

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: LIBRARY *7-17-01*

BOARD AGENDA # *B-13

Urgent Routine X

AGENDA DATE October 2, 2001

CEO Concurs with Recommendation YES *opt* NO
(Information Attached)

4/5 Vote Required YES NO */*

SUBJECT: APPROVAL OF KATHERINE JOHNSON AND KAREN WHITE TO PARTICIPATE IN THE EDUCATIONAL STIPEND PROGRAM

STAFF RECOMMENDATIONS: APPROVE THE PARTICIPATION OF KATHERINE JOHNSON AND KAREN WHITE IN THE EDUCATIONAL STIPEND PROGRAM

FISCAL IMPACT: In order to maintain an acceptable level of service, the Stanislaus County Library will provide backup coverage for the employees participating in the Educational Stipend Program. The fiscal impact will be the cost of two part-time Library Assistants working one day per week at an estimated \$12,130 per year. Expenditures are included in the library's fiscal year 2001/2002 budget and will be included in the 2002/2003 budget. There will be no impact on the County's General Fund.

BOARD ACTION AS FOLLOWS:

No. 2001-754

On motion of Supervisor Simon, Seconded by Supervisor Blom
and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) Denied

3) Approved as amended

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

By: Deputy

File No.

APPROVAL OF KATHERINE JOHNSON AND KAREN WHITE TO PARTICIPATE IN THE EDUCATIONAL STIPEND PROGRAM

Page 2

DISCUSSION: The Stanislaus County Library has successfully used the Educational Stipend Program, initiated in 1990 through the Memorandum of Understanding between the County and Social Services Union, SEIU, Local 535, as a means of adding to the recruitment effort for positions that are difficult to fill. In 1997 three Library Assistants started the Masters in Library and Information Science program at San Jose State University, an American Library Association accredited library school. They participated in the stipend program. All three received their Masters Degrees in 1999. All three are currently employed by the library as Librarians.

The library has had difficulty in recruiting professional Librarians for many years. For example, the Modesto Library Children's Department has not been able to find a professional librarian for almost two years. A nationwide shortage of librarians has exacerbated the problem. The library would like to send two Library Assistants to library school on the stipend program.

The two employees who are being recommended for educational stipends are listed below.

Katherine Johnson has been an employee of the County since 1988 when she was hired as a Library Assistant to run the Denair branch library. She is currently the manager for the Riverbank Branch Library.

Karen White has worked for the County since 1998. She also was hired as a Library Assistant to run a branch library. She is currently the manager of the Keyes Branch Library.

Both Katherine Johnson and Karen White have completed their undergraduate degrees and have been accepted into the Masters in Information and Library Science program at San Jose State University.

Employees selected for the Educational Stipend Program are required to sign a contract with the County in which they agree that, following completion of their education, they will continue their employment with the library for a period of time equal to the time they participated in the program. The contract also requires that employees who do not complete their education or fail to complete the payback period pay back all compensation provided by the County through the Educational Stipend Program.

APPROVAL OF KATHERINE JOHNSON AND KAREN WHITE TO PARTICIPATE IN THE
EDUCATIONAL STIPEND PROGRAM

Page 3

POLICY
ISSUES:

The Board has previously established the policy of using the Educational Stipend Program to secure library professionals for the purpose of helping fill hard to recruit positions. This method has proven successful and has worked toward the County's benefit. This supports the Board goal of delivery of excellent community services by helping ensure that appropriately qualified staff is available to deliver library service to the citizens of Stanislaus County.

STAFFING
IMPACT:

If approved, Katherine Johnson and Karen White will work at the library for 32 hours per week. The library will use extra-help staff to provide backup for the remaining hours, when necessary, for the duration of the employee's participation in the program.

STANISLAUS COUNTY
FREE LIBRARY

1500 I STREET ♦ MODESTO, CA 95354
(209) 558-7801 ♦ FAX (209) 529-4779

BOARD OF SUPERVISORS

2001 OCT 20 P 4:06

October 26, 2001

MEMO TO: SUZI SEIBERT
BOARD OF SUPERVISORS

FROM: SHERYL MORGAN *Sm*
CONFIDENTIAL ASSISTANT IV

SUBJECT: EDUCATION STIPEND AGREEMENTS

BOARD AGENDA DATE: **October 2, 2001**
BOARD AGENDA ITEM: **#B-13**

Enclosed please find Education Stipend Agreements with original signatures for the following Stanislaus County Library employees: Katherine Johnson and Karen White.

