CALIFORNIA STATE LIBRARY
FY 2013/14
LSTA PITCH AN IDEA GRANT APPLICATION

ELEMENT 1: BASIC INFORMATION

Applicant Information

1. Library/Organization
   Upland Public Library
2. Library’s DUNS Number
   01-103-2369
3. Internet Web Site Address
   http://www.ci.upland.ca.us/asp/Site/Library/News/WhatsNew/index.asp
4. Project Coordinator Name & Title
   Maria Sunio, Principal Librarian
5. Email Address
   msunio@ci.upland.ca.us
6. Business Phone Number
   (909) 931-4200 Main. (909) 931-4296
7. Fax Number
   (909) 931-4209
8. Mailing Address
   PO Box or Street Address
   450 N. Euclid Ave.
   City
   Upland
   State
   CA
   Zip
   91786

Project Information

9. Project Title
   Future Force: UPL Staff Tech & Outreach Training
10. LSTA Funds Requested
    $10,000
11. Cash Match
    $0
12. In-Kind
    $12,600
13. Total Project Cost
    $22,600
14. Federal Library Services & Technology Act (LSTA) Purpose
    (Check one purpose which best describes the project)
    ☒ Developing library technology, connectivity and services
    ☐ Providing targeted services to diverse populations or persons who have difficulty accessing services
    ☐ Providing services to promote life-long learning
    ☐ Developing public and private partnerships
15. California’s LSTA Goals
    (Check all that describe the project)
    ☐ Literate California
    ☒ 21st Century Skills
    ☒ Information Connections
    ☐ 22nd Century Tools
    ☐ Community Connections
    ☐ Content Creation/Preservation
    ☐ Ensuring Library Access for All
16. Number of persons served
    (The number of persons who use or will benefit directly from this project)
    23
17. Congressional District (s) number
    25
18. Primary Audience for project
    (Check at least one, maximum of three)
    ☐ Adults
    ☐ Public library trustees
    ☐ Children
    ☐ Rural Populations
    ☐ Institutionalized persons
    ☐ Senior Citizens
    ☒ Library Staff & Volunteers
    ☐ Statewide public
    ☐ Non/limited English speaking persons
    ☐ Urban populations
    ☐ People with special needs
    ☐ Young adults and teens
    ☐ Pre-school children
19. This signature certifies that I have read and support this LSTA Grant Application.

Director Name: Roberta Knighten, Community Services Director
Mailing Address
(if different from above)
City Zip

Director Signature: Date:
ELEMENT 2:  PROJECT BACKGROUND AND SUMMARY

Describe how this project was identified as a need, how it relates to your strategic plan, and what will be accomplished if this project is implemented. Should relate to activities in the timeline (Element 4) and include statistical info to support project.

Limit to one page and use 12 point font.

Over the last five years of dwindled and stagnant budgets, Upland Public Library staff have received little organized training in technical skills and tools. The Library's strategic plan is currently in draft form, and we are placing greater emphasis on meeting local needs and community engagement. Additionally, two long-term senior-level employees will be retiring in 2014, and we want our staff to be prepared to take on new responsibilities and to advance their careers. Studies show that trained staff can perform at a higher level of confidence and competency. Library administration has determined the need to refresh and add employee skills to fulfill our service goals, and so we held a staff development day on customer service and team building in January 2012. In 2013, we began quarterly in-service training using the City’s employee assistance program (January: change management strategies and team-building exercises, April: staff tour of Los Angeles Public Library). In the first three months of the fiscal year 2013-2014, we plan to identify and define staff competencies and work with the City’s Human Resources staff to adopt these competencies into an employee learning and growth program. We will then introduce these competencies to staff and outline the new requirements and/or recommendations for performance. We will concurrently conduct a pre-competency survey, with particular emphasis on technical skills, to determine who needs training in which areas and to identify who may step into trainer and train-the-trainer roles. Training will include instructor-led, hands-on classroom instruction, selected Infopeople webinars, and self-paced online learning, plus professional reading. We will focus our next quarterly in-service sessions on the logic model as a program-planning tool (Inland Empire United Way training, September/October) and technology (specific focus to be determined by the pre-competency survey, Winter 2013/2014). Staff will also begin a modified “23 Things” program in September, with an expected completion date in March. In April and May, staff will structure and provide training programs and instruction to our library patrons and community partners.

