



**Commonwealth of Massachusetts
Board of Library Commissioners**

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MASSACHUSETTS PUBLIC LIBRARY DATA

Education & Staffing Report 7-1-2008

**Compiled: December 2008
Distributed: January 2009**

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Introduction

This report - ***Education & Staffing, 7-1-2008*** - displays public library educational level and staffing information as of 7/1/2008 within eight population groups. A companion report - ***Salaries, 7-1-2008*** - provides public library salary data for selected position classifications.

Data for this report was submitted by 367 (99%) of the Commonwealth's 370 independent public libraries.

The report provides information that may be used to describe library services, support long-range and budget planning, strengthen service evaluation, and advance informed decision-making. Users will want to interpret this data in the context of the service roles adopted by the library and its mission statement.

This report reflects considerable time and effort expended throughout the year by library directors and staff members who have carefully compiled data in response to the *Annual Report Information Survey*. Their invaluable work contributes to planning library services and development at the local, state and national levels and is greatly appreciated.

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Massachusetts Public Library Data: Education & Staffing Report 7-1-2008
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Education & Staffing, 7-1-2008

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Public Library Education & Staffing Report, 7-01-2008

Municipality/Library	2007 Pop	Reg	Education and Staffing Levels						MLS FTE	Libn FTE	% of Libn FTE's with MLS	Non Cust FTE	FTE	# FT/# PT	Weekly Visits per Non Cust FTE	Tot Hrs Open per Non Cust FTE	Direct Circ per Non-Cust FTE	AvgVol Hrs/Wk
			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										

Population Group 1 (0 - 1,999)

Acton-W. Acton	1,245	M	28.0	MLS/DLS	1	0	0	0	0.8	0.8	100%	0.8	0.8	0		37.5	19,079	15.4
					0	0	0	0						1				
Alford	394	W	2.0	Assoc.	0	0	1	0	0.0	0.1	0.00%	0.1	0.1	0	67.3	34.3	648	2.3
					0	0	0	0						1				
Aquinnah	354	S	25.0	Other Grad.	0	0	1	0	0.0	0.7	0.00%	1.7	1.7	0	44.5	9.4	7,362	0.5
					1	0	1	0						3				
Ashfield	1,815	W	23.0	BS/BA	0	0	0	1	0.0	0.7	0.00%	0.8	0.9	0		18.7	30,012	15.4
					0	1	0	0						3				
Becket	1,797	W	17.0	BS/BA	0	0	0	1	0.0	1.0	0.00%	1.0	1.0	0		16.4	12,971	19.2
					0	1	0	0						2				
Blandford	1,279	W	20.0	BS/BA	0	2	1	0	0.0	1.1	0.00%	1.3	1.3	0		15.8	7,029	1.0
					0	3	0	0						6				
Buckland	1,990	W	20.0	Other Grad.	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0		25.9	35,744	8.7
					1	0	0	0						1				
Charlemont	1,367	W	15.0	Assoc.	0	0	1	0	0.0	0.4	0.00%	0.5	0.5	0	349.0	21.0	25,094	4.6
					0	0	0	1						2				
Chatham-South	673	S	8.0	Assoc.	0	0	1	0	0.0	0.2	0.00%	0.2	0.2	0		25.5	16,940	3.8
					0	0	0	0						1				
Chester	1,296	W	22.0	Assoc.	0	0	1	0	0.0	0.6	0.00%	0.8	0.9	0	49.8	16.7	9,145	7.7
					1	0	0	0						3				
Chesterfield	1,273	W	20.0	Assoc.	0	0	1	1	0.0	0.6	0.00%	0.7	0.8	0		21.2	9,419	12.5
					0	0	0	0						3				
Chilmark	963	S	37.0	Other Grad.	1	0	1	0	0.4	1.9	22.06%	3.5	3.5	1	293.5	8.3	18,032	3.7
					3	1	0	0						5				
Clarksburg	1,631	W	25.0	BS/BA	0	0	0	0	0.0	1.7	0.00%	1.7	1.7	0	130.7	19.7	11,867	9.0
					1	1	1	0						3				
Colrain	1,840	W	26.0	Assoc.	0	0	1	0	0.0	1.0	0.00%	1.0	1.0	0	149.8	22.0	17,067	6.3
					0	1	0	0						2				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Conway	1,884	W	15.0	Other Grad.	0	0	0	0	0.0	0.7	0.00%	0.7	1.0	0	152.3	20.2	21,141	1.4
					1	1	0	0						3				
Cummington	974	W	20.0	BS/BA	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0	60.7	16.5	7,156	0.4
					0	1	0	0						1				
Egremont	1,350	W	21.0	BS/BA	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0	127.3	24.0	13,152	5.8
					0	1	0	0						1				
Erving	1,537	W	0.0		0	0	0	0	0.0	0.5	0.00%	0.5	0.5	0	174.0	32.9	21,795	2.2
					0	3	0	0						3				
Florida	678	W	18.0	<2 Yrs. Col	0	0	0	2	0.0	0.8	0.00%	0.8	0.8	0	216.3	19.5	19,811	0.0
					0	0	1	0						3				
Gill	1,379	W	12.0	Other Grad.	0	0	0	0	0.0	0.4	0.00%	0.4	0.4	0	122.5	34.1	12,749	0.0
					2	0	0	0						3				
Goshen	956	W	2.0	Other Grad.	0	0	0	2	0.0	0.3	0.00%	0.3	0.3	0	76.5	32.8	5,513	0.0
					1	0	0	1						4				
Gosnold	84	S	10.0	BS/BA	0	0	0	0	0.0	0.3	0.00%	0.3	0.3	0	90.1	35.0	9,041	28.3
					0	1	0	0						1				
Granville	1,676	W	9.0	BS/BA	0	0	0	0	0.0	0.3	0.00%	0.7	0.8	0	162.3	21.5	14,659	1.9
					1	3	0	0						5				
Hancock	1,082	W																
Hardwick-Gilbertville	1,325	W	14.0	BS/BA	0	0	0	0	0.0	0.4	0.00%	0.4	0.4	0	149.2	28.8	16,073	7.7
					0	1	0	0						2				
Hardwick-Paige Memorial	1,855	W	19.0	BS/BA	0	0	0	0	0.0	0.9	0.00%	0.9	0.9	0	125.9	21.2	12,300	2.9
					0	1	1	0						2				
Harwich-Chase	619	S	10.0	BS/BA	0	0	0	1	0.0	0.3	0.00%	0.5	0.6	0	183.7	18.8	13,949	34.6
					0	1	0	0						3				
Harwich-Port	1,239	S	30.0	MLS/DLS	1	0	0	0	0.9	0.9	100%	0.9	0.9	0		13.6	9,695	11.5
					0	0	0	0						1				
Heath	797	W	25.0	BS/BA	0	0	1	0	0.0	0.7	0.00%	0.9	0.9	0	111.5	15.1	11,658	6.2
					0	1	0	0						2				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Hinsdale	1,937	W	15.0	BS/BA	0	0	2	1	0.0	0.7	0.00%	1.7	1.7	0	13.2	4,072	0.1	
					0	2	1	1						7				
Leverett	1,746	W	31.0	MLS/DLS	1	0	0	0	0.9	0.9	96.77%	1.2	1.4	0	18.1	26,680	23.1	
					0	1	0	0						3				
Leyden	802	W	17.5	Other Grad.	0	0	0	0	0.0	0.5	0.00%	0.5	0.5	0	103.6	23.8	14,860	3.8
					1	0	0	0						2				
Middlefield	551	W	12.0	Assoc.	0	0	1	0	0.0	0.3	0.00%	0.3	0.3	0	54.4	31.4	6,221	1.3
					0	0	0	0						1				
Monroe	96	W																
Monterey	960	W	18.0	BS/BA	0	0	0	0	0.0	0.6	0.00%	0.7	0.7	0	143.4	18.3	18,274	4.3
					1	2	0	0						3				
Montgomery	754	W	14.0	BS/BA	0	0	0	0	0.0	0.4	0.00%	0.5	0.5	0	122.7	26.9	10,124	5.3
					0	2	0	0						2				
Mount Washington	138	W	10.0	Other Grad.	0	0	0	0	0.0	0.3	0.00%	0.3	0.3	0	16.6	101.6	5,002	1.9
					1	0	0	0						1				
New Braintree	1,112	C	17.0	HS Grad.	0	0	0	1	0.0	0.6	0.00%	0.6	0.6	0	109.9	17.3	13,717	10.6
					0	1	0	0						2				
New Marlborough	1,521	W	40.0	BS/BA	1	0	0	0	0.0	1.1	0.00%	1.4	1.5	1	111.6	21.1	14,518	3.8
					0	1	0	0						2				
New Salem	990	W	19.0	BS/BA	0	0	0	0	0.0	0.9	0.00%	1.1	1.1	0	70.7	16.3	8,726	1.9
					2	1	0	0						3				
Northfield-Field	149	W	4.0	Assoc.	0	0	1	0	0.0	0.1	0.00%	0.1	0.1	0	92.5	35.0	10,080	0.1
					0	0	0	0						1				
Oakham	1,906	C	17.0	BS/BA	0	0	1	0	0.0	0.5	0.00%	1.4	1.4	0	53.6	13.1	3,841	2.9
					0	2	0	2						5				
Otis	1,394	W	21.0	Other Grad.	0	0	1	1	0.0	1.0	0.00%	1.1	1.1	0	137.2	29.9	10,161	9.6
					1	1	0	0						4				
Pelham	1,404	W	22.0	MLS/DLS	1	0	0	0	0.6	1.1	56.41%	1.1	1.1	0	258.9	23.1	33,914	18.8
					2	1	0	0						4				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Peru	838	W	6.0	Assoc.	0	0	1	0	0.0	0.2	0.00%	0.2	0.2	0	57.2	10,459	8.3	
					0	0	0	0						1				
Petersham	1,283	C	20.0	MLS/DLS	1	1	0	0	0.6	0.9	66.67%	1.1	1.1	0	122.0	17.6	8,781	7.7
					0	3	0	0						6				
Phillipston	1,787	C	12.0	Assoc.	0	0	1	0	0.0	0.3	0.00%	0.4	0.4	0	129.4	29.6	15,292	3.0
					0	0	1	0						3				
Plainfield	600	W	15.0	HS Grad.	0	0	0	1	0.0	0.4	0.00%	0.4	0.4	0	24.1	22,288	0.3	
					0	0	0	0						1				
Richmond	1,591	W	18.0	BS/BA	0	0	0	2	0.0	0.9	0.00%	1.4	1.5	0	88.0	16.1	7,672	0.8
					1	1	1	1						6				
Rowe	347	W	20.0	Other Grad.	0	0	0	1	0.0	0.6	0.00%	1.1	1.1	0	58.1	22.4	8,268	5.0
					1	1	1	0						5				
Royalston	1,380	C	19.0	Other Grad.	0	0	0	0	0.0	0.5	0.00%	0.8	0.9	0	231.4	21.1	16,891	11.5
					1	2	0	0						4				
Russell	1,730	W	15.0	HS Grad.	0	0	1	1	0.0	0.7	0.00%	0.7	0.7	0	29.0	6,503	0.0	
					0	0	0	0						3				
Sandisfield	837	W	1.0	<2 Yrs. Col	0	0	1	2	0.0	0.4	0.00%	0.5	0.5	0	68.3	30.9	4,636	0.8
					0	0	1	0						4				
Savoy	720	W																
Shelburne-Arms	1,018	W	23.0	BS/BA	0	0	0	0	0.0	0.7	0.00%	1.1	1.1	0	17.0	11,433	7.7	
					0	2	0	1						3				
Shelburne-Free	1,018	W	14.0	MLS/DLS	1	0	0	0	0.4	0.4	100%	0.4	0.4	0	23.3	28,233	0.0	
					0	1	0	0						2				
Shutesbury	1,834	W	30.0	BS/BA	0	0	0	0	0.0	1.3	0.00%	1.3	1.3	0	140.7	16.9	15,747	5.8
					0	3	0	0						3				
South Hadley-Gaylord	1,695	W	25.0	MLS/DLS	1	0	0	0	0.7	1.1	65.79%	1.1	1.1	0	14.3	17,388	32.7	
					0	1	0	0						2				
Tolland	451	W	7.0	BS/BA	0	0	0	1	0.0	0.4	0.00%	0.4	0.4	0	92.8	31.8	7,382	0.6
					0	1	0	0						2				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Tyringham	343	W	4.0	BS/BA	0	0	0	0	0.0	0.1	0.00%	0.1	0.1	0	235.7	34.0	10,509	0.0
					0	1	0	0						1				
Wales	1,844	W	24.0	Assoc.	0	0	3	0	0.0	1.4	0.00%	1.4	1.5	0	58.9	16.8	5,841	2.2
					0	0	0	0						4				
Warren-West	963	C	20.0	BS/BA	0	0	0	1	0.0	0.9	0.00%	0.9	0.9	0	178.7	26.8	11,744	35.4
					0	1	0	0						2				
Warwick	750	W	22.0	BS/BA	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0	139.8	28.8	13,345	6.9
					0	1	0	0						1				
Wendell	1,003	W	26.5	<2 Yrs. Col	0	0	0	0	0.0	0.9	0.00%	0.9	0.9	0	175.8	20.9	13,237	51.0
					1	0	1	0						2				
West Stockbridge	1,447	W	21.5	BS/BA	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0	108.1	31.5	5,361	6.9
					0	1	0	0						1				
Westhampton	1,586	W	35.0	BS/BA	0	0	0	0	0.0	1.5	0.00%	1.5	1.5	1	18.5	13,946	3.3	
					0	2	0	0						2				
Whately	1,555	W	18.5	BS/BA	0	0	0	0	0.0	0.8	0.00%	0.8	0.9	0	30.8	10,731	4.5	
					0	2	0	0						3				
Windsor	856	W	5.0	MLS/DLS	1	0	0	0	0.1	0.1	100%	0.1	0.1	0	228.8	76.7	29,183	11.3
					0	0	0	0						1				
Worthington	1,272	W	22.5	Other Grad.	0	0	0	0	0.0	0.6	0.00%	0.6	0.6	0	163.9	24.5	11,164	2.5
					1	0	0	0						1				

