

## Belmont, Cabrillo reach impasse

*RC TRIB 1/19/77*  
Teacher contract negotiations are stymied in the Belmont Elementary School District and the Half Moon Bay-based Cabrillo Unified School District, officials in both districts said this week.

The teachers association and district negotiators have declared an impasse after five months of talks in the Cabrillo district and third party mediation is to begin Monday.

Don Sharp, president of the Belmont Faculty Association, said a "crisis meeting" of teachers will be held Tuesday because of lack of progress in negotiations. Teachers in the district have not had a raise since September of 1975, he said.

Belmont Supt.

Claude Turner acknowledged that little progress is being made. He said the board's position continues to be that no permanent settlement can be made until a final determination is made on representation of teachers.

Provisions of new collective bargaining laws are that unless the board voluntarily recognizes the Belmont Faculty Association, there will be an election which will include the question of whether or not there shall be collective bargaining at all in the district, Turner said.

"That election could be delayed for a while," he said. "We are trying to work out a short-term agreement to cover us until the issue is finally settled."

## LETTERS TO the Editor

*BEL. COUR. 1/19/77*

### State Board Hearings Called a Sham

Ed. Note:

(Addressed to members of the State Board of Education)

Why did you even bother to have a public hearing for the Belmont Unification Proposal? It was a total sham. It was obvious that you had come to a decision before the hearing began. You asked no questions and could not be bothered to listen as you crunched apples and crackers and guzzled soda pop. You certainly demonstrated the poorest excuse of "boardmanship" ever witnessed. After the decision was announced, many of you were too embarrassed to look at us and became very busy with looking at the ceiling and floor, emptying pocketbooks. Mr. Honig's racial slur at us caused Wilson Riles to laugh so enthusiastically that he very nearly slid off his chair.

For every student in the Sequoia District who receives a less than adequate education; for every student who suffers because of the lack of responsiveness to his needs; for every parent who is forced to look to private schools for an adequate education for their children, you and you alone are responsible.

Had you done your own investigative homework, you would have visited Carlmont High School and observed for yourself what we must endure. The signs on the shops a half mile from Carlmont saying students are prohibited from entering during school hours are there because Sequoia District does not listen to the community who wants their students in school during school hours and not allowed to be off campus. If Sequoia did their job of educating, those signs would not be necessary. How would you know? It's too bad you care so little.

Barbara Kloepfer  
Belmont

## Belmont District Trustees Approve Nesbit Upgradings

*BEL. COUR. 1/19/77*  
Trustees of the Belmont School district formally approved school ground improvement plans, heard a report on the state Board of Education's projection of a Belmont District-

Carlmont unification and decided to apply for grant money for libraries.

At its Jan. 17 meeting, the trustees approved plans to relocate the little league softball field at

Nesbit School, 500 Biddulph Way and add a backstop for adult softball games, install permanent trash containers and drinking fountain and reseed a grassy area. The City of Belmont will pay for the work.

Supt. Claude Turner and Barbara Kloepfner presented a report on the unification plan rejection by the state board of Education.

The board turned down the unification plan, in which Belmont district would absorb Carlmont High School, on the grounds the plan failed to meet "the criteria of racial

distribution," the superintendent said.

But, the trustees decided to apply for \$5,822 under Title IVB to spend on improving district libraries.

The district was turned down by the federal government when it recently applied for \$2,250,000 to build a school in Redwood Shores.

"We didn't need that building this year or the next year," Supt. Turner explained, "But because the money was available and going to the public works project," trustees had decided to apply.

## School Employees Get New Exec. Committee

*BEL. COUR. 1/15/77*  
Dr. Claude Turner, Superintendent Belmont School District, is one of the five-member Executive Committee for School Employers Association—Northern California, recently elected to provide leadership for the Association during 1977, according to Ms. Mary Dimmick, Coordinator.

Assuming the gavel as chairman is Dr. James E. Black. Other executive committee members include Ms. Louise Ebeling, Ms. Marion McDowell, and Mr. William Jennings.

The Association which was formed to assist school district in San Mateo and neighboring counties in dealing with the needs of school management. Seminars and workshops will be offered to members on the full range of labor-management.



# Citizen Group, Sequoia Reps To Debate Unification Move

*Bel. Courier 1/12/77*

The state board of education will decide Jan. 13 on the Belmont School District-Carmont unification move and a citizen's committee is expecting 100 residents to show up in Sacramento to hear the arguments.

The state board of education will meet at 1:30 p.m. in the State Resources Building to hear arguments.

Members of the Belmont Citizens Committee, which has worked for the plan to take over Carmont High School, will leave from the district headquarters on Hallmark Drive at 10 a.m. tomorrow.

The citizen's committee, headed by John Bolton and Barbara Kloepfner, will have five speakers.

If the board approves the unification, there will be an election to sound out local taxpayers on May 31.

If voters approve the unification, it is expected to go into effect in July, 1978.

Sequoia trustees oppose unification because it would "reduce educational opportunities, disrupt an orderly plan for integration, isolate the white population. It would be harmful to the existing Sequoia District and set a precedent for isolating minorities," said Sequoia

District administrative assistant Robert Hunter. "If Belmont can, all others can."

The Redwood City Elementary School District board also formally disapproved of the unification.

Mr. Bolton and Mrs. Kloepfner will speak before the board, along with Belmont City Councilor Walter Worthge, Belmont School Board president Dorothy Gay and resident Dave Grathwohl.

Superintendent of the Sequoia Union District Supt. Dr. Harry Reynolds, Dr. William Jordan, Director of Research and Data Processing Allan Gruman, Jack Robertson and San Carlos High School Instructor Orain Cross will speak against the move.

The state board of education is expected to make its decision that afternoon.

## Workshops Planned For Teachers

*Bel. Courier 1/12/77*

Rudy Benton, Physical Education Coordinator for the Burlingame School District will be the featured speaker at an all-day In-Service Training Session for Belmont school teachers on Jan. 14, starting at 9 a.m.

Mr. Benton's talk, "Physical Education May Be Hazardous To Your Health" will pertain to the use of total communication with a child through physical education. Mr. Benton is considered an expert on communication and organizational skills and uses the physical education media to "explore the world of children."

Other workshops that will be offered are: Annabelle Markoff, noted specialist in Special Education, who will lead the San Mateo County Child Services Demonstration Center in

Belmont; an Orientation Workshop for Early Childhood Education will be led by Judy Rogers, Coordinator of ECE at the South San Francisco Unified School District; Al Avson will explain the Metric system in a "Hands-on" Workshop. Avson is a Metric Consultant in San Francisco.

A Workshop on "Title IX And Its Implications" will

be led by Lee Mahon, Coordinator of "Project Equity" which is a federally-funded program. Mariam Allen, well-known authority on "Education Through Music" will demonstrate the teaching of language arts through music.

The morning programs will be held at Ralston School and the afternoon sessions at Fox School.

## No Challengers File For City School Seats

*Bel. Courier 1/12/77*

Unless someone wants to start a write-in campaign, there will be no election for trustees to the Belmont School District as the three incumbents were the only persons filing for the three available seats.

Board president Dorothy Gay, and trustees Chon Guterrez and Stanley Roberts were the only three persons who filed before the Jan. 7 deadline.

The election will be March 8.

The San Mateo Community College District will also hold elections for two open seats. Appointed incumbent James Rudolph and incumbent Robert Tarvard filed for re-election. They are being challenged by Doris Spafford, Robert Heavey, Nashelle Scofield and Anna Eshoo.

Appointed incumbent Helen Hausman and incumbent Richard Dorst plan to run for re-election with the Sequoia Union High School District.

Three seats are open for contention and student Michael Kaspars, Dawn Clifford, Richard Titus and Rosemary Smith have filed.

Also to be on the March 8 ballot are several county-wide propositions.



# Cites Bad Racial Distribution

# Board Rejects Carlmont

909 N. 11th  
Belmont, Ca. 94002

# Unification Plan

BEL. COOR. 11/9/77

By NANETTE ORMAN

A school unification plan which would have joined Carlmont High School with the Belmont Elementary School District was unanimously rejected in Sacramento last Thursday by nine members of the 11-member state board of education.

Reaction to the verdict and to the manner in which the hearing was conducted varied sharply between supporters and opponents of the unification plan.

Bitter disappointment was expressed with the verdict by unification supporters. One called the hearing a "sham." and said "it was obvious they had already made their minds up."

Officials of the Sequoia Union High School District, however, expressed satisfaction with the board's decision. J. Russell Kent, the San Mateo County superintendent of schools, said he felt the matter was "thoroughly explored."

## GROUND FOR REJECTION

Grounds for the rejection were that the plan would have contributed to racial isolation in the Sequoia Union High School District, and would have been a barrier to desegregation.

Belmont residents who supported the unification did so because they believe a definite possibility exists that Carlmont High School will be closed by the Sequoia district in the next decade due to declining enrollment in the district.

A citizens' committee which explored alternatives in 1975 had recommended the closure of Carlmont as a next step after the closure of Ravenswood High School in East Palo Alto. The latter school was closed in June of 1976.

The Belmont supporters also said they are seeking local control of their high school and that they consider the present education level there inadequate.

## 'TOTAL SHAM'

Barbara Kloepfer of Belmont, secretary of the citizens committee which collected 2,200 signatures from district voters supporting the unification plan, called the state hearing a "total sham."

"It was obvious," Mrs. Kloepfer said in a letter to the board, "that you had come to a decision before the hearing began."

As soon as the supporters of the unification plan had finished their presentation to the board, Mrs. Kloepfer said this week, the members voted on the matter without questions or discussion of the issues.

Furthermore, she said, unification supporters were strictly limited to a five-minute limit for their arguments after their time limit had elapsed.

## SUPPORTERS OF PLAN

Supporters of the unification plan included Mrs. Kloepfer, Dr. Glen Haydon, chairman of the San Mateo County Committee on School District Organization; John Bolton, chairman of the citizens' committee; Dave Grathwohl citizens' committee; Dave Brathwohl of Belmont; Belmont City Councilman Walt Worthge, and Dorothy

Gay, chairman of the Belmont district's board of education.

Dr. Haydon, whose committee had strongly supported the unification proposal and approved its presentation to the state board, said this week, "I guess the state knows better than we do what we need."

"It's a sad commentary on the way our forefathers set up the system," Dr. Haydon added.

Mrs. Kloepfer said unification proponents are not yet content to let the matter rest, but have no plans now for any future actions.

## FUTURE PLANS

She did say however, that two possible moves would be to reopen the matter before the county committee on school district organization, or to seek guidance on what kind of unification would be acceptable from the bureau of intergroup relations of the state department of education.

That bureau, and the state department of education, opposed the unification because of the racial isolation factor.

"We meet all the criteria except integration," Mrs. Kloepfer said. "I wish we did have a large black com-

munity in Belmont. It's not that we've kept them out. We can't help it if we don't have a ghetto here."

Current racial and ethnic data compiled by the Belmont school district show a kindergarten through eighth grade population which is 0.7 per cent black, 4.1 per cent Spanish-surname, and 3.7 per cent Asian American, for a total minority population of 8.5 per cent.

## BLACK STUDENTS

Dr. Allen Gruman, director of research and data processing for the Sequoia district, told the state board that all but 16 of the 310 black students who now attend Carlmont High School would be nonresidents of the proposed unified district.

Most of those students have been transported from the mostly-black Ravenswood City School District area in east Menlo Park and East Palo Alto since Ravenswood High School was closed. The Sequoia district is currently operating under a court order which requires desegregation.

"If they have riots, it's obvious the integration plan isn't working," Mrs. Kloepfer said, referring to recent racial clashes at San Carlos High School, which is being integrated through busing in a manner similar to Carlmont High School.

Opponents of the unification plan who spoke at the hearing included besides Dr. Gruman and Supt. Harry J. Reynolds of the Sequoia District, Dr. Kent, Force for Integrated Education and Sequoia Trustee Jack Robertson, representing the Mid-Peninsula Task.

## EXPLORED THOROUGHLY

Dr. Kent said the unification question was "explored



# --Unification Plan Rejected--

BEL. COUR. 1/19/77

(Continued from page 1)

very thoroughly" during the two hours consumed by the hearing.

In addition to the San Mateo County groups who spoke on the question, said Dr. Kent, the issues were analyzed for the board members by Dr. William Whiteneck of the state department of education.

The racial issue was the board's overriding concern, Dr. Kent said. In his remarks to the board he "rejected the racial quota system" proposed by the unification supporters as "repugnant.

"In an interdistrict situation there would be two different legal entities," he said. "There would be no assurance as to what future boards would do in the matter. The black students would always be regarded as outsiders."

In addition, Dr. Kent said, the unification would be regarded by any court as an action contributing to racial segregation. Such actions may assume legal significance due to a pending lawsuit in the south county which seeks to desegregate elementary schools in the Sequoia district area.

Mr. Robertson called the board's decision "appropriate.

"I don't see how they could have done anything else," he said. "They complied with new regulations of the state, and with the recommendation of the state department of education."

Mr. Robertson in his remarks to the board reiterated his belief that any change in south San Mateo County school districts should take into consideration the need to desegregate the elementary schools.



PARENTS AND PROPONENTS of the Carlmont-Belmont School District unification move gathered at the Belmont district headquarters on Jan. 13 to caravan to

Sacramento. They planned a show of force for the state board of education hearing. After 10 speakers, the board turned down the unification plan. C.J. Marrow photo

## New Regents Elected To CND Board

Bel. Courier 1/21/77

The election of three new members to the Board of Regents of College of Notre Dame in Belmont has been announced by College President sister Catherine Julie Cunningham, and Board Chairman Edward D. Keil, of San Francisco.

They are W.P.R. Brawner, retired paint company executive and San Mateo resident; mid Peninsula company president Barrie Regan;

and civic leader Mrs. Walter Rosenberg of San Ardo in the San Joaquin Valley.

Long interested in the field of education, Mr. Brawner has served on numerous boards and committees including the boards of both Mills and Pomona College, Hamlin School, and the Athenian School in the East Bay.

An engineer and in-

ventor, Mr. Regan holds patents in electroplating and metallurgy.

A long-time friend of Notre Dame College, Mrs. Rosenberg has been active in civic affairs in Monterey County for many years having served as a director on the County Red Cross board and as commissioner of the County Social Services Commission.



## Sister Heads Department

*Bel. Courier 11/12/77*

One of the least disturbed in their own homes. publicized departments within Notre Dame Elementary School is the music department headed by Sister Mary Callista Ivancovich.

Private lessons are scheduled throughout the day in a way which does not disrupt the school's regular curriculum.

From first grade through eighth grade, with a sprinkling of outside students, Sr. Callista and her assistant Mrs. Deirdre O'Sullivan establish a serious approach to the music world. Annual recitals give students an opportunity to display their talents.

The school also provides several private practice rooms for those students who cannot practice un-



SISTER MARY CALLISTA



## Volunteers Honored

THE CONTRIBUTIONS OF PTA parent volunteer Sandy Johnson and Nesbit School first grade teacher Mary Miller (left, right) were not unnoted by the Nesbit School Parent Teacher Association. At the recent Founders Day meeting, Mrs. Johnson and Mrs. Miller were given honorary life memberships. Also recognized for work was Principal Joseph Furburth and third grade teachers Sandra Rock, Connie Miller and Marie Zenpel. Mr. Furburth was given the Very Special Person Award and the teachers received the Special Award.

*BEL. COUR. 3/23/77*

## Solution Sought In Negotiations

*Bel. Courier 11/12/77*

An argument which has stymied teacher negotiations in the Belmont School District may have to be solved by a teachers' election of a representative if the district does not recognize the Belmont Faculty Association (BFA) by Jan. 20.

Don Sharp, president of the faculty group, said Supt. Claude Turner told him at a Jan. 10 special meeting that he will recognize the BFA as the group which will negotiate for all certificated teaching staff except substitute instructors.

If the recognition doesn't come through, however, the Education Employees Review Board (EERB) will have to arrange for an election which could delay negotiations for more months, said Mr. Sharp.

The trustees and BFA had disagreed over the

assertion that the teachers group should also negotiate for substitute instructors.

The BFA demands were submitted last summer, Mr. Sharp explained.

The BFA represents 95 per cent of the teachers; the remaining five per cent are non-voting members.

The BFA has asked for a 10 per cent salary increase, a mini-contract that would be good through spring and then be re-negotiated next year, and the BFA asked the district to cover the increased health insurance costs. The teachers have been paying for.

According to Mr. Sharp, the district has hired attorney Bill Brown, at \$55 per hour, to negotiate.

He added that the teachers' contracts "are almost up."

Supt. Turner was not available for comment.

## New Staffing Plan Gets Trustees Nod

*BEL. COUR. 3/23/77*

Trustees of the Belmont Board of Education authorized a district staffing proposal for 1977-78 which will provide 124 regular teaching positions — 4½ less than this year. There is a possibility that they may have to ask for one more position in order to hold class enrollment under 30.

With seven teachers returning from leave, the district seems likely to be overstaffed in spite of the reductions, but "I anticipate that we will lose enough positions so that we will have no surplus staff," predicted Supt. Claude Turner.

The board also established their policy on board election tie-votes as they are required to do each year prior to an election.

They rejected the

proposal which would determine the winner by a special run-off election. As Board President Dorothy Gay stated, she "didn't see the point of the expense of another election" in the event of a tie.

The policy that was adopted entails the drawing of lots to determine the winner in the event that two or more persons are tied for a position.

The district was authorized to apply for Title IV government funds, increasing their grant from \$8,000 to \$8,567 to continue the Cipriani Arts Education Project next year.

Trustees appointed Michelle Hensill summer school principal for 1977.

The board scheduled a mandatory organizational meeting for April 4.



# Board Begins Budget, Teachers Ask for Hike

*BEL. COUR. 3/9/77*

Trustees of the Belmont School District introduced the preliminary budget for 1977-78 and made their initial proposals to the Belmont Faculty Association. The budget will be refined in later meetings. According to Supt. Claude Turner the Serrano Priest decision "will have significant adverse affects on this district" as it will revise financing in an effort to equalize budgets in districts throughout California, with a projected 10 to 20 per cent disparity among the districts as the goal.

This leveling will probably bring the budgets of poorer districts up at the expense of the wealthier ones, such as Belmont.

"At the end of five years there will still be more than a 20 per cent difference in districts throughout the state," predicted that legislation could be approved by this summer.

In making their initial proposals to the BFA, the board was faced with the new law governing

collective bargaining in public school districts.

This limits the representation to matters relating only to wages, hours and other terms and conditions of employment.

The BFA has presented salary and fringe benefit proposals of approximately \$2,760,600, which would increase the maximum salary from its present \$19,210 to \$20,363. This was rejected by the board as well as proposals for an agency shop and binding arbitration. Negotiations will continue.

"I personally do not have much optimism" that the contract can be resolved quickly" said Supt. Turner, adding much skill and patience will be needed to deal with this new bargaining process.

Six elementary school teachers gave a presentation of the district's Indian Project, a kit that they created for the Indian students. A box filled with stories and samples of their culture was designed so teachers can integrate these

materials into their classrooms.

This kit is now being duplicated so that every Belmont school will have one.

In addition to the agenda, L. James Scales of the Belmont police department spoke of the rising crime rate which, in Belmont is approximately six per cent

higher than the national average.

He spoke of the need for community involvement in fighting this trend, through Home Alert meetings, Operation I.D., and the Citizens Crime Prevention Committee, headed by Dorothy Gaye, also president of the Board of Education.

## Fox Group Meets

*BEL. COUR. 6/23/77*

The Committee for Fox School Reconstruction held its initial meeting on Wednesday evening, June 15, under the direction of Chairman Daniel J. Burke.

The committee is comprised of residents of neighborhoods directly affected by the fire: Belmont Heights, Skymont-Plateau and Belcrest Gardens. It also includes a faculty representative with George Pratt (Fox School principal) and Harriet Krall (Fox PTA President who succeeds Carolyn Smith) both acting in an ex officio capacity.

The committee is functioning under the authority of the Fox School PTA and has won the official endorsement of the Belmont Heights Civic Improvement Association, the Skymont-Plateau Homeowners Association and numerous residents of Belcrest Gardens.

The committee's objectives as stated by Chairman Burke before a regular meeting of the Board of Trustees on Monday, June 20, are:

1. To communicate information regarding reconstruction of Fox School to the community.

2. To provide community input to the Belmont Elementary School District regarding the reconstruction of Fox School.

3. To facilitate the rapid reconstruction of Fox School and the return of all students to their neighborhood school.

4. To serve as a voice in alternative choices during the reconstruction period.

5. To represent community support for the reconstruction of Fox School.

In his presentation to the Board, Chairman Burke praised the cooperation received from Mr. Pratt and District Superintendent Claude Turner with regard to their immediate formulation of plans relating to the future of Fox School.

Burke stated: "We are most hopeful of a continuation of the rapid progress and positive action which you, the Board of Trustees and Administration, have demonstrated to date regarding the demolition, etc, which will bring about the most rapid reconstruction of Fox School for the benefit of all the children affected."

## Tyler Appointed

*BEL. COUR. 5/4/77*

Marcella Tyler has been appointed as administrative assistant of the Belmont Education Consortium, it was announced last week.

Tyler, a Belmont resident, will assist in the coordination of the Consortium's programs as well as handle its publicity and communications.

A veteran newspaper reporter and magazine editor, Tyler has worked for several metropolitan papers including the Herald Examiner in the Los Angeles area. In addition, she has served as

general manager of the San Fernando Valley Press Club and as a public relations consultant to the Los Angeles County Department of Adoptions.

She is currently the food editor of Peninsula Magazine.

The Belmont Education Consortium was formed last fall by the College of Notre Dame and Embry-Riddle Aeronautical University of Daytona Beach, Florida, to offer degree programs to persons employed in aviation or related industries who wish to complete their formal education.



# Teacher Rejects Board On Classroom Poster

BEL. COUR. 2/16/77

The fate of a controversial black panther poster may be decided in court between a Carlmont High School teacher and district officials.

Deborah Sanderson, a social studies teacher, was told to remove the poster from her classroom in early October after a parent complained to principal William Craig.

Ms. Sanderson claimed her First Amendment right to display the poster and refused the directive. She is threatening legal recourse if her position is not upheld.

The Sequoia Union High School District Trustees ordered Supt. Harry Reynolds last week to seek a temporary restraining order to have the poster removed.

On the advice of her legal counsel, Ladoris Cordell, Ms. Sanderson said she had put the poster inside a closet to be used only when relevant to classroom discussion. She intended to use it for Black History Week.

Dr. Craig entered the classroom Feb. 8 and removed the poster from the closet door, which he said was swung wide open full view of the class.

The poster depicts a black panther and carries the words: "An Attack Against One Is An Attack Against All, The Slaughter of Black People Must Be Stopped By Any Means Necessary."

Ms. Sanderson said the poster was produced by the Robert Brown Elliot League in the 1960's in response to the organizations' admiration of the efforts of the Student

Non-Violent Coordinating Committee (SNCC) in organizing black voters in Lowndes County, Alabama.

She said the poster is not related the Black Panther Party.

Ms. Sanderson has requested that the poster be returned to her and that she be allowed to determine when it is displayed.