Enclosures

EDUCATION STIPEND AGREEMENT

This Agreement is entered into as of the 25th day of August 2001, at Modesto, California, by and between the County of Stanislaus, hereinafter referred to as "**COUNTY**", and Karen E. White, hereinafter referred to as "**STUDENT**", for and in consideration of the mutual promises, covenants, and agreements as are hereinafter set forth.

WHEREAS, COUNTY provides an Education Stipend Program designed to fill vacancies in selected County classifications which are difficult to fill, and

WHEREAS, **STUDENT** is enrolled in a Masters Program, which qualifies him/her to participate in the Education Stipend Program, and

WHEREAS, **STUDENT**'s participation has been approved by the Board of Supervisors.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. **STUDENT'S OBLIGATIONS**

1.1 **STUDENT** shall participate in the Education Stipend Program.

He/She shall be enrolled in the Masters Program at an American Library Association accredited school, which will lead to a Masters in Library and Information Science.

1.2 **STUDENT** shall work /_ / 20 hours; /_ / 24 hours; /_ / 28 hours; /X_ / 32 hours per week as a Library Assistant while school is in session.

- 1.3 During school vacation periods, STUDENT shall work forty (40) hours per week.
- 1.4 Upon approval of COUNTY, STUDENT may utilize appropriate paid leave time to fulfil the "work" time obligation.
- 1.5 The minimum hours which STUDENT must work, or substitute with accrued leave time, shall not be less than /_/ twenty (20); /_/ twenty-four (24); /_/ twenty-eight (28); or /X_/ thirty-two (32) hours per week;
- 1.6 STUDENT will review with, and receive approval from, COUNTY for all schedule changes and absences, in accordance with current COUNTY policy.
- 1.7 STUDENT shall use maximum effort to maintain a satisfactory work and school performance record during the term of this Agreement.
- 1.8 After successful completion of the Master's Program at an ALA accredited school, receipt of a Masters in Library and Information Science, STUDENT shall accept employment on a full-time basis by COUNTY with the first available position as a LIBRARIAN I/II. STUDENT shall continue employment as a full-time LIBRARIAN I/II with the COUNTY for a period of time equal to the time STUDENT was enrolled in the Education Stipend Program, exclusive of school vacation periods. This period in which the STUDENT commenced the program can be determined by when the STUDENT timecard shows "STI". (IE: If the employee participated in the program for

three years, the employee will be required to continue employment with the County for three years, excluding school vacation periods.

2. COUNTY'S OBLIGATIONS

- 2.2 While STUDENT is enrolled in the Masters Program, COUNTY shall provide all benefits, including vacation, and sick leave, and compensation associated with full-time employment.
- 2.3 COUNTY shall provide employment in the amount of /_/ twenty (20); /_/ twenty four (24); /_/ twenty eight (12); or /X_/ thirty -two (32) hours per work week in STUDENT's current classification.
- 2.4 STUDENT's actual working hours will be approved and scheduled by COUNTY around STUDENT's course schedule.
- 2.5 While STUDENT is participating in the Education Stipend Program, COUNTY shall provide him or her with /_/ twenty (20); sixteen (16); /_/ twelve (12) or /X_/ eight (8) hours a week as school leave.
- 2.6 COUNTY, through the Stanislaus County Free Library shall provide that the STUDENT will be appointed to the next available Librarian I/II vacancy. The parties recognize that some time may pass prior to a vacancy occurring and that even in this case, the STUDENT who has completed his or her MLS will pay the County the time back as required by the program after appointment to the Librarian I/II position occurs.

2.7 COUNTY shall appoint STUDENT to an available Librarian I/II position upon completion of the program, at a salary consistent with current COUNTY code provisions.

3. OTHER FACTORS

3.1 The maximum time period STUDENT will be employed by COUNTY and participate in the Education Stipend Program, excluding school vacation periods, shall not exceed forty-eight months.

3.2 School attendance, including travel and study time, shall not be considered for the purpose of overtime compensation.

3.3 COUNTY shall not direct STUDENT as to when, where or how STUDENT shall complete the course of study, including setting classroom attendance, courses and study times.