Population Group 2 (2,000 - 4,999)

Ashby	2,944	C	24.0	BS/BA	0	0	0	0	0.0	0.7	0.00%	1.2	1.2	0	117.0	19.5	11,798	39.8
					0	2	0	0						2				
Avon	4,303	S	35.0	BS/BA	0	0	1	2	0.0	6.1	0.00%	6.7	7.2	4	144.1	6.1	5,014	0.0
					1	3	2	0						6				
Barnstable-Cotuit	3,239	S	35.0	Assoc.	1	0	4	0	1.0	4.4	22.58%	4.4	4.7	2	9.2	8,334	8.7	
					0	1	0	0						5				
Barnstable-Osterville	3,141	S	35.0	MLS/DLS	5	1	4	2	2.9	4.8	60.85%	11.1	11.1	4	187.7	4.1	7,354	68.8
					2	1	2	0						10				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Barnstable-Sturgis	3,061	S	40.0	MLS/DLS	2	0	2	0	1.9	3.0	64.15%	6.1	6.2	2	199.6	6.4	11,798	34.6
					0	5	0	0						8				
Barnstable-Whelden	3,071	S	30.0	Assoc.	0	0	2	0	0.0	2.3	0.00%	2.3	2.3	0	170.4	11.9	11,479	40.4
					0	3	0	0						5				
Berlin	2,699	C	33.0	BS/BA	0	0	1	1	0.0	2.1	0.00%	2.4	2.5	0	13.1	6,535	3.8	
					0	2	0	1						6				
Bernardston	2,225	W	23.0	Other Grad.	0	0	1	1	0.0	0.9	0.00%	2.1	2.2	0	90.6	8.6	8,454	8.3
					2	0	0	1						6				
Bolton	4,481	C	40.0	MLS/DLS	1	0	0	0	1.1	2.3	50.00%	3.3	3.3	2	127.2	11.7	12,943	0.0
					1	1	1	2						4				
Boylston	4,266	C	35.0	Other Grad.	1	0	1	0	0.8	2.6	29.35%	3.1	3.3	1	69.1	10.2	6,947	8.4
					1	2	1	1						7				
Brimfield	3,695	C	30.0	BS/BA	0	0	0	1	0.0	2.3	0.00%	2.9	3.1	0	44.7	7.5	6,182	0.0
					0	2	2	1						7				
Brookfield	3,030	C	32.0	BS/BA	1	0	0	2	0.2	0.9	25.00%	2.3	2.5	0	119.3	12.7	11,194	11.8
					0	2	0	0						6				
Carlisle	4,882	N	35.0	MLS/DLS	6	0	0	1	3.9	3.9	100%	6.6	7.5	2	8.0	17,924	36.9	
					2	6	0	1						16				
Cheshire	3,299	W	15.0	BS/BA	0	0	0	0	0.0	0.4	0.00%	0.4	0.4	0	32.3	14,464	0.8	
					0	1	0	0						1				
Deerfield	4,731	W	35.0	MLS/DLS	1	0	1	0	1.0	1.5	64.81%	2.7	2.7	1	8.9	13,579	12.7	
					0	3	0	1						5				
Dennis-Memorial	3,095	S	50.0	BS/BA	1	0	0	1	0.7	4.1	17.24%	4.1	4.1	2	254.5	8.7	14,468	194.3
					1	2	0	0						3				
Dennis-Sears	3,095	S	31.0	Other Grad.	0	1	0	0	0.0	0.9	0.00%	1.2	1.2	1	263.8	21.4	22,925	30.8
					4	0	0	0						4				
Dennis-South	3,095	S	23.0	Other Grad.	0	0	0	0	0.0	0.7	0.00%	0.9	0.9	0	201.3	21.5	13,860	16.3
					1	1	0	0						2				
Dennis-Town	3,095	S	35.0	MLS/DLS	2	0	0	2	1.5	3.2	46.67%	5.1	5.1	1	392.6	5.4	11,106	96.2
					0	2	1	0						6				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Dennis-West	3,095	S	22.0	Assoc.	0	0	1	1	0.0	1.4	0.00%	1.4	1.4	0	204.3	19.7	14,090	135.4
					2	1	0	0						5				
Dunstable	3,290	N	22.0	BS/BA	0	0	2	0	0.0	1.9	0.00%	2.6	2.7	0	82.6	7.8	10,736	9.7
					1	1	2	0						7				
East Brookfield	2,069	C	30.0	BS/BA	0	0	0	2	0.0	1.7	0.00%	1.9	1.9	0	61.7	12.2	5,699	2.4
					1	2	0	1						6				
Edgartown	3,920	S	40.0	MLS/DLS	2	0	0	0	2.1	4.6	46.88%	7.2	7.6	3	111.8	5.8	5,726	12.9
					3	4	0	0						7				
Essex	3,323	N	29.0	BS/BA	0	0	0	0	0.0	1.3	0.00%	1.3	1.3	0	22.5	23,530	3.8	
					0	2	0	0						2				
Falmouth-West	3,657	S	22.0	Other Grad.	0	0	0	0	0.0	2.7	0.00%	2.7	3.0	0	94.4	10.7	7,636	38.5
					3	5	0	0						9				
Falmouth-Woods Hole	3,657	S	25.0	BS/BA	0	0	1	0	0.0	2.1	0.00%	3.1	3.1	0	9.3	11,272	28.8	
					3	3	0	1						8				
Hadley	4,787	W	35.0	MLS/DLS	1	0	0	0	1.0	1.4	70.00%	2.1	2.1	1	129.6	10.8	10,918	7.1
					0	2	0	0						2				
Hatfield	3,258	W	28.0	MLS/DLS	1	0	0	1	0.8	0.8	100%	1.9	2.0	0	87.4	12.5	11,538	1.5
					1	0	1	0						6				
Holland	2,532	W	10.0	Other Grad.	0	0	0	1	0.0	0.8	0.00%	0.8	0.8	0	66.7	21.1	4,816	1.3
					1	1	0	0						4				
Hubbardston	4,461	C	25.0	BS/BA	0	0	0	0	0.0	1.0	0.00%	1.0	1.0	0	21.0	16,235	1.9	
					0	1	0	0						1				
Huntington	2,193	W	21.0	Assoc.	0	0	2	1	0.0	1.2	0.00%	1.4	1.9	0	143.6	16.3	11,369	0.0
					0	0	0	0						5				
Lanesborough	2,891	W	20.0	BS/BA	0	0	0	1	0.0	1.3	0.00%	1.3	1.3	0	78.9	15.2	12,983	6.4
					0	3	0	0						4				
Millville	2,834	C	16.0	BS/BA	0	0	0	1	0.0	0.6	0.00%	0.6	0.6	0	26.2	4,716	1.0	
					0	1	0	0						3				
Nahant	3,519	N	40.0	MLS/DLS	1	0	0	3	1.1	1.9	61.54%	4.1	4.2	1	55.3	9.9	5,801	1.9
					1	3	0	1						9				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
North Brookfield	4,819	C	30.0	BS/BA	0	0	1	0	0.0	2.1	0.00%	2.1	2.4	0	10.9	12,481	25.1	
					0	3	0	0						5				
Northfield-Dickinson	2,985	W	40.0	MLS/DLS	1	1	1	0	1.1	2.4	47.62%	2.6	2.9	1	170.8	11.7	19,026	5.3
					1	0	0	0						4				
Oak Bluffs	3,731	S	40.0	MLS/DLS	2	0	1	2	2.3	3.4	66.67%	8.3	8.3	6	173.5	4.8	11,374	7.6
					1	0	1	7						8				
Paxton	4,530	C	35.0	BS/BA	1	0	0	0	0.2	3.3	6.84%	3.6	3.7	2	8.7	17,124	5.4	
					1	3	0	2						6				
Plympton	2,772	S	32.0	BS/BA	0	0	0	0	0.0	0.9	0.00%	1.9	1.9	0	72.8	13.1	9,728	6.6
					0	3	0	0						3				
Princeton	3,494	C	28.0	BS/BA	0	0	1	0	0.0	3.3	0.00%	3.3	3.3	0	10.5	11,233	2.0	
					2	5	0	0						8				
Provincetown	3,390	S	40.0	MLS/DLS	2	0	1	1	2.3	3.4	66.67%	5.5	5.7	3	1,105.9	8.3	9,373	168.0
					0	9	0	0						11				
Sheffield	3,334	W	40.0	MLS/DLS	1	0	1	2	1.1	1.1	100%	3.6	3.9	2	10.9	16,397	48.8	
					4	2	0	1						10				
Sherborn	4,217	M	40.0	MLS/DLS	4	0	0	0	4.1	4.1	100%	5.1	5.1	3	9.8	17,443	20.6	
					3	0	0	3						7				
Stockbridge	2,232	W	32.0	BS/BA	1	0	0	1	0.9	3.0	30.19%	4.5	4.8	0	117.0	9.1	10,165	1.9
					1	5	0	0						9				
Sunderland	3,721	W	37.5	MLS/DLS	1	4	0	0	1.1	3.0	36.06%	3.0	3.0	1	321.5	12.8	18,102	11.0
					1	0	0	0						5				
Tisbury	3,805	S	40.0	MLS/DLS	1	0	0	0	1.1	3.1	36.36%	9.6	9.6	5	184.7	4.9	10,508	30.0
					3	10	0	0						9				
Truro	2,134	S	35.0	Other Grad.	2	0	0	0	1.7	2.0	82.86%	4.0	4.0	2	10.0	7,891	65.4	
					1	2	0	0						3				
Warren-Public	4,108	C	35.0	BS/BA	0	0	1	1	0.0	1.6	0.00%	2.0	2.7	1	9.4	8,776	0.1	
					0	2	0	0						4				
Wellfleet	2,748	S	35.0	MLS/DLS	1	0	2	0	1.0	5.1	19.66%	5.9	5.9	4	285.1	6.9	15,828	28.8
					1	4	0	0						4				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
West Brookfield	3,826	C	32.0	BS/BA	1	0	0	3	0.0	2.7	0.00%	3.3	3.6	0	8.8	8,292	9.7	
					0	3	0	1						9				
West Newbury	4,269	N	40.0	Assoc.	0	0	1	1	0.0	3.7	0.00%	4.6	4.6	2	182.7	10.3	22,674	7.6
					0	3	1	0						4				
West Tisbury	2,628	S	40.0	Other Grad.	0	0	0	1	0.0	3.7	0.00%	5.4	5.4	1	390.4	9.1	21,753	21.6
					2	6	0	0						8				
Williamsburg	2,440	W	35.0	BS/BA	0	0	1	0	0.0	2.4	0.00%	2.4	2.6	2	316.7	9.3	33,147	57.7
					0	2	0	0						2				

