GENERAL FUNCTIONS

1.1 Call to Order

1.2 Roll Call

1.3 Welcome to Guests and Staff Members

1.4 Minutes of Regular Meeting of May 7 and Adjourned Meeting of May 12, 1964

1.5 Hearing of Citizens and Petitions

1.6 Communications

Letter from City Recreation Commission: A letter from the Recreation Commission of the City of Santa Barbara, signed by Jerry N. Harwin, requests that the contract between the High School District and the City of Santa Barbara, covering program of community recreation on school premises, be increased by $1,117. for the 1964-1965 school year. This additional financial assistance is requested to enable the Recreation Commission to provide an after-school recreational program at Goleta Valley Junior High School and is based upon the cost of personnel to render this service.

Subdivision Map: The Superintendent recommends that a tentative map from the City of Santa Barbara concerning the following development be received and ordered filed:

Channel View Subdivision (29 lots - R-2, R-2 and R-3) north of Cliff Drive, west of Neiga Road and east of Fellowship Road; school attendance area - Washington, La Cumbre Junior High and Santa Barbara High Schools.

PERSONNEL

2.1 Adoption of Board Policy re: Employer-Employee Relations: At the Board meeting on May 21, 1964, the Superintendent reviewed certain background information relating to development of his recommended policy on employer-employee relations that was accepted for first reading at said meeting.

The SECTA and the AFT had earlier submitted their separate recommendations on "recognition of certificated employee organizations," and representatives of both organizations objected to the Superintendent's recommendation at the last Board meeting. The current objections of these organizations, as confirmed by subsequent written statements to the Superintendent and the Board members, are summarized below:

Objections of Santa Barbara City Teachers' Association:

Section I, Item 4-a, 3rd paragraph, referring to "strikes, sanctions, boycotts," et al., as "improper procedures to be used by public school employees." Objection based on fact that "sanctions" are approved by National Education Association and California Teachers Association with
which the Santa Barbara City Teachers' Association is affiliated. Deletion of entire paragraph requested.

Section III, last paragraph on page 5, referring to "discretion of Superintendent and/or Board of Education to designate committees of teachers, administrators, and/or classified employees to study and make recommendations on any matters directly or indirectly relating to employer-employee relations, such committees to be appointed without regard to recognized employee organizations." Objection based on opinion that this statement "negates rather effectively" the recognition of employee organizations.

Objections of Santa Barbara County Federation of Teachers, Local #1081:

Note: This organization has previously been identified by local AFT members as the "Santa Barbara Federation of Teachers" and the "American Federation of Teachers, Local 1081." In his letter of May 29, 1964, to the Superintendent and individual Board members, Thomas V. Martin, Jr., refers to the organization as the "Santa Barbara County Federation of Teachers, Local #1081."

In his numerous discussions with District employees who are members of the AFT, the Superintendent has stressed that the local Board of Education and local administration are concerned with working with local school district employees and employee organizations, and not with County or regional organizations that may include local school district employees in their membership.

Basic objection to Superintendent's recommendation: Prefer either "a policy granting equal recognition for all groups" or "no adoption of any policy."

Specific objections:

1. Section III, page 5 - concept of differentiated recognition based on number of employees represented by respective organizations. Objection based on desire of SECT to have "equal status" now with other certificated employee organizations regardless of comparative number of members represented by the SECT and other certificated employee organizations.

   Note: From the experience in other school systems, there appears to be no question but that the AFT would expect and/or demand status as "sole bargaining agent" if and when it acquires majority or plurality of teachers in the district as its membership.

2. Section III, #2, page 4 - recommended stipulations that employee organization wishing to be recognized provide information on "number of ... employees of the Districts who are members" (item 2-b), and financial support or organization (item 2-e); provision that Board may demand membership lists if legitimacy of local organization or actual membership representation is questioned or challenged (part 3). Objections based on SECT interpretation of Government Code Section 3502, and fear of possible discrimination if membership lists are made known.
3. Section III, last paragraph on page 5, referring to "discretion of Superintendent and/or Board of Education to designate committees ... without regard to recognized employee organizations." Objection based on CFT interpretation that Board and Superintendent cannot abrogate power to establish committees of teachers on matters unrelated to teacher welfare and employment conditions; also that this section makes entire policy purposeless by providing means of circumventing policy with regard to teacher welfare committees.