She said Dr. Craig would

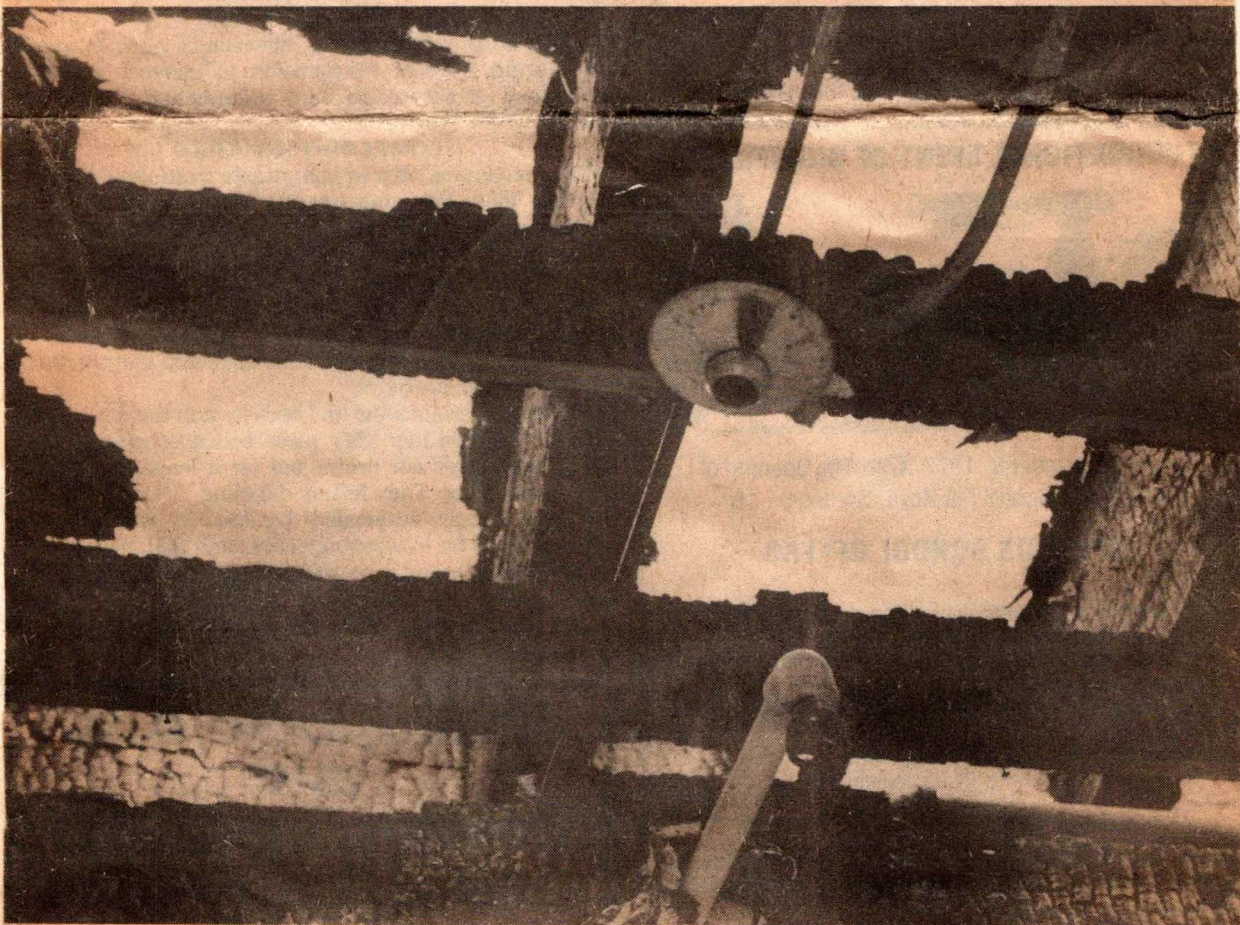
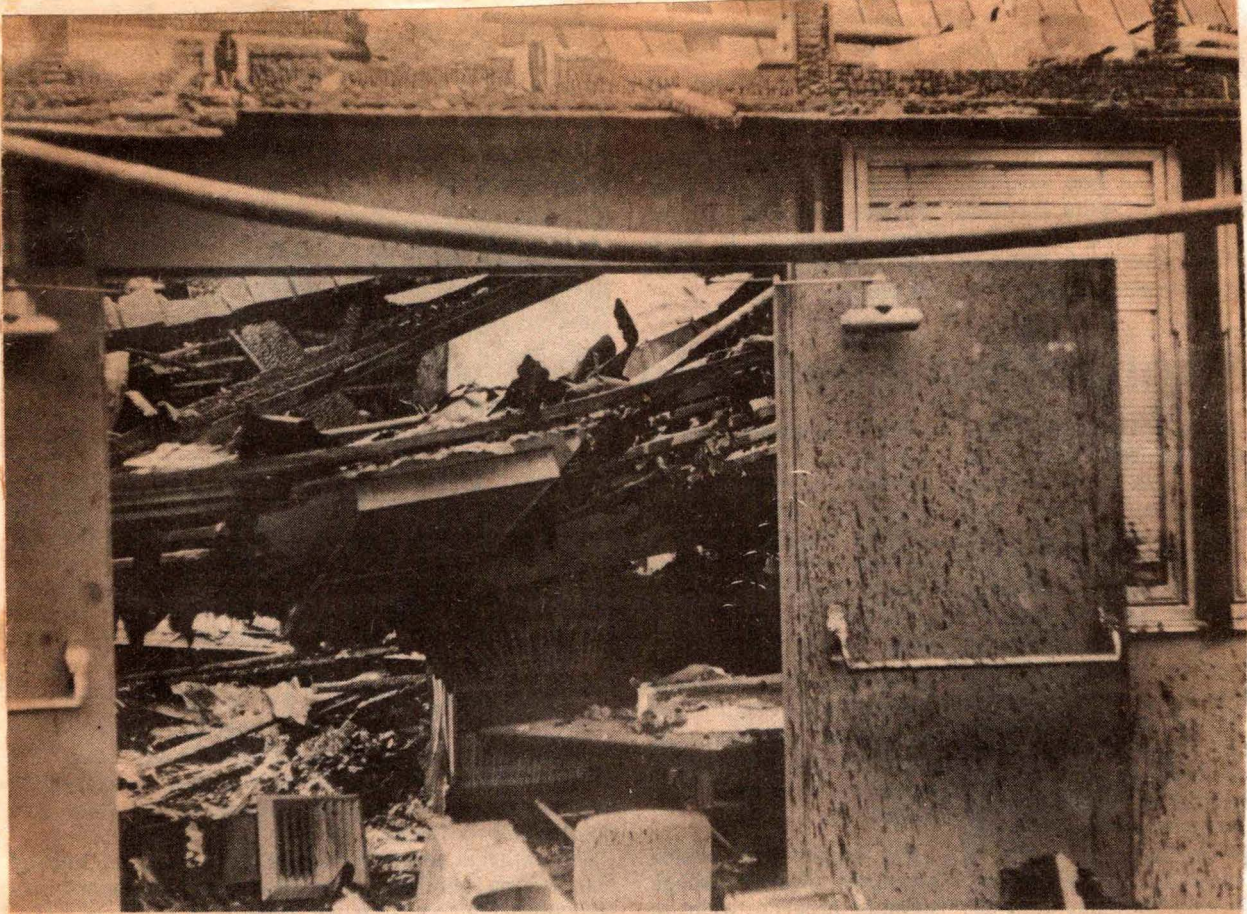
not return the poster until she agreed, in writing not to display it without prior consent of the superintendent.

Dr. Craig preferred not to comment because of the potential for litigation.

District Attorney George Camerlengo said there has been no resolution but school officials are trying to reach a settlement with Ms. Sanderson.







SCENES FROM THE DEVASTATION. Above, the library lies totally gutted, while below, an athletic equipment storage room has been reduced to charred ashes. Firefighters from Mountain View to Millbrae joined the Belmont Department, to combat the flames,

which caused an estimated \$500,000 in damage. Classes at the school haven't been interrupted, although four classes are being bused to other schools in the district.

*Bel. Cour. 5/11/77*

—Charlie Hall





(Art Ray Photo)

### A MILLION GALLONS OF WATER

This was the scene Sunday night as firemen continued to pour torrents of water on the Fox School fire some three hours after it was first discovered. It

was estimated that more than one million gallons of water were pumped on the blaze.

*S.M. TIMES 5/9/77*

# District Staggered By Fox School Fire

*BEL COV. 5/11/77*  
Struck by the worst case of arson in Belmont history, Belmont district administrators and Fox Elementary parents struggled early this week to restore order to the ravaged school.

Teams of parents were gathering at the school grounds to retrieve furniture and clean up the grounds, still scarred by signs of the \$500,000 blaze, which started Saturday at 5 p.m.

In addition, the district has made moves to ensure that classes will continue without disruption for the Fox children. Although 12 rooms suffered 70 to 90 per cent destruction from the blaze, only four classes will have to be transferred to other schools, according to a district spokesman.

Two fifth and two sixth grade classes will be bussed to McDougall and Barrett schools. The administration has already moved to provide buses for the shift. The district has also hired extra teachers to provide extra supervision for pupils being transferred.

District Superintendent Claude Turner called the response of students and parents to the fire "absolutely fantastic," adding that the students have all understood the gravity of the situation and haven't taken advantage of the disruption as a holiday.

In addition to the 12 class rooms that were damaged, the library was entirely gutted.

Belmont fire officials are still not certain of how the blaze started, although arson is considered a virtual certainty. *(Cont. on back)*





(Art Ray Photo)

### FIREMAN INJURED IN BELMONT BLAZE

Belmont fireman Brian Farrell of Engine Company Three is treated at scene by Medevac paramedic Josh Weggeland after being injured fight-

ing Fox School fire Sunday night. Farrell was taken to Kaiser Hospital, Redwood City. The fire destroyed nearly half the school. *S.M. TIMES 5/19/77*

The department reported that it arrived at Fox at approximately 5 p.m. in response to a reported trash can fire.

A small group of firefighters found a small fire in the store room, and when they extinguished that flame, they thought the problem was over.

All of a sudden, however, flames exploded and quickly climbed to the room's ceiling, and into an area between the ceiling and the roof of the building.

Once it reached the open area, the contingent lost all hope of controlling the blaze, which quickly spread through the entire East wing of the school.

Fire battalion chief Hugh Bennett said he immediately ordered his men out of the building and put out a call for reinforcements from other fire departments.

More than 60 firefighters, from fire departments ranging from Mountain View to Millbrae, answered the call, but they couldn't control the blaze before the roof to the library collapsed. *Bel Cour 5/11/77*

They continued to battle the fire, and by 10 p.m., the flames were largely under control. Firefighters continued to mop up the scene until 5 a.m.

Investigators are still seeking the exact cause of the fire, and, of course, the identities of any possible arsonists are still being sought. Eyewitnesses reportedly saw a number of youngsters in the area just before the fire started.

The witnesses added that they heard voices from the store room where the blaze is thought to have started.

A number of public meetings are being held to clear up final details stemming from the fire. The Balmont District School Board met last night to ratify plans for rebuilding the school and attending to the immediate crisis, while the fire department is scheduled for a hearing with the Belmont Water District to justify its use of the 250,000 gallons of water needed to extinguish the flames.



\$700,000 Damage

# Arsonist Razes Belmont School

S.M. TIMES 5/9/77

By LIN DAY

A multi-alarm fire destroyed nearly half of Fox Elementary School in Belmont Sunday night. More than 80 firemen fought the blaze all night.

Damage to the building alone was estimated at \$600,000, with an additional \$100,000 loss to contents.

A strong possibility of arson was being investigated today by local and state authorities. The state Fire Marshal's Office routinely investigates school fires.

Three fire departments joined Belmont in fighting the fire. Two more gave assistance and three covered for Belmont during the all-night operation.

More than one million gallons of water were poured on the blaze, one fire chief estimated.

A total of 12 classrooms were destroyed — seven of them and a library by the fire, the others by extensive smoke and water damage.

District Supt. Claude Turner, who went to the scene, told The Times that emergency plans were made to place all of the 450 children who attend Fox in other classrooms. Buses were to take about 150 children to different schools this morning, while the rest were to be housed in the west, undamaged wing of the school.

The fire was discovered, according to Turner, by Marie Brauner, a fifth grade teacher who had gone to the school about 6 p.m. to do some work.

She told Turner that she heard noises and what sounded like voices toward the north end of the school.

Frightened, she ran to a nearby residence and summoned a neighbor, Ross A. Stewart, 2825 Benson Way, to help investigate.

When they returned, she related to Turner, they found a fire, punctuated by explosions, burning in a central storage room.

They called firemen.

Belmont Battalion Chief Hugh Bennett, whose department responded with three engines and a ladder truck, said firemen first thought they were responding to a trash fire.

But, Bennett said, when they arrived at the school, which is atop a plateau at the west of Belmont, firemen found the rear of the school fully involved and flames ripping spectacularly from the building.

He immediately sent in a new alarm, calling for a mutual aid task force from other cities.

Responding were San Carlos, Woodside and Menlo Park. Redwood City sent a light tower and a truck equipped to replenish air packs.

San Mateo, Redwood City and the state Department of Forestry fire trucks and men moved in to cover Belmont fire stations.

Meanwhile, the fire, burning freely above a false ceiling, spread over the entire east section of the school, burning through the roof and down into classrooms.

The building, nearly two stories high, has modular classrooms with removable partitions and a false ceiling with a common attic-type area. It is of modern construction and is about 11 years old.

Each mutual aid truck brought four regular firemen. Belmont itself had 35 men, including reserves, at the fire. Other reserves swelled the total to 79 men and one woman — Woodside reservist Pat Wacker, who responded to the fire at 10 p.m. and worked all night.

The Red Cross and the San Mateo and Santa Clara Fire Buffs rolled to the scene with coffee, sandwiches and other refreshments for the firemen, who had to rip continuously at the building as the fire reappeared at spot after spot through the night.

At the scene were more than half a dozen fire chiefs who assisted in directing the fire fight.

A San Carlos engine pumped 1,000 gallons a minute for more than three hours from a hydrant to the Belmont equipment, which in turn pumped it on the fire, Bennett said.

Firemen were busy until dawn extinguishing spots of fire under the ceiling, and well into the morning cleaning up.

Turner said that the school district has available classrooms at other schools to take care of the student overload.

He said that only nine of the classrooms involved in the fire were in use, the others being surplus.

As a matter of fact, Turner added, the district was about ready to implement a long-range plan for the surplus rooms, allowing use of them by the community. It had obtained, through Assemblyman Dixon Arnett, state legislative action last year for that purpose.

"I don't think we will be doing that now," Turner said. "But we shall be able to house all the children. After today, new arrangements will be made, and a number will be bused daily to other schools.

"Teachers also will be transferred with the children."

Turner said loss was heavy in many classrooms, including one for a special education class that was equipped with wheelchairs. One wheelchair was seen smashed in the central fire area but others may be salvageable.

The loss of the library will be keenly felt, Turner said.

He described it as one of the finest elementary school libraries in the state, not only in its supply of up-to-date materials, but also in its extensive supply of visual aid equipment, film strips, learning aides, audio equipment and other supplies.

It was one of the first set up by the state to show other districts how to use their libraries, Turner explained, and had been developed with grant funds.

Firemen indicated there is a strong possibility that arsonists used gasoline to start the fire. It was learned that a gasoline can was found in a field to the rear of the school.

One Belmont police officer said gasoline may have been a factor. He quoted a fireman as saying he thought that glass bottles breaking in the area where the fire started may have been the "explosions," heard.

One fireman said he understood that a room in the area was used for candlemaking.

Turner said the building had been closed since Friday.

Bennett would not comment on the possible cause, saying it was as yet undetermined. He indicated the investigation could take some time.

Three Belmont firemen were injured in fighting the blaze. Roger Haakinson and Brian Farrell were taken to Sequoia Hospital for treatment of leg and back injuries. Capt. Robert Shearer suffered a back strain, but did not require hospital treatment.

Belmont police officer G.W. Dodds, who arrived at the scene within two minutes of the time firemen were called, reported he entered the room where the fire apparently started and found it "engulfed" in flames shooting five feet high near an air conditioning unit.

At the same time, he said, he could hear popping sounds such as breaking glass might make. He was forced to flee by heavy smoke.



# Belmont District Trustees Recognize Teacher Group

*BEL. COVR. 2/2/77*  
Belmont Elementary School District trustees voted 3-2 last week to recognize the Belmont Faculty Association (BFA) as the exclusive bargaining agent for teachers.

The BFA may now begin contract negotiations under the new collective bargaining law.

According to BFA President Donald Sharp, the group has submitted proposals to the district which include a 10 per cent salary increase, a mini-contract good through spring and district coverage of increased insurance costs.

# High Schools First Target

*BEL. COVR. 2/9/77*  
Carlmont and San Carlos High Schools will be among the first targets of the new Multicultural Office of the San Mateo County Arts Council, according to project director Jose Antonio Burciaga.

A group of five artists from differing ethnic backgrounds are assembling to appear in various locations in the county, not only to entertain and educate but also to involve the students in discussion and participation

The Multicultural Office, which is an expansion of last year's Multicultural Task Force, recently received a total of \$19,000 in grants. The National Endowment for the Arts gave \$15,000 and the

California Arts Council granted \$4,000. This was the only group in the county, according to Executive Director Bill Nemoyton, to receive a grant from the CAC.

Located at the San Mateo County Arts Council Cultural Center in Twin Pines Park, the Multicultural Office will serve as a resource center.

Last year a program, known as the "City Spirit Program," targeted low-income areas, but this year, Mr. Burciaga said, "the program is open to every corner of the county."

A meeting will be held Wednesday, Feb. 9 at 7 p.m. at the Arts Council headquarters in Twin

Pines at 1219 Ralston Avenue. Interested citizens are encouraged to attend the meeting and voice their interests at the meeting. At least one person will be selected for each of the 19 cities and unincorporated areas of the county will be planned at the meeting.

Three of the artists in the program are continuing from last year--Tony Kutner, song writer and guitarist from Belmont, Imani Rahu, performer of Black African and modern dance from East Palo Alto, and Javier Pacheco, Chicano musician and poet from Menlo Park. The three have been very popular, according to Mr. Nemoyton, especially in their performing-teaching work in the schools.

Two other artists, Native American and Asian American, are currently being sought and Greg Gregory, photographer and media specialist will also work with them.

# Poster Back up In School

*BEL. COVR. 2/23/77*  
Deborah Sanderson's poster of a black panther was back on her Carlmont classroom wall last week.

This despite an order from the Sequoia Union High School District trustees to have the poster removed.

Ms. Sanderson, a social studies teacher, acquired a new copy of the poster to replace the one confiscated by principal William Craig. The poster contains the words "The Slaughter of Black People Must be Stopped By Any Means Necessary" under a black panther photo. District officials consider there to be racist overtones in the depiction.

The action to remove the poster was prompted by a parent complaint following a classroom open house in October. Since then, both the district and the teacher have considered legal action.

Ms. Sanderson claimed her First Amendment right to display the poster and

refused to take it down.

Upon advice from her legal counsel she intended to display the poster only when relevant to class discussion, such as last week's Black History celebration.

Last week when she returned the poster to her wall, she said "the kids looked upon it favorably" because they thought Dr. Craig had returned it to her.

She said there was no reaction from the administration and the poster is no longer up.

George Camerlengo, district attorney representing the school district, said he hopes to meet with Ms. Sanderson, her attorney Ladoris Cordell and Superintendent Harry Reynolds sometime this week so the "tempest in a teapot can be straightened out."

He said he is confident that when they sit down to talk, the teachers' rights will be protected and the

district will be fairly represented.

Ms. Sanderson, who has been in the district five years, said she is ready to talk "anytime they want" as long as she does not miss any more class time.



# Outside Mediators Sought Teachers Say Negotiations at Impasse

109 nuth  
Belmont, Ca.

BEL. COUR. 5/4/77

Negotiations between the Belmont Faculty Association and the Belmont School District have broken down and the association is asking that a state mediator be sent in, it was announced yesterday.

The group sent a request to the state Educational Employees Relations Board (EERB), asking that it officially declare the negotiations to have reached an impasse and to send in a mediator to help resolve the dispute.

By law, the board must rule on the request within five days of its receipt.

The faculty association had asked the district to join it in declaring the negotiations to have reached an impasse, but was informed by Bill Brown, an attorney for the district who has supervised the district's negotiations, that the district felt an outside mediator wasn't needed.

The dispute has dragged on since May, 1976, and the teachers have been working without a new contract since Sept., 1976, when the old contract expired.

It is the first time in the Belmont district's history that its teachers have bargained collectively, and the disagreements are still vast on almost every disputed point.

## MANY BASIC ISSUES

Among the basic issues are a cost-of-living adjustment—the teachers are seeking an 8 per cent adjustment for the current year while the district has offered 3.5 per cent—but higher salaries are by no means the only issue.

In addition, the association's key requests are for a reduction in fringe benefit payments, the establishment of a means to resolve teacher grievances, a new system for teacher evaluation, and guidelines for transferring teachers.

The cost-of-living adjustment is long overdue, says Sue Bassin, a P.E. teacher at Ralston and chief negotiator for the group. Ms. Bassin states that while costs in California have risen 30.5 per cent in the last four years, adjustments for Belmont teachers have totaled only 17.5 per cent during that time.

Teachers have also lost badly in the area of fringe benefits, she says. The old contract paid for full medical coverage, through either Blue Cross or Kaiser, but increased coverage costs were passed on to the teachers starting last summer. Such costs, says Ms. Bassin, have averaged roughly \$15 per month per teacher.

In addition, gold crownwork was removed from dental coverage provided by the district.

## NON-MONETARY ITEMS CRITICAL

The non-monetary issues are in many ways as important to the association, Bassin stresses. She claims the current evaluation system, which district officials consider a model among California school districts, is ineffectual, flawed by inflexibility and an obsession with factors barely relevant to what goes on in the class room.

The lack of any policy covering the transfer of Belmont teachers from one job to another is another bone of contention. Outgoing association president Don Sharp, a sixth-grade teacher at Central Elementary, says the district has in the past transferred teachers to jobs to

which they were blatantly ill-suited.

He says that in "at least two" instances, teachers were transferred to jobs for which they weren't suited as a

impasse, or that the district has dragged its feet, saying the district has been "available every week" in the last

direct result of their participation in the faculty association's negotiations.

No district official could be reached for a response.

In the face of its requests Sharp says the association has sought aid from EERB because it feels the district's response has been inadequate.

Asked whether the district has negotiated in bad faith, Sharp answered, "It really appears that way.

"It's been really ridiculous," says Sharp. "Out of our original proposal, they rejected the whole thing. The only thing they agreed on was the definition of teacher and of district," he complains.

The district also angered many teachers by hiring Mr. Brown as its negotiator, according to Ms. Bassin. "He came in with a lot of hard-line stuff that we really didn't want," she charges.

Dr. Turner denies that negotiations have reached an month to conduct discussions.

## DISTRICT—'EAGER'

In addition, he says, the district showed its eagerness for a solution when it offered the teachers an interim contract for 1976-77 covering primarily the wage adjustment issue until a more permanent resolution can be arrived at.

The teachers have remained adamant in their wish for a comprehensive and collectively bargained settlement, rejecting any partial interim agreements.

While Turner denies the negotiations are stalled, he does accuse the Faculty Association of stalling. "There are two blocks of time where they weren't available for negotiations," says Turner, charging that the association avoided discussions from June 18, 1976 to Sept. 23, and from Jan. 10 to March 11 of this year.

## SHARP DISAGREEMENT

Sharp denies Mr. Turner's claims bitterly. The summer delay, he answers, was caused when EERB had to resolve a dispute over whom, exactly, the association represented. He flatly denies the association refused to negotiate from January to March.

If EERB does decide that an impasse has been reached, i.e., that without outside help no negotiated settlement is likely, it will empower a mediator, at state expense, to try to facilitate a settlement.

If no agreement is reached within 10 days of the mediator's arrival, the mediator can call in a fact finder, who at the shared expense of the two parties will study the case and make a recommendation.

Neither the district nor the faculty association is required to comply with the fact finder's proposals, however.