Population Group 3 (5,000 - 9,999)

Adams	8,214	W	35.0	MLS/DLS	2	0	1	0	1.5	5.1	30.34%	5.6	6.2	4	7.4	12,375	4.7	
					1	3	0	0						4				
Ashburnham	5,959	C	40.0	BS/BA	0	0	0	0	0.0	3.2	0.00%	3.2	3.6	1	314.2	14.3	8,145	10.8
					0	2	3	0						5				
Ayer	7,369	C	40.0	BS/BA	2	1	0	0	2.1	4.2	48.98%	6.9	6.9	5	221.6	5.7	9,147	26.4
					1	2	1	1						3				
Barnstable-Centerville	9,857	S	35.0	Assoc.	1	0	4	0	0.0	4.7	0.00%	6.7	6.7	4	410.7	6.4	19,687	198.8
					2	3	1	0						7				
Barnstable-Marstons Mills	8,273	S	20.0	MLS/DLS	1	0	2	0	0.6	3.1	18.52%	3.6	3.6	2	9.7	10,508	21.2	
					2	1	0	1						3				
Barre	5,419	C	35.0	BS/BA	0	0	0	1	0.0	1.8	0.00%	3.5	3.9	1	253.6	9.3	9,416	0.0
					0	4	1	1						7				
Berkley	6,433	S	35.0	MLS/DLS	1	0	0	1	1.0	1.0	100%	2.7	2.9	1	10.0	9,109	3.8	
					1	1	1	0						5				
Blackstone	9,042	C	40.0	MLS/DLS	1	0	3	2	1.1	2.1	55.17%	5.6	6.6	1	171.0	6.7	13,457	4.9
					1	1	0	1						9				
Boxborough	5,097	C	40.0	MLS/DLS	2	0	3	0	1.7	2.7	63.83%	4.5	4.5	1	309.8	8.9	23,644	21.3
					0	3	0	0						7				
Boxford	8,074	N	40.0	MLS/DLS	3	0	0	2	3.2	3.2	100%	8.5	8.5	4	90.9	9.3	10,119	3.8
					1	6	3	1						12				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Chatham-Eldredge	6,390	S	35.0	MLS/DLS	4	0	0	1	2.7	3.3	82.61%	9.7	10.3	4	350.0	4.4	11,765	307.7
					1	6	2	0						11				
Cohasset	7,182	S	35.0	MLS/DLS	4	0	1	1	1.9	2.9	65.35%	8.8	8.8	4	289.7	5.6	17,043	14.9
					1	5	0	2						10				
Dalton	6,582	W	40.0	MLS/DLS	1	0	0	2	1.1	2.1	54.05%	3.8	3.8	1	244.0	9.6	12,659	2.7
					1	1	1	0						5				
Dighton	6,748	S	35.0	MLS/DLS	2	0	0	1	2.0	3.9	51.21%	3.9	4.0	2	64.7	9.5	8,986	1.1
					0	0	1	0						3				
Douglas	7,924	C	35.0	MLS/DLS	1	0	3	1	1.0	3.3	30.70%	3.7	3.7	1		9.2	5,808	0.5
					0	1	1	2						8				
Dover	5,627	M	40.0	MLS/DLS	4	0	3	0	4.0	5.0	80.11%	7.5	7.5	5	261.6	6.1	18,322	19.2
					1	3	0	0						6				
Eastham	5,445	S	40.0	MLS/DLS	3	0	1	0	3.1	3.1	100%	4.4	4.4	3		8.4	20,900	56.2
					1	1	0	0						3				
Freetown	8,935	S	20.0	BS/BA	0	0	0	1	0.0	1.1	0.00%	1.7	1.7	0	141.1	23.3	16,114	6.0
					0	1	1	0						3				
Georgetown	8,147	N	35.0	MLS/DLS	1	0	1	1	1.0	1.9	53.85%	5.5	5.7	1	114.2	4.3	8,017	3.2
					3	1	0	2						9				
Granby	6,285	W	37.0	BS/BA	0	0	2	0	0.0	2.5	0.00%	2.5	2.5	2	251.2	10.3	19,765	30.8
					0	1	0	0						1				
Great Barrington	7,372	W	40.0	MLS/DLS	1	0	3	1	1.1	4.6	25.00%	12.1	12.1	8		5.9	11,082	12.8
					2	6	0	0						5				
Groveland	6,923	N	37.0	MLS/DLS	1	0	1	0	1.1	2.6	40.66%	3.9	3.9	1	66.9	8.8	9,076	19.2
					1	1	0	3						6				
Halifax	7,700	S	40.0	BS/BA	0	0	0	0	0.0	1.1	0.00%	5.5	5.5	3	232.3	7.4	9,507	6.7
					0	6	1	0						4				
Hampden	5,305	W	25.0	MLS/DLS	1	0	0	0	0.7	1.3	55.56%	2.0	2.0	0		12.3	10,936	14.0
					1	0	1	2						5				
Hanson	9,956	S	35.0	BS/BA	2	0	2	1	1.4	3.3	43.48%	5.3	5.3	2	225.1	8.5	11,591	33.8
					0	2	0	0						5				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Harvard	6,001	C	40.0	MLS/DLS	8	0	0	0	4.8	7.9	60.87%	10.6	10.6	5	189.2	4.8	9,046	9.2
					1	4	1	3						12				
Hopedale	6,165	C	10.0	MLS/DLS	1	0	0	1	0.3	1.1	25.00%	3.0	3.2	0	157.0	11.2	8,910	12.5
					0	3	0	1						6				
Lancaster	7,047	C	40.0	MLS/DLS	1	0	4	0	1.1	2.7	41.97%	5.5	5.9	1		6.4	15,319	55.4
					1	4	0	0						10				
Lee	5,803	W	35.0	MLS/DLS	1	0	2	3	1.0	1.5	66.04%	4.8	5.1	1		9.4	6,520	8.4
					1	1	0	1						9				
Lenox	5,105	W	35.0	MLS/DLS	3	0	2	1	3.0	5.0	60.00%	9.7	10.3	5	103.5	3.7	7,203	128.3
					0	8	0	0						10				
Lincoln	7,994	M	40.0	MLS/DLS	9	0	1	0	6.6	6.6	100%	11.1	11.9	4	108.6	4.7	13,779	8.8
					2	5	2	1						18				
Littleton	8,714	N	40.0	MLS/DLS	2	0	2	0	1.7	4.4	38.83%	9.1	9.1	3	129.4	4.7	19,782	23.7
					3	5	1	1						11				
Lunenburg	9,948	C	40.0	MLS/DLS	1	0	0	4	1.1	4.6	24.84%	6.1	6.1	2	330.5	6.9	17,574	47.3
					1	2	0	1						7				
Manchester-by-the-Sea	5,265	N	33.5	MLS/DLS	4	0	1	1	3.0	4.2	72.95%	5.1	5.6	0	144.1	8.7	11,828	35.2
					0	3	0	0						10				
Marion	5,217	S	35.0	MLS/DLS	1	0	0	0	1.0	1.9	53.85%	2.7	2.9	1	323.4	17.6	14,631	5.8
					1	2	0	0						4				
Mattapoisett	6,447	S	35.0	MLS/DLS	1	0	3	0	1.0	3.6	28.11%	5.7	5.7	3	94.4	5.6	7,778	6.5
					3	1	3	0						8				
Mendon	5,767	C	18.0	Other Grad.	2	0	0	0	1.1	2.6	44.44%	4.4	4.6	1	112.6	12.4	10,203	4.0
					1	7	1	0						11				
Merrimac	6,425	N	35.0	Other Grad.	0	0	1	1	0.0	4.5	0.00%	4.5	4.5	2	235.2	9.1	13,564	19.0
					1	2	1	0						4				
Middleton	9,347	N	40.0	MLS/DLS	1	0	0	2	1.1	5.7	19.90%	6.6	7.7	4	59.2	6.8	8,921	9.6
					0	1	3	2						5				
Millis	7,927	M	40.0	MLS/DLS	2	2	0	0	1.8	1.8	100%	4.9	5.2	1	128.2	8.9	14,745	19.2
					0	3	0	2						9				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Monson	8,788	W	35.0	BS/BA	0	0	3	1	0.0	2.3	0.00%	4.3	4.3	1		11.5	10,711	24.0
					0	4	2	0						9				
Montague	8,334	W	35.0	MLS/DLS	3	0	1	2	2.0	2.0	100%	5.7	5.7	3	126.8	9.3	16,680	19.5
					0	2	1	0						6				
Natick-Bacon	9,593	M	30.0	MLS/DLS	2	0	0	0	1.6	1.6	100%	2.1	2.1	0		14.3	11,523	5.4
					0	1	0	0						3				
Newbury	6,926	N	40.0	MLS/DLS	1	0	1	3	1.1	4.7	24.10%	6.6	6.6	2	162.8	4.7	11,320	2.8
					0	4	0	0						7				
Northampton-Lilly	8,523	W	40.0	MLS/DLS	2	0	1	0	1.4	5.4	26.06%	5.6	6.0	1	259.6	7.8	18,597	23.3
					0	6	1	1						11				
Orange	7,796	W	35.0	MLS/DLS	3	0	1	0	2.0	2.0	100%	5.6	5.6	2	160.4	8.1	11,247	15.9
					0	2	3	0						7				
Orleans	6,315	S	40.0	MLS/DLS	2	0	4	1	2.3	4.8	48.05%	9.0	9.6	4	354.1	5.1	18,939	29.5
					2	5	0	1						12				
Plainville	8,311	S	35.0	MLS/DLS	2	0	0	2	1.7	3.3	52.17%	3.9	3.9	1		9.4	21,850	3.6
					0	2	0	0						5				
Rochester	5,218	S	40.0	MLS/DLS	1	0	0	0	1.1	1.1	100%	3.4	3.4	2	192.5	12.2	16,224	18.2
					0	2	0	1						2				
Rockport	7,633	N	40.0	MLS/DLS	2	0	3	0	1.1	6.3	18.10%	7.7	8.3	1	257.7	4.5	9,574	58.7
					7	5	1	2						21				
Rowley	5,839	N	35.0	MLS/DLS	3	0	2	1	1.0	1.0	100%	3.5	3.7	1	162.2	9.1	9,376	19.1
					0	3	2	1						12				
Rutland	7,846	C	40.0	BS/BA	1	0	2	5	0.0	2.4	0.00%	4.0	4.0	1		8.4	19,413	28.8
					0	4	0	0						11				
Salisbury	8,521	N	32.0	BS/BA	0	0	3	1	0.0	3.4	0.00%	3.4	3.5	0		10.3	10,311	9.6
					0	1	0	0						6				
Shirley	7,726	C	35.0	BS/BA	0	0	1	3	0.0	2.6	0.00%	4.2	4.4	1	304.7	7.5	26,082	37.3
					0	2	1	1						8				
Southampton	5,962	W	26.0	BS/BA	0	0	1	0	0.0	1.4	0.00%	2.2	2.3	0		11.0	16,948	23.1
					1	2	0	0						5				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Southborough	9,484	C	40.0	MLS/DLS	2	0	2	1	2.3	6.5	35.40%	7.2	7.6	4	205.7	7.2	19,234	29.2
					1	2	1	1						7				
Southwick	9,431	W	37.5	BS/BA	0	0	3	1	0.0	4.8	0.00%	6.9	6.9	2	160.2	6.0	11,822	11.6
					1	4	2	0						9				
Sterling	7,874	C	40.0	BS/BA	0	0	2	0	0.0	2.1	0.00%	6.4	6.4	2	147.8	6.6	12,480	4.3
					0	5	2	1						8				
Stow	6,327	M	35.0	MLS/DLS	1	0	1	1	1.0	1.0	100%	3.3	3.3	2		11.9	29,403	0.0
					0	2	0	0						3				
Sturbridge	9,102	C	40.0	MLS/DLS	3	0	2	0	3.1	3.5	89.58%	7.2	7.2	4		6.8	16,141	2.9
					2	2	0	3						8				
Sutton	9,015	C	35.0	MLS/DLS	1	0	3	0	1.0	2.0	50.00%	4.3	4.3	2	118.9	7.7	11,729	4.4
					0	2	0	1						5				
Templeton	7,783	C	25.0	BS/BA	0	0	1	1	0.0	1.3	0.00%	1.3	1.5	0		18.9	17,977	4.6
					0	1	0	0						4				
Topsfield	6,067	N	37.5	BS/BA	2	0	0	0	2.1	8.6	24.88%	9.2	9.2	5	261.3	4.3	15,352	81.0
					0	11	0	0						8				
Townsend	9,374	C	32.0	MLS/DLS	1	0	0	3	0.9	1.8	51.61%	4.7	4.7	0	101.0	8.4	12,600	14.4
					1	2	0	0						7				
Upton	6,526	C	40.0	MLS/DLS	1	0	2	0	1.1	3.0	38.46%	4.2	4.2	2	145.3	9.1	15,279	0.7
					0	3	0	0						4				
Ware	9,933	W	33.5	MLS/DLS	1	0	0	1	1.0	3.0	32.06%	3.7	4.1	0	109.1	7.8	8,687	0.0
					0	2	1	0						6				
West Boylston	7,779	C	35.0	BS/BA	0	1	0	0	0.0	5.3	0.00%	5.3	5.6	2	189.0	5.3	13,174	31.7
					1	5	2	0						8				
West Bridgewater	6,679	S	40.0	MLS/DLS	1	0	1	2	1.1	4.9	23.39%	6.6	6.6	3	126.3	5.9	9,664	7.5
					1	4	0	0						6				
Westminster	7,388	C	40.0	MLS/DLS	2	0	5	0	2.1	3.3	65.22%	6.1	6.1	3		5.7	10,082	15.4
					0	4	0	0						8				
Williamstown	8,108	W	37.5	MLS/DLS	3	0	3	3	2.8	4.2	66.55%	9.2	9.2	3	158.8	5.0	17,076	30.0
					1	3	1	1						12				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										

