grade of certificate. Application for a temporary permit must be made prior to the seventh month of assuming duties. Regardless of the date of such application, the effective date of the first temporary permit shall be the date six (6) months after first assuming the duties of the covered position. A temporary permit is valid for one (1) year and can only be renewed by special authorization of the Indiana library and historical board two (2) times. Application for:

- (1) renewal shall be:
 - (A) approved and requested by the local library board; and
 - (B) accompanied by a statement indicating progress toward meeting the requirements for the requisite permanent certificate; and
- (2) a temporary permit shall be:
 - (A) made on the regular form prescribed for all certificates; and
 - (B) accompanied by the prescribed fee as established in section 3 of this rule.

(Indiana Library and Historical Board; [590 IAC 5-3-2](#))

[590 IAC 5-3-3 Fees](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 3. The fee for regular certification shall be fifty dollars (\$50). The fee for each temporary certificate shall be ten dollars (\$10).

(Indiana Library and Historical Board; [590 IAC 5-3-3](#))

[590 IAC 5-3-4 Renewal applications for librarian certificates and specialist certificates](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 4. (a) Application for renewal of certification following adoption of this administrative rule shall be:

- (1) made on the regular form prescribed for all certificates; and
- (2) accompanied by the prescribed fee as established in section 3 of this rule.

(b) Renewal for a library director will require the completion of one hundred (100) library education units (LEUs) in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

(c) Renewal for a system wide department or branch head will require seventy-five (75) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

(d) Renewal for a Librarian Certificate 1, 2, 3, 4, 5, or 6 professional assistant will require fifty (50) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

(e) Application for renewal of specialist certification following adoption of this administrative rule shall be:

- (1) made on the regular form prescribed for all certificates; and
- (2) accompanied by the prescribed fee as established in section 3 of this rule.

(f) Renewal for a Specialist 1, 2, or 3 will require the completion of one hundred (100) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

(g) Renewal for a Specialist 4 or 5 will require seventy-five (75) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

(h) LEUs are as follows:

- (1) Library education providers will be certified by the Indiana state library, including certified trainers in library-related or specialist subjects of importance to library operations.
- (2) College or university courses (credit and not for credit -1 semester hour = 15 LEUs).
- (3) Local, state, and national library association or specialist-subject related conferences (1 hour = 1 LEU).
- (4) Workshops, seminars, institutes, lectures, and training by certified trainers (1 hour = 1 LEU).
- (5) The Indiana state library will consider other library education providers on a case by case basis.

(Indiana Library and Historical Board; [590 IAC 5-3-4](#))

Rule 4. Certification Requirements

[590 IAC 5-4-1](#) Certification plan

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 1. The population figures used in this rule are those figures officially released in the latest United States decennial census.

(Indiana Library and Historical Board; [590 IAC 5-4-1](#))

[590 IAC 5-4-2](#) Librarian Certificate 1

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 2. (a) The Librarian Certificate 1 position shall be the required minimum grade of certificate for:

- (1) directors of libraries serving a population greater than thirty-nine thousand nine hundred ninety-nine (39,999); and
- (2) other comparable professional positions as determined by the Indiana library and historical board.

(b) Qualification requirements for the Librarian Certificate 1 position are as follows:

- (1) Graduation from an accredited college or university.
- (2) A diploma or certificate awarding an American Library Association accredited masters of library science or equivalent.
- (3) Ten (10) years of library experience, or six (6) years of library experience, including at least three (3) years of administrative experience.

(Indiana Library and Historical Board; [590 IAC 5-4-2](#))

[590 IAC 5-4-3](#) Librarian Certificate 2

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 3. (a) The Librarian Certificate 2 position shall be the required minimum grade of certificate for:

- (1) directors of libraries serving a population of between ten thousand (10,000) and thirty-nine thousand nine hundred ninety-nine (39,999); and
- (2) other comparable professional positions as determined by the Indiana library and historical board.

(b) Qualification requirements for the Librarian Certificate 2 position are as follows:

- (1) Graduation from an accredited college or university.
- (2) A diploma or certificate awarding an American Library Association accredited masters of library

science or equivalent.

(3) Three (3) years of library experience.