By setting up a structured technology and outreach training program for both full-time and part-time staff, we can better prepare our staff for connecting patrons to the information that they seek, such as health care information, government benefits, employment and entrepreneurial resources, student research, and social and global contacts. Trained, knowledgeable staff can serve the patron more efficiently and quickly – the patron does not need to wait or return for the tech-savvy employee who knows how to download an e-book or back up a file to the cloud. We also want to deepen our partnerships with the Upland Service Council (local service organizations and their clients), the Friends of the Upland Public Library (whose most active members shy away from computers), and the Upland Chamber of Commerce, by providing them with instruction on library resources that would meet their particular needs and our common goal of improving life in our community. Other targeted audiences for outreach instruction are those in need of assimilation skills: returning veterans, ex-convicts, and immigrants. Furthermore, outstanding employees with programming and instructional experience have announced their pending retirements or other potential life changes in the next year. We need to develop these skill sets for employees in the lower classifications so that (1) staff can progress and improve their chances of promotion, (2) we can prevent a decreased level of public service during personnel changes, and (3) more staff are prepared to address ways of reaching our targeted audiences. With investment in staff training, Upland Public Library could increase staff productivity and offer computer instruction and technology classes to the public.
ELEMENT 3: PLANNING AND EVALUATION

Please answer each area concisely and completely. Limit to two pages and use 12 point font.

A. Project Purpose – Short statement which answers the questions: we do what, for whom, for what expected benefit.

The purpose of this project is to empower staff to assist patrons with their technical questions and to create, develop, and enhance library programs and services, by providing staff with suitable training and instructional materials in survey-identified areas of technological and planning skills.

B. Project Activities/Methods – How will the project be carried out? Include major activities from the timeline.

Library Administration will discuss core competencies and employee growth with City HR. The project coordinator will develop a staff survey with Library Administration. Staff will be surveyed to identify technical areas for improvement and to identify which staff will become trainers. Depending on the skills survey results, staff will be scheduled for various training sessions. Staff will also complete a modified "23 (or so) Things" program, depending on which skills need development. Course materials will be purchased and added to the collection so that staff can study on their own, too. A final evaluation survey will measure staff's skills and confidence levels. Staff will submit ideas as part of the City's budgetary process.

C. Anticipated Project Outputs – Measures of service or products provided.

- 23 staff surveyed on skills assessment
- 7 staff to take on trainer roles
- 40 individual training sessions
- 3 instructor-led classes with an average of 7 staff per class.
- 23 staff completing the modified "23 (or so) Things" program, as assigned
- 12 titles added for staff use in suitable subject areas of professional development
- 23 staff completing the project outcomes evaluation survey (results compared to initial skills assessment)

D. Anticipated Project Outcome(s) – What change is expected in the target audience’s skills, knowledge, behavior, attitude, and/or status/life condition? How will you measure these outcomes?

By June 30, 2014, we expect 23 staff to increase their technical skills levels and their level of confidence in assisting the public, by an average of 50%.

We expect staff to increase their technical skills levels and their level of confidence in assisting the public. The variety of technology training with expert instructor-led courses, in classroom or online settings, and with professional development materials will allow staff to explore more topics on their own or in teams. Our staff will be empowered to help the public with elevated instruction and more efficiently. The end result of this initiative will enhance patrons' use of technology while ensuring the Library staff is advancing in individual achievement and striving to meet our community's needs. We will complete the Future Force evaluation with a final staff survey, which will measure the change in staff technical skills and confidence upon completion of training compared with the initial skills assessment survey.

E. Complete the following sentence. This project will be successful if:

Staff can assist the public with a variety of technical issues, can propose ideas for new/or improved library programs and services, and feel confident they can accept new responsibilities.
### ELEMENT 4: GRANT TIMELINE/ACTIVITIES

Show each major project activity and when it will be started and/or completed throughout the project. The timeline should correspond to the activities described in Planning and Evaluation. Please put an X in each pertaining month.