Population Group 4 (10,000 - 14,999)

Acushnet	10,443	S	35.0	MLS/DLS	2	0	1	2	1.0	1.9	53.03%	3.7	4.1	1		10.1	11,797	0.9
					0	0	1	0						6				
Athol	11,601	C	40.0	MLS/DLS	2	0	1	0	2.2	3.3	67.54%	8.8	9.2	4		4.9	14,804	44.2
					1	3	2	3						9				
Bedford	13,146	M	40.0	MLS/DLS	11	0	3	0	6.8	6.8	100%	19.6	20.8	7		3.3	15,474	29.3
					4	15	1	3						36				
Belchertown	13,971	W	40.0	MLS/DLS	1	0	2	2	1.1	4.6	25.00%	6.4	6.6	4	254.3	6.1	16,994	10.9
					0	2	0	1						5				
Brewster	10,023	S	35.0	MLS/DLS	2	0	1	0	1.0	5.0	20.11%	7.8	8.5	4	272.7	5.1	16,579	130.8
					3	6	0	1						8				
Carver	11,547	S	40.0	MLS/DLS	2	0	3	0	2.1	4.8	44.91%	7.3	7.3	4		7.0	12,092	9.7
					0	4	1	0						6				
Charlton	12,576	C	35.0	MLS/DLS	1	0	3	2	1.0	4.6	21.88%	6.5	6.5	2		5.6	12,832	10.2
					0	2	1	0						7				
Clinton	14,030	C	35.0	MLS/DLS	1	0	2	3	1.0	2.0	50.00%	5.9	6.6	5	258.3	6.9	23,055	0.0
					1	0	0	0						3				
Dudley	10,780	C	40.0	MLS/DLS	1	0	1	0	1.1	2.3	50.00%	4.0	4.0	2	269.7	10.1	9,891	7.9
					2	0	3	0						5				
Duxbury	14,444	S	40.0	MLS/DLS	9	0	2	0	8.3	9.9	84.64%	17.9	20.1	12		2.8	13,585	25.1
					0	9	0	0						10				
East Bridgewater	13,879	S	35.0	MLS/DLS	2	0	2	0	2.0	4.0	50.00%	7.5	7.9	6		6.2	12,742	6.0
					0	3	2	1						5				
Groton	10,641	C	40.0	MLS/DLS	5	0	3	2	4.0	5.1	78.65%	12.4	13.3	7	126.1	3.3	18,920	19.1
					1	9	2	1						19				
Hamilton-Wenham	12,803	N	35.0	MLS/DLS	3	0	2	1	2.2	7.0	31.02%	12.3	13.0	8		4.1	18,528	33.7
					2	11	1	3						16				
Hanover	13,966	S	35.0	MLS/DLS	3	0	2	0	2.6	3.6	72.00%	7.7	8.7	5		6.2	17,783	24.0
					0	4	0	1						8				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Harwich-Brooks	12,387	S	35.0	MLS/DLS	4	0	1	0	4.0	4.0	100%	8.2	9.1	4	4.6	20,461	81.4	
					3	5	0	0						10				
Holbrook	10,663	S	40.0	MLS/DLS	3	0	0	2	3.4	3.4	100%	7.8	8.2	5	5.6	9,324	11.5	
					0	2	1	0						4				
Holliston	13,941	M	37.5	MLS/DLS	4	0	1	3	3.7	3.7	100%	7.9	7.9	2	5.9	20,841	9.8	
					3	5	0	0						15				
Hopkinton	14,307	C	40.0	MLS/DLS	3	0	0	3	3.4	3.4	100%	7.9	7.9	3	5.4	13,626	15.4	
					0	3	1	0						7				
Hull	11,067	S	35.0	MLS/DLS	1	0	2	0	1.0	3.0	33.33%	5.5	5.5	3	7.7	8,031	6.8	
					1	2	0	0						3				
Ipswich	13,245	N	37.5	MLS/DLS	5	0	0	1	3.9	4.9	79.76%	10.4	10.4	4	4.8	13,447	30.6	
					5	5	1	2						15				
Kingston	12,339	S	35.0	MLS/DLS	4	0	3	0	4.0	4.0	100%	9.6	9.6	7	4.4	14,001	30.3	
					0	2	2	1						5				
Lakeville	10,587	S	40.0	MLS/DLS	1	0	0	0	1.1	2.3	50.00%	5.7	5.7	2	6.9	21,643	18.8	
					0	5	0	1						5				
Leicester	10,982	C	35.0		0	0	2	0	0.0	3.1	0.00%	3.9	3.9	0	10.0	9,590	15.6	
					1	1	1	0						5				
Lynnfield	11,382	N	35.0	MLS/DLS	5	0	2	1	5.0	8.7	57.38%	11.8	11.8	8	4.7	10,967	40.5	
					0	9	0	4						13				
Mashpee	14,261	S	40.0	MLS/DLS	2	0	1	0	2.1	3.1	68.18%	5.6	5.6	5	6.7	22,123	100.0	
					1	3	0	0						2				
Maynard	10,177	M	40.0	MLS/DLS	2	2	1	1	2.3	4.6	50.00%	6.2	6.2	4	6.2	20,107	6.0	
					1	0	0	0						3				
Medfield	12,266	M	40.0	MLS/DLS	3	0	2	0	2.6	5.9	44.39%	8.9	8.9	1	5.6	22,977	10.9	
					1	9	1	3						18				
Medway	12,749	M	20.0	BS/BA	1	0	1	0	0.5	3.3	16.67%	4.4	4.4	2	5.2	21,905	25.2	
					0	6	0	0						6				
Millbury	13,470	C	40.0	MLS/DLS	1	0	2	2	1.1	1.1	100%	5.5	6.3	1	7.3	10,550	2.0	
					0	1	1	2						10				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Nantucket	10,531	S	37.5	MLS/DLS	5	0	4	1	3.5	3.5	100%	16.1	16.1	6	155.7	2.8	9,300	155.5
					3	8	3	4						22				
Norfolk	10,646	S	40.0	MLS/DLS	3	0	1	1	3.0	4.9	61.40%	9.0	9.0	4	160.2	5.3	13,077	31.0
					2	8	0	0						11				
North Adams	13,617	W	37.5	MLS/DLS	3	0	1	2	2.8	9.6	29.10%	10.5	11.1	6	171.6	4.7	12,612	42.7
					1	5	0	0						7				
North Reading	14,021	N	35.0	MLS/DLS	4	0	3	0	4.0	4.0	100%	8.4	8.4	4	96.8	5.0	10,744	9.1
					0	4	0	0						7				
Northborough	14,611	C	40.0	MLS/DLS	5	0	0	2	4.2	4.6	91.25%	13.0	13.7	7	39.8	4.1	9,734	31.3
					1	8	0	4						14				
Northbridge	14,375	C	16.0	BLS	0	2	0	1	0.0	1.4	0.00%	1.4	1.4	0		8.7	25,518	15.4
					0	0	0	0						3				
Norwell	10,271	S	37.5	MLS/DLS	4	0	0	1	4.3	5.4	80.00%	7.6	8.0	5	170.9	6.3	17,517	31.7
					3	3	0	0						7				
Oxford	13,641	C	37.5	MLS/DLS	3	3	0	5	2.5	8.3	30.02%	9.2	9.2	6		5.2	12,279	39.8
					0	0	0	2						7				
Palmer	12,849	W	35.0	BS/BA	1	0	2	5	1.0	10.6	9.46%	12.8	12.8	11	203.0	3.7	9,366	33.8
					1	7	1	0						6				
Pepperell	11,409	C	40.0	MLS/DLS	3	1	1	2	3.0	3.9	77.78%	7.1	7.4	2		5.7	18,023	15.8
					0	2	1	1						10				
Raynham	13,641	S	35.0	MLS/DLS	1	0	2	5	1.0	4.4	22.88%	6.3	6.5	1	95.3	7.8	13,481	1.0
					1	0	1	3						13				
Rehoboth	11,484	S	25.0	MLS/DLS	1	0	1	1	0.7	2.5	29.07%	2.8	2.8	0		14.8	19,299	14.4
					0	3	1	1						8				
Seekonk	13,593	S	35.0	MLS/DLS	6	0	2	7	5.9	5.9	100%	13.4	13.4	7	188.9	3.6	16,294	9.0
					1	1	2	2						14				
Spencer	12,006	C	37.0	MLS/DLS	3	0	3	0	2.1	2.3	91.14%	6.7	6.7	3		5.7	10,293	33.6
					0	4	0	1						8				
Swampscott	13,994	N	35.0	MLS/DLS	5	1	1	3	4.5	5.8	77.23%	9.7	9.7	4	140.9	4.8	16,772	41.2
					3	5	0	3						18				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Tyngsborough	11,860	N	35.0	MLS/DLS	1	0	1	1	1.0	2.0	50.00%	6.1	6.1	5	219.3	6.8	16,933	13.9
					0	4	0	0						2				
Uxbridge	12,634	C	40.0		0	0	2	2	0.0	2.3	0.00%	6.8	7.3	2	104.1	5.5	11,616	1.2
					0	2	0	2						7				
Wayland	13,017	M	35.0	MLS/DLS	12	1	1	3	5.9	7.9	74.64%	13.8	14.8	9	168.1	4.5	17,266	45.8
					4	11	0	1						25				
Weston	11,698	M	37.5	MLS/DLS	10	0	1	1	7.0	7.0	100%	15.4	17.6	8	200.2	3.6	20,047	15.4
					1	13	0	0						21				
Westwood	14,010	M	35.0	MLS/DLS	10	0	1	0	6.8	7.2	94.05%	14.4	16.2	8	150.1	5.2	17,318	24.2
					0	17	0	0						23				
Whitman	14,385	S	40.0	MLS/DLS	2	0	0	0	2.1	4.1	51.72%	6.4	6.8	4	273.1	7.2	12,709	42.3
					0	6	0	0						5				
Wilbraham	14,032	W	35.0	MLS/DLS	6	2	2	1	5.1	9.3	55.13%	12.4	12.6	6	221.3	4.2	15,914	19.5
					2	4	1	1						14				
Winchendon	10,130	C	37.0	MLS/DLS	1	0	2	0	1.1	1.1	100%	3.3	3.6	1		10.9	9,816	7.2
					0	0	1	0						4				
Wrentham	11,116	S	40.0	BS/BA	1	0	2	0	1.0	2.9	33.98%	5.7	5.7	3		7.3	18,666	0.0
					0	6	0	3						9				