If state mediation doesn't bring about a solution, says Sharp, the teachers are likely to begin a campaign to educate the community about their problems in an effort to bring public pressure against the district.

He adds that a strike is currently being considered only as a "very last resort."



# Teachers, District Both Say Negotiations Are Progressing

*BEL. COOR. 6/1/77*  
The Belmont Faculty Association and the Belmont school district have both reported substantial progress in their negotiations for a labor contract last week, although, characteristically, neither side agreed on the cause of their increasing agreement.

"They've moved so far it's unbelievable," says Brence Davis, a Ralston social studies teacher and President of the BFA. "Sue Bassin (the BFA's chief bargainer) told me that if they'd been negotiating in this way from the start, we'd have 10 contracts by now."

The progress has been especially encouraging, in three areas, says Mrs. Davis. Tentative agreement has been reached on guidelines for transferring teachers from one position to another and on evaluation of student progress.

The BFA has charged that the district had on occasion transferred teachers to jobs for which they weren't suited as a form of harrassment and it had therefore wanted a concrete policy on transfers within the district.

Mrs. Davis also said that the district, which had in the past argued that its evaluation system was required in its existing form by law, had shown willingness to reduce the number of areas in which a teacher would have to keep written data on each pupil's progress.

Mrs. Davis says she feels progress has come because the district is responding to the Association's efforts to rouse public opinion in its favor. The association had invited the public to attend the last School Board meeting, and a large audience had attended, many of whom were clearly impatient with the longstanding lack of progress in the negotiations.

The association has also mailed out letters to parents in the district, and in yet another effort to expand public sympathy, a group of teachers became "human billboards," yesterday, and will continue to appear in public wearing sandwich boards with slogans and passing out leaflets for the remainder of the week.

The billboards, donned by about 30 teachers yesterday, had such slogans as, "Parents: Belmont teachers need

your support," and "Bounce Bill Brown." Mr. Brown is representing the district in the negotiations.

Belmont School District Supt. Claude Turner downplays the importance of the parents' role. He says the district hasn't changed its basic position although he admits that "a few concessions have been made." Dr. Turner says he feels a recent decision by the state Educational Employment Relations Board not to declare the negotiations to be at an impasse and to ask the two parties to try again at the table has sparked last week's progress.

"I attribute the progress to the fact that EERB told us to go back to the table," notes Dr. Turner, adding that "I always felt progress could be made there."

Although last week's negotiations didn't touch on a proposed cost-of-living raise for the teachers, last week's progress was especially encouraging in that many of the non-monetary items, which in the minds of many are as important as the salary question, finally seem to have shrunk as obstacles to the final contract.

No individual agreements will be made public until a total package can be assembled, but while a final contract is still likely to take a long time in coming, both sides seemed relieved that a start had been made.

## Letters To The Editor

### 'Superintendent Gives Thanks'

*BEL. COOR. 6/1/77*  
Editor:

I wish to take this opportunity to publicly thank the many people who worked so diligently during and after the fire at Fox School in Belmont. The response was universal.

In particular, we would like to commend the Belmont Fire and Police Departments for the efficient manner in which they took charge of the potentially dangerous situation. Our gratitude goes also to the mutual aid we received from the neighboring fire and police departments.

San Carlos, San Mateo, Woodside, Menlo Park, Redwood City, and the Forestry Department sent equipment and personnel. In addition, the Red Cross and the Santa Clara Fire Buffs rolled to the scene with coffee, sandwiches and other refreshments for the firemen. Some firefighters worked throughout the night extinguishing smaller fires and cleaning debris.

In addition, we received numerous offers of assistance from neighboring school districts and from the College of Notre Dame, the Immaculate Heart of Mary School, the Masonic Lodge and from the YMCA.

A special thanks goes to the administration and the staff of the Belmont School District for the many long hours they spent taking care of the many details that needed

immediate attention. Without their help we would not have been able to maintain the educational continuity for our students at a crucial time in their school year.

We are especially proud of the manner in which fellow teachers were willing to help each other by sharing books and materials.

The supportive response of the community was extremely gratifying. Volunteer parents and other citizens were at the scene the very next morning ready to go to work. Even the children reacted in a positive and mature manner.

I wish I could thank each and every one of you individually for all your help. Unfortunately, this is impossible, so I am taking this means of expressing our sincere gratitude on behalf of the Board of Trustees, administrative staff of the Belmont School District, and the teachers, parents and students of Fox School.

We feel indeed fortunate to be a part of such a public spirited community.

Sincerely,  
Dr. Claude Turner, Superintendent



## Calm Restored After Fight at Carlmont

*BEL. Cour. 11/23/77*  
Racial fighting broke out at Carlmont High Nov. 17 after a dispute over a marijuana sale, injuring nine students, police have reported.

About 50 students joined the fighting which started during the lunch hour in the lower parking lot at Carlmont. It then spread to the playing fields in front of the school.

A spokesman for the school said some students used belts during the fighting, a few assaulted teachers and aides and one wielded a knife. All will be recommended for expulsion. Twelve students, both blacks and whites, have been suspended for four or five days.

Nine students reported to the school nurse with bruises, bloody noses, and cut lips. The most seriously injured student was decked with a roundhouse right.

Carlmont has been participating in the district-wide desegregation program for six years. There are 297 black students enrolled, most from East Palo Alto.

Carlmont Principal Doug Murray reported Monday afternoon that, "Things are going very good indeed now. At first, everyone seemed pretty jittery on Friday, but by noon, the campus was cool."

"I went on the public address system and made

a statement which got good feedback. The kids don't want to see something negative happen to their school. During and after the incident, there were a number of people who were race-baiters. I've put the campus on notice that all race-baiters will be referred to the police for inciting a riot," he said.

## BFA Votes To Accept Conclusions

*BEL. Cour. 10/11/77*  
The Belmont Faculty Association announced Tuesday that it would abide by whatever recommendation is made by a state body examining negotiations between it and the Belmont School District.

"We're satisfied that the factfinding group was fair and we're willing to go along with whatever they suggest," said Sue Bassin, chief negotiator for the group.

The statement came after the body, made up of three members, two of them chosen by the contending parties, held its second and final meeting last week. The group listened to formal presentations by the two sides, and then met in executive session.

The group is expected to make a public report with recommended solutions in two to three weeks. If its recommendations are accepted, it would end a dispute that has openly split the teachers and the district for most of this year.

Assistant Belmont Schools Superintendent Ed Battistini was more reserved about the district's course of action, saying that it would have to evaluate the report before deciding on a response.

"We'll have to look at the report," said Battistini. "Our main concern with an outside group is that they can walk away afterwards, while we have to live with it," he added.

## School Talks Take 'Summer Vacation'

*BEL. Cour. 7/6/77*  
Now that Belmont's school children are on vacation, negotiations between the Belmont School District and its teachers seem to have taken a vacation, as well.

As of last week, the state mediator, long sought by the Belmont Faculty Association (BFA) to expedite the frequently stalled negotiations, has only been able to arrange one meeting between the two sides since he arrived on June 21.

Even that meeting hardly broke new ground. "It was just an informational meeting," said Sue Bassin, the BFA's chief bargainer. "We just told him what our two sides were," she said.

The meetings have been bogged down by conflicting work schedules. When state mediator John Jaeger first arrived, Bill Brown, an attorney for the district's negotiating team, was unavailable. Since that time a legal assistant for the BFA and then Jaeger himself have been unable to set aside time for proposed meetings.

While the mediator has played less than a dramatic role thus far, the teachers, especially, hope that in the long run Jaeger's presence will make a major difference.

Under state law, Jaeger must bring the side together 10 times, and if no final settlement is reached by that time—a development considered almost inevitable—he will recommend the introduction of a fact finder.

The fact finder would

then study the case and make a public recommendation for the course of the negotiations.

Neither the teachers nor the district would be bound by the fact finder's recommendations, but the teachers hope that a public recommendation, should it be in their favor, would put added pressure on the district to shift its bargaining stance.

Other areas of the bedraggled negotiations have been infused with the same lazy summer air. In one recent development, district Supt. Claude Turner said the district has determined that the teachers used its mailing lists illegally in a recent leaflet mailing.

The teachers had mailed out a number of leaflets to district parents in late May and early June, and Dr. Turner said that an investigation had shown to the district's satisfaction that the district's lists—which are classified and prohibited from outside uses—were used by the teachers in mailing the leaflets.

Dr. Turner said that no legal steps were being considered by the district, commenting that its most likely approaches would be either private disciplinary measures or simply a warning to the teachers involved that such use of the mailing lists was "inappropriate."

BFA president Brence Davis denied any wrongdoing, and said she was unconcerned by the charges.

One other set of charges by the district—seven accusations to the State Educational Employment Relations Board that the BFA had committed unfair labor practices—is still pending.

The association only met with its legal counsel last week to arrange a response, and the state board will decide this week whether sufficient grounds exist to set up a formal hearing.





IT WAS GOLD RUSH days at McDougall school last week, here Glenn Zimmerman's third and fourth graders tried to recreate that unforgettable era. Standing in their gold rush town are, front, Kelli Hobbs, Marc Lewis, Michele

Lawlor, Alan Mateer, Chris Beihn, and Gavin Kidd. In the back are Michelle Holder, Tony Casetta, Tina Buerger, Keith Badiner, Tom Allen, and Polly Springhorn.  
*BEL. COUR. 5/4/77*



## If an Apple a Day . . .

...KEEPS THE DOCTOR AWAY, then medical bills are going to be radically lower for Belmont teachers this month. Cipriani School was one of several schools to celebrate "Bring an Apple to your Teacher Day, and here

Cipriani first grader Jeffrey Johnson offers up an apple to teacher Caryl Taylor. It was a busy day for Ms. Taylor, who, in addition to the apples, received two grapefruit, an orange, and a pair of cookies.

—Charlie Hall



BEL. COURIER 2/23/77

## Advisor Group Established By Belmont Officials

An advisory group, to deal with "Alternative Uses of Schools," is being formed by Belmont School District officials which will include business, city and county agency experts, members of citizens groups and district representatives.

District officials have prepared a report to present to civic and business groups on how schools, or portions of them, can be adapted to community needs.

One such presentation has been scheduled for 3:30

p.m., Wednesday at McDougal School, 1405 Solano Drive Belmont.

"There are alternatives (to closing schools because of enrollment drops) but they must involve the community as a whole," Dr. Claude Turner, superintendent of the Belmont School District was quoted as saying in a press release.

For more information, call the district headquarters at 593-8204. The address is 2960 Hallmark Drive, Belmont.

# Negotiations Stalled,

BEL. COURIER 3/16/77

The fact the board of trustees for the Belmont Elementary School District rejected a proposed pay increase, binding arbitration and agency shop has made the Belmont Faculty Association unhappy, reported BFA President Donald Sharp.

Eight months have passed since the BFA first submitted its proposals for a new contract amount to delaying action on the part of the board and its negotiator, Burlingame attorney William Brown, Mr. Sharp added.

**'CALCULATED.'**

"We know the delay in negotiations has been calculated," he said.

At the March 7 meeting, the board rejected BFA's proposal for a 6.1 per cent pay increase, binding

arbitration and agency shop.

Instead, the board authorized offering advising arbitration, a new evaluation method, professional dues deduction on a voluntary basis, a new transfer proposal and to continue the present leave proposal.

Binding arbitration, which would allow a state-appointed arbitrator to reach a final decision with no possibility of appeal, was rejected because "the board is responsible to the public and the arbitrator is not, except in a general way," Supt. Claude Turner said.

"Employees should be able to work whether they belong to a union or not," Supt. Turner said when explaining why the board rejected the agency shop.

# Belmont Teachers Say

### DELAYS

Delays in negotiations have been caused because the board resisted the BFA's claim to represent all the teacher, making an election necessary.

Then, the Employee Relations Board (ERB) had to rule on whether the BFA represented substitute and temporary teachers.

Finally, Mr. Sharp said, Mr. Brown's hospitalization, has caused another lengthy delay.

Mr. Brown was out of town and not available for comment.

### NOT INTENTIONALLY

But Board President Dorothy Gay said the board had "no intention" of delaying the negotiations.

"No district could be more open about this than we are," Mrs. Gay stated.

### NO MONEY

But, the teachers will get "no money," she added.

However, according to Supt. Claude Turner, money for a four per cent pay increase was budgeted and is still available.

The average teachers salary is \$16,654, he said.

In a special meeting Last Friday, March 10, the 13 teachers authorized their negotiators Vince Cortes, Barbara Gingham, Sue Bassin, Paul Ternullo and Betty Peterson to seek outside legal help if necessary.

The BFA is prepared to go into "around the clock" negotiations, said Mr. Sharp.



SAN MATEO TIMES  
11/4/77

## Sequoia Ruling Told

# Carlmont Remains in District

SACRAMENTO (AP) — The state Board of Education says allowing the largely white San Francisco suburb of Belmont to form a new unified school district would promote racial segregation.

The board voted unanimously Thursday to reject a proposal that would have let Belmont voters decide whether to form the new district.

The unified district would have taken Carlmont High School out of the Sequoia Union High School District.

Of Carlmont's current 329 black students, all but 16 live outside the boundaries of the proposed new Belmont district, said the

state Department of Education staff.

The proposal would change Carlmont "from an integrated school to a predominantly white school," and impede the Sequoia district's desegregation efforts, the staff said in recommending rejection.

Most of the black students come from largely black Ravenswood High School in East Palo Alto, which was closed by the district last June. Its students have been dispersed to three schools in the district.

Proponents of the new district said some or all of the black students could continue attending Carlmont under a voluntary interdistrict agreement.

But opponents said there was no guarantee the voluntary pact would continue, and that in any case the black students would be "second-class citizens" because their parents had no voting rights in the district.

Backers of the defeated plan accused the state board of infringing on local control of schools, and also said they didn't believe assurances that the Sequoia district had no plans to close Carlmont.

Dr. Glen Haydon, chairman of the San Mateo County Committee on School District Organization, said refusal to accept the proposal "discriminates against education in

the name of social engineering."

Several Belmont parents who urged acceptance of the new district cited last week's racial fighting at nearby San Carlos High School that forced its closure for a day.

"This is proof that the Sequoia integration plan isn't working," said John Bolton, chairman of a Belmont citizens' group.

"We are responsible for the education of our children, not Big Brother, the state," he added. "We in Belmont are angry."

But another Belmont parent, Anne Palen, told the board that many parents in the area want desegregated schools and oppose the new district.

S.M. TIMES 6/9/77

## Belmont Schools Seek Mediation

The Belmont School District today agreed with the Belmont Faculty Association that an impasse has arisen in teacher contract negotiations and joined in calling for state mediation.

Notified by the district, the state Educational Employment Relations Board secured the appointment of state conciliator John Jaeger this morning.

Jaeger's office said he will contact the Belmont parties as soon as his schedule permits and undoubtedly arrange a meeting for mediation.

Teachers appeared at Monday's board meeting to discuss their problem and then declared an impasse in negotiations.

Some weeks ago, the BFA had declared an impasse but had been unable to secure state agreement, since district negotiators had continued to declare their willingness to negotiate.

The teachers have worked a year without salary adjustments as negotiations dragged on. The end

of the school year is a week away and district trustees currently are working on the budget, due by the end of the month.

Chon Gutierrez, president of the board of trustees, today expressed his disappointment in declaring the impasse.

"Education is viewed by everyone as a local matter," Gutierrez said. "Seventy per cent of the costs of education are funded and controlled by local taxpayers through their elected representatives on the school board; so, it follows that decisions relating to teacher contracts should be made by local representatives."

Gutierrez added: "Our negotiating team has been very willing to meet with the teachers whenever they have requested a meeting. We have hired substitute teachers so that faculty negotiators would be free to attend the negotiating sessions. We are very anxious to resolve this issue to the mutual satisfaction of all concerned."



BEL. COURIER 4/6/77

# Trustees Look Ahead At Future of Schools

By DEBBIE CUFFNEY

The Serrano-Priest decision, declining enrollment and local desegregation lawsuit are all matters the Belmont School District board of trustees will have to tangle with in the near future.

In talks with the trustees, all agreed it is hard to determine the monetary effects the Serrano decision will have.

Recently, the California Supreme Court decided that school districts must find some method to equalize the amount of money spent on each pupil, and State and school officials are currently working on a solution.

It is expected some districts, such as Belmont, will have to redistribute its money to pay for poorer districts.

## MOST IMPORTANT

Board President Dorothy Gay and trustee Stanley Roberts were unavailable for comment, but trustees Florence Settlemyer, Doug Emery and Chon Guittierez all spoke with this reporter on what they consider the most important issues facing local public schools.

The effects of the Serrano decision are still unknown but they "can be devastating" in a high wealth district like Belmont, said trustee Settlemyer.

## JUSTIFIED

All three trustees agreed the poorer districts need help and that the court order is "justified" and "proper" when "we set aside self-interest," Chon Guittierez stated.

Another factor which will be of great interest in the future is dropping enrollment.

Since 1968-69, enrollment has been decreasing in Belmont schools and Mr. Emery, board vice-president attributes this to competition with parochial schools.

## DECLINING MORALS

These drops "reflect parental dissatisfaction with the job public schools are doing," Mr. Emery stated, adding that most parents prefer the discipline given children in parochial schools to the "permissiveness" of public schools.

This permissiveness is "due to a decline in the country's morals," he added.

Mrs. Settlemyer and Mr. Guttierrez credited high property values which keep young families with children out of Belmont, as well as the Pill and an apparent trend for smaller families as contributing to declining enrollment.

## UNJUSTIFIED

And, on the topic of the desegregation lawsuit currently filed against every San Mateo County school district, all trustees spoken with felt it is "unjustified."

"I do not favor segregation but the district is not responsible for the conditions" which brought this (the lawsuit) about, Mr. Guttierrez said.

Mr. Emery went one step further and predicted that the suit will be overturned since it has "no solid legal grounds."

The trustees all felt the people of Belmont were pleased with their schools.

"We are doing a darn good job," Mrs. Settlemyer opined.

## Free Lunch Program Topic at Meeting

BEL. COURIER 4/6/77

Belmont School District trustees will take action April 18 on the Free Lunch Program, where the district will carry out a new requirement that they provide free lunches for students.

At the April 4 meeting, they debated whether it would be better to offer bag lunches or hot lunches.

Trustee Stanley Roberts did not attend.

All trustees seemed to agree that a bag lunch would be better.

According to Supt. Claude Turner, 30 to 40 students would qualify for the free meal.

Therefore, the trustees seemed to think, a bag lunch would not "single out" those children, according to trustee Florence Settlemyer.

Board President Dorothy Gay did express concern that the children would not eat all of the food provided, but added, in that case, "Boy, I'd just stick it down their throats."

## Definition Found

BEL. COURIER 4/6/77

Four Belmont School district employees will now be regarded as "confidential employees," as long as the district negotiated with the California School Employees Association for a new contract.

According to R.J. Boileau of the CSEA, the designation of the employees clears the way for recognition of the association.

Under SB160 and the laws of collective bargaining, employees

with access to information on negotiations should be designated as confidential.

Therefore, the superintendent's secretary, the administrative assistant's secretary, the personnel clerk and the payroll clerk were designated confidential.

The CSEA is seeking recognition as the bargaining agent for the district's classified employees, and until the recognition is given, will not submit demands.



# Viewpoint

BEL. COURIER 5/25/77

## Recent Survey Indicates 95 Per Cent Readership

Our recent readership survey shows, on the basis of over 2,400 postcards mailed back to us by our readers, that 95 per cent of the residents of Menlo Park, Atherton, Portola Valley, Ladera and Woodside read your Menlo-Atherton Recorder. Our company's San Carlos Enquirer hit the same percentage. Our Belmont Courier-Bulletin is read by 96 per cent.

We thank all the respondents.

This compares with 59 per cent who said they subscribe to the Palo Alto Times in our own trade area, and 53 per cent to the San Mateo Times and 48 per cent to the Redwood City Tribune in San Carlos and Belmont.

The 2,400-plus postcards returned were filled out and mailed back to us with no incentive other than prepaid postage. No story was printed in any of our papers calling attention to the survey cards. The percentage of returns was thousands of times larger than national opinion and election sample polls, which have proven over the years to be accurate within one or two percentage points.

The survey was conducted for us by Christopher Mead Smith, a graphic arts consultant and Stanford MBA doing business in Los Altos for many years.

We had never met him before he did a survey for your Recorder only in 1975, in which we reached by mail and phone more than 10,000 homes. The readership percentages with that huge sample did not change after the first few hundred responses were tallied by Smith. They were also practically identical to the percentages on your Recorder's readership this year.

Our results were obviously pleasing to us and are due to the high calibre of the 100 employees of Nowels Publications and their dedication to excellence. We congratulate every one of them.

The returns may be inspected by any reader or advertiser at any time. Just call us at 326-5580 for an appointment to review them.

-RWN

## Board Was Wrong

When the Belmont School District Board of Trustees met Monday, May 16, what had been thought of as a regular agenda item was conspicuously absent: that of public comment.

Considering that the meeting was one of the best attended in a year—the room was so packed that many in the audience were forced to stand—and that the main agenda item, a statement on teacher-district relations by the Belmont Faculty Association's chief negotiator, was sure to draw widespread comment, the deletion of any opportunity for the public to speak was nothing short of remarkable.

The explanations for the elimination of any public comment period have been as mysterious as the elimination itself. Several representatives of the board and district have suggested that public comment was cut off out of a fear that the practice was illegal, in that a member of the public might bring up a topic that hadn't been listed on the agenda and thus force the board unlawfully to discuss business without giving the public advance notice. Another has noted, that, after all, very few people had ever used the public comment period, anyway and that it was frequently an "awkward period."

—Such explanations might be satisfactory to the school board, but they are unlikely to mollify anyone in the standing room audience who wanted to comment on the quagmire between the district and teachers who felt he or she was being silenced by the board's action.

—And, indeed, they have every right to be dissatisfied. Perhaps, as has been said, the decision to eliminate a period for public comment was made well before it was known that the BFA would address the school board, but are we to believe that the board couldn't have reversed its decision once it found the teachers would address it?

—Perhaps the board members truly were afraid the public comment session was illegal and feared, as one member suggested, they might be sued if they used it last Monday night, but this is even harder to swallow. As a regular practice the Belmont City Council, Planning Commission, and Fire District all have an agenda item for either public comment or additional business and none have felt the fear of a lawsuit. Under the circumstances, it is more plausible to suggest that the board was more afraid of comments from citizens present at the meeting than of lawsuits from citizens who were absent.

—Even granting the school Board's sincerity, its attempt to eliminate any opportunity for public comment on the progress of negotiations and between teachers and the district was politically stupid and generated unnecessary bad feelings. This paper hopes the Board clears up any doubts it might have regarding the legality of the public comment period immediately and never again give cause to doubt that it wants to hear the public speak.

—CH



# Views Collide at

The Belmont Faculty Association's chief negotiator presented the teachers' views to the Belmont School Board Monday night, and her talk was followed by an exchange between teachers and parents that frequently grew heated.

Ms. Sue Bassin, a P.E. teacher at Ralston and chief bargainer for the group's view that the district had been dragging its feet before a standing room audience.

"There's been a total circumvention of the law and it's being done on purpose," charged Ms. Bassin, who said the Board had not bargained in good faith as mandated by the 1976 Rhodda Act.

Ms. Bassin charged the district with taking excessive lengths of time to respond to association proposals during the negotiations.

Citing negotiations regarding the status of temporary teachers, Ms. Bassin complained, "On March 7, you said this was totally out of the scope of the negotiations, even though the law says very clearly that it is within the scope. Then on April 4, you said it was within the scope but that you had to work out the language of your response.

