N.Y. TEACHER LEADER SPEAKS HERE



Sweetwater Administration Now Agrees to Meet with SDFT Reps | ized by the October Atlantic as typifying the need of ivy-league labor leader (he is a Yale graduate), will speak at 11:30 Friday morning. Schrade is one of the youngest top officials in the United Auto Workers, of the United Auto Workers, of well executive secretary for Local

The administration of the sules, reports Al Feneis, secretary temps by the AFT to arrange for Sweetwater Union High School of the local chapter. Gladden a formal presentation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the San Diego Federation of the Union's views and to secure information on the salary policy of the district.

Fallure to secure a satisfacory exchange of ideas with the school administration and reluctance of Superintedent Joseph Rindon to Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, including California and other Western states, R. R. Richardson, Six, Including California and other Western states, R. R. Richardson, Six

Board Spurns Teachers' Petition in Oceanside

faculties.

favoring the petitions from Ralph Schloming, and executive secretary of the California State and county taxes—tary of the California State and county taxes—tary

clear that they were not advocating status distinguish between a loss of AFT's request that the school administration, the Gross-law for various journals. In additional dignity and a loss of temper. voted to deny the petitions.

Packwood had requested a county counsel opinion regarding opposed by a CTA-oriented mi- the past three years. Following the petitions but, at the same nority which filed a counter - the board meeting at which the WAS N.Y. STRIKE A SUCCESS? since 1951, Cogen has served as time of the meeting, had not re-

with several lengthy documents at an earlier board meeting, the explaining collective bargaining at an earlier board meeting, the local AFT president, Harry Bong-sonnel Director, and Asst. Business Manager Wolf was arranged.

[In a separate but released action the Dec. 16 meeting with Personbenefits gained by the New York ers, and acted as a delegate for Teachers Union.

[Empire State Federation of Teachers, and acted as a delegate for Sonnel Director, and Asst. Business Manager Wolf was arranged.

[Continued on Page 3] draft" of a proposed collective

bargaining agreement. But the Petitions calling for a collective board reached its decision of de-bargaining election in the Ocean-nial without bothering to read

Trustees heard presentations out that his interest stemmed in favoring the petitions from Ralph part from the fact that he paid

The board then called upon trustees showed concern that col- chain of command." Supt. Sam Packwood for an lective bargaining implied teachopinion on the petition request.

"Teachers have a right to diopinion on the petition request."

A representative of the San as a teacher-director from 1948opinion on the petition request. opinion on the petition request. ers would be could still a presented that picketing was uncation, and this right is guaran-pared statement, cited Education dignified. There appeared to be a general concern that Oceanside-that "In this case we did follow the chain of community plans to study and correct racial, ethnic, or results are considered by law," he stated, adding and correct racial, ethnic, or results are considered by law," he stated, adding and correct racial, ethnic, or results are considered by law," he stated, adding and correct racial, ethnic, or results are considered by law," he stated, adding and correct racial, ethnic, or results are considered by law," he stated, adding ligious discrimination in schools.

Carlsbad teachers—who are now the chain of command."

Page 14. ployee organization. Although in their fourth consecutive year Shamsk and Schomming made it without a raise—might lose their wage DATA SOUGHT clear that they were not advocat-

sentation at the meeting.

The union had fortified its case GRIEVANCES STATED

(Continued on Page 3)

supply salary data requested by the union forced the three AFT representatives to take their case before the school district board

The board told the union sopkes- CENSORSHIP IN SCHOOLS "through proper channels" — although that was obviously what they had already done and been rebuffed. School administrators dent Thomas Braden gives his bad group through the motions of the results of the social studies declared the social studies declar men to take their request "through proper channels" — almous vote of the district school board. The petitions had been orderly fashion save for one incisigned by some 70 percent of the faculties.

| AC RAISE FOR 4 YEARS | Include through the motions of ideas. —Page 8. |
| A graduate of Cornell, where he took his B.A. with honors in economics, he also holds the LL. B. from Fordham University. Graduate of Cornell, where he took his B.A. with honors in occal chapter officials on short notice. The union was not present its pared to present its pa dent in which a teacher from the San Dieguito district—who pointed out that his interest stemmed in part from the fact that he paid County Representative Boaz could ACROSS COUNTY COUNTER

the district's 105 teachers—were teachers' salary information for press for a hearing before the opposed by a CTA-oriented mittee years. Following board to present its views. --Page 6. channels," the union again made