4. Section 1, Item 4-c, 3rd paragraph, referring to "strikes, sanctions, boycotts ... as improper procedures to be used by public school employees ...." Objection based on interpretation that (1) term "improper" is inapplicable to any means of expression that is not contrary to California law; (2) term "boycott" is meaningless in field of education; (3) term "mandated arbitration" is not a common term in union vocabulary and needs defining.

5. Section VI, art 6 - direct contacts with individual employees. Objections based on present opinion that there is no need for a policy requiring a representative from a professional organization to "check in or report" before contacting a teacher at school, and that "this is a paternalistic insult to a teacher." Comment made that AFT representatives already follow practice described in this policy statement.

Note: This current objection is directly contrary to the written recommendation of the Santa Barbara Federation of Teachers on July 27, 1963, at which time the Board was requested to approve statement #5-f that "Official representatives of professional organizations shall report to the school office before visiting a teacher on school premises." The Superintendent's recommendation in this regard is based on prevailing operating practices and the SRFT recommendation.

Summary statement in SBFT letter of 5/29/64:
"In conclusion, we request that the Board of Education indefinitely postpone action on this proposal. If action must be taken we again request that either no policy be adopted, or one which grants equal recognition for all. As the policy is written now we shall never seek recognition, but instead come directly before the Board with our business as specified in the Code. If the Board and/or Superintendent wishes to discuss our position or seek a clarification of anything stated herein the SBFT shall always be available upon request."

Superintendent's analysis and recommendations:
1. The Santa Barbara City Schools has operated satisfactorily for years without the need for a policy statement defining the "rights" of employee organizations. The City Teachers Association has for many years had as its members a substantial majority of certificated staff members in both teaching and administrative assignments. The California School Employees Association has for many years
represented classified employees in the school system. It has been common practice in Santa Barbara for representatives of both CTA and CSEA to appear before the Board of Education to discuss salary proposals and other matters affecting the welfare or working relationships of staff members. The Board has consistently accorded such representatives respectful hearings, and has given their proposals consideration, even though the Board was not required by law to listen to or consider employee requests, or to acknowledge that spokesmen represented anyone besides themselves.

In 1961 the State Legislature adopted the Employer-Employee Relations Act, AB 2375, now Chapter 10 of the Government Code, Sections 3500 - 3509, which formalized and mandated the relationships already existing between governing boards and local employee organizations. This act did not authorize collective bargaining for public employees as defined in the Labor Relations Act (copy of Chapter 10 of Government Code attached). It would appear that in some instances, the letter of particular Government Code sections is being interpreted without regard to the entire context of Government Code Chapter 10 and related Education Code provisions in the attempt to support a particular point of view. In brief, Government Code Sections 3500 - 3509 stipulate that:

- the purpose of said Chapter is to "promote the improvement of personnel management and employer-employee relations within the various public agencies in the State of California ..." (covered by Preamble and other portions of Superintendent's recommended policy)

- governing boards must permit employees to join organizations of their own choosing, and must not discriminate against organizations or their members (covered in Section II of Superintendent's recommended policy)

- governing boards must respect the right of individual employees to represent themselves before their respective boards (covered by Section II of Superintendent's recommendation)

- governing boards no longer have discretion on whether or not to recognize or hear organizational representatives (covered by Section I, parts 2 and 4; Section II; and 1st paragraph of Section III of Superintendent's recommendation)

- governing boards are empowered to establish their own reasonable rules and regulations for the administration of employer-employee relations within the wording and spirit of the law (covered by entire policy recommended by Superintendent)

- governing boards are empowered to designate "administrative officers or other representatives ... (to) meet and confer with representatives of employee organizations upon request ..." (covered by Section IV of Superintendent's recommended policy)
2. The present problem was initiated a year ago when the SBCTA, after months of deliberations through committee work and contacts with its general membership, recommended the Board's adoption of a policy recognizing "for purpose(s) of representation on all matters of employee-employee relations" only the certified personnel organization representing a plurality of the certificated employees of the district. Shortly thereafter, the Santa Barbara Federation of Teachers made its organization known, and it recommended a substantially different "recognition policy" to the Board of Education.

These two certificated employee organizations are involved in a power struggle, and each organization has recommended adoption of written statements of policy that reflect and are favorable to their separate points of view. The present issue was not initiated by either the Board of Education or the school district administration, but it is up to the Board and the administration to resolve the issue through objective deliberations resulting in reasonable actions.