3.4 STUDENT shall not be considered as acting as an agent or representative of COUNTY during time away from the assigned work site. COUNTY shall not be bound or held liable for the actions of STUDENT during his absence from the assigned work site.

3.5 All expenses related to school shall be the obligation of STUDENT.

3.6 If STUDENT voluntarily terminates enrollment in the Librarian Program prior to graduation, STUDENT shall pay the COUNTY /_/ one-half (20/40); /_/ two-fifths (16/40); /_/ three-tenths (12/40); /_X/ one-fifth (8/40) of the average monthly salary during the time

STUDENT participated in the Program multiplied by the number of months remaining to be worked full time pursuant to this agreement. In addition, STUDENT shall reimburse COUNTY an amount equal to total cost incurred by the COUNTY in covering STUDENT's position while he/she is enrolled in the Program. At its sole discretion and pending Board of Supervisors approval, COUNTY may waive these requirements for hardship reasons.

3.7 A payroll clerk with the Library staff will put the figures into the formula from 3.6 above and make a recommendation of the amount due. That recommendation shall be submitted to the Director or her designee for final approval. The Director or his/her designee will pursue collection or work with another county department for collection of monies due.

3.8 If, in the judgement of COUNTY, STUDENT's work or school performance is unsatisfactory, or if the school terminates STUDENT's participation in the Librarian program, COUNTY may, at its sole discretion, terminate STUDENT's participation in the Education Stipend Program. Such termination shall in no way affect or reduce STUDENT's obligation to repay COUNTY for costs incurred during her/his participation in the Education Stipend Program. Exceptions may be made if STUDENT is able to resume the Education Stipend Program at a later date. COUNTY may, at

its sole discretion and pending Board of Supervisors approval, waive all or part of the repayment, due to hardship reasons.

3.9 If STUDENT is unable to complete the Librarian Program in the required time frame, but remains in good employment and academic standing, COUNTY, pending Board of Supervisors approval, may approve his/her future participation in the Education Stipend Program.

3.10 If, after appointment to the higher classification, STUDENT leaves COUNTY employment for any reason, prior to completing the repayment period, STUDENT shall negotiate with COUNTY a final repayment plan for reimbursement to the COUNTY for costs identified in Paragraph 3.6, with credit given STUDENT for hours already worked toward repayment. If STUDENT fails to negotiate a plan satisfactory to COUNTY, COUNTY shall deduct the balance due from STUDENT's final check. STUDENT shall exercise due diligence in making arrangements for repayment. COUNTY may seek other venues to collect repayment if STUDENT fails to negotiate a repayment plan and reimbursement is still due the COUNTY upon STUDENT's departure from employment with the COUNTY.

4. TERM

This Agreement shall commence on August 25, 2001, and continue through August 25, 2004.

The parties have entered into this Agreement on the day and year first written above.

COUNTY OF STANISLAUS

Stanislaus County Free Library

Karen White
EMPLOYEE

By: John Sims
NAME JOHN SIMS

INTERIM LIBRARY MANAGER
TITLE

APPROVED AS TO FORM
Michael H. Krausnick
COUNTY COUNSEL

By: Vicki Fern de Castro
Vicki Fern de Castro
Deputy County Counsel

EDUCATION STIPEND AGREEMENT

This Agreement is entered into as of the 24th day of September 2001, at Modesto, California, by and between the County of Stanislaus, hereinafter referred to as "**COUNTY**", and Katherine J. Johnson, hereinafter referred to as "**STUDENT**", for and in consideration of the mutual promises, covenants, and agreements as are hereinafter set forth.

WHEREAS, COUNTY provides an Education Stipend Program designed to fill vacancies in selected County classifications which are difficult to fill, and

WHEREAS, **STUDENT** is enrolled in a Masters Program, which qualifies him/her to participate in the Education Stipend Program, and

WHEREAS, **STUDENT**'s participation has been approved by the Board of Supervisors.

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. **STUDENT'S OBLIGATIONS**

- 1.1 **STUDENT** shall participate in the Education Stipend Program.
He/She shall be enrolled in the Masters Program at an American Library Association accredited school, which will lead to a Masters in Library and Information Science.
- 1.2 **STUDENT** shall work / / 20 hours; / / 24 hours; / / 28 hours; ~~/ /~~ 32 hours per week as a Library Assistant while school is in session.