Population Group 5 (15,000 - 24,999)																		
Abington	16,365	S	35.0	MLS/DLS	1	1	0	3	1.0	2.5	40.23%	7.3	7.3	5	187.9	6.4	12,973	10.1
					4	2	0	0						6				
Acton-Memorial	20,753	M	40.0	MLS/DLS	13	0	1	0	7.8	8.4	93.20%	17.9	17.9	7	258.5	3.4	30,810	59.5
					1	13	1	3						25				
Amesbury	16,429	N	35.0	MLS/DLS	5	0	0	3	4.3	6.8	63.18%	11.3	11.3	8	96.6	4.3	12,811	20.0
					0	2	1	0						4				
Ashland	15,796	M	40.0	MLS/DLS	3	0	1	0	2.3	2.8	80.81%	5.7	5.7	2		6.8	25,008	12.9
					0	2	2	0						6				
Auburn	16,259	C	37.5	MLS/DLS	3	0	3	4	3.2	3.2	100%	12.4	12.8	8		4.3	15,298	0.9
					0	6	0	1						10				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Barnstable-Hyannis	16,097	S	35.0	MLS/DLS	3	1	1	1	3.0	8.6	35.00%	9.7	10.3	9	3.3	9,774	29.1	
					1	3	0	1						3				
Bellingham	15,908	C	35.0	MLS/DLS	4	0	1	1	2.6	6.3	41.63%	8.5	9.3	2	6.4	13,186	8.7	
					0	7	3	0						15				
Belmont	23,356	M	40.0	MLS/DLS	21	0	1	8	11.5	11.6	99.75%	22.3	23.7	16	3.0	24,772	25.6	
					1	11	0	14						43				
Bourne	19,023	S	37.5	MLS/DLS	3	0	3	0	3.2	4.3	75.00%	7.9	8.5	4	6.2	16,911	30.6	
					2	2	2	0						9				
Canton	21,916	S	40.0	MLS/DLS	7	0	4	0	6.1	6.1	100%	13.0	15.3	12	3.6	17,656	81.7	
					0	2	2	0						5				
Concord	16,840	M	40.0	MLS/DLS	15	0	1	3	12.5	15.1	82.59%	28.9	30.4	15	3.8	12,918	166.0	
					1	14	4	9						34				
Dedham	24,132	M	37.5	MLS/DLS	8	0	1	6	7.5	8.7	86.35%	20.3	22.4	15	4.9	13,266	27.9	
					1	6	2	2						13				
East Longmeadow	15,222	W	37.5	MLS/DLS	3	1	2	0	3.2	4.2	75.08%	13.2	13.2	7	3.7	14,186	11.1	
					0	8	3	0						10				
Easthampton	16,064	W	40.0	MLS/DLS	1	0	1	1	1.1	5.8	19.61%	7.7	8.5	3	6.4	13,449	83.9	
					1	11	0	3						16				
Easton	22,969	S	35.0	MLS/DLS	5	1	0	2	5.0	6.0	83.33%	14.0	14.0	11	5.2	7,455	12.6	
					1	4	0	4						5				
Fairhaven	16,124	S	37.0	MLS/DLS	2	0	3	2	2.1	4.1	51.03%	8.1	9.2	6	6.5	14,929	27.9	
					0	4	0	0						6				
Foxborough	16,298	S	40.0	MLS/DLS	5	0	5	3	5.1	5.1	100%	14.9	16.1	9	3.5	13,339	3.8	
					1	2	0	1						10				
Gardner	20,613	C	37.5	MLS/DLS	3	1	2	3	2.5	3.6	69.88%	12.0	13.0	11	3.8	15,209	17.3	
					0	4	0	0						3				
Grafton	17,525	C	35.0	MLS/DLS	2	0	1	1	2.0	3.0	66.67%	8.8	9.5	5	9.2	9,932	10.2	
					2	5	2	0						9				
Greenfield	17,706	W	37.5	MLS/DLS	4	2	3	0	3.6	7.7	47.22%	14.5	15.3	9	3.3	17,320	74.5	
					1	8	2	0						12				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Hingham	22,394	S	35.0	MLS/DLS	7	0	5	3	7.0	9.0	77.78%	22.5	25.2	12	243.2	2.3	19,163	61.2
					3	10	0	10						30				
Holden	16,581	C	35.0	MLS/DLS	4	7	0	2	3.0	6.9	43.57%	12.7	12.7	6	4.1	23,653	39.0	
					0	5	0	0						12				
Hudson	19,580	C	37.5	MLS/DLS	7	0	3	5	4.1	6.3	65.75%	12.6	12.6	8	106.2	4.8	15,496	16.8
					3	7	0	1						18				
Longmeadow	15,315	W	40.0	MLS/DLS	4	0	0	0	3.1	6.1	51.40%	13.1	13.1	5	146.6	3.5	13,402	72.3
					1	15	0	10						25				
Ludlow	22,062	W	40.0	MLS/DLS	2	0	1	2	2.3	2.3	100%	7.3	7.3	6	6.7	18,146	59.2	
					1	2	0	0						2				
Mansfield	22,993	S	36.0	MLS/DLS	4	0	3	7	3.4	3.4	100%	10.9	10.9	5	5.1	19,929	17.3	
					1	3	0	0						13				
Marblehead	20,039	N	40.0	MLS/DLS	7	0	1	1	5.7	6.9	83.33%	17.4	18.6	12	3.2	11,687	97.6	
					2	9	1	2						12				
Marshfield	24,576	S	37.5	MLS/DLS	15	0	5	0	5.3	5.3	100%	12.3	12.3	4	4.2	22,221	8.7	
					0	7	0	0						23				
Middleborough	21,245	S	40.0	MLS/DLS	4	0	2	0	4.3	5.3	80.35%	9.8	10.5	8	193.6	4.6	13,359	46.2
					3	2	0	0						4				
Newburyport	17,144	N	35.0	MLS/DLS	6	0	0	3	5.8	10.7	54.13%	19.7	22.0	16	276.4	3.5	15,764	41.1
					0	14	2	3						14				
Norton	19,222	S	35.0	MLS/DLS	3	0	3	2	3.0	4.7	64.02%	6.5	6.7	4	263.5	7.2	17,612	10.9
					2	1	0	0						8				
Pembroke	18,595	S	37.5	MLS/DLS	2	0	1	3	2.1	2.1	100%	10.8	11.4	5	222.9	4.9	13,650	25.1
					0	9	0	2						13				
Reading	23,129	N	37.5	MLS/DLS	15	0	5	4	12.8	12.8	100%	21.8	21.8	7	2.6	17,542	40.6	
					0	9	2	5						33				
Rockland	17,780	S	35.0	MLS/DLS	4	0	2	4	3.0	3.0	100%	7.5	8.1	6	160.1	6.2	10,685	16.3
					0	1	1	0						7				
Sandwich	20,255	S	35.0	MLS/DLS	4	0	2	0	3.9	5.9	66.02%	14.7	15.7	13	227.7	3.2	18,150	29.4
					2	9	2	0						7				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Scituate	17,881	S	35.0	MLS/DLS	4	0	1	3	4.0	5.0	80.00%	15.5	15.5	9	143.5	4.0	14,800	12.5
					1	10	1	0						11				
Sharon	17,033	S	37.5	MLS/DLS	6	0	2	1	4.5	6.6	67.71%	13.9	13.9	8		3.6	16,011	34.6
					0	10	2	0						13				
Somerset	18,268	S	35.0	MLS/DLS	5	0	3	3	3.0	3.0	100%	10.3	11.5	9	281.0	5.0	9,645	2.1
					0	3	3	0						9				
South Hadley-Public	15,257	W	35.0	MLS/DLS	4	0	0	1	4.0	5.0	80.00%	9.2	9.9	8		5.2	14,769	20.8
					0	3	2	0						3				
Southbridge	16,926	C	37.5	MLS/DLS	2	0	1	4	2.1	5.9	36.14%	9.9	9.9	5	212.5	4.7	6,650	11.4
					0	3	0	1						6				
Stoneham	21,508	N	37.5	MLS/DLS	4	0	1	2	4.3	4.8	90.42%	11.1	11.6	8	173.4	4.3	8,059	14.3
					3	2	0	2						8				
Sudbury	17,159	M	35.0	MLS/DLS	8	1	1	0	5.7	6.8	83.92%	14.7	14.7	4		4.4	21,754	67.3
					0	14	0	5						25				
Swansea	16,237	S	35.0	MLS/DLS	2	0	1	4	1.9	4.9	37.57%	6.0	6.1	1		8.0	11,103	24.0
					0	2	0	5						14				
Wakefield	24,706	N	40.0	MLS/DLS	13	0	2	6	9.5	11.5	82.43%	19.1	21.0	14	320.9	3.4	15,136	26.5
					0	7	0	4						22				
Walpole	23,086	S	35.0	MLS/DLS	4	0	2	3	4.0	4.0	100%	13.0	13.0	4		3.8	15,001	28.8
					0	7	0	3						15				
Wareham	21,154	S	40.0		2	0	4	4	2.8	6.6	42.55%	11.1	12.3	8		3.9	14,125	96.2
					0	3	0	0						7				
Webster	16,705	C	40.0	MLS/DLS	3	0	1	1	3.1	3.1	100%	5.8	6.9	5	107.0	8.7	7,696	47.0
					0	2	0	0						3				
Westborough	18,459	C	40.0	MLS/DLS	7	1	1	0	5.0	5.8	85.29%	12.8	14.0	4		4.8	14,778	3.3
					0	13	1	2						22				
Westford	21,790	N	37.5	MLS/DLS	8	1	1	3	8.4	11.8	70.91%	21.8	23.2	11	233.2	2.9	15,431	33.9
					3	8	4	0						20				
Westport	15,136	S	40.0	MLS/DLS	1	0	1	0	1.1	2.1	53.33%	4.5	5.1	2		8.8	14,275	21.0
					0	3	1	0						5				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Wilmington	21,679	N	35.0	MLS/DLS	5	0	7	6	4.6	9.0	50.79%	17.6	17.6	12	146.6	3.4	11,935	45.1
					0	1	2	5						14				
Winchester	21,137	M	35.0	MLS/DLS	14	0	4	0	10.3	10.3	100%	22.1	23.8	11	259.5	2.7	24,635	50.7
					4	13	2	0						30				
Winthrop	20,154	N	35.0	MLS/DLS	3	0	1	3	3.0	6.0	50.00%	8.4	9.1	6		5.2	9,190	2.5
					1	3	0	0						7				
Yarmouth	24,010	S	40.0	MLS/DLS	3	0	3	1	2.2	6.5	34.07%	15.3	15.5	9	217.4	6.1	15,407	97.4
					0	9	0	1						9				