<table>
<thead>
<tr>
<th>Activity</th>
<th>2013/14</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Aug</td>
</tr>
<tr>
<td>Library Admin staff to discuss core competencies with City HR staff</td>
<td>X</td>
</tr>
<tr>
<td>Quarterly staff training (SRP wrap up)</td>
<td>X</td>
</tr>
<tr>
<td>Library Admin creates skills assessment and distributes online survey to staff.</td>
<td>X</td>
</tr>
<tr>
<td>Library staff compile and review survey results</td>
<td>X</td>
</tr>
<tr>
<td>Identify areas for training based on the survey results.</td>
<td>X</td>
</tr>
<tr>
<td>Identify staff to take on trainers and train-the-trainers roles.</td>
<td>X</td>
</tr>
<tr>
<td>Select and schedule training courses for staff.</td>
<td>X</td>
</tr>
<tr>
<td>Select and purchase training manuals (books or AV, to be cataloged)</td>
<td>X</td>
</tr>
<tr>
<td>Staff begin modified &quot;23 (or so) Things&quot; program, depending on survey scores.</td>
<td>X</td>
</tr>
<tr>
<td>Create staff survey to measure project outcomes.</td>
<td>X</td>
</tr>
<tr>
<td>Quarterly staff training (topic TBD + team-building)</td>
<td>X</td>
</tr>
<tr>
<td>Staff suggests program ideas part of City's strat goals &amp;budget process.</td>
<td>X</td>
</tr>
<tr>
<td>Quarterly staff training (topic TBD)</td>
<td>X</td>
</tr>
<tr>
<td>Final survey on project outcomes distributed and compiled.</td>
<td>X</td>
</tr>
</tbody>
</table>

TA 7.22.2013
## ELEMENT 5: BUDGET

The budget should clearly identify the amounts requested and from what sources.

<table>
<thead>
<tr>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E (B+C+D = E)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget Category</td>
<td>LSTA</td>
<td>Cash Match</td>
<td>In-Kind</td>
<td>Total</td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Sr. Library Assistants ($60/hr, 15 hrs)*</td>
<td>$2,700</td>
<td>$0</td>
<td>$0</td>
<td>$2,700</td>
</tr>
<tr>
<td>3 Sr. Library Clerks ($34/hr, 15 hrs)*</td>
<td>$1,530</td>
<td>$0</td>
<td>$0</td>
<td>$1,530</td>
</tr>
<tr>
<td>1 Principal Librarian ($80/hr, 150 hrs)*</td>
<td>$0</td>
<td>$0</td>
<td>$12,000</td>
<td>$12,000</td>
</tr>
<tr>
<td>2 Program Assistants (Volunteers, $12.45/hr, 24 hrs)**</td>
<td>$0</td>
<td>$0</td>
<td>$600</td>
<td>$600</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$4,230</td>
<td>$0</td>
<td>$12,600</td>
<td>$16,830</td>
</tr>
</tbody>
</table>

**Explanation:**
LSTA funding will free up staff time for training by providing staff coverage at public desks, and the reluctant learner then cannot use the excuse of “too little time.”

*Based on the City's Fully Burdened Rate Schedule.

**Calculating the Economic Impact of Volunteers [http://www.handsonnetwork.org/tools/volunteercalculator]**

<table>
<thead>
<tr>
<th>Library Materials</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
</tr>
</thead>
<tbody>
<tr>
<td>Books, print and AV, initially for staff use</td>
<td>$1,000</td>
<td>$0</td>
<td>$0</td>
<td>$1,000</td>
</tr>
<tr>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$1,000</td>
<td>$0</td>
<td>$0</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

**Explanation:**
Materials will be added to the collection for staff use only for two years, then circulation will be opened to public, as appropriate.

