

PKELLY. SCHALS. INTEGRATION

Board Adopts New Program On Hiring of Negro Teachers

Wed., Jan. 3, 1968

Berkeley DAILY GAZETTE

Berkeley to Hire Larger Ratio of Negro Teachers

(Continued from Page 1)

Board president Arnold L. Grossberg also voted "yes."

What Board Adopted

What the board adopted was a document saying:

"It is the policy of this board of education to aggressively implement integration of the district's staff so that the benefits of integration will be readily apparent to all students throughout all categories of employment.

"Further, we believe that implementation should each year move toward a proportionate staff representation of the racial composition of the student body and the community.

"Therefore, appropriate and immediate efforts shall be made by the administration to accomplish this goal by the employment of qualified staff for position vacancies, and the administration is hereby instructed to report on progress in implementing this policy."

During discussion preceding the vote, Williams said the city needed minority teachers for minority children. He said the history of minority teachers seeking jobs in local schools was "Don't call us; we'll call you" and this was the last most job seekers heard.

"What is our policy on policy?" said Nelson at one point, drawing laughter.

An infant yowled during the discussion before an audience of more than 150, with numerous standees, in the board's meeting room at 1414 Walnut St.

Citizens' Proposals

After the teaching staff policy was adopted, the board heard citizens' proposals from five:

Harry Overstreet, representing a group of Lincoln, Columbus, Longfellow and Franklin School parents; Mrs. Ruth Dyer and Sophia Falk, representing the Berkeley Federation of Teachers, AFL-CIO; Charles Rumph, co-chairman of the lay Citizens Advising and Review Committee which ap-

proved Supt. Neil V. Sullivan's K-3, 4-6 busing recommendation of Oct. 3; Agnes Eads Farris, urging a modification of Dr. Samuel S. Markowitz' voluntary busing plan; and Mrs. Haluk Akol, president of Hillside PTA.

Overstreet said his group supports the K-3, 4-6 proposal. He asked expansion of the teacher aide program from the four south and west Berkeley schools to all other local schools.

His prepared statement also said: "We demand that a policy be established whereby only fair employer contractors be considered for providing transportation services . . ."

He amplified orally to say any bus company transporting pupils should employ not only minority race member bus drivers but members of minorities in other categories.

The teachers' union presentation proposed conditions for holidays, sick leave and other terms of employment.

Rumph said he was "concerned" that he had been "categorized as an adversary" at a workshop meeting of the board last year.

He reiterated an earlier plea, saying: "I'm very concerned that the board make a policy that every child read at grade level within a certain time."

Rumph added he was "dismayed" that a budgeting program had not been adopted in connection with the coming integration.

Dr. Sullivan said a budget could not be set until after the board voted on a busing plan, which it is scheduled to do Jan. 16.

On reading, Rumph said: "The child who doesn't read drops out. These are the children who produce the problems of unemployment, welfare and juvenile delinquency."

He asked for a "crash program of reading."

Mrs. Akol said 92 of 123 persons answering a questionnaire of Hillside PTA opposed both

the K-3, 4-6 proposal and an alternate K-6 plan.

She said many persons questioned feared either plan would "disrupt educational functions."

Mrs. Akol asked a number of questions, including: "Can the K-3, 4-6 plan be modified . . . Can the neighborhood school concept be returned?"

Dr. Sullivan said: "Some of your questions can't be answered in 50 years. You've asked some impossible questions."

The modified Markowitz proposal by Mrs. Farris would set up two full school days — one from 7:30 a.m. to 12:15 p.m., a second from 12:45 to 4:45 p.m.

She said the plan she urged had been used in Riverside, Sausalito and other cities.

Dr. Sullivan said the Farris proposal should be turned over to Arthur Dambacher, chairman of the Educational Parks and Alternatives Committee, for study and report to the board

Increased Ratio Approved

A policy to seek a teaching staff containing Negroes in proportion to the 41 per cent of Negroes in the 8,810 elementary pupil population in the city was established last night by the Berkeley Board of Education.

"Yes" votes were cast by three of the five members of the board.

David E. Nelson abstained. Dr. Sam Schaaf was absent.

The matter previously was discussed Dec. 5 when the board gave the proposal what was termed "first reading."

Nelson said the matter was related to the State Fair Employment Practices Act and he thought the proposal "nothing new." He asked, instead, that the board take a position of "encouragement and enlistment of minority persons."

Rev. W. Hazaiah Williams said he believed such a policy had not been set by any school board — and that in any event, even if it were understood to be the policy of the Berkeley school system, he thought it should be re-emphasized.

Williams moved the policy. Mrs. Carol R. Sibley seconded.

(Turn to Page 2, Col. 1)

S. Vietnam Smashes Counterfeit Ring

SAIGON (UPI)—Vietnamese