Will Appear at CFT State Convention Banquet Dec. 28

The president of the dynamic New York teachers' union will be featured speaker at the Saturday night banquet of the State Federation of Teachers convention Dec. 28. Charles Cogen heads up the New York City United Federa-tion of Teachers, one of the largest and most successful AFT

Invitations to the banquet have been extended to all San Diego County teachers and to school superintendents and board members by Richard N. Martin, president of the San Diego Federation

The three-day convention will be held in the attractive new Vacation Village on Mission Bay. The opening session will be Friday morning, Dec. 27, at 9, and meetings will continue through

The dinner is at 7:30 Saturday night. Tickets are four dollars, and reservations may be made by mailing a check to the San Diego Federation of Teachers, Box 11171, San Diego 11, or by phoning: the County Labor Council, 233-1311; Mr. Zielinski, 277-1594; or Mr. Boaz, 273-0928.

OTHER SPEAKERS

other branches of the labor movement will be heard at the convention. Paul Schrade, characterized by the October Atlantic as

In This Issue

DISCRIMINATION STUDIED

The petitions—signed by 72 of ministration supply Sweetwater mont chapter of the SDFT will tion, he is former president of the

In a separate but released action the Dec. 16 meeting with Person-



EMB-0456,007.000.001

CHARLES COGEN, president of the New Teachers Union.

Two challenging speakers from Cogan Praised

which he is director for Region Well, executive secretary for Local

The New York local which he heads has approximately 20,000 members and is the duly elected collective bargaining a g e n t for 40,000 New York City teachers.

Earlier this year Local 2 won a major victory in their negotiations with the New York City

ations with the New York City Board of Education over issues involving salary, class sizes and other related teacher problems.

33. A graduate of Cornell, where he took his B.A. with honors in

Social Research and was active

GROSSMONT CHAPTER ACTS | Cogen has also authored articles

Matt Dumovich sends an open a delegate to the New York City Central Labor Council, the American Federation of Teachers, the

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SDFT Takes **Stand Against Hate Petition**

The San Diego Federation of meeting to oppose the initiative Fair Housing Act.

ext statewide election.

to a heightening of racial tension: in California. If passed, it would remove from the books a state law forbidding discrimination against home buyers because of their color, religion or national

s sponsored by California real state agents, there is resistance to it within their own ranks. In San Diego a group of real estate brokers and salesmen have organ ized a "Real Estate Brokers and Salesmen for Fair Housing Com nittee" which has as its fundaising theme: "Bucks Against

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Collective Bargaining, What It Means to You

For the teacher, what does "collective bargaining" entail? To school boards and administrators as well, what is it the San Diego Federation of Teachers is asking? A good description is given in "The Bulletin," publication of the Massachusetts Federation of

Collective bargaining is the process whereby an employer negotiates with employee representatives for the purposes of jointly determining hours, wages, and working conditions of employees and for a definition of the rights and privileges of the two groups with relation to each other. The outcome of the group negotiations is a written contract which both parties agree to live up to for a specified period of time. Upon the expiration of the contract it may be renewed or certain

professional procedure calculated to promote the interest of the public, the schools, and the teaching profession. It eliminates unilateral decisions and provides for teachers to have an equal voice in matters that concern them. It provides teachers an opportunity to speak out as a professional group on the overall needs of the

Collective bargaining is the only alternative to the hat in hand, servile approach of collective begging that is widely practiced by teacher organizations throughout the country. Pleading and begging is a highly questionable practice and professional procedure.

CB FOR TEACHER MEANS

achievement of true teacher unity

* the right of teachers to deal as equals with the ad-

depth of all needs of the school system, instead of occasional short hearings on one or two issues each

creation of a fair grievance procedure to protect

negotiation of a legal, binding agreement covering salaries, working conditions, and professional matters

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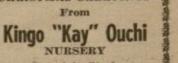
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Board Spurns Teachers' Petition In Oceanside

iorni, had presented the board with a list of 32 conditions which adversely affect education in the district. These were selected from a total of 80 potential grievances secured by the union from interviewing teachers and circulating a questionnaire.

The board has yet to act on any of the complaints, many of which are long-standing.