- 1.3 During school vacation periods, STUDENT shall work forty (40) hours per week.
- 1.4 Upon approval of COUNTY, STUDENT may utilize appropriate paid leave time to fulfil the "work" time obligation.
- 1.5 The minimum hours which STUDENT must work, or substitute with accrued leave time, shall not be less than /_/ twenty (20); /_/ twenty-four (24); /_/ twenty-eight (28); or /X_/ thirty-two (32) hours per week;
- 1.6 STUDENT will review with, and receive approval from, COUNTY for all schedule changes and absences, in accordance with current COUNTY policy.
- 1.7 STUDENT shall use maximum effort to maintain a satisfactory work and school performance record during the term of this Agreement.
- 1.8 After successful completion of the Master's Program at an ALA accredited school, receipt of a Masters in Library and Information Science, STUDENT shall accept employment on a full-time basis by COUNTY with the first available position as a LIBRARIAN I/II. STUDENT shall continue employment as a full-time LIBRARIAN I/II with the COUNTY for a period of time equal to the time STUDENT was enrolled in the Education Stipend Program, exclusive of school vacation periods. This period in which the STUDENT commenced the program can be determined by when the STUDENT timecard shows "STI". (IE: If the employee participated in the program for

three years, the employee will be required to continue employment with the County for three years, excluding school vacation periods.

2. COUNTY'S OBLIGATIONS

- 2.2 While STUDENT is enrolled in the Masters Program, COUNTY shall provide all benefits, including vacation, and sick leave, and compensation associated with full-time employment.
- 2.3 COUNTY shall provide employment in the amount of / / twenty (20); / / twenty four (24); / / twenty eight (12); or / / thirty -two (32) hours per work week in STUDENT's current classification.
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4. TERM

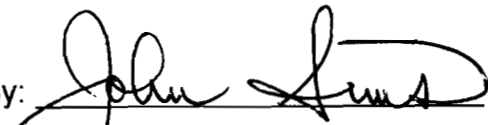
This Agreement shall commence on September 24, 2001, and continue through September 24, 2004.

The parties have entered into this Agreement on the day and year first written above.

COUNTY OF STANISLAUS

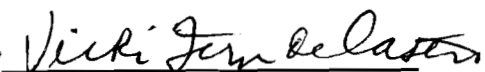
Stanislaus County Free Library


EMPLOYEE

By: 
NAME JOHN SIMS

INTERIM LIBRARY MANAGER
TITLE

APPROVED AS TO FORM
Michael H. Krausnick
COUNTY COUNSEL

By: 
Vicki Fern de Castro
Deputy County Counsel

CALIFORNIA STATE LIBRARY
Public Library Staff Education Program
Fiscal Year 2001/2002
Application for Grant Funds

On behalf of the (*Library Name*) Stanislaus County Library, I will accept a grant award under the **Public Library Staff Education Program** for the staff members listed below. I agree to administer this award according to the guidelines for administration and payment of funds under this program, which appear on page 3 of the application packet. I understand that all funds must be expended by September 30, 2002, or returned to the State Library, and that all LSTA grant reporting requirements must be met. I also verify that each of the staff members listed have been employed at the library for at least one calendar year, or have been continuously employed by a California public library for the past year.

(Signed) *Denise D. Peterson* 7-16-02
Library Director or Authorized Representative *Date*

(Printed) Denise D. Peterson, County Librarian
Name and Title

Library Stanislaus County Library

Mailing Address 1500 I Street
Modesto, CA 95354-1166

Telephone Number (209) 558-7801 Fax Number (209) 529-4779

<u>Staff Members Seeking Tuition Reimbursement</u>	<u>Total Tuition Reimbursement Requested</u>
1. Karen E. White	\$ 7,095
2. Katherine Jean Johnson	\$ 7,095
3.	\$
4.	\$
5.	\$
6.	\$
7.	\$
Total amount requested:	\$ <u>14,190</u>
Indirect Fee (10%):	\$ <u>1,419</u>
Total Requested:	\$ <u>15,609</u>

For Office Use Only: APPLICATION #: _____
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7. Please check the library school program you are currently attending, or have been admitted to:

San Jose State University:

San Jose Campus _____

Fullerton/San Diego/Southern California Programs _____

Sacramento/Sonoma/Northern California Programs X

University of California, Los Angeles _____

Out-of-State: (List the name of the library school and phone number.)