3. Immeasurable hours have been spent by the Superintendent and members of his immediate staff in studying the ramifications of the law; ascertaining the policies and experiences of other school districts in regard to employee-employee relations; defining differentiations in viewpoints toward the problem as expressed by state and national school board associations, superintendent's associations, the so-called "professional" organizations, and teachers' unions; conferring with representatives of the CTA and AFT; and developing statements of "neutral principles" that comply with the law, protect the interests of all parties concerned, and meet the problem now and in the future, whether or not the present balance of power between or among non-existing certificated employee organizations and/or future organizations prevails or changes.

The policy recommended by the Superintendent specifies multiple means by which the Board may seek the advice and counsel of school district employees through various kinds and sizes of employee organizations, as well as individual staff members, and staff-line relationships defined as "administrative channels." The recommended policy is not discriminatory in its wording or its intent - it is definitive in recognizing both majority and minority viewpoints. It is based on the fact that the Board and the staff have distinctly separate identities in their common commitments to the public interest; and that school district employees, both individually and collectively, have certain legal and ethical rights and obligations that differ from the legal rights and obligations of the Board. According to California law, the rights of teachers are already well protected by the tenure law, and this basic fact removes teachers from the customary concept of labor-management relations.

Since the last Board meeting, the Superintendent and members of his immediate staff have weighed the entire problem further. The Superintendent recommends that the Board take action at this time to adopt the recommended
statement on employer-employee relations submitted and accepted for first
reading at the Board meeting on May 21, 1964, subject to the following
revisions submitted for purposes of clarification:

Section I - Preamble: no changes in recommended wording

Section II - Employees and Employee Organizations: no changes in
recommended wording

Section III - Recognition of Employee Organizations:

Page 3: Introductory statement
   Part 1
   ) no changes in recommended wording

Page 4: Parts 2 and 3

Page 5: RECOMMENDED REVISIONS

a. First paragraph and 2 definitions underscored (recommended
revision according to details of Attachment 2.1)
b. Last paragraph: deletion recommended since basic point
of discretion on part of Superintendent and/or Board of
Education is covered in other parts of recommended policy
(notably Section IV, part 5 of Operating Procedures)

Section IV - Operating Procedures: no changes in recommended wording

Section V - Information to be Provided Recognized Employee
Organizations: no changes in recommended wording

Section VI - Distribution of Information and Contacts with Staff:

RECOMMENDED REVISIONS

a. Removal of detailed conditions from statement of Board
policy; inclusion of detailed conditions without changes
in wording in administrative rules and regulations
b. Revision of introductory statement as follows:
"Recognized employee organizations shall be entitled to use
of official bulletin boards and other means of communication
with employees IN ACCORDANCE WITH ADMINISTRATIVE RULES AND
REGULATIONS PRESCRIBED BY THE SUPERINTENDENT."

This recommendation is presented in sincere concern for minimizing the
present frictions and conflicts between two opposing employee organizations;
defining what the Board and the staff may expect of each other in the way
of formal relationships; and improving staff morale. The Superintendent
is of the firm opinion that nothing will be gained by either indefinite
postponement of action on the policy, declining to adopt a policy, or
ignoring entirely the concept of majority rule. It is apparent that the
conflict between the CTA and the AFT may increase in intensity, with possible
harm to the school system and the public's interests, in the absence of any
statement of policy on the part of the Board of Education.
2.2 Recommendations re. Classified Salaries for 1964-1965 by Salary Committee, Santa Barbara Chapter 87, CSEA: Mr. John Barnes, Chairman, and members of his Committee will attend the Board meeting this Thursday for the purpose of presenting the group's recommendations. Copies of the Committee's written report and recommendations on classified salary matters are attached to this agenda for the Board's information.

The Superintendent recommends that the Committee's report be accepted for further study, and referred to the Superintendent and his staff for recommendations in connection with budget planning.

2.3 Position of Administrative Assistant, Business Services, at City College: The Superintendent recommends approval of the position of Administrative Assistant, Business Services, at City College for 1964-1965 at Salary Range K on the Administrative Salary Schedule, employment to begin on February 8, 1965. Attached for the Board's information is a list of the major duties and responsibilities of this position.