The list of grievances included two categories: those related to conditions which adversely affect the education of students, and conditions which decrease effectiveness of teachers in the edueational program. Example of the former type

(1) Sub-standard facilities.

(2) An inadequate number of up-to-date textbooks.

(3) Need for leveling of class sizes within a department. (4) Needless classroom inter-

ruptions (5) Inadequate shower facilities. lationships.

(1) Inordinate number of changes in teacher assignment after start of school year. (2) Compulsory lowering

classroom grade standards. (3) Poor counselor-teacher re

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remarked that the board has The death of Stanley Gue this listened to their grievances but month was sad news to members has done nothing about them. Another board member confronted with the list of grievances used the excuse: "This is a poor district." Teachers pointed out how a 45 cent tax override had been Gue served 40 years as a deputy won on a promise to spend only state labor commissioner. During 28 cents and this same board re- that time he devoted unusual zeal quested only 25 cents. Blanket Cleaning
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rom the faculty." Later teacher

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Gue served 40 years as a deputy to the defense of the wage earner

against employers who would take dvantage of him. In the AFL-CIO Central Labor Council, Stanley Gue played an ctive role for a number of years. Both he and his widow, Jocelyn, had given much of their time as workers in the Democratic party.

Gue Was Champion

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December, 1963

The Classroom Teacher

HERE ARE THE NEW SHOWER FACILITIES WE PROMISED YOU, COACH to the way in which the school (6) Pep assemblies held during In the future the union will administration has failed to per-assroom time. Typical of the second category grievances, but these will point One board member remarked:

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Teachers voted at the Dec. 11 petition to repeal the Rumford

Dick Martin, president, urges ll teachers, whether members of the union or not, to refuse to sign petitions seeking to place the issue on the ballot at the

Governor Pet Brown warns that this petition will only lead

Although the initiative petition

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aspects of it may be renegotiated. Collective bargaining is a just, wise, ethical and

ministration on all matters of mutual concern establishment of a process of reasoned discussion in

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2 The Classroom Teacher

December, 1963

Editorial Page

It's About Time! -- SDTA Takes Stand on Discrimination

The San Diego Teachers Association's CURRENT COMMENTS of November 26 announces under the heading: "SDTA Takes A Stand" that the SDTA Council has unanimously endorsed and sent the following policy statement to CTA and NEA officials, state education officials, all urban (NEA-affiliated) teachers professional association in the nation, NAACP and CORE offices, and school district officials:

"The San Diego Teachers Association will actively oppose all practices of teacher organizations (local, state and national) and/or school systems (local and state) which discriminate against a teacher because of the teacher's race, religion, sex, ethnic background or socio-economic

The CLASSROOM TEACHER heartily applaudes the action of the SDTA Council, but wonders why it took the Council so many years to come up with a positive statement against discrimination by teachers' organizations and school systems. Can it be because the Council was too embarrassed by the continuing discriminatory practice of its parent organization, the administrator-dominated National Education Association, which maintains segregated affiliates in the southern states (See editorial in Aug., 1963 issue of CLASSROOM TEACHER) to publicly oppose such a practice—that is, until anti-discrimination became a more popular cause than it used to be?

We believe that the SDTA should have acted on principle long ago. We wonder, too, just what action the SDTA intends to take to implement its policy statement. Will it be consistent yith its declared policy and sever its affiliation with the NEA, at least until the NEA abandons its discriminatory practices? Will it work to put limitations-statutory or contractual-upon the free hand that school district administrators now have in hiring, assigning, and transferring teachers? Will it work for a grievance procedure that will enable teachers who belive they have been discriminated against to get a hearing? The CLASSROOM TEACHER believes it is incumbent upon the SDTA to provide its members with the answers to these and similar questions. We hope that they will be forthcoming soon.

Collective Bargaining or Professional Negotiations?

Another item in the same issue of CURRENT COM-MENTS caught our eye. Under the heading "Professional Negotiations," COMMENTS announces that "SDTA's board of directors has been asked-by the SDTA Councilto draft a bill of particulars representing the contractual objectives of SDTA for the '63-'64 school year."

Professional negotiations? - Contractual objectives? It seems that SDTA is involved here in a semantic contradiction. Contractual obligations result from legally enforceable collective bargaining agreements, not from professional negotiations (whatever they are). Can it be that SDTA is moving toward advocacy of collective bar-gaining laws for teachers? If so, why doesn't it come out and say so? -Afraid that it might incure the ire of Dr. Corey :



1 The Classroom Teacher

Classroom Teacher

The Classroom Teacher is mailed to more than 11,000 teachers, administrators and school board members in San Diego County.

