'Project BRITE' boosts new education program

SAGINAW, Mich — This city of over 100,000, located approximately 90 miles north of Detroit, has been the scene of exciting developments in education and community relations during the last year. It was recently selected as one of the 22 finalists in the All-American Cities competition.

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Among the reasons cited for the city's selection were the recent approval by 2-1 margin of a stringent Open Housing Law and passage of an 8-million increase in school operating funds directed in part to improve inner-city education.

The school's new concept is named, "Project BRITE." This stands for "Bridging Resources to Improve Teaching for Everyone."

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Project BRITE will strike at the problems of the inner city on two fronts. Curriculum improvement will be developed by means of an experimental "Hub School." At the Hub promising educational techniques and approaches will be tested for the inner-city schools.

Useful developments will be exported to surrounding satellite schools by means of a specially designed program of dissemination.

Blocks to learning by environment which hinder the inner city child from getting as much education as he should will be attacked by a multi-agency concept.

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The project will attempt to focus all the resources of the community both governmental and private on the family and the child in an effort to reduce and eliminate these blocks.

This dual approach concept is tied together by a revolutionary evaluation model developed by the staff of the Ohio State University evaluation center.

Saginaw Superintendent of Schools, Dr. Jack P. Taylor, described the project as an indication of the commitment of the community to attack, on a coordinated basis, environmental problems of both children and adults.

He stated, "The Saginaw Public Schools are now starting the development of community schools that are flexible and responsive to needs of individual neighborhoods." This he said, will be accomplished through establishment of neighborhood school planning committees.

These committees will not just make recommendations, but they will also assist the school staff in implementing the school program."

The present administration of the Saginaw Public Schools which developed Project BRITE was cited in the 1967 Report of the U.S. Civil Rights Commission for its outstanding program of desegregation while in another school district.

Project BRITE is currently in its initial stages of development. It is expected to be in full operation by the Fall of 1969.

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Executive Council

Twenty-two classroom teachers compose the Executive Council of the American Federation of Teachers. The teachers' union is a classroom-teachers' exclusive organization. Administrators are not permitted to join.

The Washington Teachers' Union
Local 6, American Federation of Teachers, AFL-CIO
DEMOCRACY IN EDUCATION
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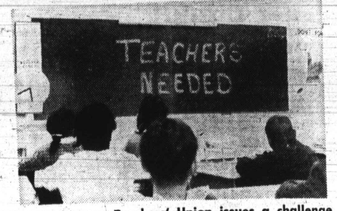

The Washington Teachers' Union issues a challenge to all teachers who are interested in improving education in the Nation's Capitol. The Union invites teachers from all over the nation to join with it to make Washington, D.C. the educational show case of the world.

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Teachers' salaries show rapid rise

(Special to the AFRO-AMERICAN)

WASHINGTON, D.C. — Planning to make a career out of teaching? Wondering how much you'll earn?

According to the latest survey by the research department of the American Federation of Teachers, er pay in Baltimore, Washington, Detroit, Chicago, New York City and other cities in which the Union has won a contract, is climbing rapidly.

If you graduate with a bachelor's degree, after four years of college, you can earn:

In Detroit, $7,500 to start, with annual raises after that ($9,000 to start if you've a master's degree from college).

In Chicago, $7,350 to start, going up to $12,390 in your 15th year if you've earned a master's degree plus 36 additional hours by that time, plus vacation pay at Christmas and Easter.

Here is Washington, $7,000 to start, plus annual increases.

From $6,750 to 9,900, depending on degree and experience, in New York City.

Salaries are constantly going up. In Baltimore, the union is demanding a $9,000-$18,000 salary schedule.

Most teachers in union towns have more than two-months vacation a year, paid bonuses for additional college credits earned and have a wide variety of fringe benefits — usually including paid hospitalization, medical and life insurance.

AFT members are also covered by a $100,000 liability insurance plan, free.

UNION TEACHERS have held a dozen conferences throughout the U.S. during the last two years aimed at eradicating all vestiges of racism in the public schools. Among the prominent speakers who addressed thousands of Detroit, Mich., teachers during a union-sponsored conference last year, were, from left: Dr. Nathan Hare of San Francisco State College; author John Henrik Clarke, author Oliver Killens, and civil-rights leader Floyd McKissick. Other AFT-sponsored conferences have been held in Washington, Cleveland, Gary, Chicago, Philadelphia, San Francisco, Portland, and St. Louis.

AFT wins good contract for teachers in Detroit

DTTROIT, MICH — A good example of how teacher contracts negotiated by the American Federation Teachers (AFT) can improve minority-group rights in education is found in the agreement negotiated between the Detroit Federation of Teachers and the city's school board.

Some of the provisions in the 1967-1969 contract include:

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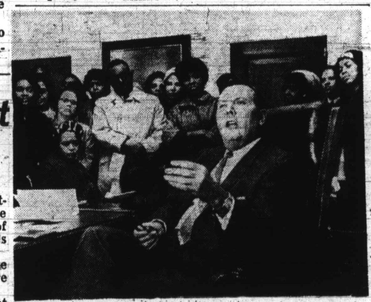
"A promise that "textbooks and other curriculum material for each pupil in all American history classes" will be used "to comver in depth contribution of minority groups in each unit taught."

"Agreement between the Union and board "to work affirmatively in implementing their mutual objective of effective integration of faculties and student bodies in all Detroit schools."

"Efforts to "eliminate culturally biased tests" are pledged.

"A requirement that teachers seeking promotion to higher salary classifications "must show evidence of participation in community affairs and a variety of school experiences, one of which shall have been in a school located in a low socio-economic area."