8. List the library courses for which you will be seeking tuition reimbursement, the number of units per course, and the course/tuition fee. Any courses taken outside of the library school or library technician curriculum are not eligible for reimbursement although they may be applied toward the credits needed toward your degree or certificate. (This information must be as accurate as possible since it is used in determining potential award amounts.)

COURSE # AND TITLE: # OF UNITS: COURSE/TUITION FEE:!

Fall 2001 Semester:

- | | | | |
|-------------|--|---------|-------|
| 1. LIBR 200 | Information and Society | 3 units | \$645 |
| 2. LIBR 202 | Information Retrieval | 3 units | \$645 |
| 3. LIBR 204 | Information Organizations and Management | 3 units | \$645 |
| 4. LIBR 210 | Reference and Information Services | 3 units | \$645 |

For Office Use Only:
APPLICATION #: _____

COURSE # AND TITLE: # OF UNITS: COURSE/TUITION FEE:

Spring 2002 Semester:

- | | | | | |
|----|----------|-----------------------------------|---------|-------|
| 1. | LIBR 233 | School Library Media Centers | 3 units | \$645 |
| 2. | LIBR 244 | Online Searching | 3 units | \$645 |
| 3. | LIBR260 | Resources for Children, Ages 0-6 | 3 units | \$645 |
| 4. | LIBR 261 | Resources for Children, Ages 6-12 | 3 units | \$645 |

Summer 2002 Semester:

- | | | | | |
|----|----------|----------------------------|---------|-------|
| 1. | LIBR 262 | Resources for Young Adults | 3 units | \$645 |
| 2. | LIBR 266 | Collection Management | 3 units | \$645 |
| 3. | LIBR 232 | Issues in Public Libraries | 3 units | \$645 |

9. Estimated semester and year of graduation or receipt of certificate: Fall 2002

10. On the following page, please write an essay/statement demonstrating your interest and commitment to public library work. NOTE: You must use the form appearing on page 10. Your essay must fit on the one page form and be typewritten using at minimum a 12-point typeface. Since your essay will undergo a "blind" review, do not include your name anywhere on the form. Failure to follow these instructions will result in disqualification of your application.

STANISLAUS COUNTY FREE LIBRARY

1500 I STREET ♦ MODESTO, CA 95354

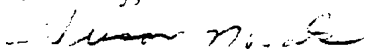
(209) 558-7801 ♦ FAX (209) 529-4779

July 2, 2001

To Whom It May Concern:

I am writing to recommend Karen White of the Stanislaus County Library system for a scholarship/grant from the Public Library Staff Education Program. I have worked with Karen for several years. During that time, I have been her mentor for children's library services. I've had the opportunity to observe her perform library programs for children and to serve on library committees with her. Karen works well with people of all ages and backgrounds. She has great customer service skills. She works diligently to answer every reference question to its fullest. She is exceptionally good with young people. Karen has good organizational skills and knows how to prioritize tasks. She has been working towards her goal of becoming a librarian for several years. In addition to working full time, Karen has taken the classes necessary to prepare herself for entrance to a master's degree program. She has also taken advantage of training opportunities available to her through our library system. She has been enthusiastic about Infopeople workshops, customer service training, and training in the Modesto Library's Reference and Children's departments. She is open to new ideas and enjoys new situations and challenges.

Sincerely,



Susan Novak

Head of Children's Services

**CALIFORNIA STATE LIBRARY
PUBLIC LIBRARY STAFF EDUCATION PROGRAM
STUDENT APPLICATION FORM**
(Handwritten applications will not be accepted.)

1. Name: Katherine Jean Johnson

2. Mailing Address:

Email address: _____

3. Please complete and sign the statement below.

To the best of my knowledge, the information I have presented in this application is accurate. Also, I have been employed by my present employer for at least one calendar year, or, I have been employed at my current library for less than one calendar year but was employed by another California public library up to the time at which I took my present job, and have attached evidence of employment with my prior employer during the past calendar year.