Published monthly during the school year by the San Diego Federation of Teachers, affiliate of the American Federation of Teachers, AFL-CIO.

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Over the County Counter

BY GLADDEN BOAZ, County Organizer, SDFT



the San Diego Federation of Teachers is hopefully examining the proposal Supt. Peter Bancroft made before the Board of Trustees on Dec. 10. Chapter Chairman John Kmak was encouraged, not so much by the manner in which the Superintendent presented the recommendation to postpone a potentially disruptive survey of personnel practices by an outside agency, as he was by the democratic manner in which Dr. Bancroft explored possible alternatives with employe groups.

It is true that with hostility

Kennedy the Teacher

Now that the overwhelming shock of the bestial assasination of President John Fitzgerald Kennedy has to some degree subsided and we can begin to accept the reality of his passing from the earthly scene, it is time to assess his accomplishments, to esti-



mate his impact on our lives and time, to sum up, in short, what lessons he has taught us by his life and by his tragic death.

He has taught us, first of all, to accept gladly the challenges of a dark and uncertain future, to have a zest for life, to joy in battle, to be magnanimous in tri-

He has taught us by his own suffering in war and in peace to have courage in the face of adversity.

He has taught us by the

beauty of his family life and by the faithful practice

of his religion to be truer to our own. He has taught us by the depth and incisiveness of his

own intellect to have a new respect for the life of the

He has taught us that while we should reverence history, we must rise above its limitations.

He has taught us to appreciate more fully the grace and the power and the majesty of words. He has taught us afresh the importance of the arts in

the task of civilizing man. He has taught anew, as the Greeks did of old, the

necessity of forming a sound mind in a sound body. He has taught us that the nation has nothing to fear

from a President who is a Catholic, Jew or Negro. He has taught us that it is entirely possible to use responsibly and creatively the high powers of the office of

the Presidency and to use them for the benefit of all men. He has taught us that in national and international affairs there is no incompatibility between realism and

He has taught us what ails our present society and what we must do to reinvigorate it.

He has taught us that we must anticipate and begin to Al Feneis chatted with Supt. Josolve now the problems of the future, lest in the end they

He has taught us by the terrible eloquence of his Fencis arranged with Asst. Supt. death, as often he did in life, the dangers of simplistic Harry German to secure the conreasoning and of the awful harvest that hate reaps.

These lessons, we feel, constitute at least a part of the late President's legacy to his fellow Americans and to the world. Though his life was short, it was immensely full and varied ,and was completely lived. He was, indeed, a most remarkable man, one who has left his stamp indelibly It could be the Spirit of Christ-December, 1963 upon the lives of all of us.

The Cajon Valley Chapter of to the survey expressed by both teacher groups, it is difficult to imagine how any possible find ings could have been translated into better personnel relations. On the other hand, Dr. Bancroft was faced with a commitment he had made to the Trustees, and with it the problem of how now to postpone the survey plans while producing a workable

This was the setting for a twohour meeting between Supt, Bancroft and a group of Teachers Union members in the home of Chairman Kmak on the afternoon of December 5. At six o'clock that evening, the Superintendent and the A.F.T. mem bers had agreed to seek school district commitment to the following proposal:

POSTPONEMENT ASKED

1. There would be no survey coposed for 60 days.

2. During that period there would be a moratorium on public tug-of-war between employee groups and with the community.

3. Representatives of the Union, the Cajon Valley Education Association, the classified employees, and the administration would meet at frequent intervals, several times a week if necessary, to discuss district policy in a spirit of compromise and good-

4. The agenda was to be unlimited.

5. Each group would reserve the right of veto on any action.

6. If a pressing problem should demand that a group act incopendently of this agreement, co sent of the other groups would be sought.

For 60 days no survey, no board or district action on Collective Bargaining. Until the wee hours that night, the Union sought concurrence of other personnel leaders in the district who came and went in the Kmak home. There was no concurrence.

Nevertheless, the Superintendent did propose a moratorium on the 10th and though the Trustees adopted it without a time limit and with survey suggestions still floating, the door was left open to adoption by all employees of the proposals made the night of the fifth.