Population Group 6 (25,000 - 49,999)																		
Agawam	28,333	W	35.0	MLS/DLS	5	0	0	8	4.0	5.0	80.00%	19.8	19.8	17	289.1	3.0	16,899	40.8
					0	7	1	0						4				
Amherst	34,275	W	37.5	MLS/DLS	11	1	5	0	10.0	10.0	100%	31.4	34.3	17	214.2	3.0	15,860	338.9
					9	17	1	3						34				
Andover	33,284	N	37.5	MLS/DLS	18	0	2	6	15.7	15.7	100%	37.0	37.0	12	215.5	1.7	13,406	66.0
					3	10	5	10						42				
Arlington	41,144	M	35.0	MLS/DLS	15	0	4	14	12.4	12.4	100%	31.4	32.4	21		2.5	16,879	58.8
					4	9	1	3						30				
Attleboro	43,113	S	35.0	MLS/DLS	6	0	4	2	5.5	13.0	41.89%	21.3	22.4	14	166.5	2.7	10,852	69.7
					2	5	8	6						20				
Beverly	39,198	N	35.0	MLS/DLS	18	0	7	5	13.3	14.2	93.95%	24.1	26.5	16	229.6	5.6	15,227	19.4
					3	2	5	7						32				
Billerica	42,038	N	37.5	MLS/DLS	9	0	1	6	7.4	9.3	79.85%	20.9	22.0	8	205.0	3.1	13,740	22.9
					1	8	0	4						24				
Braintree	34,422	S	35.0	MLS/DLS	6	0	2	8	6.0	7.0	85.71%	21.4	23.7	17		2.7	14,997	30.8
					0	7	4	3						15				
Bridgewater	25,514	S	20.0	MLS/DLS	4	0	0	1	2.3	2.3	100%	4.6	4.6	0	194.5	4.6	19,496	7.9
					0	3	0	0						8				
Burlington	25,034	N	35.0	MLS/DLS	7	0	3	2	6.4	7.4	86.54%	18.2	18.2	8	153.7	3.2	20,270	23.0
					2	10	2	2						22				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Chelmsford	34,128	N	37.5	MLS/DLS	9	0	3	2	7.5	9.6	77.78%	25.9	28.6	14	161.7	3.4	22,745	74.6
					2	18	1	14						39				
Chelsea	38,203	B	35.0	MLS/DLS	1	0	0	8	1.0	6.5	15.28%	7.4	7.8	6		6.8	7,180	2.9
					1	0	0	0						5				
Danvers	26,736	N	40.0	MLS/DLS	6	0	9	3	6.5	13.6	47.85%	21.0	21.0	10		2.9	9,662	17.7
					3	8	2	2						23				
Dartmouth	31,241	S	40.0	MLS/DLS	5	0	3	2	4.3	5.3	81.08%	15.1	16.2	15		3.3	15,133	7.8
					1	2	3	5						7				
Dracut	29,498	N	35.0	MLS/DLS	1	0	1	3	1.0	8.3	12.07%	13.5	14.0	8	218.4	4.3	16,076	24.9
					3	11	2	5						19				
Everett	37,269	N	35.0	MLS/DLS	11	0	4	12	8.9	10.7	82.67%	18.2	18.2	10		5.4	6,453	39.9
					3	3	2	1						26				
Falmouth-Public	33,247	S	40.0	MLS/DLS	11	0	9	3	9.8	11.5	85.25%	30.0	30.0	17		3.3	12,656	96.6
					1	14	4	0						26				
Fitchburg	39,835	C	21.0	MLS/DLS	6	0	0	1	3.6	4.2	85.71%	4.8	5.4	0		12.7	34,871	20.4
					0	1	0	0						9				
Franklin	31,381	M	35.0	MLS/DLS	3	0	0	2	2.7	9.0	30.16%	15.0	15.0	7	273.3	4.1	21,653	77.4
					1	8	2	2						11				
Gloucester	30,308	N	35.0	BS/BA	4	0	2	5	3.9	12.3	31.40%	15.6	16.7	11	190.4	3.7	9,858	118.0
					0	9	1	1						12				
Holyoke	39,737	W	35.0	MLS/DLS	5	0	3	4	4.6	6.6	69.57%	12.6	15.1	9	128.9	4.4	5,555	57.9
					1	3	1	0						11				
Leominster	41,128	C	34.0	MLS/DLS	7	0	2	3	5.9	5.9	100.24%	16.4	17.4	5		3.8	21,883	50.9
					1	11	2	0						22				
Lexington	30,332	M	35.0	MLS/DLS	21	0	5	3	14.7	15.7	93.28%	36.3	36.3	24	261.1	1.8	18,397	76.9
					2	12	1	2						22				
Marlborough	38,065	C	35.0	MLS/DLS	7	0	1	3	5.3	7.0	75.25%	20.2	20.2	9		3.0	9,695	5.8
					1	9	3	6						21				
Melrose	26,782	N	36.0	MLS/DLS	5	0	0	7	4.4	6.6	67.39%	16.9	18.8	14	283.5	3.5	14,876	16.3
					2	15	2	0						21				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Methuen	43,979	N	35.0	MLS/DLS	8	0	3	7	8.0	10.6	75.68%	22.9	25.0	13	116.0	2.7	9,459	44.3
					3	11	0	6						28				
Milford	27,263	C	35.0	MLS/DLS	4	6	2	8	4.0	10.6	37.74%	18.7	20.7	16	149.6	3.0	9,633	24.4
					2	0	0	0						8				
Milton	25,691	S	37.5	MLS/DLS	6	0	0	4	5.9	7.7	76.85%	16.1	16.1	10		7.2	10,395	6.5
					0	8	1	5						14				
Natick-Morse	30,376	M	40.0	MLS/DLS	15	1	6	8	11.4	17.9	63.95%	33.9	33.9	16		1.9	15,560	68.3
					4	14	0	6						38				
Needham	28,263	M	37.5	MLS/DLS	16	0	5	3	10.2	12.6	81.11%	25.7	29.1	18	230.6	2.5	19,177	36.1
					5	9	2	8						33				
North Andover	27,637	N	37.5	MLS/DLS	5	0	1	2	4.8	6.9	69.57%	12.6	13.7	6	246.1	5.1	16,047	29.3
					0	9	1	1						14				
North Attleborough	27,907	S	40.0	MLS/DLS	6	0	4	0	5.7	6.9	83.33%	12.4	13.0	8	241.4	4.8	10,937	6.5
					0	6	0	1						10				
Northampton-Forbes	25,570	W	37.5	MLS/DLS	10	0	1	0	9.1	17.3	52.41%	22.3	24.3	14	140.7	2.0	14,391	105.9
					1	13	2	0						15				
Norwood	28,172	M	35.0	MLS/DLS	10	0	4	2	8.4	9.5	87.99%	20.9	23.2	16	187.2	3.0	13,591	27.2
					2	7	4	9						21				
Pittsfield	42,931	W	35.0	MLS/DLS	8	1	10	8	6.0	8.0	75.00%	29.4	31.6	17		2.0	8,178	28.8
					3	13	2	3						33				
Randolph	30,168	S	35.0	MLS/DLS	3	0	8	0	3.0	4.0	75.00%	11.1	12.2	8	147.2	5.2	17,328	57.7
					1	1	2	0						8				
Salem	40,922	N	35.0	MLS/DLS	11	0	2	6	4.4	17.3	25.33%	20.7	23.2	15	222.7	3.2	24,965	0.0
					6	12	0	4						31				
Saugus	27,192	N	36.5	MLS/DLS	8	0	0	3	4.3	12.4	34.79%	16.3	16.3	3	167.7	2.6	4,198	42.3
					0	3	0	0						11				
Shrewsbury	33,489	C	37.5	MLS/DLS	5	0	6	7	4.3	9.7	44.09%	21.2	22.3	17	216.1	2.8	17,928	26.7
					6	12	0	0						20				
Stoughton	26,951	S	35.0	MLS/DLS	5	0	4	6	5.0	5.7	88.38%	16.1	17.9	10	180.1	3.7	8,870	71.4
					2	3	2	1						15				

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			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										
Tewksbury	29,607	N	40.0	MLS/DLS	5	0	4	1	5.4	5.4	99.95%	14.0	15.1	14	257.9	4.2	17,989	15.3
					1	1	1	0						0				
Watertown	32,521	M	37.5	MLS/DLS	21	0	3	11	14.0	14.0	100%	33.1	36.0	21	209.2	1.9	16,209	149.4
					0	19	1	2						40				
Wellesley	26,985	M	35.0	MLS/DLS	19	0	7	4	13.7	13.7	99.98%	36.4	40.0	22	216.4	1.8	16,646	126.8
					7	13	1	10						44				
West Springfield	27,603	W	37.5	MLS/DLS	6	0	2	1	7.5	7.5	100%	14.7	14.7	10	213.6	3.8	15,423	5.3
					1	5	1	0						6				
Westfield	40,160	W	37.0	MLS/DLS	4	0	3	5	4.2	15.6	27.06%	22.0	24.9	17	181.4	2.8	12,546	21.2
					2	9	3	0						13				
Woburn	37,042	M	37.5	MLS/DLS	9	0	3	0	9.6	9.6	100%	18.1	19.9	15	298.7	3.3	10,997	12.1
					0	6	2	1						8				

Population Group 7 (50,000 - 99,999)																		
Brockton	93,092	S	35.0	MLS/DLS	10	0	7	3	10.0	16.8	59.52%	32.1	34.4	23		3.7	7,504	8.6
					0	8	7	4						18				
Brookline	54,809	M	37.0	MLS/DLS	28	1	10	7	22.0	22.8	96.55%	53.8	59.3	40	249.7	2.8	22,179	50.0
					7	19	8	8						58				
Chicopee	53,876	W	35.0	MLS/DLS	6	0	3	11	6.0	12.0	50.00%	30.1	32.3	28	165.1	4.3	10,499	75.0
					3	8	3	1						9				
Fall River	90,905	S	35.0	MLS/DLS	6	0	3	6	5.1	7.5	68.11%	17.7	20.0	4	180.1	8.2	10,120	18.0
					1	7	2	0						23				
Framingham	64,786	M	37.5	MLS/DLS	22	0	12	7	16.6	20.3	81.69%	46.9	48.6	25	148.9	2.6	17,678	307.3
					8	25	4	3						60				
Haverhill	59,902	N	35.0	MLS/DLS	7	0	3	2	6.1	16.9	36.26%	25.8	27.8	14	265.8	2.0	17,724	283.0
					1	13	5	0						19				
Lawrence	70,066	N	35.0	MLS/DLS	2	0	7	2	2.0	7.0	28.57%	14.6	16.9	15	255.9	5.1	8,538	36.3
					1	4	0	0						3				
Lynn	87,122	N	35.0	MLS/DLS	2	5	2	9	2.0	7.0	28.57%	20.4	20.4	19	460.0	2.8	7,882	1.9
					0	1	0	4						4				