A commitment of to the "necessity of equal educational opportunity. . .with no exclusion from any program on the basis of race, religion, creed, social or economic status."



JOEL BROYHILL, Republican Congressman from Virginia who is a powerful force on the House District Committee — which holds the purse strings or the District of Columbia's budget—give a brusque reception to some of the D.C. teachers who confronted him with a demand for a salary increase last March. More than 3,000 teachers took the day off, shutting down the schools, to march on Capitol Hill. Their action, led by the Washington, D.C., Teachers Union, AFT Local 6, resulted in a raise for District teachers. A beginner can now earn $7,000 a year as a D.C. teacher.

Union describes changes in teaching condition

WASHINGTON — How teaching conditions can change after a union contract is signed was told succinctly in chart form in the December, 1968, issue of the Washington Teacher, publication of the Washington Teachers' Union, Local 6 of the American Fedcation of the Washington Teachers' Union, Local 6 of the American Federation of Teachers.

Headlined "Before and After," the chart pointed out that before the Union contract was signed, Washington's elementary-school teachers had no guaranteed planning period to prepare lessons for their students.

Since the signing of the contract, elementary teachers are provided one hour every day for planning time.

Before the contract only a few elementary teachers had a lunch period. The contract gave all elementary teachers a lunch period of not less than 45 minutes (except in inclement weather, when they must assist in supervising pupils).

Before the contract, teachers were harassed by the administration for personal matters concerning bills, checks, and court actions.

Now, under a contract stipuation, school administration recognizes that the personal behavior of a teacher during nonduty hours is solely the teacher's concern.

Before the contract, evaluation procedures were vague and highly subjective. Now, under the contract, there are due-process evaluation procedures for teachers.

Before the Union contract was signed, many qualified teachers who failed to pass the "National Teacher Examination" were kept out of the ranks of regular instructors. Now, the board has agreed to palace a three year meratorium on the tests.

DURING THE LONG New York City strike this last fall, members of the United Federation of Teachers conducted community project schools throuhout the city to make sure that students were continuing their studies. This schoolday scene took place in one of New York's Spanish-speaking communities.

Teachers union consults community

(Special to the Afro-American)

BALTIMORE — They call it "Project PEEC." It stands for "Planned Effective Educational Change," and it is the latest example of how a new teacher-community alliance is creating a better school system here.

"Project PEEC.," an eight-page document, is another name for the new set of bargaining demands given to the board of education by the Baltimore Teachers Union, exclusive bargaining agent for the city's classroom teachers.

The union has listed more than 100 demands aimed at improving education, and it wants them all included in the new master collective-bargaining contract now being negotiated.

What makes the demands unique is that they reflect not only teacher concerns, but community concerns as well.

They were drawn up only after the union had conducted a series of eight public hearings throughout the city of Baltimore to which parents and community organizational representatives were invited to come and tell the Union what changes they wanted to see in the schools.

The demands reflect a diversity of concerns — all the way from higher teacher salaries and increased fringe benefits to a sharp reduction in average class size and elimination of culturally-biased tests.

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Among "Project PEEC's" major demands to the school board are:

At least one resource teacher in the fields of music, art, physical education and library science for every eight classes in each elementary, special education, or trainable areas, no later than next July 1.

Referral of emotionally-disturbed children to special education classes for intensive help.

Greatly expanded health services for students, including minimum standards of one nurse per elementary school, two nurses per secondary school, one doctor per 1,000 students and standby health services for athletic events.

Reduced class sizes for more efective learning conditions, so that there will be a maximum of 25 students in kindergarten through 12th grade and 20 students in special-education and model-school classes.

Formation of a Committee of teachers and others to make recommendations as to the elimination of "culturally-biased achievenment and intelligence tests." (Many tests) are designed only for middle-cass whites.)

The teaching of black history in the schools, and formation of voluntary workshops to educate teachers in this subject.

An increase in teacher salaries so that those with bachelor's degrees would begin their second year of teaching at $9,000 a year and earn up to $17,000 in their ninth year, or $18,200 if they have a master's degree.

A flexible schedule for counseors, so that they win be available to work with students after school and Saturdays, depending on the needs of the community.

And insurance protection for teachers and their families, including fully-paid counselors, so that they will Blue Cross insurance and major medical coverage.

Many other areas are covered in "Project PEEC" and those interested can get copies of the document by writing to the Baltimore Teachers Union, 2303 Liberty Heights Ave., Balt., Md., 21207.

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Summarizing the impact of "Project PEEC," Dennis Crosby, Union pesident said, in an open letter to teachers and parents:

"We have, in the past, been restricted to many shamefully archaic and nonprofessional duties.

"Our children have been educated within the confines of many policies and conditions that reek of educational mediocrity.

"The trained, professional teacher, supported and assisted by the parents of Baltimore, is the person who can and will remedy this appalling situation.

"Your proposals bring to bear on the school system the vast and profound experience, resources and professionalism that is found within the teach complex.It is a source long neglected and long untapped of its full value," he added.

The union's action in polling both teachers and the community, is, according to the BTU, a "portent of the eventual development of community power in the public schools.

"This concept of community power is the declared position of union teachers. The BTU, recognizing the Baltimore community, tail particular nature of the ored many of its programs to meet these needs.

"The community school concept has come of age in Baltimore. A working alliance of teachers and citizens has been forged.

"Nothing can stop it because the meaning of this program is essential to the concept of quality education for every child regardless of race, color, or creed."

Free information

Information on the programs and purposes of the American Federation of Teachers will be supplied to students and teachers who write to the AFT's national headquarters, at 1012 14th St., NW, Washington, D.C. 20005.