Though the Union has in no way abandoned its drive for Collective Bargaining, it can afford to postpone it in the interest of a 60-day experiment with teacher dignity-equal participation in the educational process with the right to say 'No.

"SWEETNESS FROM SWEETWATER"

After months of delay and chain-of-command tactics, the following progress is reported in ications between the Sweetwater Union High School District Administration and the

Friday, December 6, Secretary seph Rindone.

Monday, December 9, Chapter Chairman Steve Pavka and Mr. Fencis arranged with Asst. Supt. troversial salary policy informa-

Monday, December 16, Brothers Pavka, Feneis, and Gladden Boaz present a broad range of proposals to the Administration.

Real Gains Made in N.Y. Pact

that "no money was available." interested people. Collective Bargaining raised this Mr. Simpson, your comments are tressing to read your off-the-cuff

UFT was officially recognized. The will not be deluded. The fact is union (UFT) chapter in each that collective bargaining for New Classroom Teach school now has the right to meet York teachers has produced a with the principal at least once a total salary increase of \$1,575 in month to discuss school policy. The three years. At the end of June 30, Board has agreed to meet at least 1965, the average teacher will nce a month with officers of the nion (UFT). There was a definite ize. The Board will hire non-pro cional employees to perfor afeteria, school bus, hall, and yar ontrol duties. Each teacher will ave five self-directed preparati

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amount from zero to \$2.8 million.

While you place the one and only emphasis on salary increase, the members of the SDFT believe

Mr. Simpson, your comments are tressing to read your off-the-curk part of the NEA directed campaign to minimize the achieve-positive UFT teacher gains. I ments of the American Federation that other benefits were in many of Teachers. The facts speak for the future. ways of greater importance. The themselves, and thinking people Yours truly, Classroom Teacher in

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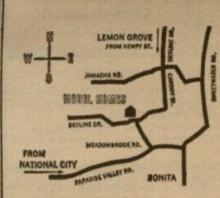
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The Classroom Teacher 13

Possibility Of Discrimination In Local Schools Under Scrutiny

of San Diego County has been out- representative, at Room 252, Civic | "At the request of President lined by Helen W. Heatherington, Center, San Diego.

Diego, says that the committee would be glad at any time to receive complaints from any person A report on activities of the ed-volunteered for the education comwho thinks he has suffered dis-ucation committee of which she is mittee. crimination because of his race, a member was presented to the "The education committee held religion, or ethnic background. SDFT this month by the teachers' four meetings during August, and Forms are available from her or union representative. Here are exfrom Albert St. Cyr, committee cerpts:

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A procedure for reporting discrimination in the public schools SDFT Member on Study Committee

member of the San Diego Federa- "Such complaints will be tive attended the opening organition of Teachers who represents promptly investigated by the ap-zational meeting of the CIC on the union on the Citizens' Inter- propriate committee, and will help August 8, 1963. At this time we direct our attention to aspects of were invited to sign up for the Mrs. Heatherington, a teacher at the problem which are causing various committees, which were to Lewis Junior High School in San most distress," says Mrs. Heath- be organized to work in separate

acquainted, discussing the extent of the problems of minority groups as they related to education, heard Dr. George Hall, Associate Supertrict boundaries, and John John-

(Continued on Page 15)

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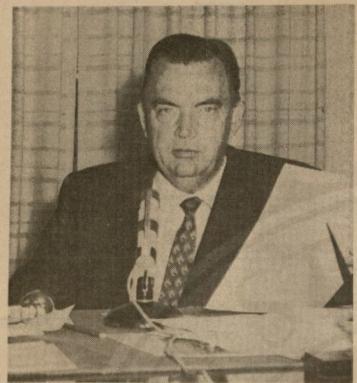
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HEADS COMMITTEE—The recently-formed Citizens Interracial Committee of San Diego County is headed up by Dr. William C. Rust, president of California Western University. He has enlisted the support of community representatives from a wide collection of organizations, including the San Diego Federation of Teachers,

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Acknowledging that more state was doing to solve its educational list. financing of local school districts problems,