Finally, on April 29, the day we asked to declare impasse, we got a response that was three sentences."

"What I want to ask is why did it take one year to get three sentences," Ms. Bassin asked.

Ms. Bassin also repeated her association's appeal for better wages and fringe benefits, a system for resolving grievances between faculty and the district, new evaluation and teacher transfer standards, and guidelines for student discipline.

Ms. Bassin also lambasted the district's hiring of attorney Bill Brown as its negotiator.

"Bill Brown has come in from the outside; he doesn't know our problems. He has a record that doesn't speak well for him," charging that in Sunnyvale and Cupertino, where Mr. Brown has previously negotiated, "the teachers had to go on strike to get a settlement."

She also called his hiring a waste of money. "That man has made \$3,465 to get agreement on one item. I say that I am a very rational person, and that the association is rational. I think we can work it out and don't need Bill Brown to tell us how."

# School Board Meeting

The remark drew heavy applause from the audience. Ms. Bassin also invited members of the Board to observe actual negotiations.

Following Ms. Bassin's talk, Board President Chon Gutierrez tried to move quickly to the next agenda item without public discussion, but pressure from members of the audience, many of whom were angered that no time had been put on the agenda for public questions and answers, persuaded Mr. Gutierrez to allow a period for informational questions from the audience.

For half an hour, the public questioned the board, often lapsing into commentary. Many were angered by delays in the negotiations, which began in May, 1976, and by Mr. Brown's role.

One man criticized the hiring of any representative at all. "Other neighboring districts have picked local administrators. It seems less costly and more effective than Mr. Brown."

Many parents were also angered by their inability to do more than ask informational questions. After being told that public hearing was formally closed until the district

and teachers reached a tentative agreement, several parents called for more immediate public discussion of the breakdown in negotiations.

"A lot of parents would like some input," noted Frank O'Neill, "and we feel passed over. We had hoped tonight to have some input. Now it seems there won't be any."

The meeting was the first between the district and the teachers following a ruling by the state Educational Employee's Relations Board that it would not send in a mediator in an attempt to resolve the dispute.

Following the meeting Brence Davis, President of the BFA Criticized the Board's lack of willingness to hold any discussion.

"I was really disappointed. It confirmed my suspicions that they don't fully know what is going on," Mrs. Davis said.

Two board members, Board President Chon Gutierrez (Please turn to page 2)

## School Board

and former president Dorothy Gay defended the board's decision to refrain from public discussion.

Mrs. Gay said the Board eliminated what has been a customary 15-minute question and answer period out of a fear that by introducing new material at a meeting without prior notice, the practice might be illegal.

She said the board first became aware of a possible illegality at least a month ago and chose Monday night's meeting as the first one to suspend the practice.

Mr. Gutierrez said he had no intention of taking up the BFA's invitation to observe negotiations. "Once you appoint a negotiator, you let him go and don't sit in and watch him.

Mr. Gutierrez also defended Mr. Brown. "I think he's an effective negotiator. If he weren't, do you think the teachers would be going after him," he asked.



## School Board Passes Budget

BELMONT COURIER 8/10/77

The Belmont School Board approved a \$4,991,282 budget Thursday night, enabling a \$.71 reduction in the district's tax rate for the coming fiscal year.

The board also heard a brief statement from Belmont Faculty Association president Brenc Davis, expressing

her disappointment at the slow contract negotiations between the district and the association, and discussion of a possible school in Redwood Shores.

The budget approved by the board calls for a reduction in spending of \$271,000 from last year's budget, the bulk of the reduction in costs stem-

ing from a greatly lessened debt owed to the state school building apportionment.

The district owes only \$101,330 in this, the final year that the district owes money to the state. Over the past three years, the district has paid a total of almost \$1.2 million.

Significant reductions were also made in teachers' salaries, anticipated to be \$41,000 less than last year, and in the area of contracts, rents, and leases, where district spending will be \$32,000 less than the past year.

### INSURANCE UP

Spending will increase the most in the areas of insurance—up \$28,000—and workers' compensation, up \$16,000.

Belmont School Superintendent Claude Turner emphasized that Belmont taxpayers will not benefit from the full reduction in the tax rate, since the assessed valuation of homes, on which the final tax bill is based, has shot upward so greatly in the past year.

"Not all of the reduction will result in dollar savings, but it will be a substantial savings," he said. Last year's tax rate for the district was \$1.86 per \$100 of assessed property value.

Board members engaged in minimal discussion before passing the budget, but they did field numerous questions from the audience before they voted.

### QUESTIONS ASKED

Diane Quiery, a seventh grade teacher at Ralston, asked what had happened to money that the district

had offered in a proposed pay raise to teachers last December, which the teachers rejected. Ken Weston, the district's Business Manager, told her the money had been shifted to the district's reserve fund.

School Board Chairman Chon Gutierrez declined to answer a question from Vince Cortese, a teacher at Fox school, about the expected impact of legislation pending before the state legislature which would reduce the district's operating revenue. "You would need a glass ball," said Gutierrez.

Sue Bassin, a P.E. teacher at Ralston and the chief negotiator for the BFA, asked Weston the extent to which legal fees had risen since the district hired attorney Bill Brown to help represent the district in its negotiations. Weston replied that the district anticipated legal fees for the coming year would increase greatly over the roughly \$400-\$500 in previous years.

### BOARD CHIDED

Following the budget's approval, BFA President Brenc Davis complained of what she termed shabby treatment from the district and suggested that teachers might not give the full services they've performed in the past until a contract is negotiated.

"We feel we've been treated as second-class citizens," said Ms. Davis. "We deserve and have

earned better," she commented.

"I'm certain nobody wants school to start in September without the full support and participation of the teachers," she added.

In other business, the board and public discussed at length a possible grant which would enable the construction of an elementary school in the Redwood Shores area.

Dr. Turner stated that the district is expected to learn within 60-90 days whether the district receives any or all of a \$1,162,000 federal grant. Redwood City and the Redwood City school District are also competing for the grant, he noted, adding that if Belmont receives the money, it

would be in a position to start construction on a six to eight room school in Redwood Shores.

### BIRTHS RISING?

Dr. Turner explained that demographic predictions indicate that the birth rate, which has declined since the late sixties, will surge again in the mid 1980's, and that any new growth in the district will probably occur in the Redwood Shores area.

He added that with construction costs rising chronically, the district would be wise to use any federal grant to build the new school now. Should the district receive any money, it would have to begin putting it to use within 90 days.

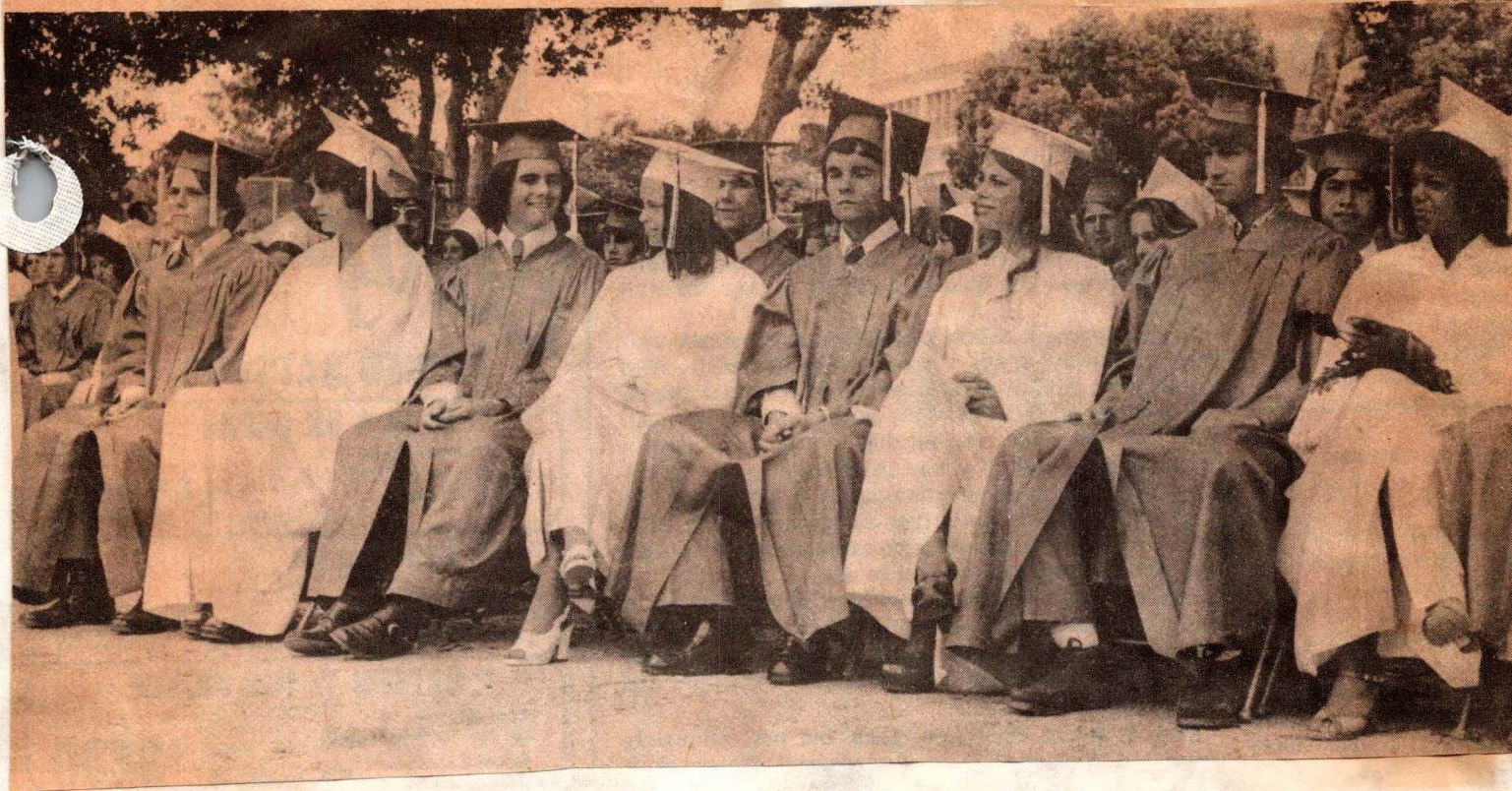
Several audience

members were critical of the plan. "Why should we build another school when student enrollment has been going down," asked one woman, while Floyd Sampson questioned whether the new construction made economic sense.

Several people in the audience expressed concern that if a new school is approved, then the board won't use insurance money it will receive in order to rebuild the four class rooms that were gutted in the fire last May at Fox School.

Gutierrez said that money from the Fox Fire might go to a new school, but that the two construction projects aren't necessarily connected.





## A Fond Farewell For Carlmont '77

**SCENES FROM** the ceremony: (clockwise, starting in the upper left) students listen "attentively" to one of the speakers; a student waves a fond farewell; another embraces her mother following the ceremony; Michelle Massing delivers the Valedictory; and the Class of 1977 files out solemnly. Senior President Nancy Theurer also spoke at the ceremony, whose theme was the "Times of Your Lives."









# Carlmont High Gradu

Carlmont High School celebrated its 23rd commencement ceremonies Friday with Dr. William Craig, principal, officiating at his last graduation there. He will be transferring to Woodside High School in September. Michelle Massing was valedictorian. Graduates were:

Kim Adamis, Michael A. Afendakis, Kenneth L. Albers, Lisa Hillevi Albertson, Lisa Patricia Albuschkat, Lisette Eunice Alonso, Michael Alvis, Patricia Ann Amos, Dorothy Anderson, Roger Anderson, Mari Anzen, Michelle Artoux, Mary Eileen Asmus, Joseph Atencio, Georgia A. Athanasiou, Martine Louise Atkinson, Larry Au.

Bruce W. Badger, Terry L. Baker, Catherine Balanon, Delphine Baldwin, David A. Baldi, Jeff Brian

Barnes, Fred S. Beiner, Lissa A. Bell, Jeffrey Scott Bennett, Craig Bercau, Lisa Anne Biggs, James J. Birkenseer, Gary Birrer, Marc Callahan Blackman, Laura Blodgett, Lisa Marcella Bluford, Leo Bobadilla, Lauren Ann Boido, Andrew S. Bonk, Matthew Booker, Gene Phillip Brame, Bob Brandt, Hilary Ann Brown, Margaret L. Brown, Scott Michael Brown, Scott Richard Brown, Walter Francis Brown, Sandra Bry, Ronald Phillip Bryant, Lawrence James Bucka, Christopher B. Bundy, Kimberly Ann Bunyan, Eileen Marie Buttignol, Patti Bynum.

Tony Callaway, Dennis Campi, Frank Caravas, Kurt A. Carlson, LUAnn Carlson, Nadine Carroll, Wendy Caspe, Rae Aileen Castillo, Clare Cattarin, Kenneth Steven Chainey, Vickie Chan, James Lee Chelossi, James Chesser, Peter P. T. Chow, Carol Ann Churchill, Steven John Cichy, James M. Clark, Douglas Clevin, Denise Rose Coffin, Cynthia E. Cohn, Dave E. Collins, Michele Collins, Paula Collins, James Walter Cooper, Denise Ann

Cosgrave, Craig Lee Courchaine, Ray B. Cox, Douglas P. Crawford, Jonathan Crawford, William Crawford, Mary Frances Crusick, Colleen Patricia Cupp, Roy Dwayne Curry, Dawn Marie Cutler, Michael Philip Cutler.

Craig Dahlheimer, Denise C. Daley, Cedric Leroy Davenport, Jonathan Adam Davies, Carol Davis, Harold D. Davison, Jr., Carrie Anna Dean, Scott Robert Debenham, Laura Manae Decker, Janis de Hales, Catherine Ann Dei Rossi, Diane Michele Della Santa, Karen L. Del Secco, Prescott James Dempster, Steven Philip DePalma, Patty Derritts, Carol Sandra Deubert, Diane Annette Dickson, Lori Dixon, John Dodson, Theodore G. Donaghue, Mary Kathleen Donohue, Alan Lloyd Douglas, Gary B. Dowden, Arnold Edward Downes, Taylor Edward Downes, Jr., Courtney Dupre, Constance Dvorak.

Dave Ellison, Richard Paul Engdahl, Dea Janning Engelhart, Oletta Fay Engelhart, Carol Anne Errington, Donald Duane Escobosa, Steve Espinosa.

Pamela Fabbri, Sally S. Faber, Mollie Anne Fagan, Bob Farris, Louis Fasman, Nora Lee Fasshauer, Karen Marie Ferrera, Donald Charles Fields, Joseph Charles Finetti, Barbara Fisher, Rosemary Flaherty, Gerald Anthony Flynn, Cathy Lee Folanini, Joanna Forbes, Raymond Victor Formanek, Bernard Franklin, Catherine Frantz, Terri Lynn Freeman, Beverly Ann Fuller.

Jeff Gammill, Peggy Ilica Garland, James M. Garner, Jeff Gee, Cynthia G. Geffen, David Allen Gerke, Michael Giorgi, Julianne Giusti, Michael Goggiano, Michael Steven Goldstein, Sarah Lynn Grantz, Lori Ann Grech, Robin Mary Griffin, John Joseph Guastavino, Denise Gutierrez, Jonathan Gutoff.

Denise Marie Hafiz, Ronald Glenn Hales, Barbara Hall, Kenneth M. Hall, John Brennan Hannon, Tammy Harding, Brian Hardie, Tamara Lynn Hardie, Michele Kathryn Hartman, Christopher Kurt Hartmann, Janice Hassett, Robin Heft, Catherine Long Heartsner, Terry A. Hedlund, Janet Heidsiek, Greg Helms, Richard M. Hersh, Martin Hester,

Tuesday, June 21, 1977 THE TIMES San Mateo—17

## Graduation Held on Friday

Robin Hicks, William Russell Hicks, Christopher Hiller, Mitra Hirsra, Sharon Hollen, Nancy Holm, Cynthia Anne Holmberg, Kyle Derek Hoover, Arthur Hornbrook, Jeff Hornbrook, Shari Hughes, Steve Humeny, Cynthia Louise Hummel, Geoffrey Richard Hunnicutt, Leslie Anne Hunter.

Kelly Ingraham, Daniel Izumi, Karen Lea Jacobsen, George Janigan, Suzanne Jeffery, Michael J. Jessup, Dave Albert Jewett, Jody Johnson.

Nicholas Karpenko, Roxanne Kelly, Ron Kenyon, DeNavar Ketchens, Melanie Lynn Keyson, Param Khanna, Christopher J. Killian, Thomas Kim, Daniel John Kirby, Toni Knox, Lori Ellen Kolodzik, Cassandra Kolto, Carol R. Kronmiller, Carol J. Kueffer.

Alfred Lam, Jim Lamantia, She-maria Lamb, Bruce Lambert, Richard W. LaPlante, Scott Larkin, Scott Larson, Eric Robert Last, Linda J. Laterza, Kevin Hunt Laub, Steve Edward Lawrence, David Lee, Monica Renee Lee, Kathryn Jeanette Leithold, June B. Leong, Jon R.

Lewis, Nancy C. Lippmeier, Karen M. Loo, Kathrine Lorimor, Jim Edward Love, Robert David Lowe, Theresa Lynne Ludlow, Monica Luzzi, Sandra Lyon.

Bruce Robert MacCoy, Dear Machado, Ross MacIntosh, Mary E. MacLennan, Afsaneh Maffi, Gregory Mandanis, Laurie Elizabeth Manfredi, Jessica Mantoani, Judy Maranta, Steven Harry Maravalias, Faye Mark, Melissa Marker, Lawrence Steven Martin, Patrick E. Martin, Michelle Stephanie Massing, Alan Masters, Denise Mathews, Arne Mattsson, Elizabeth Mayfield.

Daniel J. McAtee, Loretta McCa-pin, Michael Edward McCollum, Diane Louise McCrary, Enid Marie McGee, Gayle Rita McGinnis, Way-mon Leon McKitric, Kathryn Lynn McVean, Kimberley Ann McVean, Sandra Meitrott, Emilia Mendoza, Robbin Annette Menicutch, Laura Menschel, Paul Merrill, Peter Martin Meyer, Zoe Michaelides, Byron Miller, Cheryl A. Miller, John G. Mitchell, Nadine Elena Mitchell, Cynthia Louise Molitor, Eric James Morris, Mary Therese Morrissey,

John G. Murphy, Jr., Robin Murphy; Mariam Nagattli, Bryan Nagel, Lori J. Naslund, Renee Veronica Nee, Patricia Irene Nelson, Laurie Newton, Bradford D. Nickel, Cindy Niehuis, Joseph Niehuis, Kurt W. Nilsen, Tracie Lynne Nixon, Daniel E. Norris, Brad Nutter, Lisa Ann Nuuhiwa, David Nystron;

George Donovan O'Brien, Mark O'Brien, Elizabeth Ann O'Conner, Cynthia K. Osaki, Jennifer Otto;

Donna Lynn Papangelin, Stephen V. Pappa, Dana Marie Parker, Andrew Patterson, Laura Payne, Robert John Pent, Karen Renee Perich, Jane Perkins, Doug Perry, Nathaniel Perry, Barbara Rose Phillips, Stephen H. Polenz, Ryan Powers, Elizabeth Prieto, Catherine Barbara Pulf;

James J. Raptis, Lance E. Rasmussen, Bridgette Rast, Julie Ann Ravella, Patricia A. Regalado, Darlene Louise Renshaw, Beth Retchless, Lauraige Ann Richmond, Bernard J. Riedel, Cathleen Riley, Mark Roberts, Lauris Robertson, Charles Nelson Rockwell, Judy Ann Rothermund, Lynette Rovere, Cath-

erine Roy, Karl David Royer, Cheryl Ann Running, Tamara Lynn Russell; Margaret Sakelarios, Richard Wayne Sampson, Stephen Sanchez, Margaret Madeline Scales, Karen Alene Schappert, Galen Schmidt, Christine Schuurman, Blane C. Schwab, Rochelle Sarah Schwetz, Jeffrey Scott, Claudia Jean Scoville, Cynthia Alice Sea, Mike Seaton, Clare Evelyn Seely, Jeffrey P. Sensiba, Richard Lee Sentman;

Karen Shane, Jill Evon Sharper, Odetta Marie Shepherd, Mike Joseph Shipley, Brian Roderick Short, John Charles Shrank, Kevin Bruce Silliman, Shelly Joyce Simons, Aileen Sirstins, Keith Skirrow, Andy Smith, Kristine Jo Somerville, Arthur Soriano, Monique Sumette Spizzo, Sherrie Lynne St. Clair, Joanne Stapleton, John Stathopoulos, Mark Stephen, Cherie Stephens, Joanne Steuwer, Karen Stevens, Lisa Helen Stewart, Deborah Ann Stone, Deborah Stoner, Christopher Alan Stovall, Thomas F. Strauss, Margon Lynn Student, Steve Sturmer, Mark Douglas Suda, Gayle Elizabeth Sullivan, Kenneth R. Sundem, Mary Evelyn Sungail, Stacey Swanson;

Victor Tarahteef, Laura Taylor, Martha Jane Teran, Nancy Jeannine Theurer, Henry Thomas, Rosemary Thomas, Perry Thoorsell, Michael Gerand Thornton, Walter Tingley, Lynnel Anne Tiscornia, Christian Torp-Pedersen, Carolyn Tsuji, Douglas Lee Turner;

Don Van Creveld, Eric Van Leeuwen, Scott W. Varady, Sandy Gail Vickers, Susan Eileen Virositko, Johann C. Visvallingham;

Joi Wade, Roberta Joanne Wallace, Sandra Jeanne Wallace, Robert J. Warman, Steven L. Webber, Bret Webster, Alison Marie Whitney, Elizabeth Whitty, Raynold Robert Wieand, Ronn William Wik, David W. Wilkins, Margaret Ruby Wilkins, Dejeana Marie Williams, Pamela Jean Williams, Malcolm Wilson, Stacey Wilson, Colleen Wong, Michael Mark Wong;

John Frederic Yates, Michelle Ann Zender, Kendall Zollinger.



BEL. COURIER 4/6/77

# Trustees Approve Sequoia School 'Teams'

New administrative teams for the five high schools of the Sequoia Union High School District won the unanimous approval of district trustees last week.

The names were announced by Supt. Harry Reynolds at a special meeting of the trustees. The teams, including a principal rotation which had earlier stirred considerable opposition are expected to facilitate increased emphasis on instruction.

The new teams are expected to take over July 1.

In submitting the names to trustees, Dr. Reynolds observed, "Although it may appear that the team at any particular school is stronger or weaker than that at another school, I feel comfortable that the new teams will be able to effectively carry out the

tasks I have outlined for them."

The new administrators, with their present school assignments, are:

To Carlmont: Douglas Murray (Menlo-Atherton), principal; Marcia Mahaffey (Menlo-Atherton), instructional vice principal; John Ott (Carlmont) and Ben Steffens (Sequoia), administrative vice principals.

To San Carlos: Richard Genasci (Sequoia), principal; Jay Polon (San Carlos), instructional vice principal; Jean Hamilton (San Carlos) and George Dragan (Sequoia), administrative vice principals.

To Woodside: William Craig (Carlmont), principal; Malcolm Taylor (Woodside), instructional vice principal; Millord

Gradiska (Woodside) and Nathaniel Brooks (Woodside), administrative vice principals.

To Menlo-Atherton: Fred Mangini (San Carlos), principal; Charles Men-

doza (San Carlos), instructional vice principal; Earl Walker (Menlo-Atherton) and Fran Ferry (Carlmont), administrative vice principals.

To Sequoia: Fran Hut-

chinson (Woodside), principal; Peter Newton (Sequoia), instructional vice principal; Bernice Stewart (Carlmont) and Ken Noceto (Woodside), administrative vice principals.