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Municipality/Library	2007 Pop	Reg	Education and Staffing Levels						MLS FTE	Libn FTE	% of Libn FTE's with MLS	Non Cust FTE	FTE	# FT/ # PT	Weekly Visits per Non Cust FTE	Tot Hrs Open per Non Cust FTE	Direct Circ per Non-Cust FTE	AvgVol Hrs/Wk
			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										
Malden	55,712	B	35.0	MLS/DLS	11	0	2	6	11.5	11.5	100%	23.6	25.9	23	133.1	3.9	11,484	21.6
					0	2	2	6						8				
Medford	55,565	M	35.0	MLS/DLS	9	1	3	12	9.0	10.6	85.14%	22.0	24.3	19		2.9	13,177	28.8
					1	2	0	5						16				
New Bedford	91,849	S	39.0	MLS/DLS	9	0	4	10	10.0	11.1	90.00%	40.0	40.0	10	125.1	6.1	6,407	13.7
					4	13	9	0						39				
Newton	83,271	M	37.5	MLS/DLS	43	0	5	33	28.5	33.1	86.14%	75.7	82.0	47	166.7	1.6	24,032	323.9
					1	39	0	10						90				
Peabody	51,441	N	35.0	MLS/DLS	8	0	8	6	6.9	12.1	57.58%	32.5	35.4	19	175.4	4.4	8,468	14.0
					3	15	1	10						35				
Plymouth	55,188	S	37.5	MLS/DLS	8	0	3	3	8.3	9.6	86.01%	25.5	27.8	22	175.3	3.7	15,332	197.2
					0	8	5	0						7				
Quincy	91,622	S	35.0	MLS/DLS	16	1	2	12	16.0	21.0	76.19%	39.4	44.0	41	409.3	3.6	17,523	194.0
					1	7	2	1						5				
Revere	55,341	N	39.0	MLS/DLS	1	0	0	11	1.1	5.6	20.00%	11.3	11.3	5	56.2	5.3	4,850	23.1
					1	0	0	0						8				
Somerville	74,405	M	35.0	MLS/DLS	19	0	4	6	17.0	17.0	100%	36.2	36.2	31		4.0	10,535	8.0
					0	0	2	11						11				
Taunton	55,783	S	32.5	MLS/DLS	7	0	10	6	5.4	10.9	49.47%	25.0	27.3	20		2.3	6,983	17.3
					0	7	2	4						18				
Waltham	59,758	M	35.0	MLS/DLS	11	0	8	13	8.0	9.0	88.89%	30.9	33.6	17		2.1	18,692	51.1
					3	18	0	7						46				
Weymouth	53,272	S	35.0	MLS/DLS	4	0	2	4	4.0	10.0	40.00%	19.6	22.3	22		4.7	15,112	15.4
					2	11	1	1						6				

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Municipality/Library	2007 Pop	Reg	Education and Staffing Levels						MLS FTE	Libn FTE	% of Libn FTE's with MLS	Non Cust FTE	FTE	# FT/ # PT	Weekly Visits per Non Cust FTE	Tot Hrs Open per Non Cust FTE	Direct Circ per Non-Cust FTE	AvgVol Hrs/Wk
			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grđ	BSBA	<2 yr	Other										

Population Group 8 (100,000 +)

Boston	599,351	B	35.0	MLS/DLS	154	0	5	232	154.0	164.0	93.90%	503.3	569.5	458	135.1	2.5	6,240	16.0
					0	15	6	158						125				
Cambridge	101,388	M	37.5	MLS/DLS	31	0	1	26	38.6	51.5	74.90%	81.6	86.2	52	3.9	13,040	64.9	
					4	26	0	8						48				
Lowell	103,512	N	35.0		10	1	2	2	8.0	12.0	66.59%	24.7	26.3	16	3.4	8,140	58.3	
					0	9	0	2						11				
Springfield	149,938	W	40.0	MLS/DLS	29	0	11	8	29.1	30.3	96.23%	80.6	82.7	63	372.7	3.3	6,880	97.0
					3	16	16	5						27				
Worcester	173,966	C	37.5	MLS/DLS	27	0	10	6	27.9	27.9	100%	77.2	82.6	73	205.3	1.4	7,819	226.7
					4	26	6	0						11				

Public Library Education & Staffing Report, 7-01-2008

Municipality/Library	2007 Pop	Reg	Education and Staffing Levels						MLS FTE	Libn FTE	% of Libn FTE's with MLS	Non Cust FTE	FTE	# FT/# PT	Weekly Visits per Non Cust FTE	Tot Hrs Open per Non Cust FTE	Direct Circ per Non-Cust FTE	AvgVol Hrs/Wk
			Dir Wk Hours	Director Education	D/MLS	BLS	Assc	HSGrd										
					Oth.Grd	BSBA	<2 yr	Other										

Municipalities with Multiple Independent Libraries

Acton - TOTAL	20,753	M			14	0	1	0	8.6	9.2	93.79%	18.7	18.7	7	4.9	30,308	74.9	
					1	13	1	3						26				
Barnstable	46,738	S			13	2	19	3	9.4	30.9	30.51%	43.9	44.9	23	6.0	10,969	401.5	
					7	17	3	2						41				
Chatham	6,726	S			4	0	1	1	2.7	3.5	77.24%	9.9	10.5	4	4.8	11,884	311.5	
					1	6	2	0						12				
Dennis	15,473	S			3	1	1	4	2.2	10.3	21.44%	12.8	12.7	4	301.5	10.7	13,846	472.9
					8	6	1	0						20				
Falmouth	33,247	S			11	0	10	3	9.8	16.4	60.09%	35.8	36.1	17	4.4	12,152	163.9	
					7	22	4	1						43				
Hardwick	2,650	W			0	0	0	0	0.0	1.3	0.00%	1.3	1.3	0	133.2	23.6	13,473	10.6
					0	2	1	0						4				
Harwich	12,387	S			5	0	1	1	4.9	5.1	94.44%	9.6	10.6	4	6.2	19,151	127.5	
					3	6	0	0						14				
Natick	31,975	M			17	1	6	8	13.0	19.5	66.91%	36.0	36.0	16	2.6	15,329	73.7	
					4	15	0	6						41				
Northampton	28,411	W			12	0	2	0	10.5	22.7	46.17%	27.9	30.3	15	164.5	3.2	15,234	129.2
					1	19	3	1						26				
Northfield	2,985	W			1	1	2	0	1.1	2.5	45.45%	2.7	3.0	1	167.5	12.6	18,649	5.4
					1	0	0	0						5				
Shelburne	2,036	W			1	0	0	0	0.4	1.1	37.84%	1.5	1.5	0	18.8	16,279	7.7	
					0	3	0	1						5				
South Hadley	16,952	W			5	0	0	1	4.7	6.1	77.46%	10.3	11.0	8	6.1	15,045	53.4	
					0	4	2	0						5				
Warren	5,071	C			0	0	1	2	0.0	2.5	0.00%	2.8	3.6	1	14.6	9,671	35.5	
					0	3	0	0						6				

Appendix A - Definitions for Education & Staffing Data as of 7-1-2008

Column Heading	Definition
Municipality/Library	Name of municipality in which the library is located, followed by a shortened library name when the library is located in a municipality with more than one main independent library or, in the case of Hamilton-Wenham, the name of the library serving both municipalities. The library data includes branch and bookmobile data.
2007 Pop (Library Service Population)	For libraries in municipalities with one independent public library this is the population of the municipality from the 2007 population estimate for the municipality in which the library is located. For multiple independent public libraries in the following municipalities, this is a percentage of the municipality's 2007 population estimate (these percentages may add up to more than 100% of the municipality's total population, due to overlapping populations served): Acton, Barnstable, Chatham, Dennis, Falmouth, Hardwick, Harwich, Natick, Northampton, Northfield, Shelburne, South Hadley, Warren. The total population for each of these municipalities appears in the 'Municipalities with Multiple Independent Libraries' section. For the Hamilton-Wenham Public Library, a joint library, this is the total of the 2007 population estimates for Hamilton and Wenham.
Reg	Regional Library System in which the library is a member. B = Boston, C=Central, M = Metrowest, N = Northeast, S = Southeastern, W=Western
Dir Wk Hours	Total number of paid hours worked by the library director in a typical week.
Director Education	Highest educational level completed by the library director as of 7-1-2008. MLS/DLS refers to a master's from an ALA accredited program and/or a doctorate in library science.
<u>Education Levels</u> D/MLS	Number of employees holding a master's degree from an ALA accredited program or a doctorate in library science as their highest education level.
Oth. Grd	Number of employees holding doctorate or master's degrees other than MLS as their highest education level.
BLS	Number of employees holding a bachelor of library science degree as their highest educational level.
BSBA	Number of employees holding bachelor's degrees other than BLS as their highest educational level.
Assc	Number of employees having completed two or more years of college, but not holding a bachelor's degree, as their highest educational level.

Column Heading	Definition
<2yr	Number of employees having completed some college, but less than two years, as their highest educational level.
HSGrad	Number of employees having completed high school as their highest educational level.
Other	Number of employees with other or unknown education levels.
<u>Staffing Levels</u> MLS FTE	All displayed FTE data is rounded to the nearest 10 th . MLS FTE excludes temporarily vacant positions. All other FTE figures include temporarily vacant positions. Full-time equivalency for positions with a master's from an ALA accredited program and reported in the Library Director, Assistant Director, Senior Librarian, Branch Librarian and the Staff Librarian position classifications.
Libn FTE	Full-time equivalency for all positions in the Library Director, Assistant Director, Senior Librarian, Branch Librarian and the Staff Librarian position classifications regardless of educational level.
% of Libn FTE's with MLS	Percent of full-time equivalency of librarians holding an MLS degree.
Non Cust FTE	Full-time equivalency for all positions, excluding those in the Custodial position classification.
FTE	Full-time equivalency for all positions paid from the library budget, including Custodial positions. This is computed by totaling the funded hours for all positions per week and dividing by 35.
#FT	Number of full-time employees, <u>excluding temporary vacancies</u> , paid from the library budget, i.e. employees working 35 hours per week or more.
#PT	Number of part-time employees, <u>excluding temporary vacancies</u> , paid from the library budget, i.e. employees working fewer than 35 hours per week.
Weekly Visits per Non-Custodial FTE	The annual number of times people entered the library for whatever purpose (i.e., library visits) divided by 52 and then by the Non-Custodial FTE. Blank means the library did not report library visits. In the 'Municipalities with Multiple Independent Libraries' section, a blank means one or more libraries did not report library visits. For libraries with fewer than one Non-Custodial FTE, this calculated figure will exceed the actual number of visits per week.

Column Heading	Definition
Tot Hrs Open per Non-Cust FTE (Weekly)	Total of the main, branch and bookmobile hours open during Fiscal Year 2008, divided by 52, then by Non-Custodial FTE. For libraries with fewer than one Non-Custodial FTE, this calculated figure will exceed the actual total hours open per week.
Direct Circ per Non-Cust FTE	Total annual circulation of all library materials of all types, including renewals (note: interlibrary loan transactions included are only items borrowed for users, not items checked out to another library), divided by Non-Custodial FTE.
Avg Vol Hrs/Wk	Estimate of the average number of hours per week given by volunteers to the library.