<table>
<thead>
<tr>
<th>Equipment (Items over $5,000 per unit)</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td></td>
<td>$0</td>
<td>$0</td>
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<tr>
<td></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Explanation:**

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5
## Operating Expenses

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E (B+C+D = E)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contracted Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>California Computer School (2 classes for 14 students)</td>
<td></td>
<td>$2,270</td>
<td>$0</td>
<td>$0</td>
<td>$2,270</td>
</tr>
<tr>
<td>Infopeople (5 instructor-led training, 5 self-paced)</td>
<td></td>
<td>$500</td>
<td>$0</td>
<td>$0</td>
<td>$500</td>
</tr>
<tr>
<td>Other training (to be identified)</td>
<td></td>
<td>$2,000</td>
<td>$0</td>
<td>$0</td>
<td>$2,000</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td></td>
<td>$4,770</td>
<td>$0</td>
<td>$0</td>
<td>$4,770</td>
</tr>
</tbody>
</table>

**Explanation:**

Other training will be determined by the results of the skills assessment survey.

| Supplies |          | $0       | $0       | $0       | $0                   |
|          |          | $0       | $0       | $0       | $0                   |
|          |          | $0       | $0       | $0       | $0                   |
| **Subtotal** |          | $0       | $0       | $0       | $0                   |

**Explanation:**

| Other Charges |          | $0       | $0       | $0       | $0                   |
|              |          | $0       | $0       | $0       | $0                   |
|              |          | $0       | $0       | $0       | $0                   |
| **Subtotal** |          | $0       | $0       | $0       | $0                   |

**Explanation:**

### Project Total

(\textit{Salaries & Benefits, Materials, Equipment, and Operating Expenses})

<table>
<thead>
<tr>
<th></th>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
<th>Column E</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Total</strong></td>
<td>$10,000</td>
<td>$0</td>
<td>$12,600</td>
<td>$22,600</td>
<td></td>
</tr>
<tr>
<td><strong>Indirect Cost (up to 10%)</strong></td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td><strong>Grant Totals</strong></td>
<td>$10,000</td>
<td>$0</td>
<td>$12,600</td>
<td>$22,600</td>
<td></td>
</tr>
</tbody>
</table>
FUTURE FUNDING
Briefly describe how this project will be financially supported in the future.
Future financial support for training is dependent upon the City's budgetary requirements and other grant-funded opportunities. However, Library administration will continue to encourage staff to take advantage of free training via the City's employee assistance program and Infopeople webinars.

ELEMENT 6: ATTACHMENTS
If you have additional resources that support your grant, please attach after this page

ELEMENT 7: INTERNET CERTIFICATION FOR APPLICANT PUBLIC LIBRARIES FY 2013/14
Check the Appropriate Library Type

☐ Public Library ☐ Academic ☐ K-12 ☐ Multi-type ☐ Special/Other

As duly authorized representative of the applicant library, I hereby certify that: (check only one of the following boxes)

A. ☒ The applicant library has complied with the requirements of Section 9134(f)(1) of the Library Services and Technology Act.

B. ☐ The requirements of Section 9134 (f)(1) of the Library Services and Technology Act do not apply to the applicant library because no funds made available under the LSTA program will be used to purchase computers used to access the Internet or to pay for direct cost associated with accessing the Internet for a public library or public elementary school or secondary school library that does not receive discounted E-Rate services under the Communications Act of 1934, as amended.

Signature of Authorizing Official ____________________________ Date ___________
ELEMENT 8: ASSURANCES

The applicant assures and certifies that it will comply with the regulations, policies, guidelines and requirements, as they relate to the application, acceptance and use of Federal funds for this federally assisted project. Also the Applicant assumes and certifies:

1. It possesses legal authority to apply for the grant; that a resolution, motion or similar action has been duly adopted or passed as an official act of the applicant's governing body, authorizing the filing of the application, including all understandings and assurances contained therein, and directing and authorizing the person identified as the official representative of the applicant to act in connection with the application and to provide such additional information as may be required.

2. It will comply with Title VI of the Civil Rights Act of 1964 (P.L. 88-352) and in accordance with Title VI of that Act, no person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the applicant receives Federal financial assistance and will immediately take any measures necessary to effectuate this agreement.

3. It will comply with Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d) prohibiting employment discrimination where (1) the primary purpose of a grant is to provide employment or (2) discriminatory employment practices will result in unequal treatment of persons who are or should be benefiting from the grant-sided activity.