YOUNGSTERS ATTENDING Belmont District Schools will have an opportunity to meet Geraldine and Daisy Mae, a live cow and calf, as part of the Dairy Council of California's mobile dairy classroom program this week when the mobile visits city schools. The program is designed to teach children about the

anatomy of cows and how milk starts on the farm and winds up on their tables at home. Schedule for the mobile is as follows: March 17, Barrett School; March 18, Central School; March 21, Cipriani School; March 22, Fox School; March 23, McDougal School; and March 24, Nesbit School.

BEL. COUR. 3/16/77  
**Board Seated**  
Belmont School District trustees Dorothy Gay, Chon Gutierrez and Stanley Roberts will officially begin another four-year term effective April 1 after running unopposed for the three open board seats.



*S.M. TIMES 8/5/77*  
**Belmont Cuts School  
Tax Rate by 71 Cents**

The Belmont Elementary School District trustees Thursday night approved a \$4,991,282 budget for the coming year, lower than last year's by nearly \$200,000. It was estimated it could mean a 71-cent reduction in the schools tax rate, considering reassessment of property valuations.

Also causing the reduction, officials said, is that the present fiscal year will conclude payments being made on school construction under a state school building aid program. Last year the district paid \$429,000 and this year \$101,000 in the program.

No action was taken on a continuing dispute over teacher salaries and benefits currently in a fact-finding situation under a state mediator.

The board did hold an

executive session for a report by Dr. Claude Turner, superintendent, on progress and further instruction by the board.

Trustees pointed out that the district is held at its revenue ceiling by state law and thus cannot vote any more money than was voted Thursday due to declining enrollment and other state policies.

Part of Belmont's actual tax revenue will be sent by the state to less affluent districts for use in their schools.

Belmont Faculty Association president Brencé Davis addressed the board expressing concern about the negotiations. She indicated frustration on the part of the teachers with communication between faculty and the board.

There was no comment from the trustees, who are  
(See Page 8, Column 5)

*S.M. TIMES 8/5/77*  
**Belmont**

(Continued from Page 1)  
leaving the matter to the negotiating unit.

Mrs. Davis also discussed the fact-finding process. She indicated it would take time.

The trustees voted to include instructional aides in the classified bargaining unit. They are represented by the California School Employees Association.

The administration reported that the City of Redwood City has endorsed a district application for \$300,000 in local public works funds to help build the first increment of the Redwood Shores School, which can begin within 90 days of the receipt of the money from the federal government.

The school is to be built on Dory Lane in Redwood Shores and will be the first school to be constructed in that area.

Whether the federal government will approve the grant, however, remains to be seen. It has set aside \$1,100,000 for projects in the Redwood City area.

*BELMONT COURIER 6/22/77*  
**Programs Funded**

Sequoia Union High School District trustees last week voted to accept grants for two programs which will be carried out in district schools.

The first, funded by the state office of criminal justice planning, will provide about \$260,000 for five "street-worker" counselors who will work with troubled students at San Carlos and Carlmont High Schools.

The second grant, a \$175,000 fund package provided by the federal Women's Educational Equity Act, will attempt to train district personnel in nondiscriminatory counseling of women students in the schools.

According to John Gomez, Sequoia district human relations director, the five street workers "will be community people with street savvy" and will probably come from East Palo Alto or Redwood City.

They will work with young people with serious difficulties, he said, both at home and at school, and will be based in the counselors' office at the two schools.

Primary goals of the counseling project are to teach decision-making skills and to encourage women students to consider all career alternatives.

In addition, the project will meet the education code mandate which requires affirmative action by counselors to help students explore careers and courses which are nontraditional to sex roles.

The project will also involve the San Carlos Elementary School District and California State University, Hayward. The university will provide counseling interns to assist with the program.

*S.M. TIMES 10/10/77*  
**Advisory Unit  
For Belmont**

The first district advisory committee meeting of the 1977-78 school year in Belmont will take place at 3:45 p.m. Oct. 11 at Central School, Belmont, hosted by the Central School Early Childhood Education Committee.

New members will be introduced. Revised by-laws and procedures will be discussed and ECE members will explain high points of that committee's program. The meetings are public.



BEL COURIER 3/23/77

# Committee Moves for Action

The San Mateo County Committee on School District Organization, often accused by its critics of inaction in the face of pressing educational problems, last week voted unanimously to act.

After a spirited two-hour debate, the committee voted to "formulate a plan of action with the expectation of identifying specific problems facing one or more districts in the county and then proceed with specific studies for identifying one or more areas for concerted study."

The decision was promptly castigated by a member of the three-person audience, Ruth O'Shea, president of the Mid-Peninsula Task Force for Integrated Education.

"I am shocked and amazed to come tonight and find you arguing over a resolution to study the problems (in the south county)," Mrs. O'Shea declared.

A proposal by member Anne De Carli to formulate a desegregation plan for the south county had been turned down earlier with committee member Wilbur Frye of Pacifica commenting that "That's a social problem, not an educational problem."

A motion by Mrs. De Carli to "undertake a study of declining enrollment, financial and ethnic problems with a view to improving the quality of education" in San Mateo County, likewise could not muster support from a majority of the committee members.

"I don't think it's a function of this committee to improve the quality of education," said member

Douglas Emery of Belmont.

## A WARNING

Earlier, committee members had heard a warning from George Chaffey, retired superintendent of the Sequoia Union High School District, that the state may step in and reorganize San Mateo County school districts if local agencies do not act.

"I see the legislature redesigning the district, as more and more financial responsibility goes to the state," Mr. Chaffey declared. "The opportunity for this committee is limited."

The committee also received pressure in the form of a letter sent by Redwood City trustees to the San Mateo County Board of Education. The committee received a copy.

The Redwood City trustees expressed "lack of confidence" in the county committee, and urged that the county board of education "either assume the responsibilities of the county committee or issue guidelines to that committee."

"We will get more letter as the (financial) screws get tighter," Mr. Emery commented. "It's the nature of the public organizations to look to other public organizations to take them off the spot."

## FUNCTION

At issue was how the committee should approach its function, which is to "study and make recommendations" on reorganization of school districts—primarily unification—to the state board of education.

The loose phrasing of the state education code

permits the county committee either to initiate reorganization plans—as many have urged the San Mateo County committee to do—or to act on those which are pre-packaged and submitted to it—as was the case in the recent unification attempt in the Belmont Elementary School District.

That unification, approved by the county committee, was turned down unanimously by the state board of education.

"The county committee has always had the right to initiate studies if they want to," says Dr. Myron Schussman, the county's deputy superintendent of schools.

## 'NO OBLIGATION'

But, member Dr. Donald Smith of Atherton said, the committee "has no obligation to submit any plan for district reorganization. It has an obligation to respond for a request for a study if (the request) is signed by 10 per cent of the population."

The committee took no action on a suggestion by Dr. Haydon that school board trustees be invited to attend county committee meetings, and that the county office of education be asked for suggestions on areas they might study.

Dr. Haydon said after the meeting, however, that he will write letters to the various districts, and will invite them to attend future meetings of the committee.

# Business-as-Usual

BEL COURIER 5/18/77

# Returning to Fox

A week after the big fire, school is operating very near a back-to-normal basis at Fox, according to a district spokesman.

The Belmont School District office has received offers of assistance from neighboring school districts, from the College of Notre Dame, where Sister Katherine Cunningham has indicated any assistance needed can be counted upon, Immaculate Heart of Mary, the Masonic Lodge, the YMCA.

The district has also taken advantage of assistance from the San Carlos School District.

All students already have full program offerings, although minor problems with textbook supply and bus

transportation are being experienced according to the district.

Gratification has been voiced by the district for the job done by the Belmont Fire Department and assistance from the Belmont Police Dept. Department.

Salvage crews are removing useable or repairable furniture and equipment from the burned building. Planning is now going forward for the demolition work that is required, as well as for the school's reconstruction.

Volunteer crews of parents, arranged by the Fox PTA, have been cleaning furniture and salvagable books. The district has hired extra

(Please turn to page 4)

BEL COURIER 5/18/77

# -Fox Rebounds-

(Continued from page 1) teachers to support supervision and instructional efforts of the regular staff.

The cause of the fire remains under investigation. The estimates of damage are unchanged (roughly \$700,000).

In a statement last week, Dr. Claude Turner, Superintendent of the

Belmont School District, thanked teachers and parents for their response to the emergency.

Dr. Turner noted that the students, staff, and parents were exceptionally cooperative.

A special meeting of the Board of Trustees was held on Tuesday, May 10th to formulate plans for the reconstruction of the building.



# Several Basic Issues in School

*BEL COURIER*  
7/27/77  
Over the past several months, the halting negotiations between the Belmont Faculty Association have gained increasing publicity.

The first tentative proposals from the faculty association were presented over a year ago, although active negotiations have only begun much more recently. The negotiations come at a pivotal time, since it is the first time under California State Law that teachers can bargain collectively, and many teachers are pressing for items they consider long overdue.

At the same time, due to another major legislative shift, Belmont's revenue is likely to decline in the next few years, making the district unusually cautious about granting a salary boost.

The negotiations have been caught up on several points of contention, most of which have proved confusing at times.

In an effort to clarify some of the stickiest issues, the Courier will publish a three-part series exploring some of the items being discussed.

The series will include the teachers' position, the district's position where it has been stated, and, where appropriate, explanatory comments from the Courier.

It should be noted that the faculty association is far more willing to discuss its negotiating positions publicly, while the district from the start has tried to refrain from discussing its position except at the bargaining table. Therefore, the association's positions will be stated far more elaborately.

In the first part, the series will discuss two issues, the teacher safety issue, and salary and fringe benefit adjustments.

## Salary and Fringe Benefit The Association

There has been no change in the association's position stated on April 20. It included:

Salary: A \$1,500.00 per employee—one time only compensation for the 1976—1977 school year. An improvement on the base salary schedule of 1975—1976 in the amount of 8 percent per year for 1976—1977 ad 1977/1978.

Fringe Benefits: Full medical coverage for employee and dependents, paid for by the district. — Reinstatement of full service dental coverage for employee only, paid for by the district.

The BFA's for employee only, paid for by the district.

The BFA's proposal seeks to continue the past practice of the district in the area of fringe benefits by requesting district provided medical and dental.

Currently, employees have been contributing \$15—\$35 per month toward the cost of medical insurance as a result of increased rates not assumed by the district in 1976 and 1977.

According to the BFA, present dental coverage is providing less than the full service we were provided in the past. The district is willing to absorb increased costs of full coverage resulting in limited coverage at 1976 rates.

The BFA proposal would bring teacher dental benefits into parity with coverage that has been and is currently being provided to administrative and classified employees, according to the organization.

The teachers' last salary increase was in 1975—1976.

The one-time dollar compensation would

represent an increase for 1976—1977.

Salaries in the past several years have fallen approximately 20 percent behind the published Bay Area cost of living index inflation figures, the association charges.

An 8 per cent per year cost of living adjustment made in the 1975 salary schedule would bring teachers' actual buying power nearer the level experienced before the inflation rate rose far more quickly than salaries were adjusted.

While the state requires that at least 60 per cent of the district budget be for teacher compensation, Belmont has failed for several years to spend that amount, according to the BFA.

higher priorities in spending include the addition of an administrative position, in a time of teaching staff reduction; the employment of a legal consultant as negotiator at \$55 per hour; a disproportionate amount spent neighboring districts, with over \$15,000 again budgeted for legal services, communications and publications, the Association has charged.

The district, because its revenue is likely to be reduced in coming years, has been cautious in its proposed salary adjustments.

The district offered last September to raise teacher's salaries by three per

cent. The district is currently offering a 3.5 percent salary scale adjustment.

District officials have estimated that the BFA salary demand, if granted as is, would cost the district \$600,000 and reduce current programs and services by as much as 15 per cent.

## Teacher Safety The Association

Following are some portions of the initial BFA proposal on teacher safety which, except for occasional changes in language, the association is still seeking:

1. Written description of rights and duties of all administrators and teachers with respect to student discipline, including the use of corporal punishment and the rights of suspended students.

2. A teacher's use of reasonable force as is necessary to protect himself from attack, to protect another person or property, to quell a disturbance threatening physical injury to others, or to obtain possession of weapons or other dangerous objects upon the person or within the control of a pupil.

3. The Board shall give full support including legal and other assistance for any assault upon the teacher while acting in the discharge of his duties.'

4. If criminal or civil proceedings are brought against a teacher alleging that he committed an assault in connection with his employment, such teacher may request the Board to furnish legal counsel to defend him in such proceeding.

5. The Board shall reimburse teachers for any loss, damage, or destruction of clothing or personal property of the teacher while on duty in the school, on the school premises, or on a school-sponsored activity unless such damage is due to negligence by the teacher.

6. The Board shall reimburse a teacher for the cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of his employment.

(cont. on back)



# Talks Remain

*BEL COURIER*  
proceedings are brought against a teacher alleging that he committed an assault in connection with his employment, such teacher may request the Board to furnish legal counsel to defend him in such proceeding.

*7/27/77*  
**THE DISTRICT**  
The district's initial position regarding the teacher safety issue was that it was out of scope, that is, that it was not an appropriate issue for collective bargaining.

5. The Board shall reimburse teachers for any loss, damage, or destruction of clothing or personal property of the teacher while on duty in the school, on the school premises, or on a school-sponsored activity unless such damage is due to negligence by the teacher.

Since that time, the district has expressed two main concerns about the association's position. One is that it feels questions of faculty safety are already covered either by the Occupational Safety and Health Act (OSHA), which covers physical hazards on a work site, and by existing district guidelines on student discipline. Thus, in its opinion, a specific settlement on teacher safety would be redundant.

6. The Board shall reimburse a teacher for the cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained in the course of his employment.

In addition, the district has felt concern that the teacher's demand for liability insurance could be too costly.

# School Agreement

## Ratified *8/17/77*

*BEL COURIER*  
A contract has been ratified between the Belmont Elementary School District and the classified employee's group. The Board of Trustees voted to accept the salary and fringe proposal at a special meeting Friday night. The classified employees will receive a 5½ per cent increase in salary and fringe benefits.

"We were very pleased that the contract package was resolved in a congenial and cooperative way," said Ed Battistini, chief negotiator for the district. "We had good 'give and take' discussions on both sides and we were able to resolve our differences in a reasonable manner." Negotiations had been taking place over three weeks.

Negotiations between the teachers and the district have not gone as well. Both sides have reached an impasse and are presently involved in fact finding proceedings.

# *S.M. TIMES* *5/2/77* Belmont Evaluation Program Is Model

The Belmont School District's evaluation system for staff and programs is currently being used as a model, with districts as far away as New Orleans utilizing it, a spokesman said today.

The Joint Legislative Committee on Goals and Evaluation for the State of California has asked if parts of it can be published statewide to serve as a model for other California districts.

The system points out weaknesses in teacher performance and curricular programs as well as identifying excellence. A new method of recording scores has replaced older systems, allowing the scores to be used by teachers to assess progress of individual students. It also allows the district to evaluate the program.

The State Legislature has asked all school districts, as a legal responsibility, to implement an effective evaluation system for staff and programs. Few have done so, Belmont educators say.

Dr. David Ridley, coordinator of curriculum and special services in the Belmont district, comments, "You cannot remedy a weakness unless you know it exists."

As a result of assessing reading skills in the Belmont schools through the system, he says, it was found that reading levels were well below expectations and getting worse each year.

After the evaluating system was implemented, reading levels reportedly rose dramatically and continued to improve.

School authorities admit some teachers feel the system is too time consuming and involves too much paperwork. They point out that the new recording methods merely replace older, less-effective ways of recording data.

The evaluation procedures have entered into the teacher contract negotiations currently underway.

*(From Front)*

**THE DISTRICT**  
The district's initial position regarding the teacher safety issue was that it was out of scope, that is, that it was not an appropriate issue for collective bargaining.

Since that time, the district has expressed two main concerns about the association's position. One is that it feels questions of faculty safety are already covered either by the Occupational Safety and Health Act (OSHA), which covers physical hazards on a work site, and by existing district guidelines on student discipline. Thus, in its opinion, a specific settlement on teacher safety would be redundant.

In addition, the district has felt concern that the teacher's demand for liability insurance could be too costly.



# New Carlmont Principal Seeks More Cooperation

BEL. COUR. 7/27/77

By BETH GOULD

Carlmont High School's new principal Douglas Murray is already at work, getting ready for school and trying to move the wheels of cooperation within the school and the community.

Because of Superintendent Harry Reynolds' decision to transfer all of the Sequoia Union High School District principals to another school within the District, Murray, formerly the principal at Menlo-Atherton, was placed at Carlmont.

Murray is replacing Dr. William Craig.

While some administrative personnel were unpleasantly surprised by Reynolds' decision, it came as no shock to Murray. "We had been discussing it for about three years," he stated.

A 27-year history of being with the district in three of its schools has given Murray a lot of experience in moving and readjusting. He taught at 2Sequoia, M-A and San Carlos before finally returning to M-A in 1967 as the principal.

"Having had a number of

moves, this was no problem for me," he explained.

Murray feels that his numerous relocations have been valuable in many ways. "My experiences in going from school to school and from job to job have been very worthwhile, both personally and professionally. I had valuable experiences at each school," he commented.

## 'REBIRTH'

"Professionally, I think people need a change. It makes a person take a sharper focus. It's like a rebirth."

"However," he added, "I don't deny that it's comfortable to be at the same school for a long time."

When the decision was finalized, Murray began to visit Carlmont two or three times a week to become familiar with his new stomping grounds. "Every one of the contacts I experienced immediately after the announcement was positive," enthused the new principal.

"I got a gracious, warm reception everywhere, and I discovered a strong

commitment on the part of the Carlmont students, staff and community to help and work together."

Murray hopes to bring a greater sense of caring to Carlmont.

"Caring about people is fundamental to communication, and communication is essential," he philosophized. "I don't think education can come about if both parties don't care. Most changes I make will be to try and deepen this caring and understanding between people."

## SIMILARITY STRESSED

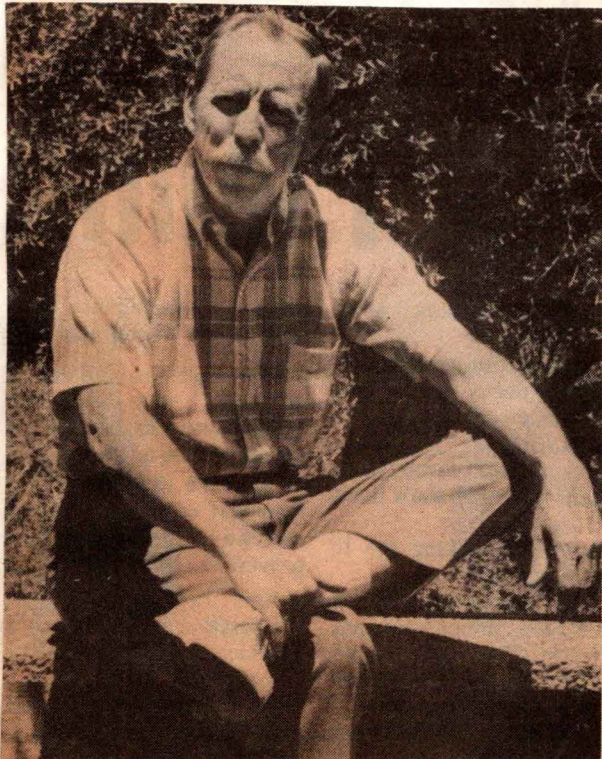
Poor race relations in the predominantly white Belmont district is of prime concern to Murray, and another area where he wants to emphasize caring and cooperation. To overcome racial frictions, Murray plans to initiate programs which stress the similarities between blacks and whites, rather than the differences.

"You have to recognize that the other guy has the same basic feelings and fears that you have. Fundamentally, students, black or white, want basically the same thing—they want a good education, they expect to work hard and they hope to have some fun," explained Murray. "The main thing," he added, "is that both blacks and whites need to get away from stereotypes and learn about each other as individuals."

Having discussed his ideas with the staff, students and community, Murray feels he will get plenty of support. He hopes that the community will play a real part in the Carlmont education.

After checking out the situation at Carlmont for a number of months, Doug Murray is basically pleased with his new home. "I'm impressed with the strength of Carlmont's staff and I consider it an honor to be a part of this group."

The new principal realizes that perfection is a long way off, but he plans to emphasize and build on Carlmont's strengths.



CARLMONT PRINCIPAL DOUG MURRAY



# Teachers Seek Panel To Study Negotiations

BEL. COOR. 7/27/77

Following a general impasse on all major issues and a recommendation by state mediator John Jaeger, contract negotiations between the Belmont School District and the Belmont Faculty Association will be examined by a state selected panel that will recommend a settlement for the dispute.

Fact finding is the third and final process available under California's collective bargaining law governing public schools. After negotiations reach impasse and mediation fails to bring an agreement, a panel of fact finders is selected.

After examining the history of the negotiations and the positions of both parties, the board, formed from school district, BFA, and state nominees, will make concrete, but non-binding recommendations for both sides.

The teachers opted to enter this stage after they felt the mediation process wasn't getting anywhere on the central issues. "There was some movement on a number of things," commented chief BFA negotiator Sue Bassin, referring to the four meetings held since a state mediator was introduced. "We got down from 20 items to about 10, but they were mainly questions of wordings."

## NOT READY

Assistant Supt. Ed Battistini feels that

significant progress has been made in negotiations, and he is not yet ready to submit the district's problems to a board of fact finders.

Upon hearing that the teachers had recommended fact finding, a surprised Battistini replied, "We have not been made party to any decision that the teacher have made regarding fact finding. As a matter of fact, I got a letter just this morning from the teachers saying that they thought the last meeting (July 19) was productive."

Ms. Bassin explained this inconsistency, saying, "The memo stated that we did make a little progress on some smaller items, but we are still really far apart on many major items. Jaeger saw this, too."

"He (Jaeger) agreed to recommend fact finding, although I think he might have liked to see us try mediation a little longer," she continued.

After considering the poor state of negotiations, Jaeger was forced to make a decision about fact finding. "In compliance with the wishes of both parties, the recommendation (to begin fact finding) has been made," he said this week. The board will be nominated and hearings will begin in the near future.

The teachers have welcomed the introduction of fact finding ever since the state Educational

Employment Relations Board (EERB) had agreed to send in a mediator.

There had been little expectation that a mediator would be able to resolve the differences, and many teachers had placed most of their hopes on bringing in an outside opinion, which they feel will be sympathetic to their position.

By publicly stating its recommendations, the fact finding committee will bring increased public pressure on the district to modify its stance, BFA representatives hope.

Because these recommendations are not binding, either party has the option to veto the panel's decisions. "It will be interesting to see what happens if fact finding makes a recommendation even somewhat in our favor and the district doesn't go along with it," commented Ms. Bassin.

## TWO POINTS CRUCIAL

However, Ms. Bassin conceded that there are several points where the teachers themselves aren't likely to bend, even if the fact finding board recommends against them.

"The two points of transfer and evaluation are so critical to the whole settlement that everything else could be fine, including the salary, and the teachers wouldn't vote to ratify any final agreement," emphasized Ms. Bassin. "We feel the things we're asking for are reasonable."



# Arbitration Major

BEL. COURIER 5/8/77

In a continuing series, the Courier presents positions from the Belmont School District and the Belmont Faculty Association on items over which negotiations have become stalled.

Today's segment covers the issue of binding arbitration. If adopted, binding arbitration would establish a third party which would make a binding ruling in disagreements over whether a contract between the teachers and the district is being fulfilled.