Signature

July 5, 2001
Date

4. Employer: Stanislaus County Free Library - 1500 I St, Modesto, CA 95354

If applicable, list branch: Riverbank Branch

Employment at this library began on (month/year): Aug/ 1988

5. I am working: (check one)

Full Time _____ Part Time (list number of hours worked per week _____)

6. I am pursuing the following: (check one)

Master's degree in library/information science

_____ AA degree or certificate in library science/technology

(List the college you are attending here: _____)

Skip to Question #8.

<p><i>For Office Use Only:</i> APPLICATION #: _____</p>

7. Please check the library school program you are currently attending, or have been admitted to:

San Jose State University:
 San Jose Campus _____
 Fullerton/San Diego/Southern California Programs _____
 Sacramento/Sonoma/Northern California Programs X

University of California, Los Angeles _____

Out-of-State: (List the name of the library school and phone number.)

8. List the library courses for which you will be seeking tuition reimbursement, the number of units per course, and the course/tuition fee. Any courses taken outside of the library school or library technician curriculum are **not** eligible for reimbursement although they may be applied toward the credits needed toward your degree or certificate.
(This information must be as accurate as possible since it is used in determining potential award amounts.)

COURSE # AND TITLE: # OF UNITS: COURSE/TUITION FEE:¹

Fall 2000 Semester:

1.Libr 200	Information and Society	3 units	\$645
2.Libr 202	Information Retrieval	3 units	\$645
3.Libr 204	Information Organization and Management	3units	\$645
4.Libr 210	Reference and Information Service	3 units	\$645

COURSE # AND TITLE: # OF UNITS: COURSE/TUITION FEE:

Spring 2002 Semester:

- | | | | |
|-------------|---|---------|-------|
| 1. Libr 221 | Government Information Service | 3 units | \$645 |
| 2. Libr 232 | Issues in Public Libraries | 3units | \$645 |
| 3. Libr 228 | Advanced Information Resources and Services | 3 units | \$645 |
| 4. Libr 244 | Online Searching | 3 units | \$645 |

Summer 2002 Semester:

- | | | | |
|-------------|--|---------|--------|
| 1. Libr 266 | Collection Management | 3 units | \$ 645 |
| 2. Libr 283 | Marketing of Information Products and Services | 3 units | \$645 |
| 3. Libr 261 | Resources for Children | 3 units | \$ 645 |

9. Estimated semester and year of graduation or receipt of certificate: Spring 2003.

10. On the following page, please write an essay/statement demonstrating your interest and commitment to public library work. **NOTE:** You must use the form appearing on page 10. Your essay must fit on the one page form and be typewritten using at minimum a 12-point typeface. Since your essay will undergo a "blind" review, do not include your name anywhere on the form. Failure to follow these instructions will result in disqualification of your application.

STANISLAUS COUNTY FREE LIBRARY

1500 I STREET ♦ MODESTO, CA 95354
(209) 558-7801 ♦ FAX (209) 529-4779

July 9, 2001

To Whom It May Concern:

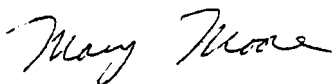
I have known Katherine Johnson since she first came to the Stanislaus County Library in 1988. She had the formidable task of running two of our smaller branches with very little training. The library had suffered severe cutbacks just two years prior and so people and materials were in short supply. Kathy impressed me right away as a hard worker who took her job seriously. I was the librarian for one of the larger branches in our system so we worked together on branch issues. As one of the two librarians that ran a branch I served as a mentor to the library assistants and clerks that ran the smaller branches.

When the library was cut back yet again in 1992 Kathy had to transfer to another County department. As soon as the library received more funding Kathy transferred back to the library. Her dedication to public libraries is very much appreciated.

Kathy is very organized and if she says she will do something you can count on her to do it. I witnessed this first hand on committees where we worked together. She is also willing to work with other organizations to better the community.

Kathy is now in charge of one of our larger, active branches. She works well with her staff and her community. She sees situations that need improving and is not afraid to offer solutions and then work to make the situation better. She is a natural leader and the other branch Library Assistants look to her for information and support. Even though I have been promoted to the directorship of the largest library in our system I have kept in contact with Kathy through committees and various meetings we attend together. Her commitment to making things better has never wavered. For years, we on the leadership team have been encouraging Kathy to attend library school. I am delighted that she has decided to go and recommend she be awarded a tuition grant.

Sincerely,



Mary Moore, Director, Modesto Library