5. It will comply with Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance.

6. It will comply with the Age Discrimination Act of 1975, as amended, 42 U.S.C 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.

7. It will comply with the provisions of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (P.L. 91-646) which provides for fair and equitable treatment of persons displaced as a result of Federal and federally-assisted programs.

8. It will comply with the provisions of the Hatch Act which limit the political activity of employees.

9. It will comply with the minimum wage and maximum hours provisions of the Federal Fair Labor Standards Act, as they apply to hospital and educational institution employees of State and local governments.

10. It will establish safeguards to prohibit employees from using their positions for a purpose that is or gives the appearance of being motivated by desire for private gain for themselves or others, particularly those with whom they have family, business, or other ties.

11. It will give the sponsoring agency or the Comptroller General through any authorized representative the access to and the right to examine all records, books, papers, or documents related to the grant.

12. It will comply with all requirements by the Federal-sponsoring agency concerning special requirements of law, program requirements, and other administrative requirements.

13. It will insure that the facilities under its ownership, lease or supervision which shall be utilized in the accomplishment of the project are not listed on the Environmental Protection Agency's (EPA) list of violating facilities and that it will notify the Federal grantor agency of the receipt of any communication from the Director of the EPA Office of Federal Activities indicating that a facility to be used in the project is under consideration for listing by the EPA.

14. It will comply with the flood insurance purchase requirements of Section 102(a) requires, on or after March 2, 1975, the purchase of flood insurance in communities where such insurance is available as a condition for the receipt of any Federal financial assistance for construction or acquisition purposes for use in any area that has been identified by the Secretary of the Department of Housing and Urban Development as an area having special flood hazards. The phrase "Federal financial assistance" includes any form of loan, grant, guaranty, insurance payment, rebate, subsidy, disaster assistance loan or grant, or any other form of direct or indirect Federal assistance.

15. It will assist the Federal grantor agency in its compliance with Section 106 of the National Historic Preservation Act of 1966 as amended (16 U.S.C. 470), Executive Order 11593, and the Archeological and Historic Preservation Act of 1966 (16 U.S.C. 469a-1 et seq.) by (a) consulting with the State Historic Preservation Officer on the conduct of investigations, as necessary to identify properties listed in or eligible for inclusion in the National Register of Historic Places that are subject to adverse effects (see 36 CFR Part 800.8) by the activity, and notifying the Federal grantor agency of the existence of any such properties, and by (b) complying with all requirements established by the Federal grantor agency to avoid or mitigate adverse effects upon such properties.
ELEMENT 9: CERTIFICATIONS REGARDING LOBBYING, DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTER; AND DRUG-FREE WORKPLACE REQUIREMENTS

Applicants should refer to the regulations cited below to determine the certification to which they are required to attest. Applicants should also review the instructions for certification included in the regulations before completing this form. Signature of this form provides for compliance with certification requirements under 34 CFR Part 82 “New Restrictions on Lobbying,” and 34 CFR Part 85, “Government-wide Debarment and Suspension (Non-procurement) and Government-wide Requirements for Drug-Free Workplace (Grants).” The certifications shall be treated as a material representation of fact upon which reliance will be placed when the Institute of Museum and Library Services determines to award the covered transaction, grant, or cooperative agreement.

1. LOBBYING

As required by Section 1352, Title 31 of the U.S. Code and implemented at 34 CFR Part 82 for persons entering into a grant or cooperative agreement over $100,000, as defined at 34 CFR Part 82, Sections 82.105 and 82.110, the applicant certifies that:

(a) No Federal appropriated funds have been paid or will be paid by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, and officer of employee of Congress, or an employee of a Member of Congress in connection with the making of any Federal grant, the entering into or any cooperative agreement and the extension, continuation, renewal, amendment, or modification of any Federal grant or cooperative agreement;

(b) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal grant or cooperative agreement, the undersigned shall complete and submit Standard Form—LLL “Disclosure Form to Report Lobbying,” in accordance with its instructions;

(c) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subgrants, contracts under grants and cooperative agreements, and subcontracts) and that all subrecipients shall certify and disclose accordingly.

2. DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS

As required by Executive Order 12549, Debarment and Suspension, and implemented at 34 CFR Part 85, for prospective participants in primary covered transactions, as defined at 34 CFR Part 85, Sections 85.105 and 85.110—

A. The applicant certifies that it and its principals:

(a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;

(b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State or local) transaction or contract under a public transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

(c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, of local) with commission of any of the offenses enumerated in paragraph (2)(b) of this certification; and

(d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, of local) terminated for cause or default; and

B. Where the applicant is unable to certify to any of the statements in this certification, he or she shall attach an explanation to this application.

3. DRUG-FREE WORKPLACE (GRANTEES OTHER THAN INDIVIDUALS)

As required by the Drug-Free Workplace of 1988, and implemented at 34 CFR Part 85, Subpart F, for grantees, as defined at 34 CFR Part 85, Sections 85.605 and 85.610—

A. The applicant certifies that it will or will continue to provide a drug-free workplace by;
(a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the grantee’s workplace and specifying the actions that will be taken against employees for violation of such prohibition;

(b) Establishing an on-going drug-free awareness program to inform employees about--

   (1) The dangers of drug abuse in the workplace;

   (2) The grantee’s policy of maintaining a drug-free workplace;

   (3) Any available drug counseling, rehabilitation, and employee assistance programs; and

   (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace.

(c) Making it a requirement that each employee to be engaged in the performance of the grant be given a copy of the statement required by paragraph (a);

(d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the grant, the employee will--

   (1) Abide by the terms of the statement; and

   (2) Notify the employer in writing of his or her conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;

(e) Notifying the agency, in writing, within 10 calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title, to: Director, OLS/State Programs Division, Institute of Museum and Library Services, 1100 Pennsylvania Avenue, N.W., Room 802, Washington, DC 20506. Notice shall include the identification number(s) of each affected grant.

(f) Taking one of the following action, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted--

   (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or

   (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement or other appropriate agency.

(g) Making a good faith effort to continue to maintain a drug-free workplace through implementation or paragraphs (a),(b),(c),(d),(e), and (f).

B. The grantee may insert in the space provided below the site(s) for the performance or work done in connection with the specific grant:

   Place of Performance (Street address, city, county, state, zip code)

   

Check □ if there are workplaces on file that are not identified here.

DRUG-FREE WORKPLACE (GRANTEES WHO ARE INDIVIDUALS)

As required by the Drug-Free Workplace of 1988, and implemented at 34 CFR Part 85, Subpart F, for grantees, as defined at 34 CFR Part 85, Sections 85.605 and 85.610--

A. As a condition of the grant, I certify that I will not engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in conducting any activity with the grant; and

B. If convicted of a criminal drug offense resulting from a violation occurring during the conduct of any grant activity, I will report the conviction, in writing, within 10 calendar days of the conviction to: Director, OLS/State Programs Division, Institute of Museum and Library Services, 1100 Pennsylvania Avenue, N.W., Room 802, Washington, DC 20506. Notice shall include the identification number(s) of each affected grant.

4. FEDERAL DEBT STATUS

   The undersigned, on behalf of the applicant, certifies to the best of his or her knowledge and belief that the applicant is not delinquent in the repayment of any Federal debt.
**ELEMENT 9: CERTIFICATION**

As the duly authorized representative of the applicant, I hereby certify that the applicant will comply with the above certification.

<table>
<thead>
<tr>
<th>Library/Organization</th>
<th>Project Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upland Public Library</td>
<td>Future Force: UPL Staff Tech &amp; Outreach Training</td>
</tr>
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<table>
<thead>
<tr>
<th>Printed Name of Authorized Representative</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roberta Knighten</td>
<td>Community Services Director</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mailing Address (if different than page 1)</th>
<th>City</th>
<th>Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td>450 N Euclid Ave</td>
<td>Upland</td>
<td>91786</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Signature of Authorized Representative</th>
<th>Date</th>
</tr>
</thead>
</table>

file:mcp/lsta/announceapps&instr/1314