## THE DISTRICT

As elected representatives of the people, school board members are responsible for the governance of the schools. Binding arbitration removes the decision-making power from the board, thus destroying the democratic process. The community no longer has control of its schools. An arbitrator would make final determination of such matters as what the tax rate for the school district would be. However, he would not have to live with the consequences of his decision, and would not be accountable if his final decision were to bankrupt a school district.

Sometimes it is portrayed that boards of trustees are a final authority and that they wield their power unreasonably. In fact, boards must be accountable for their decisions on financial or other matters. To the degree that they are unreasonable or irresponsible, they become vulnerable to losing their position at election time.

## LOCAL CONTROL ERODED

Education is viewed by everyone as primarily a local matter. Even the state legislature regards education as a matter for local decision, as is witnessed by the low level of state school support. In binding arbitration if an arbitrator renders a decision that increases the cost of education as is often the case, who will this local community hold responsible for those increased costs? The outside arbitrator or members of the school board? An arbitrator cannot and will not solve a district's financial problems. An arbitrator's decision, however, can greatly add to the financial difficulties of a district. Arbitration, therefore, is not consistent with a representative form of government, such as typically exists in school districts.

In the long run it does not benefit employee groups to gain something from an arbitrator: because, in the long run, it is the citizens of the community that must have confidence in their schools. It is the local constituency speaking through its board of trustees that must feel the employment arrangements are fair to employees and the community.

## VALUE DOUBTED

Where the community does not control, there is gross erosion of support for the schools. Recent news stories, nationally, on labor contracts indicate that now labor unions, as well as management, have serious doubts about the value of binding arbitration. Disputes subject to binding arbitration in recent years have raided industries' coffers and union treasuries for untold sums in legal and arbitration fees. Many people, including public employees, feel that public employees should not have binding arbitration grievance. This creates a situation for the taxpayer, residents and parents of a school district that is unworkable. Binding arbitration seriously limits and hampers the continual flow of essential public services.

There is a great deal of protection in state law regarding tenure and a dozen other guarantees of job security, fairness in dismissal and assurance of employees' rights to influence the system. It is dangerous to set up an arrangement where decisions are made by a person who is not responsible and who will not be a part of resolving any problems his decision causes.

Binding arbitration certainly is not in the best interest of the residents of a school district. Equally true, is that binding arbitration is not in the best long-term interest of the employees. There are adequate arrangements for securing reasonable resolution of differences under the present democratic system.

## THE ASSOCIATION

Collective agreements, like many laws and contracts and despite the parties' good intentions and purposes, are prone to violation, misinterpretation and/or misapplication. What then would be an Agreement lacking a grievance procedure that culminates in impartial binding arbitration? Its absence means absence of due process.

What recourse would teachers have when their contractual and professional rights are violated or ignored by employers? With no due process available in the District, we would have to go to the court of law to seek justice and remedy - every time the employer transfers us and in discriminatory and arbitrary manner, every time the employer exercises favoritism, every time the employer exercises favoritism, every time the employer interferes with a student's academic freedom. We, however, realize that the litigation route often is a futile effort. Invariably, it means years of time before the judgment, prohibitive costs, unnecessary and uncalled for publicity to both the employer and the employee. Alternatives to litigation are either capitulation or some drastic means—slow downs, recall elections, no confidence campaign against certain administrators or strike. Must it be this way?

With internal due process available, the chances for litigation or "street tactics" are minimized. As such, it protects both the employers and the employees. It also invites sincere dialogue between the parties, and most gripes and grievances will be resolved at the lowest step of the grievance procedure. If California experience will not be different from the national average, about 80 percent of the grievances will be resolved at the principal's level. Most of the remaining cases then will be resolved at the superintendent level.

## PARTIES EQUAL

Moreover, under collective bargaining, as recognized by the Rodda Act, the employer and teachers organizations negotiate an agreement as equal partners in employer-employee relations and in education. How, then, can one expect only one party of the two equal partners will have the exclusive right to determine how the Agreement should be implemented or interpreted? Who will check the district's possible abuse of such power? How could it be "impartial" when it is in fact a party to an Agreement? A few still suggest, "How about an advisory arbitration?" That is even worse. The implication is simply that they will accept arbitrator's decision only when it is acceptable to them and not when it displeases them.



# School Board Meets Quietly

*BEL. COURIER 7/20/77*  
For the first time in several months, last week's meeting of the Belmont District Board of Trustees was comparatively quiet.

Few questions were directed toward the Board relating to current teacher negotiations and the group in attendance was smaller.

The Board adopted the Publication Budget for 1977-78. Ken Weston, the District's Business Manager, noted that changes will still take place, depending on actions taken by the State legislators in August. Weston pointed out that there would be an estimated 65 cent reduction in the current tax rate.

Approval was given by the Board for application of federal funds for an Emergency Adult Education Program for Indochina Refugees. Assistant Superintendent Ed Battistini announced that the District is presently working with four Indochinese students and he anticipates that more may be coming into the District.

A Statement of

Philosophy and Goals for the District's Music Program was presented. Trustee Douglas Emery pointed out that "enjoyment and Appreciation of music" should also be included in the list of goals.

The school starting date for Belmont Schools was set for Thursday, September 8. Trustee Dorothy Gay questioned why schools don't start on Monday's as was the custom when she was going to school.

Michelle Hensill was reappointed to the position of Administrative Assistant for the 1977-78 school year. Ms. Hensill is currently elementary Summer School Principal in Belmont.

Several items regarding school repairs were discussed and authorized by the Board. In addition, the Board authorized the District's architect, Ron Young, to prepare specifications for bidding purposes for the reconstruction of Fox School.

College of Notre Dame in Belmont was one of 19 California colleges and universities to win a recent grant under Aetna Life and Casualty's Aid to Higher Education Program. The amount wasn't listed but was below the Stanford University grant, the largest, at \$7,845. Other Bay Area schools getting money were Mills College, St. Mary's College, Santa Clara University and the University of California at Berkeley. *S.M. TIMES 10/11/77*

# Paper Art at Notre Dame

*S.M. TIMES 9/14/77*  
The opening exhibit at the College of Notre Dame Art Gallery this fall is "Works of/on Paper," which features the talents of eight young Bay Area artists. The exhibit, which opens at the Belmont school today, will continue through Oct. 30.

Participating artists are Howard Foote, Susan Jacobson, Rene Harwin, Joe Zirker, Charles Hilger, Debra Salomon, Bob Serpa and Dennis Fullerton.

The exhibit features the use of paper in creating art, a field in which there is currently a renaissance, according to Charles Strong, associate professor of art at the college and curator of the gallery.

"Artists and craftsmen are going back hundreds of

years to hand-produce sheets of paper and explore the possibilities of that process for new forms of expression, Strong said.

Included in the exhibit are examples of traditional but off-beat ways of using paper, such as colored pencil drawings on imported print paper, paintings on rolls of brown wrapping paper done in thinned oils, and pastels on black paper.

Featured among the works showing the nontraditional use of paper are monotypes printed on paper by laminated string, clothing and old prints, volumetric wall sculptures formed from sheets of handmade paper, and organic pulp shapes connected with imbedded sticks and string.

Book papers produced by traditional artists using the "drawing on paper with paper" technique developed by papermill owner Bob Serpa will be displayed.

Dennis Fullerton, painter and monotype artist, will give a special paper-making demonstration at the college on Wednesday, Sept. 21, from 12:30 to 1:30 p.m.

A reception for the artists is scheduled at the gallery for Sunday, Sept. 25, from 2 to 4 p.m.

Regular gallery hours at 1 to 4 p.m., Wednesday through Sunday. All exhibits are open to the public. There is no admittance charge.



# Bone of Contention

BEL. COURIER 8/3/77

What, then, is Arbitration, and how reliable are the arbitrators?

Arbitration, as one writer defines, is a "simple procedure voluntarily chosen by the parties who want dispute determined by an impartial judge of their own mutual selection, whose decision, based on the merits of the case, they agree in advance to accept as final and binding. The American Arbitration Association, a single most important source of arbitrators, has survived and has been accepted both by employers and employee organizations for the last fifty years only by way of demonstrating consistent impartiality and supplying respected and accepted experts. Arbitrator's livelihoods and reputations are solely based on neutrality, fairness and expertise.

## GRIEVANCE PROCEDURE NEEDED

A collective agreement cannot be implemented and enforced without grievance procedure. Such procedure culminating in arbitration maximizes stable employer-employee relationships, by shielding both employers and employees from unnecessary suspicions, "street tactics" and litigations. Binding arbitration is a fair and far superior method resolving grievances to litigation in that:

(1) it costs far less adjudication expense, saving tax-

payers' and teachers monies. (2) grievances are resolved within a matter of weeks and not in years as in litigation, and, (3) assures the parties' direct participation in informal and confidential procedures, thus protecting both parties from legal complexities and possible adverse publicity that both parties may not desire.

Most important, a stable and harmonious employer-employee relationship enables both the school board and teachers maximum utilization of their time and energy in quality education, not on gripes and grievances.

## Belmont School Contract Voted

S.M. FILES 8/16/77  
Belmont School District trustees have approved a new wage contract for 90

classified employees which provides a 5 per cent across-the-board wage increase and half a per cent increase in benefits.

The benefits hike meets increased dental and medical charges. Administration aides said Blue Cross alone is up 24 per cent. Employees receive full regular dental care under the program.

Ed Battistini, assistant superintendent, praised the relations in three weeks of negotiating as "amiable," and the contract as "fair and equitable to both sides."

The employees ratified the contract earlier after it had been arrived at in meetings of the administration negotiating team and Chapter 308 of the Classified California School Employees Association.

The original classified money in the budget already passed, include \$755,589 for salaries, \$90,000 for retirement, \$40,000 for medical costs, \$1,000 for unemployment insurance and \$11,600 for workers compensation insurance Friday night's vote added \$47,000 to this package.

## Joint Belmont-San Carlos City-School Meeting Nov. 4

BEL. COOP. 10/19/77  
Three representatives from the San Carlos Elementary School District will join other civic and school officials at the Belmont-San Carlos joint city-school liaison committee meeting Friday, Nov. 4, at noon.

Board President Art Pollock, Clerk Margery Ranch and Supt. Nelson Burdett will attend.

The meeting will be the first of the liaison com-

mittee in the new school year. It was called by Sequoia High School District Supt. Harry J. Reynolds to provide better communication among neighboring school districts and civic boards.

The committee meeting will be held in the board room of the Sequoia District administration office at 480 James Ave., Redwood City.



# BFA Votes to Axe Out-of Class Work

*BEL. COUR. 9/17/77*

The Belmont Faculty Association announced yesterday that its members would discontinue taking part in any extracurricular school activities until a settlement is reached in the Belmont School District's deadlocked contract negotiations.

Representatives from the teachers' group said they would not help students in activities that include student government, student sports, clubs, student newspapers, and individual tutoring.

In addition, the association encouraged teachers not to use preparation time to grade papers.

"We'll observe the letter of the law and not do one thing more," said association president Brence Davis, a social studies teacher at Ralston Intermediate School.

The district and its teachers remain far apart on a broad spectrum of issues, including salary and fringe benefits; a teacher safety policy; and whether to use binding arbitration to settle future contract disputes.

Yesterday's announcement represented the first time that the teachers have attempted to directly pressure the district through a reduction in its services.

Until now, the teachers have concentrated on bringing in outside intervention from the state Educational Employment Relations Board and attempting to rouse public support through various forums.

BFA chief negotiator Sue Bassin said the work slowdown was intended as a show of unity among the teachers.

"We feel the district questions whether we're willing to back up what we want with a show of

strength," said Ms. Bassin.

Belmont School District Superintendent Claude Turner had no comment regarding the slowdown. "I had not been informed, and so I have no reaction," he said.

Both Bassin and Davis accused the district of stalling in the selection of the third and final member of a state sponsored fact finding committee, which will ultimately study the situation and make a public recommendation for a solution to the negotiations.

The two have agreed on a neutral member, William Levinthal, but it was found that he would only be available for one day this

month, Sept. 23.

The BFA asked the district to change its choice to a candidate who could meet with the two parties extensively at an earlier date, but the district has not responded to the request, according to Dr. Turner.

"The selection has already been made, and that is that," he said.

The association also said that a reduction in the teachers' dental benefits recently enacted by the district resulted in a net reduction in dollar expenditures on the plan by the district.

Dr. Turner said that the district's expenditures had not declined.

## District/Employees Hold Monthly Meets

*BEL. COUR. 10/19/77*

Monthly meetings between representative of the Belmont School District and Classified Employees are being planned to assure continued good communication with the two groups.

The two sides recently negotiated a new labor contract.

Edward Battistini, Assistant Superintendent for Personnel Services noted that these meetings will be for the purpose of discussing mutual interests and concerns.

"We consider these talks to be a positive approach. One of the first meetings will be to simulate the

processing of grievance for both parties.

We hope that once a contract is reached with the teachers, a similar arrangement will be made," said Battistini.

Representing the Classified Employees will be Frank Petrucci, Sam Compton, and Dean Strand. Representing the District will be Superintendent Claude Turner, Assistant Superintendent Edward Battistini, and Kenneth Weston, Business Manager.



## New Heating Due For Barrett School

S.M. TIMES 9/2/77

Belmont Elementary School District trustees Thursday night awarded a \$21,900 contract to Reuhr Co. of Santa Clara for construction of a new heating plant at Barrett School.

Barrett School had used a radiant heating system with copper pipe embedded in concrete ever since it was built. Over the years, maintenance costs have climbed, administrators reported.

The new system will put a forced-air radiator type heater in each classroom, utilizing a low-pressure hot water boiler system. The boiler of the existing system will continue to be used.

The system also allows better water conservation, officials said.

The present negotiations between the district and a teachers association is awaiting a fact-finding determination by the state Educational Employment Relations Board, expected in late September.

## Two Meetings On Fox School

12/12/77 S.M. TIMES

The Belmont School District Board of Trustees will hold two meetings this week — at 8 p.m. Tuesday and Friday — to consider plans to rebuild Fox School which was burned in a fire earlier this year.

The district has been negotiating with its insurance carrier since bids for the proposed reconstruction were opened last month.

The board must decide if it will reconstruct the entire 12 classrooms that were destroyed or a scaled down six-unit project.

Public input on the plan is being sought by school officials at the Friday meeting. Both meetings will be held in the district office.

## Belmont School Fire Costs Soar

S.M. TIMES 9/20/77

Belmont Elementary School District trustees, whose Fox School was the scene of an \$800,000 fire last May 8, learned Monday night that fire insurance costs have more than doubled.

The trustees authorized an agreement with the Southern Insurance Co. to

pay \$45,124 for insurance, and accepted a deductible hike to \$100,000.

The deductible last year was \$1,000 and the cost slightly over \$22,000. One of the bidding companies this time wanted \$500,000 deductible, trustees were told.

The plans for reconstruc-

tion of Fox's main wing are presently before the School Division of the state Office of Architecture for review. The district may put out alternative plans for bid which would include reconstructing six instead of 12 classrooms, since school population has diminished, and include a library.

Trustees were told that it will be at least the beginning of the 1978-79 school year before Fox could be ready. Meanwhile, a number of Fox pupils are being bused to McDougal School.

Modifications and alterations agreed on Monday include some small adjustments (not covered by insurance) to conform with new state and federal regulations for the handicapped. They also include installing roof airspace partitions. (The Fox fire spread

through an undivided air space beneath the roof.)

Trustees have not yet made a fire claim — awaiting results of putting plans out to bid.

The trustees in other action raised salaries of administration and confidential employees by 5½ per cent, the same as the raise given classified employees.

The trustees agreed to make Asst. Supt. Ed Battistini responsible for administering employee contracts, and Administrative Assistant Michelle Hensel responsible for administering federal and state projects, such as Early Childhood Education.

The board discussed offering a reward for information leading to apprehension and conviction of the Fox School arsonist, but took no action.

## School Plan Told

S.M. TIMES 10/25/77

Plans for reconstruction of Belmont's Fox School, partially razed in an \$800,000 fire a year ago, have been delayed a month due to a new state law requiring a seismic (earthquake) study, the Belmont Elementary School District has announced.

The Seismic Hazard Evaluation Study has been ordered by the district and is expected to be completed by Oct. 31, a district announcement said. At that time, the state Office of Architecture will decide on the project's acceptability.

## Contract Communication Goal

S.M. TIMES 10/11/77

The Belmont Elementary School Board trustees will meet at 8 p.m. Monday at 1960 Hallmark Drive, Belmont.

The district has set up a plan for regular meetings between classified employees and a district representative to "assure continued good communication with the two groups."

"We hope that once a

contract is reached with the teachers," said Edward Battistini, assistant superintendent for personnel services, "a similar arrangement can be made."

Battistini said the meetings will be for the purpose of discussing mutual interests and concerns.

"We consider these talks to be a positive approach.

One of the first meetings will be to stimulate the processing of grievances for both parties," Battistini said.

Frank Petrucci, Sam Compton and Dean Strand will represent the classified employees, and Supt. Claude Turner, Assistant Supt. Battistini and Business Manager Kenneth Weston, the district.



# Fox School Bid

## Comes in Low

*S.M. TIMES 11/22/77*  
Belmont school trustees appeared pleased Monday with preliminary indications that it won't cost as much as anticipated to rebuild Fox School, which burned in a spectacular fire in May.

When construction bids were opened at 2 p.m., the lowest bid was offered by M&H Construction Co. of Richmond for \$646,169, with a \$538,049 bid for a scaled-down reconstruction plan.

The district's architect, Ron Young, had projected it would cost about \$700,000.

One half of the modern elementary school was destroyed in the blaze attributed to the work of arsonists. No suspects were ever apprehended in connection with the fire.

The fire destroyed the main wing of the school, including 12 classrooms and an extensive library which had been developed with grant funds as a state model.

In the meantime, Fox School students have been housed in the undamaged wing and at McDougal School.

Superintendent Claude Turner said the reconstructed portion of Fox School will be ready for occupancy in September at the earliest.

The only other bid for the construction work came in at \$731,397.

Young called the low bid "very good." The construction market is going through fantastic fluctuations right now because the federal government has pumped millions of dollars into the industry through its public works programs, he said. As a result, it's been difficult to find available subcontractors, the firms that are included in the bid to provide such things as carpeting and fixtures.

The architect said he wouldn't have been surprised if his estimate had been as much as \$1.5 million off the actual bids.

Turner said he will be negotiating with the district insurance carrier over the next two weeks concerning the bids.

There will be at least two more board meetings at which the bids will be discussed and public input will be received before the actual construction contract is approved, Turner said.

The district already has demolished the burned structure at a cost of \$40,000.

# Board Approves

## Fitness Course

*BEL. COUR. 10/19/77*  
The Belmont School Board voted unanimously Monday night to approve a proposal by Ralston School PTA President Len Wallach to pursue the possibility of constructing a Fitness Course on Ralston School grounds.

Wallach noted that his group wanted to leave behind "something more than just a plaque on the wall," and had donated \$500 for the project. They would also seek additional financial support from the community. Wallach suggested that that the Course would be used by both adults and children and could possibly help to cut down on school vandalism.

While on the subject of school vandalism, the Board also approved funds to replace several windows that have been broken or damaged by vandals.

In other action, Brenc Davis, President of the Belmont Faculty Association, announced that on October 11th the group's Executive Board "resolved to accept the judgment of the fact finding panel and to invite the school board to make the same commitment toward settlement of the long dispute between teachers and the District." Board President Chon Gutierrez, emphasized the Board's

determination to "respect the bargaining process currently taking place."

Michele Hensill, Administrative Interne and this year's Summer School Principal gave a report on the program and was commended by both teachers and the Board on its success.

David Ridley, Coordinator of Curriculum and Special Services, reported on a "National Assessment of Educational Progress" study currently taking place in the District involving 13 year old students. Superintendent Claude Turner voiced the concerns of Superintendents from around the state at a meeting with State Department personnel. "We are attempting to build an awareness at the State and Federal levels on the amount of paper work that is expected on the part of teachers and administrators," said Turner.

The proposed policy on Group Health and Accident Insurance for District retirees was tabled by the Board for further study. However, the Board did approve the salaries of home teachers and \$40.00 per day if the substitute is required to serve for a long period of time.



# Record Enrollment Told By College of Notre Dame

*BEL COOP. 10/19/77*  
In the face of predictions of a national trend toward decreased college and university enrollments, especially among the small, private institutions, College of Notre Dame in Belmont reports record enrollment on both undergraduate and graduate levels.

The total enrollment of 1,159 is a 12 1/2 percent increase over last spring semester, according to figures reported by the registrar's office.

This year's freshman class of 183 is the largest ever) and the largest number of students ever, 255, is in residence on campus. In addition, late commuters find themselves searching for space along the periphery of the commuter parking lot.

Admissions director, Kris Zavoli, cites size and location of Notre Dame as important factors in the continuing increase in enrollment.

She notes also that students interviewed by the admissions counselors indicate they are finding what they want in terms of the quality of education and intellectual stimulation.

Zavoli lists the availability of financial aid

as another enrollment factor. Two-thirds of Notre Dame's students are one some kind of aid, one-third hold California State Grants.

"Students who are looking for a personalized educational experience are discovering that they can afford to come to the small, private college, such as Notre Dame.

"Students and parents were interested in the article in a national magazine last year which listed College of Notre Dame as one of 65 colleges nationwide (one of two in California) that is strong scholastically and yet is below the national average in costs," she adds.

Transfer students, particularly from area junior colleges are up; however, Notre Dame continues to enroll a cosmopolitan student body with students from 41 countries and 18 other states or territories.

Largest undergraduate enrollment continues to be in the business administration and economics major program. At the graduate level, the MBA program has the largest enrollment.

Current inquiries from prospective students for next fall are already up to 30 percent over this year, Zavoli reports.

In the special area of graduate teacher education, enrollment over-all is up over last year, again the opposite of predicted national trends. The teacher placement office has announced 80 percent of the teacher candidates who received their credential in June have received teaching contracts.

## Notre Dame Holds Graduation

*BEL COOP. 6/11/77*  
Two hundred and nineteen students received degrees from the College of Notre Dame in an afternoon graduation ceremony last Saturday.

The ceremony was held at St. Mary's Cathedral in San Francisco.

One hundred and fifty-eight of the graduated received baccalaureate degrees while sixty-one

earned masters. The degrees included those earned from August, 1976 through August, 1977.

The degrees were conferred by Sister Catharine Julie Cunningham. The most Reverend John R. Quinn, D.D., Archbishop of San Francisco, presided.