(Indiana Library and Historical Board; [590 IAC 5-4-3](#))

[590 IAC 5-4-4](#) Librarian Certificate 3

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 4. (a) The Librarian Certificate 3 position shall be the required minimum grade of certificate for:

- (1) librarians with the qualifications referenced in subsection (b); and**
- (2) professional positions as determined by the Indiana library and historical board.**

(b) Qualification requirements for the Librarian Certificate 3 position are as follows:

- (1) Graduation from an accredited college or university.**
- (2) A diploma or certificate awarding an American Library Association accredited masters of library science or equivalent.**

(Indiana Library and Historical Board; [590 IAC 5-4-4](#))

[590 IAC 5-4-5](#) Librarian Certificate 4

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 5. (a) The Librarian Certificate 4 position shall be the required minimum grade of certificate for:

- (1) directors of libraries serving a population under ten thousand (10,000);**
- (2) department and branch heads of libraries serving a population greater than thirty-nine thousand nine hundred ninety-nine (39,999); and**
- (3) other comparable professional positions as determined by the Indiana library and historical board.**

(b) Qualification requirements for the Librarian Certificate 4 position are as follows:

- (1) A bachelor's degree from an accredited college or university.**
- (2) At least fifteen (15) semester hours or twenty (20) quarter hours of intermediate or approved library education.**

(Indiana Library and Historical Board; [590 IAC 5-4-5](#))

[590 IAC 5-4-6](#) Librarian Certificate 5

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 6. (a) The Librarian Certificate 5 position shall be the required minimum grade of certificate for:

- (1) professional assistants of libraries serving a population greater than thirty-nine thousand nine hundred ninety-nine (39,999);**
- (2) department and branch heads of libraries serving a population between ten thousand (10,000) and thirty-nine thousand nine hundred ninety-nine (39,999); and**
- (3) other comparable professional positions as determined by the Indiana library and historical board.**

(b) Qualification requirements for the Librarian Certificate 5 position are nine (9) semester hours or twelve (12) quarter hours of minimum or approved library education taken with or after two (2) years of academic education in an accredited college or university.

(Indiana Library and Historical Board; [590 IAC 5-4-6](#))

[590 IAC 5-4-7 Librarian Certificate 6](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 37-12-11-5](#)

Sec. 7. (a) Librarian Certificate 6 position shall be the required minimum grade of certificate for:

- (1) professional assistants of libraries serving a population of less than or equal to thirty-nine thousand nine hundred ninety-nine (39,999);
- (2) department and branch heads serving a population below ten thousand (10,000); and
- (3) other comparable professional positions as determined by the Indiana library and historical board.

(b) Qualification requirements for the Librarian Certificate 6 position are as follows:

- (1) A high school diploma or GED.
- (2) Five (5) years of library experience or nine (9) semester hours of introductory or approved library science courses.

(Indiana Library and Historical Board; [590 IAC 5-4-7](#))

[590 IAC 5-4-8 Specialist 1](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 8. Specialist 1 qualification requirements are as follows:

- (1) Graduation from an accredited college or university.
- (2) A master's degree in the subject area from an accredited graduate school.
- (3) Ten (10) years experience in the subject field, or six (6) years of subject experience including at least three (3) years of administrative experience.

(Indiana Library and Historical Board; [590 IAC 5-4-8](#))

[590 IAC 5-4-9 Specialist 2](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 9. Specialist 2 qualification requirements are as follows:

- (1) Graduation from an accredited college or university.
- (2) A master's degree in the subject area from an accredited graduate school.
- (3) Three (3) years of experience in the subject field.

(Indiana Library and Historical Board; [590 IAC 5-4-9](#))

[590 IAC 5-4-10 Specialist 3](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 10. Specialist 3 qualification requirements are as follows:

- (1) Graduation from an accredited college or university.
- (2) A master's degree in the subject area from an accredited graduate school.

(Indiana Library and Historical Board; [590 IAC 5-4-10](#))

[590 IAC 5-4-11 Specialist 4](#)

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 11. Specialist 4 qualification requirements are as follows:

(1) A bachelor's degree from an accredited college or university.

(2) Fifteen (15) semester hours or twenty (20) quarter hours in the relevant subject area.

(Indiana Library and Historical Board; [590 IAC 5-4-11](#))

[590 IAC 5-4-12](#) Specialist 5

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 12. Specialist 5 qualification requirements are nine (9) semester hours or twelve (12) quarter hours in the relevant subject area taken with or after two (2) years of academic education in an accredited college or university.

(Indiana Library and Historical Board; [590 IAC 5-4-12](#))

[590 IAC 5-4-13](#) Specific positions

Authority: [IC 36-12-11-5](#)

Affected: [IC 36-12-11](#)

Sec. 13. Local requirements for specific positions shall be set by the local library board. No specific recommendations are appropriate or feasible for particular positions, such as children's librarian, branch librarian, or bookmobile librarian, because too wide a variance in skills and responsibilities is represented in these positions in different library systems throughout the state. It is the responsibility of the local administration to place in such positions certified personnel having the necessary training and experience.

(Indiana Library and Historical Board; [590 IAC 5-4-13](#))

[Notice of Public Hearing](#)

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