Non-rounded data was used to calculate municipal totals in the 'Municipalities with Multiple Independent Libraries' section and therefore differences may display from data for individual libraries, which is rounded.

For purposes of this report, libraries contracting with the Board of Library Commissioners are asked to exclude staff paid from contracting funds.

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Library	Titles	
	Other Librarian	Other Staff

Amherst	Curator	
Andover	Community Serv.	Network Admin.
Arlington	Technology Lib	
Athol		Computer aide
Attleboro	Comm. Serv.,Tech. Coord.	
Avon	Circ. Asst.	
Barnstable - Hyannis		Security Guard
Barnstable - Osterville		Story Hour
Bedford		Bldg and Systems Sup
Belchertown	Automated Services	
Belmont	Tech. Lib.	
Boston	Systems/Digital	
Brewster	Volunteer Coord.	Bookkeeper
Brimfield	Historian	
Brockton	Asst. Branch Supervisor	Lib. Asst./Driver
Burlington		Recording Clerk
Cambridge	Sr Svcs,Graphics,Lit ,Fin	Delivery Driver
Canton	Info Tech Lib	
Chicopee	Systems Librarian	Guard
Concord	Author Cat,Spec Coll Asst	End Processor
Eastham		Seasonal Asst.
Easthampton	Prog. Asst.;Storyteller	

Library	Titles	
	Other Librarian	Other Staff

Fairhaven	Archivist/Facility Mgr.	
Falmouth - Woods Hole		Summer Interns
Framingham	Asst. Branch Lib.	Driver, Circ/Ref Subs
Gardner	Local History Librarian	Lib Clerk III
Greenfield		Vol. Coord.
Haverhill	Beh Spec,GHALP Coord;Syst	
Hingham	AV	
Holyoke	Archivist	Computer Coord.
Hubbardston	Library Asst.	
Kingston	Archivist	
Lancaster		Special Coll. Clerk
Lenox	Development Director	
Leominster	Historical	
Lowell	Community Planning	
Lynnfield	Circ. Manager	
Marblehead		Prog./Vol. Coord.
Methuen	Lit. Coord.	Facilities Mgr.
Middleborough	Info. Systems	
Middleton	Program Coord.	
Milton	Technology	
Natick - Morse	Comm. Relations,Bkmb Lib.	Security
Needham	Tech./Archivist	

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Library	Titles	
	Other Librarian	Other Staff

New Bedford	Art Curator	Bookmobile Driver
Newton	PR, Webmaster, Vol. Coord	
Norfolk	Info. Systems	
Northampton - Forbes	Outreach, Local History	Lib. Tech
Northfield - Dickinson	Programming	
Norton	Tech. Coord.	Storyteller
Norwell	Systems Manager	
Norwood	Technology Specialist	Literacy Asst.
Palmer	Van Outreach, IS Lib.	
Peabody	Archivist	
Pittsfield	Local History	
Plymouth	Outreach	Literacy Director
Plympton		Circulation Clerk
Quincy	Literacy Project Mgr	Security
Rehoboth		Story Hour
Rockport	IS/Webmaster, Outreach	
Salem	Computer Services	
Sandwich		Archivist
Saugus	Part-time reference	
Seekonk		Tech. Services Assoc.
Shelburne - Free		substitute librarian
Southbridge		Library Aide
Spencer	Children's Lit. Coord.	

Library	Titles	
	Other Librarian	Other Staff

Springfield		It Mgr, IT Spec, Vol Coord
Stockbridge	Archivist	
Stoughton	Literacy Coord.	
Sudbury		Temp Clerk
Taunton	Info. Tech. Specialist	
Watertown	Webmaster	Literacy Director
Wellfleet		Video Coord.
West Bridgewater	Asst. Ref. Lib.	
Westborough	Sunday Reference	
Westfield	Outreach	
Westford	Bkmobile Coord.	
Williamstown		Errand Person
Woburn	Archivist	Bookkeeper
Yarmouth	Adult Services	

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Acushnet	14	Brimfield	6	East Longmeadow	18	Haverhill	24
Adams	9	Brockton	24	Eastham	10	Heath	2
Agawam	21	Brookfield	6	Easthampton	18	Hingham	19
Alford	1	Brookline	24	Easton	18	Hinsdale	3
Amesbury	17	Buckland	1	Edgartown	7	Holbrook	15
Amherst	21	Burlington	21	Egremont	2	Holden	19
Andover	21	Cambridge	26	Erving	2	Holland	7
Aquinnah	1	Canton	18	Essex	7	Holliston	15
Arlington	21	Carlisle	6	Everett	22	Holyoke	22
Ashburnham	9	Carver	14	Fairhaven	18	Hopedale	11
Ashby	5	Charlemont	1	Fall River	24	Hopkinton	15
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Ayer	9	Chester	1	Framingham	24	Lakeville	15
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Barnstable-Cotuit	5, 27	Chicopee	24	Freetown	10	Lanesborough	7
Barnstable-Hyannis	18, 27	Chilmark	1	Gardner	18	Lawrence	24
Barnstable-Marstons Mills	9, 27	Clarksburg	1	Georgetown	10	Lee	11
Barnstable-Osterville	5, 27	Clinton	14	Gill	2	Leicester	15
Barnstable-Sturgis	6, 27	Cohasset	10	Gloucester	22	Lenox	11
Barnstable-Whelden	6, 27	Colrain	1	Goshen	2	Leominster	22
Barre	9	Concord	18	Gosnold	2	Leverett	3
Becket	1	Conway	2	Grafton	18	Lexington	22
Bedford	14	Cummington	2	Granby	10	Leyden	3
Belchertown	14	Dalton	10	Granville	2	Lincoln	11
Bellingham	18	Danvers	22	Great Barrington	10	Littleton	11
Belmont	18	Dartmouth	22	Greenfield	18	Longmeadow	19
Berkley	9	Dedham	18	Groton	14	Lowell	26
Berlin	6	Deerfield	6	Groveland	10	Ludlow	19
Bernardston	6	Dennis-Memorial	6, 27	Hadley	7	Lunenburg	11
Beverly	21	Dennis-Sears	6, 27	Halifax	10	Lynn	24
Billerica	21	Dennis-South	6, 27	Hamilton-Wenham	14	Lynnfield	15
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Blandford	1	Dennis-West	7, 27	Hancock	2	Manchester-by-the-Sea	11
Bolton	6	Dighton	10	Hanover	14	Mansfield	19
Boston	26	Douglas	10	Hanson	10	Marblehead	19
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Mendon	11	Orleans	12	Shirley	12	Webster	20
Merrimac	11	Otis	3	Shrewsbury	23	Wellesley	24
Methuen	23	Oxford	16	Shutesbury	4	Wellfleet	8
Middleborough	19	Palmer	16	Somerset	20	Wendell	5
Middlefield	3	Paxton	8	Somerville	25	West Boylston	13
Middleton	11	Peabody	25	South Hadley-Gaylord	4, 27	West Bridgewater	13
Milford	23	Pelham	3	South Hadley-Public	20, 27	West Brookfield	9
Millbury	15	Pembroke	19	Southampton	12	West Newbury	9
Millis	11	Pepperell	16	Southborough	13	West Springfield	24
Millville	7	Peru	4	Southbridge	20	West Stockbridge	5
Milton	23	Petersham	4	Southwick	13	West Tisbury	9
Monroe	3	Phillipston	4	Spencer	16	Westborough	20
Monson	12	Pittsfield	23	Springfield	26	Westfield	24
Montague	12	Plainfield	4	Sterling	13	Westford	20
Monterey	3	Plainville	12	Stockbridge	8	Westhampton	5
Montgomery	3	Plymouth	25	Stoneham	20	Westminster	13
Mount Washington	3	Plympton	8	Stoughton	23	Weston	17
Nahant	7	Princeton	8	Stow	13	Westport	20
Nantucket	16	Provincetown	8	Sturbridge	13	Westwood	17
Natick-Bacon	12, 27	Quincy	25	Sudbury	20	Weymouth	25
Natick-Morse	23, 27	Randolph	23	Sunderland	8	Whately	5
Needham	23	Raynham	16	Sutton	13	Whitman	17
New Bedford	25	Reading	19	Swampscott	16	Wilbraham	17
New Braintree	3	Rehoboth	16	Swansea	20	Williamsburg	9
New Marlborough	3	Revere	25	Taunton	25	Williamstown	13
New Salem	3	Richmond	4	Templeton	13	Wilmington	21
Newbury	12	Rochester	12	Tewksbury	24	Winchendon	17
Newburyport	19	Rockland	19	Tisbury	8	Winchester	21
Newton	25	Rockport	12	Tolland	4	Windsor	5
Norfolk	16	Rowe	4	Topsfield	13	Winthrop	21
North Adams	16	Rowley	12	Townsend	13	Woburn	24
North Andover	23	Royalston	4	Truro	8	Worcester	26
North Attleborough	23	Russell	4	Tyngsborough	17	Worthington	5
North Brookfield	8	Rutland	12	Tyringham	5	Wrentham	17
North Reading	16	Salem	23	Upton	13	Yarmouth	21
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Northfield-Dickinson	8, 27	Savoy	4	Waltham	25		
Northfield-Field	3, 27	Scituate	20	Ware	13		

Massachusetts Public Library Data Reports:

Children's Services, xxxx Data (available in February)

Selected statistics related to children's services including staffing, programming, holdings and circulation.

Circulation and Holdings Report, FYxxxx (available in January)

Various public library circulation and holdings raw data. Also includes circulation per FTE, per hour open and per capita and holdings per capita data.

Education & Staffing Report, 7-1-xxxx (available in January)

Public library staffing levels and distribution of the staff's highest educational level. Staffing level data includes: total full-time equivalencies (FTE), number full time and part time, and FTE for MLS, librarian, children's librarian and non-custodian positions as well as total hours open per non-custodian FTE. Director's education level and length of work week are displayed.

Electronic Services, FYxxxx Data (available in May)

Selected statistics related to electronic services including: website hits, number of users of public Internet computers, electronic subscriptions and materials in electronic format.

Featured Reports, FYxxxx Data (available in the spring)

Reports on changing topics present public library data not displayed in other reports.

Financial Statistics Report, FYxxxx Data (available in February)

Raw and per capita figures for each reporting public library's (including branches) total municipal appropriation, operating income, and salary, materials, other and total operating expenditures. Also included are percent of total operating expenditures spent for salaries, materials and other expenditures.

The FYxxxx Municipal Pie...What's Your Share? (available in January)

Relates the amount expended from the general fund by each city and town on public library service, to the amount expended to operate the entire municipality.

Public Library Outlets, FYxxxx Data (available in May)

Selected statistics relating to public library outlets including: staffing, holdings and circulation.

Rankings Report, xxxx Data (available in March)

Each municipality's rank within its population group and within the entire state based on its library's per capita values for certain income and expenditure data. For services, the indicators are: FTE per 10,000 population, MLS FTE per 10,000, hours open per week, direct and total circulation per capita and holdings per capita.

Salaries Report, 7-1-xxxx (available in January)

Hourly minimum and maximum salaries for up to 17 public library position classifications from Library Director to Custodian. Annual salary for the Library Director is also displayed.

Services Report, FYxxxx (available in January)

Services data includes number of terminals with Internet, average weekly visits, reference questions and hours open. Counts are provided for weekend days open, branches, adult and children's programs and attendance. Average hours open on weekends is also shown.

Summary Tables and Graphs, xxxx Data (available in March)

Statewide, population group and regional totals of various incomes, expenditures, holdings, circulation, services and staffing data. Subject index provided.

Massachusetts Academic Library Data, Fall xxxx, Selected Statistics (available biennially)

The reports are available in PDF format and the related spreadsheet and database files are available for downloading from the Board's web site (<http://mbic.state.ma.us/advisory/statistics/index.php>)