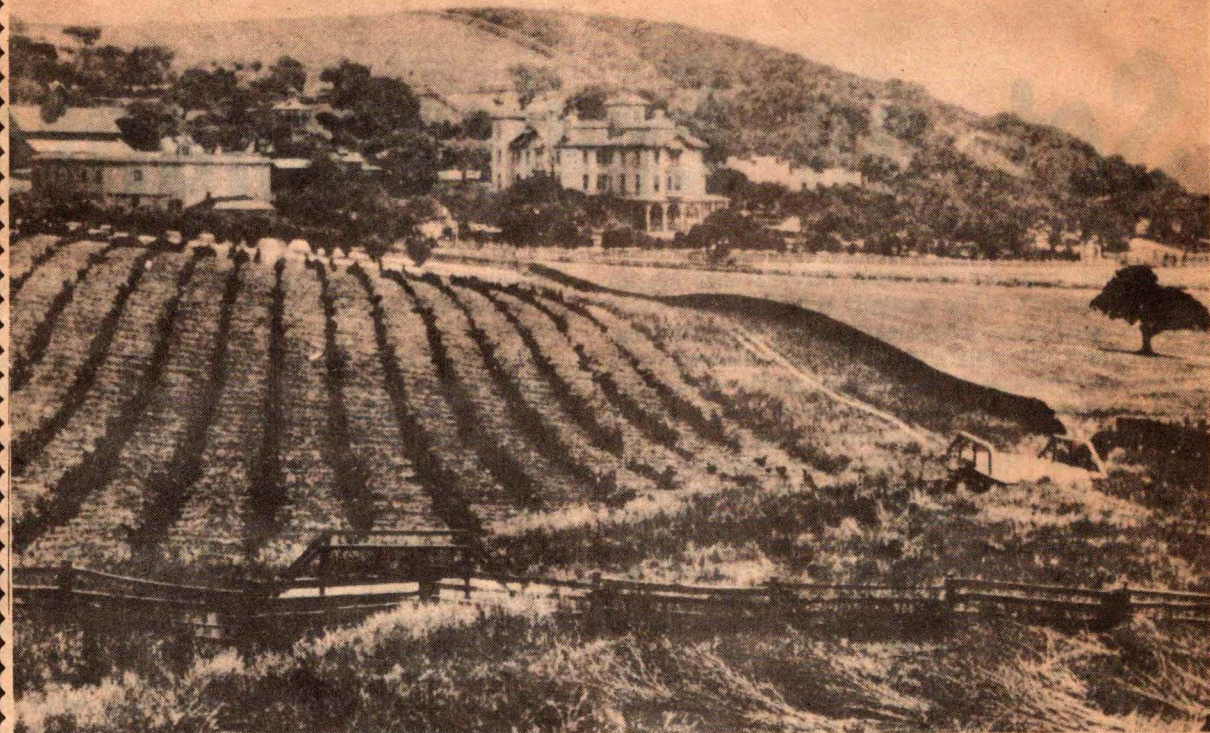
There were three speakers at the

commencement.

Monsignor Pierre DuMaine, Ph.D., and superintendent of education and director of educational television for the San Francisco Archdiocese, delivered the commencement address.

The valedictoria were Ms. Janet Ardillo and Richard R. Bona, a San Mateo Police Lieutenant.





**GLORIOUS PAST** — This is how Ralston Hall at College of Notre Dame looked in 1878. Once the summer home of William Chapman Ralston, who organized the Bank of California, today the structure and surrounding grounds are part of the College of Notre Dame. Ralston gained control of the Comstock Lode silver mine and was instrumental in the industrial and commercial development of San Francisco. By 1867 he was considered the first citizen of

California and a visit to this state without a visit to his Belmont home was unthinkable, according to historians. The estate on Ralston Avenue was purchased in 1864 from Count Cipriani. By 1866 Ralston had started building the mansion in an Italian villa style. It was completed in 1868. The structure is a California Historical Landmark, as well as, a National Registered Historic Landmark.

*BEL. COVR. 10/19/77*

## District, Teachers Both Pleased by Fact Finder

*BEL. COVR. 9/28/77*  
 The Belmont school superintendent and the Belmont Faculty Association president say they are satisfied with the makeup of a state appointed fact finding committee which is trying to make recommendations for a solution to labor negotiations between the association and the school district.

BFA President Brence Davis, discussing her impressions of the opening meeting of the fact finding body, held Sept. 23, called Robert Leaventhal, the neutral member of the three-person group,

"friendly, forthright, and fair.

"I believe he gave confidence to both sides that he will listen objectively and completely to all arguments and that his decision will be one that takes all factors into consideration and is equitable," Ms. Davis noted in a newsletter to her group.

Belmont School Superintendent Claude Turner, who observed the session, agreed with Ms. Davis about Leaventhal. "All my reactions to him are positive," he said.

Leaventhal is only one of

three members on the fact finding body, but since the other two are representatives of the contending sides, his role is seen as critical.

Friday's meeting was devoted primarily to giving the fact finders the general background of the conflict, and another meeting will be held to allow both sides to give detailed arguments and rebuttals on the key issues.

Fact finding is the final stage outlined for state assistance in breaking impasses between faculty associations and school

districts. The state has already sent in a mediator, who was unable to bring the two sides together.

The fact finding group will recommend a solution, but its suggestions are not binding.

Several members of the BFA have said that a strike is likely if recommendations from the fact finding group don't lead to a settlement.



# School Board Hears Recreation Proposal

DEL. Cour. 11/9/77

The Belmont School Board last night voted to approve a lunch hour recreation program proposed by the City Recreation Dept. The purpose of the program will be to provide activities for students during the free lunchtime periods.

According to Bob Davis, recreation department supervisor, several Belmont elementary school principals have expressed a need for supervised activities during lunch hour. "We are looking for leadership for our programs. Traditionally this leadership has been provided by teachers but recently the teachers have stopped wanting to work after school," Davis said.

It was also announced that representatives of the Belmont Faculty Association and of the District are awaiting a final report from the State Fact Finding panel. A preliminary report from the panel has already been received. However, no public report can be made since both sides are bound not to discuss proceedings until a final report has been made.

In other action, the Board received a report from Dr. David Ridley, coordinator of curriculum and special services on educationally handicapped, learning disability and special help group programs taking place in the District. Ridley noted that the programs have had good results with the children involved and that early detection has been very beneficial in identifying students with special needs.

Unanimous approval was given to the proposed policy on Advisory Committees and Councils in the District. A question arose as to what role the local PTA would have in the selection of members to the various groups. One parent noted that PTA mem-

bership should not be a prerequisite since "they are merely a social and fund raising group" while another parent disagreed by saying that the PTA group provided a good informational resource and had the ability to provide the communication process when needed. Chon

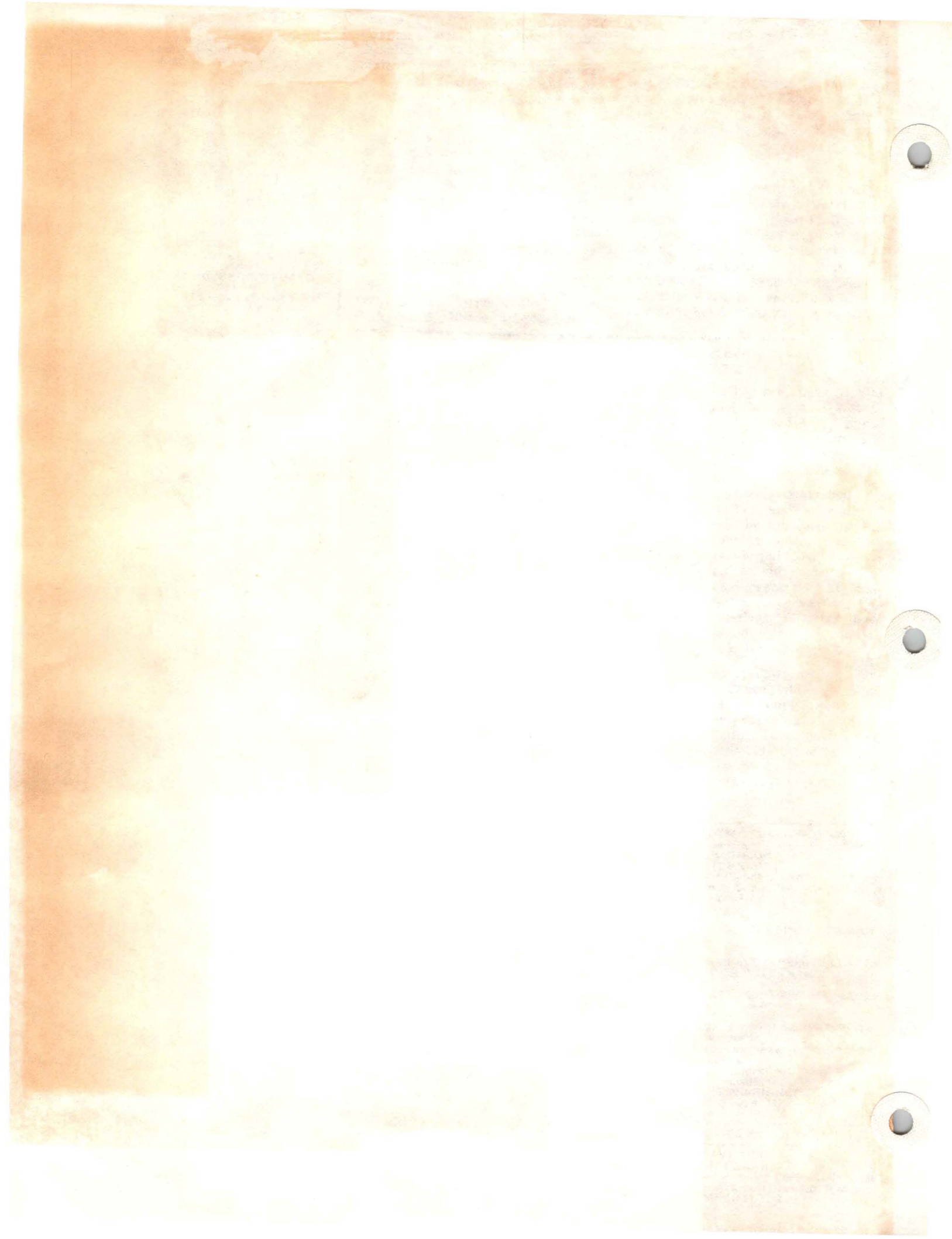
Gutierrez, president of the Board, said that "all interested people would be invited to present names of qualified applicants to the advisory groups."

The Board did vote down a proposal from the County Committee on School District Organization for a

Curriculum Study because of "the already increased demands on administrative and staff time."

The Board reported that bids are now out for the Fox School reconstruction. Deadline for the bids is Nov. 21.







# Belmont Teachers

## Upset Over Meet

*S.A. TIMES 11/21/77*  
Belmont teachers have accused the administration of intentionally rescheduling a Board of Trustees meeting today so that angry parents and faculty members could not attend.

Brence Davis, Belmont Faculty Association president, said in a letter that the trustees have made "yet another blunder in their all-too-obvious attempt to avoid fulfilling their responsibility to the community they have been elected to serve."

"How, in the midst of the heavy strife existing in their community — a strife focused on the city's schools — can the school board shirk its responsibility to receive input from citizens and teachers..." Mrs. Davis wrote.

The Belmont school board meeting, regularly scheduled at 8 p.m. today, was rescheduled to 2 p.m.

But the 130 BTA members are in the midst of a contract dispute that's been lingering since December 1975. The teachers worked without a contract last year and this year.

Both parties are awaiting a final fact-finding report that will state possible solutions in the dispute involving 22 different issues.

Mrs. Davis said the

report by the panel — chaired by labor arbitrator Robert Leventhall of Los Angeles — is expected "momentarily."

The BTA leadership has said it will accept the determinations in the fact-finding report as final and binding.

According to Mrs. Davis, more than half of the district's teachers and many parents had planned to attend tonight's meeting to show their support for a contract, and for an end to the conflict.

However, by rescheduling the meeting to 2 p.m., most teachers and parents were unable to attend, Mrs. Davis said.

"Reasons given for this change are not acceptable to the teachers — and hopefully not to concerned parents either," Mrs. Davis said.

As a result of the new meeting time, teachers were unable to be on the agenda, she related. Such scheduling, she added, is "certainly one way to limit the number of items on any public agenda."

Letters were sent to many parents asking them to attend tonight's meeting, she said.

Superintendent Claude Turner said there was no intent to avoid community input.

The county Department of Education scheduled a meeting this evening which the trustees are expected to attend, he said. Representatives to the county Committee on School District Organization will be elected at that time.

The agenda for the regular meeting that would have been held tonight was light and the meeting probably would have been canceled anyway, he said.

The trustees needed a brief meeting, however, to open and consider the bids for reconstruction of Fox School, which was burned in a fire last year, Turner explained.



# Belmont Parents Ask For School Harmony

By JANET PARKER

More than 150 teachers and taxpayers jammed the Belmont School District board room, spilling into the hallways, Monday night pleading for an end to a two-year-long contract dispute.

Many in the vociferous crowd — which applauded and cheered through 90 minutes of speeches — said the quality of education in the seven Belmont schools is hanging in limbo.

The 150 Belmont teachers are among the last in the county to sign a contract under the first year of public education collective bargaining in California.

Belmont School District observers say the meeting was the largest-ever showing of community support for the city's teachers.

"If you want quality education, you'll have to treat the people most responsible for it — the teachers — with respect," said Belmont Teachers Association negotiator Sue Basson.

Parent after parent told the trustees they want a contract for the teachers immediately so that their children can go to school in a healthy atmosphere.

"You owe it to us to give the teachers a contract," said one parent, Vera Saxforth. "I think it is a disgrace we have to put up with the kinds of things that are going on."

Teachers reportedly have been declining to participate in certain after-school and extracurricular activities until they get a contract.

The district and the BTA recently received recommendations concerning 15 disputed issues by an

(See Page 2, Column 3)

impartial fact-finder, Robert Leventhal of Los Angeles.

The BTA — an affiliate of the California Teachers Association — vowed to adhere to every aspect of that report before it was released. District officials had said they could not make such a commitment.

Teachers are in their second year of working without a contract.

However, the BTA and many parents are especially angry that the district now is suggesting that funds to meet the financial recommendations of the fact-finding report are not available.

Among other things, the fact-finder recommended a 10 percent salary increase retroactive to the beginning of this school year and a 5.5 percent wage increase for 1978-79. The district has offered 6 percent — including fringe benefits — for this year.

According to Brence Davis, BTA president, the district had its chance to plead an inability to pay at the fact-finding hearings two months ago. That issue was not brought up, she said.

Mrs. Davis pointed out that the BTA had a budget analyst at the fact-finding hearings specifically to discuss ability to pay if it was mentioned.

"The entire money thing at the table had to do with comparability (with other school districts) and not availability of funds," she argued.

"The morale is really down," she added. "The quality of education is slipping."

Mrs. Basson — interrupted repeatedly by applause — said teachers don't have the "power of finances to wield over the board." And, she said, Belmont teachers are not inclined to strike. It would only hurt the students, the community and the teachers, she said.

"Our power is in the relationship between children and the teachers," she related.

Board members and

Superintendent Claude Turner were reluctant to comment. However, Trustee Stan Roberts — the board's spokesman for negotiating matters — finally relented.

Roberts said that the district's ability to collect revenue is largely controlled by state formulas.

"Money is a very important matter in our negotiations," he said. "When it's all spent, it's all spent."

He said the board's position before fact-finding was that the district had the ability to pay within their own offer to the teachers. That's why that issue never came up at the hearings. The fact-finder, he said, should have asked about the district's financial position.



# Belmont Offers Salary Increase

*Belmont 12/14/77*

The Belmont School District has put together a teacher salary offer of a 9½ percent salary schedule adjustment including benefits. The proposal, which includes offers in all other areas that remain unresolved, was presented to the Belmont Faculty Association Dec. 6.

According to Edward Battistini, negotiator for the District, after an extended study of all school district budget accounts and dollars spent or encumbered, cuts were made in budget categories to get the salary schedule adjustment to the level of pay increases that have been granted other employees over the last two years.

"A sizeable reduction was made in the district's reserve fund," said Battistini. "This fund has become an increasingly important item since fire insurance deductible was recently adjusted to \$100,000. Also of concern is the fact that several budget categories have been cut significantly while other categories are already depleted for the year."

All unspent instructional supply funds are proposed to be shifted to salary increases along with unspent textbook and other book budgets. Other areas that were scrutinized and reductions made that would not freeze the district's operations were transportation, contract services, conference attendance, utilities, maintenance, repairs and vandalism security ser-

vices. In addition, the capital outlay budget had been frozen at the beginning of the year and is proposed to be spent to achieve the salary increase.

The first discussions and cooperative study of the budget between District and faculty representatives since negotiations started 20 months ago were held on December 2, 5 and 6 of this year. Association representatives asked to deliberate over the offer.

"As outlined in the Fact Finding Report which was released last week," said Battistini, "it is the responsibility of both parties to negotiate a settlement. Fact finding is an additional input to assist the parties in coming to an agreement."

Robert Leventhal, Chairman of the Fact Finding Panel, commented to the District that his input was "a tiny snapshot of the total picture." He went on to say "his recommendations were a brief reaction to only 8 to 10 hours of exposure to the district." He is hopeful that his recommendations will be helpful, but he has explained that he does not believe in his recommendations being interpreted as mandates of settlement. He also explains that the law does not provide for the fact finding to be totally comprehensive in its study of the facts nor the recommendations made as having the effect of being binding.



# Discussion Continuing On Fact Finding Results

*BEL. Cou. 12/7/77*  
The fact finding report regarding negotiations between the Belmont School District and the Belmont Faculty Association was made public today. The report is a result of two days of a fact finding hearing held in Belmont from Sept. 23 to Oct. 6.

The fact finding panel, comprised of a representative for the Faculty Association, a representative for the School District and a chairman reported its findings after listening to presentations from both sides.

Although several issues have been resolved in the negotiations, major points still unresolved include contract articles on maintenance of benefits, binding arbitration of grievances, political contributions, teacher preparation time, salaries and other benefits making up the wage package.

On the subject of maintenance of benefits, the teachers are proposing that collective bargaining should be recognized in all areas (pertaining to teachers' employment). The District feels that according to the Rodda Act, all matters not specifically enumerated by the State Collective Bargaining Law should be reserved for the judgement of the public school employer and preserving the local control of schools.

The chairman of the fact finding panel recommended the adoption of binding arbitration. The District has offered advisory arbitration. According to Stanley Roberts, vice president of the board who has been appointed by Board President Gutierrez as the District's spokesman for negotiations, "Binding arbitration would compel the Board of Education to accept the ruling of a professional arbitrator on all matters challenged by teachers in the District.

The Board feels that no arbitrator, however gifted, will ever be so intimately interested in the Belmont School District as the members of the Board of Education. No arbitrator will ever appreciate the financial and personnel problems of the District, nor is he committed to finding solutions to District problems. The Board, as elected representatives of the community, has that duty," said Roberts.

In another recommendation, the chairman suggested that a joint study be pursued to determine a way for all teachers to get preparation time during school hours. The Faculty Association only sought additional preparation time for grades four through six. Most San Mateo County schools do not have the requested preparation time in the fourth to sixth grade levels. The Faculty Association's proposal, if implemented,

would reduce the equivalent of 16 to 21 school days in teacher-student time in the classroom. Roberts said the school board feels that any reduction in educational time would be detrimental to the children.

On another unresolved matter, the Faculty Association has proposed that the District deduct Association political contributions from the teachers' paychecks. The District, however, has been advised by the San Mateo County District Attorney's Office that such a deduction is illegal.

The District would like to

retain its present policy regarding increased compensation for those teachers acquiring masters' degrees. The Faculty Association wants the master's requirements dropped.

On the matter of salaries and other benefits making up the wage package, the chairman recommended a 10 percent wage increase in salary, in addition to fringe benefits being sought by the teachers.

"We recently experienced a devastating fire at one of our schools," said Roberts. "Fortunately, we had the financial reserve to cope with the emergency. It would be a tremendous fiscal hardship, maybe even an impossibility, to grant the increases the teachers are asking."

Roberts reinforced the Board's desire to negotiate further. "We are very anxious to reach a mutual agreement and to bring our present discussions with the Faculty Association to a successful conclusion. Our responsibility is still to give our children the best education possible, but this must be done within the financial capabilities of the community which we represent."

## Conferences At Ralston

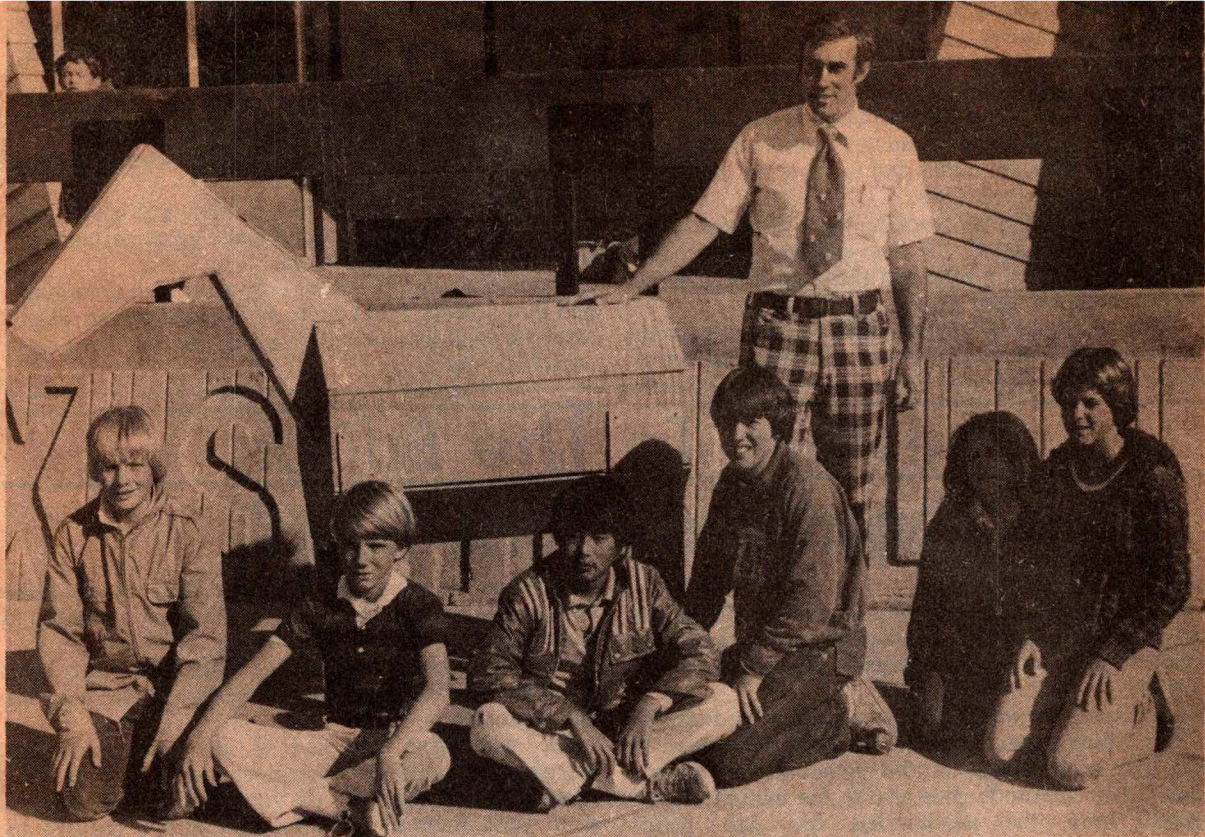
### Go Smoothly

*BEL. Cou. 11/16/77*  
Ralston Intermediate School Principal Paul Greene, says the first day of the week long parent-teacher conferences appeared to go smoothly Monday.

Twenty-one of Ralston's 35 teachers left the school at 3:30 p.m., a half hour before the conferences were completed for the day. Greene said, however, that all parents appeared to be accommodated by the 14 teachers and counselors who remained at the school until 4 p.m. Greene praised the efforts of the staff members who remained throughout the conferences. He said their dedication to education is admirable in the face of peer pressure.

Greene said the parent-teacher conferences will continue each day through Friday from 2:15 to 4 p.m.





RECREATING PAST HISTORY are (left to right) Fox sixth graders Stan Langland, John Nelson, Jerry Wang, Steve Linder, Carolyn Olivola, and Susan

Williams, with MAL director Pete Kimball in the back. The group built a replica of the famed Trojan Horse.

## Trojans, Beware!

# Kimball Heads MAL Program

*Del. Cour. 6/1/77*

The four walls of a classroom are often too confining for any complete learning experience, but Pete Kimball is leading a program that tries to take more than 100 Belmont school children beyond the drudgeries of day-to-day schooling.