Governor Brown's countywide tax ational facilities for our exploding group composition of the schools, "Our accomplishment to date is equalization plan, Unruh said that population." even those legislators most expert -The creation of more jobs to actual census, by group, of stu-tude, but progress should be more in school finance could not explain alleviate our unemployment situa- dents, teachers, clerical staff, ad- saitsfactory from this point. At population of predominantly lower Unruh praised Assemblyman of public and private schools and was some distrust both of the ac-

and middle income groups, should Mills, a graduate of local schools colleges throughout the county. | tual purpose of the committee and pay a school tax of more than and a former teacher in the San "A letter has been sent to the of the objectives of individual \$6.00, while a wealthy district like Diego Unified School District, as Beverly Hills pays only \$2.30. one of the most brilliant, responsi

major problems facing the state, of the legislature. the speaker asserted that while Mills, currently serving his sec legislation alone could not solve ond term in the Assembly, is chairthis problem, education was the man of the important Finance and ultimate key to narrowing the cul- Insurance Committee and a mem tural and economic gap and that ber of the Ways and Means, Fish

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(Continued From Page 14) | Board of Education in San Diego | members, Thorough discussion, re-

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mensely sophisticated and complex of governmental units, including particular educational problem, be proposed to the schools as useone.

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ministrators, and other employes the time of organization, there

determine the basic educational requesting this information for ports from other committees, and Education is the most important | Commenting on his recent trip and cultural needs of the south- each location, and will be in their other has removed these mutual hands at the next Board meeting. Southeast Asia, Unruh said that east area of the city and to ini-

and transfer policies; de facto seg- for this opportunity to support in regation; counselling and other your name a cause which has been

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intendent, San Diego School District, on the subject of school dison on the program he heads to

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Folding Screens - Panel

State Problem, Says Unruh

Unruh, speaker of the State Asthe citizens of the countries he vissembly, told an audience at the
ited were not nearly so interested
"On September 11, membership
of the superintendents or boards of the
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superintendents semblyman James R. Mills (Demosemblyman James R. Mills (Democrat, 79th District) Dec. 6 at the
U.S. Grant Hotel, San Diego.

U.S. Grant Hotel, San Diego.

The steering (or operational)
one of the steering (or operational)
one of

is necessary. Unruh asserted that the problem of securing and apportant state, Unruh said, are: — The need again been divided in to smaller tioning additional funds is an important state, unruh said, are: — The need again been divided in to smaller for unification of the multiplicity committees, each assigned to a proposed to the appropriate to the appropriate that the problem of securing and of the state of the securing and of the state of the securing and of the securing and of the state of the securing and of the securing and of the state of the securing and of the securi

On civil rights, another of the ble, and hardest working members SEASON'S GREETINGS

compensatory education would be and Game, and Constitutional necessary for the forseeable future. Amendments committees,

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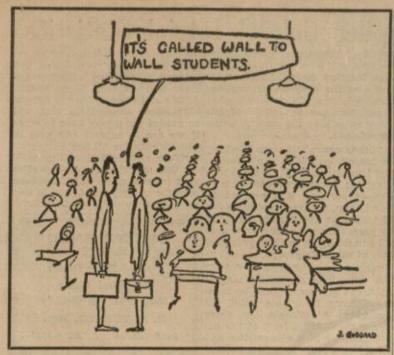
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Teacher Fights to Retain His Beard and His Self-Respect

(Continued From Page 7) From the Teachers Union he got ter of principle: quick action on his grievance; the "I am not so enamored of wear-

in the same school system, has are professional and should be givaction has been taken against him, to a mature person.

| Finot sees the issue as a mat-

Teachers Association, after a ten- ing a beard that I would rather day delay, questioned him under wear a beard than teach, or face oath, before a tape recorder, and the 'punishment' of poor assignat latest report had done nothing.

Another teacher, Ken Miedama, ments. However, I think teachers grown a beard in protest, but no en the respect and dignity afforded

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The decision of the CSFT executive council was based on the belief that the savings of the plans, created by the union, should be passed on to all; teachers should not be compelled to pay organizational dues in addition to premiums unless they support an organization's programs.

Unfortunately, because of legal restrictions, the union cannot at this time pass on to all teachers the many benefits and savings of its new life and income protection plans as

Information on the union's auto and home-owners' plans is available from Dennis Smith, Van Camp Insurance Agency, 935 W. Harbor Dr., 234-3177, or from your building representative. Brochures describing these two programs were mailed recently to each member of the SDFT.

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American Federation
Of Teachers Local 1278
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