2.4 Freedoms Foundation Awards: Mrs. Barbara Ollis, Santa Barbara Junior High School, and Mr. James P. McDermott, Santa Barbara High School, have been awarded the Freedoms Foundation's awards for "exceptional work in teaching responsible citizenship and understanding of the American Way of Life." This is an honor to the District as well as to Mrs. Ollis and Mr. McDermott, and the Superintendent recommends that the Board formally express appreciation to these two employees.

2.a Certified Personnel Assignments: The Superintendent recommends approval of changes in certified personnel assignments in accordance with details of supplemental report 2.a. If time permits, the Superintendent wishes to discuss administrative salary matters.

2.b Classified Personnel Assignments: The Superintendent recommends approval of changes in classified personnel assignments in accordance with details of supplemental report 2.b.

3 CURRICULUM AND INSTRUCTION

3.1 Textbooks Recommended for Adoption: The Superintendent recommends adoption of junior and senior high school and City College books included on the supplemental list presented with this agenda. These books have been on display in the Instructional Materials Department for the past two weeks following their careful evaluation by competent members of the professional staff. It is recommended that they be approved for purchase at this Board meeting in order that they may be available for use when the school term opens in September.

3.2 Report of Advisory Committee for Evaluation of the Junior High School Program: Enclosed for the Board's information is the formal report of the Advisory Committee for Evaluation of the Junior High School Program. It is hoped the Superintendent can discuss this report in the next few days with the Professional Relations Committee and the junior high school administrators. The Superintendent expects to have a recommendation for the Board at the last Board meeting in June.
4 SCHOOL PLANTS AND PROPERTY

4.1 Easements to City of Santa Barbara, City College Property: Following several conferences with Mr. R. D. Hogle, Director, and Mr. George Riddle, Assistant Director of Public Works for the City of Santa Barbara, we have received a letter from the City of Santa Barbara requesting a road easement, consisting of approximately 2,000 square feet, and a temporary easement for slope construction in conjunction with the widening and realignment of Shoreline Drive, adjacent to the City College site. Mr. Riddle will be present at the meeting to answer questions. The Superintendent recommends the adoption of the appropriate resolutions of intent to convey to the City of Santa Barbara a road easement and a temporary easement for slope construction on City College property and scheduling of a public hearing thereon.

4.2 Authorization to Advertise for Bids on Plans for Goleta Valley Junior High: Specifications for 2 school pianos and 2 grand pianos (Bid #123) for Goleta Valley Junior High School will be presented at the meeting. The Superintendent recommends that they be approved with authorization to advertise for bids, the bid opening to be Tuesday, June 25, 1964, at 2:00 p.m. Estimated cost = $7,000, payable from High School Bond Fund.

4.3 Advertising Bids on Chalkboards and Tackboards, Goleta Valley Junior High: In accordance with the Board's authorization on May 7, 1964, advertised bids were opened on Tuesday, May 26, 1964, for chalkboards and tackboards (Bid #116) for Goleta Valley Junior High School. Bids were sent to seven companies and only one bid was received from Pacific Acoustics, Inc., in the amount of $3,998. Estimated cost was $4,000. The Superintendent recommends acceptance of this bid and requests authorization for the Business Office to issue necessary documents on the High School Bond Fund.

4.4 Advertising Bids on Moving Portable Classrooms: In accordance with the Board's authorization on May 7, 1964, advertised bids were opened on Tuesday, May 26, 1964, at 2:00 p.m. for the moving and resetting of certain portable classrooms at Sunnyside and Santa Barbara High Schools. The following bids were received:

- L. V. Doan, Santa Barbara, $4,444.
- F. P. Villalba Co., Santa Barbara, $4,685.

Estimated cost was $4,100. The Superintendent recommends acceptance of the low bid of L. V. Doan, in the amount of $4,444, and that the Business Office be authorized to issue necessary contract documents on the High School District General Fund.

4.5 Adoption of Resolutions to Accept Grant Deeds, Santa Barbara Street Property: It is anticipated that escrow will be ready to close on four parcels of land in Block #190 on Santa Barbara Street, owned by Mrs. Helen R. Alderson, Mr. Andrew B. Lopez and Miss Edrina Kirk (2 lots). Mr. Browne will present the proper resolutions of acceptance of grant deeds at the Board meeting. The Superintendent recommends that the Board adopt the prescribed resolutions to accept the grant deeds as presented.
4.6 Surplus Property on Cliff Drive – City College: The Superintendent recommends that the Business Office be authorized to open escrow on 1.8 acres of property on Cliff Drive declared surplus by the California Division of Highways. The Superintendent further recommends that the City Planning Commission be requested to conduct an investigation as to the suitability of this property for future use by the City College.