The program, known as the More Able Learners (MAL) program, is for children found through testing to have exceptionally high intelligences, and Kimball coordinates the efforts of teachers throughout the Belmont District to provide such children a broadened learning environment.

The program is paid for by money from the state, which has funded programs for gifted children since 1966.

Children in the MAL program aren't separated from other students, and so much of Kimball's work is simply providing resources and advice to individual teachers in creating special projects for their gifted pupils.

That by itself is enough to keep Kimball on the go — each week he spends time at each of the district's seven schools — but in addition, Kimball spends some time with students himself.

A former math and science teacher before he took charge of the MAL program in 1974, Kimball uses mainly scientific projects in his efforts to stimulate the children he works with.

In one of his major projects each year, Kimball leads a number of students on explorations of Waterdog lake.

The trips are, of course, recreational, but more importantly, says Kimball, they usually give the children their first inkling of how an ecological system works.

"I don't think the general public is aware of how important science is, especially in the environment,"

says Kimball, and he feels that Waterdog Lake is an ideal case study for Belmont youngsters.

"It's one of the finest resources available," states Kimball. "Right now it's in a period of recovery, and we use that as a study of an eco-system."

To get a grasp of how organisms inter-relate, Kimball has the fourth, fifth, and sixth graders he takes with him to the lake take samples from the water, which the youngsters later study under a bioscope.

### LARGER PICTURE

In addition, they catalogue all the organisms they come across and put together a picture of who eats whom and what place each organism has in the larger picture.

The students also pick up some less lofty but nonetheless refreshing information, Kimball points out: "They also find that Waterdog Lake is not polluted."

Kimball has also worked on several other projects to give pupils in the MAL an understanding of scientific principles.

He has organized a study of the light spectrum and the role of light in a plant's photosynthesis, and he is also trying to set up a program for studying the geology of the San Mateo County coastline.

The effort is indicative of the kinds of methods used to provide challenges for the pupils. Kimball was recently given a tour of the coastline by a CSM professor of geology.

Based on his notes from the tour, Kimball says he hopes to put together a package of tapes and photographs of the coast to present its geological history to Belmont pupils, to prepare them for field

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# MAL Aids Belmont Gifted

(Continued from page 1)

rips to the coast.

Kimball also hopes he can arrange lectures by the professor to give students taking part an elementary background in geology.

In yet another scientific unit, Kimball has checked out animal skulls from Coyote Point to instruct children in how the skulls are built and how their constructions relate to the animals' needs.

## HISTORY RECREATED

But Kimball's projects are by no means all scientific in nature.

Sixth graders at Fox Elementary, in an effort to recreate the history of Troy, have built their own Trojan horse. In keeping with the purpose of making all projects educational as well as recreational, Kimball insisted that the horse be well planned before building began.

"It was challenging," recalls Kimball. "They went to the library and right away found there was no one model, and so we made our own plans.

The sixth graders then made a geometric scale model of the horse, measured the model, and finally converted the measurements to the right scale before cutting their first board.

The final result, about 3.5 feet tall and four feet long, is too small to store Greek warriors, but the class did give it a removeable panel so that once it's finished, it will be able to store books and other class materials.

Kimball also recalls one project that, compared to Trojan horses and ecological expeditions, was a little more down to earth.

The need arose last year when Kimball met a group of fifth graders at Nesbit who lived for nothing but baseball. Rather than fight, Kimball decided to join them, telling them to pretend they were now owners of brand new baseball teams and to work out the details of starting up a new club.

The results, Kimball recalls, were unforgettable.

The group plotted all the existing professional baseball teams on a map and then had to choose different cities for their team.

They also had to give their clubs a name, design the uniforms, and choose, within certain financial limits,

the players they wanted and the salaries they'd be paid.

## SPECIAL TRIP

But the highlight was a trip to San Francisco to meet with then Giants General Manager Jerry Donovan for a behind-the-scenes talk on the problems of running a professional team.

"Their eyes were as big as saucers," remembers Kimball, who calls the whole project a "super experience."

While Kimball is himself an integral part of the MAL program, he is quick to point out that it requires the efforts of a lot of people.

"I'm not the only one," he comments. "A lot of teachers put in a lot of effort and I hardly ever see them."

Any program which funnels extra funds and energy to children already considered ahead of the pack raises several questions, but Kimball considers the gifted pupil program fully justified.

"Many people say, 'Why spend money on the gifted? They'll get by, anyway,'" notes Kimball.

His answer is quick and to the point. "If your goal is just to make it, then that's true, but I believe that each child should reach his full potential," he argues.

## CHALLENGE NEEDED

Another argument for the program is that gifted children who aren't given proper challenges frequently become dropouts.

"Some of them are in prison because they've channeled their abilities in a devious manner," says Kimball, who cites Birdman of Alcatraz as an example of a genius who wound up behind bars.

There is at least one major potential hazard in offering special programs to gifted children, that they'll become lazy and rest on their laurels once they learn how they've been classified.

But Kimball says that hasn't been a problem for most of the gifted pupils, who make up 12 percent of the total Belmont enrollment.

"I tell them that their tests only show their potential, and that potential that isn't used is worse than when someone with less potential works harder. They understand," he says.



# Ralston Students Promoted

DEL. COOK, 6/29/77

ABERG, SUSAN MADELINE  
ADCOCK, BRENT  
AINSWORTH, ROGER ALAN  
ALBERTI, HEIDI LYNN  
ALBUSCHKAT, RICHARD G.  
ALEXANDER, DANIEL  
ALEXANDER SUSAN L.  
ALEXANDRE, KATHERINE  
ALLAIN, KELLEE  
ALLEAUME, THERESE F.  
ALLEN, MICHELE E.  
ALTORFER, JOHANNA  
ANDERSON, BRIAN "GLENN  
ANDERSON," JEFF "EARL  
APPLEGATE, JOHN ROBERT  
ARMANDO, JENNIFER M  
ARVIN, WESTON SCOTT  
ASMUS, THEODORE  
ATHANASIOU, GOERGE  
ATKINS, JOHN THOMAS  
BAGNALL, LAURA JEAN  
BAILEY, CAROL LEE  
BALFE, CYNTHIA ANN  
BANKS, STEPHEN M.  
BARNETT, MIKE H.  
BARRON, DEBORA LYNNE  
BATLIN, MARIE ELENA  
BAUER, BRUCE MICHAEL  
BEADLES, HUGH ARTHUR  
BEAN, CHRISTINA F.  
BECKER, TERESA LOUISE  
BENSEN, CONNIE LYNETTE  
BENSON, DAVID NORMAN  
BEVILLOCKWAY, WENDY  
BLACK, DANIEL REED  
BLOCK, SUSAN R.  
BOCHAN, ROBIN L.  
BOWEN, JAMES DANIEL  
BOWMAN, ROBERT DOUGLAS  
BOYES, DAVID MICHAEL  
BRINKLEY, STEVEN DARYL  
BROOKS, ALISON R.  
BROWN, CONNIE MARIE  
BROWN, ERIN CHRISTINE  
BRUBAKER, REBECCA LYNN  
BRY, GARY ALAN  
BUHOLZER, ARMIN ROMAN  
BUKOWSKI, BARBARA M.  
BURKE, MARK JEFFREY  
BURKE, KIERAN FRANCIS  
BURKLAND, MICHAEL  
BUTTIGNOL, MARY M.  
CABADA, CORALI CHRISTINA  
CALA, DENISE MARIE  
CALA, MICHAEL JOSEPH  
CALDWELL, JOYCE ELLEN  
CAMPBELL, MARC D.  
CAPPELLO, EMANUELE  
CARBULLIDO, STEVE J.  
CARLAN, CRAIG A.  
CARNIGLIA, DANIEL  
CARPENTER, CHERLY LEE  
CARRICK, STEVEN ANTHONY  
CARROZZI, GIANNA  
CARRUBBA, DEBRA LEE  
CASTORENA, GERALDINE  
CASTRILLO, ALBERT  
CATENS, PAUL A.  
CEVOLANI, KELLY AILEEN  
CHAFFER, RENE J.  
CHANDLER, RICHARD A.  
CHIASSON, ANTHONY  
CHIDESTER, CATHRYN  
CHOW, PRESCOTT WAH HUN  
CHRISTENSEN, ERIC D.  
CLARK, JEFF MICHAEL  
COFFEN, DARLENE MARIE  
COLEMAN, LINDS PATRICIA  
COLUMBELL, DANA  
CORTESI, AMELIA A.  
COURTNEY, LINDA MARIE  
CROUCH, IAN ROBERT  
CRUSICK, MARK THOMAS  
CYPHERS, CHRISTI  
DABANIAN, BRUCE  
DAVIS, STEVEN MICHAEL  
DAVIS, TODD M.  
DAWSON, ROBERT PETE  
DECKER, GLENN SCOTT  
DECOITE, SUZETTE ANN  
DE LA CRUZ, RONNY  
DELUCCHI, GINA MARIE  
DESMOND, PATRICIA  
DETATA, LISHA MARIE  
DITTMANN, STEPHANIE R.  
DIXON, MICHAEL JOSEPH  
DOBROV, HALEN A.  
DREVER, TERESA J.  
DUDLEY, CORY  
DUNCAN, MARK VINCENT  
DUVAL, MARIE E.  
EGRI, LOUIS JAMES, JR.  
ELIZALDE, GINETTE MARIE  
ESCOTO, DANIE E.  
FARDEN, MICHELLE LYNN  
FARMER, SUSAN DIANE  
FASSETT, SUZANNE HEIDI  
FAZZIO, JOSEPH J.

FENN, TOBI C.  
FERIA, ESPERANZA  
FERIANTE, KENNETH A.  
FISHER, ROBERT H.  
FLAHERTY, KELLIE ANN  
FLANAGAN, RICHARD  
FLOYD, TAMARA LEA  
FOIANINI, PAULA ALBERTA  
FONG, ZELAINE  
FORBES, KERRY DEANNA  
FREITAS, SHERI ANN  
FUIDGE, RICKY ALLEN  
GALLARDO, KEVIN  
GALVEZ, JEANNETTE MARIE  
GAMMILL, BRYAN CURTIS  
GARCIA, ALEJANDRO  
GARNER, JOSEPH MATTHEW  
CAVRON, GLENN DAVID  
GEE, SUSAN ARLENE  
GEISLER, THOMAS  
GENTRY, LUTHER IV  
GIBBONS, WILLIAM "SCOTT"  
GILLANDERS, JOSEPH  
GILMORE, MARK ERNEST  
GIM, KENNETH  
GIUSTI, DAVID ALAND  
GLIDDEN, MICHAEL LEROY  
GOMEZ, MARSHA ANN  
GORGOLINSKI, LINDA MARIE  
GRAN, SHANNON MARIE  
GREGERSEN, STEVEN D.  
GREGORIO, JOHN ANTHONY  
GREY, HEATHER LOUISE  
GRIFFIN, MICHAEL JOHN  
GRIFFIN, TOM  
GROEBNER, NICOLA EVE  
GROVE, RONALD RAY  
GRUBER, PRICE ALLAN  
GRUCHALA, KEITH P.  
GUNN, STEPHEN  
GURSKI, JAMES ARTHUR

HAEMMERLING, KURT  
HALL, RENEE MARIE  
HALL, VIRGINIA J.  
HALL, WILLIAM  
HALLAHAN, DAVE  
HAMILTON, GREGORY  
HANEY, KARI  
HARAN, EITHNE MARY  
HARRINGTON, JOSEPH  
HARRIS, CRAIG PIERCE  
HARRIS, JAMES THOMAS  
HARRIS, JENNIFER LYNN  
HARTER, MARK F.  
HARTLEY, SCOTT E.  
HARTMAN, TAMI MARIE  
HAYES, DAVID EDWARD  
HAYSE, THOMAS MARSHALL  
HECKFORD, CHRIS A.  
HECKFORD, MARK AUSTIN  
HELBUSH, ALAN  
HENDERSON, GLENN S.  
HENWOOD, DEBRA LYNN  
HESTER, CHARLES E.  
HESTER, MICHAEL J.  
HICKS, ALICIA MARIA  
HILDEN, MATHEW THOMAS  
HILL, DANA  
HOBBS, DEREK MICHAEL  
HOLLAND, DIANE  
HOPPER, RICHARD RAY  
HOPPES, ROBIN SCOTT  
HOSKINS, KATHY DENISE  
HUBER, MICHAEL OSCAR  
HUHTALA, LISA MARIE  
HULEGAARD, CARMEN  
HUSH, BRYON KEITH

ILER, SHERI ANN  
INGENTHON, ROBERT

JACOB, LEAH ANITA  
JACOBSEN, LYNN ELYSE  
JEFFREY, JOHN HAMILTON  
JENNISON, CHRISTOPHER M.  
JOHNSON, CAROL ANN  
JOHNSON, ERIC GUY  
JONES, HANNAH M.  
JONES, THERESA CARROLL

KAKUDA, MISAKO  
KAPP, JOSEPH JOHN  
KATICS, VINCENT FRANCIS  
KELLMAN, GARY DONALD  
KENNY, MICHAEL E.  
KING, SCOTT SELBY  
KIRBY, DOROTHY  
KITSON, LISA ANNE  
KLINGENFUSS, DAVID F.  
KLOEPFER, WILLIAM  
KNIGHT, CLIFFORD  
KNOWLTON, TERRI M.  
KOCHENDERFER, ROBERT  
KORENS, ELIZABETH ANN

KORN, STACY  
KOTTA, GEORGE  
KOWOL, SHELLY ANN  
KRAHE, SUZAN ALICE  
KREMER, JOCELYN MARIAH  
KULLER, JASON JAY  
KUME, ALLYSON C.  
KVATERNIK, LYNN

LAGOMARSINO, IRMA  
LANGLAND, ERIC RICHARD  
LARSON, GREGORY D.  
LARSON, KIRSTEN MARIE  
LAVINE, ELIZABETH ANN  
LAWRENCE, KENNETH  
LEBOVITZ, LOREN RICHARD  
LEDWITH, CHRIS ROBERT  
LEE, ERIC A.  
LEHMER, GARY ROBERT  
LEMBI, RICHARD J.  
LENARCIC, PETER THOMAS  
LENCI, ALBERT W.  
LEONG, NOREEN BELLE  
LINDQUIST, ALAN BLAIR  
LIPPMEIER, PATRICIA ANN  
LITZ, NATALIE J.  
LOCKEN, LARS LEMAR  
LONGAR, LISA ANN  
LONGMAN, LYNNE LEIGHT  
LOUIE, CELIA LON  
LOVE, SUSAN D.  
LOWE, DANIEL ALLEN  
LYON, ROBERT J.

MCCOLLUM, THOMAS  
MC CORT, KARI ELIZABETH  
MC CREADY, ROBERT  
MC GILLIVARY, STACEY  
MC GILLIVARY, TRACEY  
MC INTOSH, LINDA MARIE  
MC LAUGHLIN, JEFF A.  
MC LAUGHLIN, KEVIN E.  
MC NAUGHTON, JAMES  
MC REYNOLDS, CHRISTIAN  
MAC DONALD, THOMAS  
MA, CHARLES K.  
MAK, CLIFTON YAT+FAY  
MALLIOT, MARK EDWARD  
MALLORY, KIMBERLY  
MANN, LAWRENCE  
MAPLES, JOSEPH EUGENE  
MARAVALIAS, PETER M.  
MARCH, SUSAN L.  
MARINUS, YVONNE MARIA  
MARTIN, TINA LISETTE  
MASON, MITHCELL DODD  
MATHEWS, JAMES EDWARD  
MATLOCK, TREVIN JACKSON  
MAYER, BRIAN A.  
MANDOZA, RAINALDO  
MERGY, JENNIFER TERESE  
MILLER, DAVID CLARK  
MOBLEY, MELINDA A.  
MOLITOR, MARK LORNE  
MORENO, KATHLEEN ANN  
MORSETTE, SEAN  
MUELA, SERGIO ANTHONY  
MURPHY, PATRICIA ANN  
MURRAY, GREGORY BLAIR  
MUTHER, STEPHEN  
MUZZUCO, DENTON

NEEDLES, DARREN LEE  
NELSON, CHERYL ADAIR  
NELSON, TRACY JEAN  
NESJA DONALD KEIHH  
NEWMAN, DAVID  
NICHOLS, LAURIE R.  
NOLAN, TOULA  
NOWAG, KAREN  
NUUHIWA, KEVIN JAMES

O'BRIEN, JAMES EDWARD  
O'BRIEN, JULIE M.  
O'NEILL, MAUREEN ALICE  
ORRANTE, KAREN  
O'SULLIVAN, ROBERT M.  
OTA, CLIFFORD ISAMA  
OWEN, DOUGLAS ILLIAM  
WLETT, DEBORAH ANN

PALMER, CHANTAL  
PARKER, DONNA L.  
PASCO, ALBERT GEORGE  
PASSANISI, JULI ANN  
PEDERSEN, CHRISTA KRAGH  
PEREZAREVALO, ANAIDELL  
PERROTT, GEOFFREY LOUIS  
PETERSON, KEN J.  
PHILLIPS, DAVID DUANE  
PHILLIPS, MICHAEL  
PHILLISPS, FONDALD SCOTT  
PIAZZA, LISA MARGUERITE

PIRIE, MARK S.  
PON, GLORIA J.  
POUND, LAURA SUSAN  
POWELL, PATRICIA YVONNE  
PREBLE, JEFFREY WILLIAM  
PROVENCE, RENEE R.  
QUINN, STEPHEN R.  
RAY, KEN A.  
REAMS, JILLYN  
RENSHAW, ANDREW LOUIS  
REPETTI, JEFFREY D.  
RHINEHART, PATRICIA ANN  
RIANDA, JEFFREY  
RILEY, MICHAEL PATRICK  
ROBERTSON, ANGELA LEE  
ROBINSON, CLIFFORD J.  
ROBINSON, ROBERTA  
RODRIGUEZ, LISA DIANA  
ROWE, CINDY  
RUIZ, ANTONIO  
RUSSELL, CYNTHIZ ANN  
RUTLEY, SCOTT MICHAEL  
SADLER, SUSAN ELAINE  
SALKIND, DONNA LYNN  
SAMPSON, RODERICK  
SANASSARIAN, CRAIG ELLIS  
SANGUINETTI, JOHN PAUL  
SARTELL, DANA JO  
SAVAGE, BRUCE  
SCARPACE, APUL M.  
SCHACH, LORI JEAN  
SCHAGERER, ANDREAS  
SCHATEK, KEITH ENNO  
SCHELL, CORAL KANDY  
SCHENONE, BEVERLY A.  
SCHROEDER, CHRISTOPHER  
SCHULTZ, JEFF W.  
SCHUTZ, MARIAN FRANCES  
SELNA, LINDA MARIE  
SEVERANCE, LORRAINE  
SHUTE, LISA M.  
SIEKMAN, KATHRYNE ANN  
SIGLINGER, CHRISTINE  
SMITH, KATHLEEN IDA  
SMITH, TERESA A.  
SORENSEN, KEITH ALFRED  
SORIANO, EDWIN L.  
SOUDER, GREG RICHARD

STARKEY, DOUGLAS  
STERNAD, ERIK R.  
STEVENS, KIMBERLY ANN  
STONE, DOUGLAS OSMOND  
STONER, SUZANNE MARIE  
STROM, CHRIS ALLEN  
SUDA, ROBIN LYNNE  
SULLIVAN, PATRICK ALAN  
TARAHTEEFF, NADJA MARIE  
TIMMONS, MASHELE LYNN  
TONG, LAWRENCE  
TONGA, MOLITIKA  
TOSTADO, JANINE RENEE  
TOTARO, JAMES EDWARD  
TREVOR, JAMES G.  
TRIMBLE, LAWRENCE EARL  
TUASON, MICHAEL M.  
TURNER, DAVID THOMAS  
VAN BUEREN, KEITH ERWIN  
VEGA, DOUGLAS  
VLAHOS, NICK  
VOLKMAN STEPHANIE JANE  
VOURVOULIAS, ANDREA D.  
WALDRON, CAROLIN E.  
WALLACH, LEONARD  
WALPOLE, ALAN STAFFORD  
WANG, MIKE J.  
WARPAKOWSKIM MARK  
WATANBE, LYNN E.  
WEBSTER, DANIELLE LYNN  
WEBSTER, MICHAEL  
WEITZ, WENDY L.  
WHEELER, JILL MARILYN  
WILSON, GREGORY RONALD  
WILSON, MARK EDWARD  
WINTERS, DAVID B.  
WONG, CINA  
WOO, SHARON LEE  
WOODBURY, JUDITH LYNNE  
WRIGHT, GRANT S.  
WRIGHT, STEVEN THEO  
WRITTH, TERESA LOUISE  
YAHNE, SCOTT GENE  
YATES, CELESTE VERONICA  
YOUNG, MELINDA ANN  
YOUNG, RONDA LYNN  
ZIEGLER, CATHERINE ANN  
ZUGELDER, PETER JOHN



## Federal Grant Denied

# Redwood Shores School

BEL. COUR. 8/31/77

## Hits Funding Snag

Plans for a new Redwood Shores elementary school offered a major setback last week when Belmont School District Superintendent Claude Turner received word that the district would not get any of over \$1 million in federal grant with which it had hoped to build the school.

### GRANT CRITICAL

Funding for the school, which Dr. Turner said at the Board of Trustees' Aug. 4 meeting would be needed by the mid-1980's, depended largely on receiving the federal grant, but he said he learned last Thursday that the city of Redwood City was given \$725,000 to upgrade its harbor facilities and that the Redwood City School District received the other \$300,000 for an energy conservation program.

Dr. Turner said he was told that the Redwood City School District's request was given the nod over Belmont's because of its commitment to conservation.

The six-to-eight classroom school proposed for Redwood Shores would have cost roughly \$700,000, according to Dr. Turner, who said plans for the new school have been temporarily scrapped. "It goes back into deep freeze until such time as it's feasible," he said.

Although Redwood Shores is not in Belmont, it is in the Belmont elementary school district.

The loss of funding also gave new urgency to whether all of the insurance money the district is due to receive as a result of last May's fire at Fox School should go to reconstructing that school. Before the fire, the district had had 10 classrooms not used by students, six of them at Fox.

### DISTRICT OPEN

The question is whether the capacity considered necessary for the mid-1980's would best be placed at either Fox or at a new site, and Dr. Turner said the

district is remaining open to the latter possibility.

"Obviously, we're considering not rebuilding Fox to its full size," he commented.

Dr. Turner said the district, in filing its claim for the insurance money, is pursuing one of two options.

First, it can opt for total reconstruction of Fox, which suffered total destruction in one wing, including the school's library, as well as 30-40 per cent damage in the other, or it can rebuild Fox only to the degree deemed necessary for that area and use some money from the insurance settlement to begin work on a new facility.

### ALTERNATE BIDS

According to Dr. Turner, the district will let out bids for both total and partial reconstruction of the school. If the district chooses the former, estimated to cost \$800,000, the insurance carrier will foot the entire bill, according to the superintendent, while a settlement will be negotiated

should the district choose to build a new school.

In addition to insurance money, the district will have a \$500,000 construction fund at its disposal.

Should the district only partially rebuild Fox, Dr. Turner said, the district is more likely to use the Redwood Shores site than to add onto current school buildings.

"The other sites are pretty well built up. It wouldn't be practical to add to them," said Dr. Turner.

### FEE AN INCENTIVE

One possible incentive for the district to use the Redwood Shores site is a non-use fee it will be forced to pay. The fee begins at \$2,500 a year and escalates at an estimated two to three per cent each year thereafter for each year the district owns the site but doesn't use it.

The district has gotten the non-use fee waived for the past two years, but Dr. Turner said he doesn't expect the reprieve will be extended.