4.7 Claim for Alleged Property Damage: We have received a claim from the Aetna Casualty and Surety Company, insurance carrier for Henry W. Muller, in the amount of $131.36, for a broken windshield alleged to have resulted from a batted baseball during a practice session of the City College baseball team at Cabrillo Field on March 18, 1964. The Superintendent recommends that the claim be referred to the United Pacific Insurance Company, the District's liability and property damage insurance carrier.

5 BUSINESS AND FINANCE

5.1 Authorization for Year-End Transfers of Funds: The Superintendent recommends that the County Superintendent of Schools be authorized to make necessary transfers between the Undistributed Reserve and any expenditure classifications for 1963-1964 or to balance any expenditure classifications for 1963-1964 of the Santa Barbara High School District. This authorization is customary at this time of year, and is in accordance with Education Code Section 20951.

5.a Purchase Order Report: The Superintendent recommends authorization and/or ratification of the purchase of supplies, equipment, and services on purchase orders numbers 3372 through 3514 in conjunction with the Santa Barbara School District.

5.b Payment of Claims: The Superintendent recommends authorization and/or ratification of the payment of the following claims in conjunction with the Santa Barbara School District:

   General claims on warrants numbers B-6594 through B-6871
   1624 "H" payroll warrants for May, 1964 = $793,303.20

6 PUPIL PERSONNEL

6.1 Promotions and Graduations: The Superintendent recommends that, effective June, 1964:

   Those 9th grade students recommended by junior high school principals be promoted to the 10th grade of a senior high school;

   Those 12th grade students recommended by high school principals and the Evening High School Principal be graduated and given diplomas of graduation;

   Those City College students recommended by the City College President be granted Associate in Arts Degrees or certificates of achievement.
Tentative graduate lists from the respective secondary school principals are subject to revision upon issuance of final grades. These tentative lists indicate that the following numbers of graduates are anticipated:

<table>
<thead>
<tr>
<th>School</th>
<th>Expected Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>La Colina Junior High School</td>
<td>408</td>
</tr>
<tr>
<td>La Cumbre Junior High School</td>
<td>508</td>
</tr>
<tr>
<td>Santa Barbara Junior High School</td>
<td>478</td>
</tr>
<tr>
<td>San Marcos High School</td>
<td>480</td>
</tr>
<tr>
<td>Santa Barbara High School</td>
<td>661</td>
</tr>
<tr>
<td>Santa Barbara Evening High School</td>
<td>72</td>
</tr>
<tr>
<td>Santa Barbara City College:</td>
<td></td>
</tr>
<tr>
<td>Associate in Arts Degrees</td>
<td>147</td>
</tr>
<tr>
<td>Certificates of Achievement</td>
<td>28</td>
</tr>
<tr>
<td><strong>Total Graduates</strong></td>
<td><strong>2862</strong></td>
</tr>
</tbody>
</table>

7 GENERAL INFORMATION

7.1 Community Recognition for Dr. Charlotte D. Elmott: Dr. Charlotte D. Elmott, who served the City Schools so well for so many years before resigning in 1961 to be on the staff of Devereaux Schools, will be leaving Santa Barbara in July to accept a position as first Dean of the newly established Pitzer College in Claremont, California. A community dinner honoring her will be held on June 9 at 7:00 p.m., at the YMCA. The Superintendent will write a letter to Dr. Elmott expressing appreciation on behalf of the Board.

7.2 School District Organization Meeting: A meeting of the Augmented County Committee on School District Organization will be held on June 8, 1964, at Hope School, 3970 La Colina Road, at 8:00 p.m.

8 ADJOURNMENT

At a recent meeting the Board agreed to hold a special adjourned meeting on June 11 for budget purposes. The time of day needs to be determined at this Thursday's meeting. It appears now that it may not be possible to get a quorum for the regularly scheduled Board meeting on June 18, due to conflict with graduation exercises scheduled for that afternoon. The Superintendent recommends that the Board give consideration to scheduling an adjourned regular meeting on Tuesday, June 23, at 4:00 p.m.