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Organization of Negro Educators
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NEWARK, NEW JERSEY 07108
Quality Education For All

The Star-Ledger

Wednesday, February 21, 1968

Educators to picket for six demands

The Organization of Negro Educators (ONE) said yesterday its membership has voted to organize two days of picketing, Tuesday at 4 p.m. and Wednesday at 6:30 p.m. in front of the Board of Education in Newark, and at 8 p.m. Wednesday at the board meeting.

Fred Means, president of ONE, said six major demands will be made in behalf of the substitute teachers:

- Equal pay for equal work.
- Equal number of sick days as regular teachers.
- Equal benefits — Blue Cross and Blue Shield.
- Job security — tenure.
- Equal pension opportunity.
- Equal opportunity for summer employment.

Means said that ONE stands by its proposal presented to the Newark Board of Education September, 1967, that all substitute teachers, fully certified by the state and having three years of experience with satisfactory ratings and physicals, be made permanent teachers — their salary to be commensurate with experience and the maximum allowed by Newark.

The Evening News Wednesday,
January 24, 1968

Negro Teachers Say Newark Qualification Tests Biased

A group of Negro teachers in Newark has protested to state and city officials that the city's qualification tests discriminate against minority groups and successfully exclude them from advancement in the system.

The Organization of Negro Teachers has asked by letter that the officials, including Dr. Carl L. Marburger, New Jersey education commissioner, "halt" the next set of examinations scheduled for Feb. 3.

Newark is the only community in the state which conducts its own testing procedures over and above state requirements.

Critics of the system have long charged that the tests are a device to keep a large number of teachers on "substitute" status, and thus off the salary raise

schedules. About a fifth, or 700 teachers in Newark, are in this category.

Letters Sent

The group's letter was sent to Dr. Harold Howe, U.S. education commissioner; Harold Ashby, president of the Newark board; George Pfaus, director of the New Jersey Division of Civil Rights; Mayor Hugh J. Addonizio, and Newark Councilmen Ralph A. Villani, Calvin D. West and Irvine Turner.

"It is our position," the letter reads, "that the National Teacher Examinations as they are presently designed inherently discriminate against black people"

The letter states that the examinations, if allowed to take place, will "effectively exclude

the appointment of black administrators in meaningful numbers for the next four or more years."

Newark has no Negro principals, one Negro vice principal. There are, however, two Negro assistant superintendents.

The Negro teachers' group complained that the substitute teachers are paid as much as \$2,000 a year less than the regular teaches, have no job security or fringe benefits and are "fired" at the end of each school year, "only to be re-hired the following September."

Regular Teacher Status Sought for Substitutes

The Newark Board of Education will be asked tonight to absorb some 800 "permanent" substitute teachers at the rank of regular staff teachers.

A demonstration in support of the demand was held yesterday afternoon outside Board of Education offices, 31 Green St., and a second demonstration is planned for 6:30 tonight, just prior to a conference of the school board.

Fred Means, president of ONE (Organization of Negro Educators), said some two-thirds of the school system's 1,200 substitutes "teach full time in the same classroom for the entire school year at less pay and without all the fringe benefits accorded to regular teachers."

The school board tonight is expected to pass resolutions that would permit qualified substitute teachers with three years of experience to become permanent by taking the city's required teacher's examination and provide medical coverage for substitute teachers.

Not Enough

Means, organizer of yesterday's demonstration at which some 100 substitute teachers

marched peacefully, said the resolutions, hammered out in negotiations between the Newark Teachers Association, bargaining agent for all of the system's teachers, and a three-man committee of school board members, "was simply not enough."

"These teachers are teaching full time. They deserve equal pay for equal work," Means said.

Presently, substitute teachers who are assigned full-time positions at the beginning of each school year are paid a flat rate of \$5,800, some \$500 below the starting salary for regular teachers.

Easiest Solution

In addition, Means said, "permanent" substitutes are permitted only seven sick days as opposed to 15 for regular teachers; cannot gain tenure, and are not permitted any personal days of leave, while regulars are granted three.

Dr. Benjamin Epstein, assistant superintendent of schools, said at last night's demonstration that the easiest way to eliminate the inequities "would be, of course, to make the substitute teachers full-time teachers."

Though easing of the requirement by which a substitute can become a regular teacher is viewed as a step in the right direction, several substitutes added that the best system would be to eliminate all requirements except those of the state.

In addition to meeting state certification requirements, regular teachers in Newark, must pass written, physical and oral examinations before being placed on the payroll. Newark is the only municipality in the state that tests prospective teachers.

Surplus Created

Although substitutes are paid \$5,800 annually, the school board budget is determined as if all teaching positions are filled with regular teachers.

Thus, the lower salaries paid to substitute teachers create a surplus in the teacher salary fund. This year the surplus is about \$600,000, which would be enough to absorb the salary increases of the substitute teachers were made full-time.

In the past, this surplus fund has been used as a contingency fund to finance such things as busing students to temporary sites.



Pickets outside Board of Education ask

NEWARK SUNDAY NEWS
April 28, 1968

Scholarship Honors King

The Organization of Negro Educators (ONE) has voted unanimously to give a college scholarship in memory of Rev. Dr. Martin Luther King to a student from each of the eight senior high schools in Newark.

The scholarship fund was authorized at the suggestion of a student committee of the group which is composed of Negroes professionally linked with Newark public schools.

The committee will work with the principals and guidance counselors in each high school to find eligible students. The scholarships will be awarded on an annual basis and the number of recipients will be increased yearly.

November 4, 1967

THE NEW JERSEY AFRO-AMERICAN,



NEWARK TEACHERS MEET. The Organization of Negro Educators held its membership meeting at the Leaguers building last Friday with Albery Black (center) as guest speaker.

Mr. Black is chairman of the Newark, N.J. Human Rights Commission. In the group (left to right) are Dr. Erenezt Garrett, Board of Education member, Howard Caesar, teacher at

Cleveland School, Fred Means, teacher at South Side High School, Harold J. Ashby, president, Board of Education, Simeon Moss, asst. superintendent Elementary Education.



Newark News Photo

Permanent status for teachers.

Negro teachers to mayor: Stop playing 'politics'

A group of Negro Newark school teachers yesterday asked Mayor Hugh J. Addonizio to stop playing "politics with the Board of Education and see that Negroes are given a fair deal in the hiring at all levels in the school system.

Addonizio told 20 members of the Organization of Negro Educators (ONE) he was not involving the board in politics, and said he was certain that if there are any job discrimination problems in the system they can be solved.

The group, headed by Fred Means, former chairman of the Newark-Essex Chapter of the Congress of Racial Equality, also asked the mayor to appoint three more Negroes to the Board of Education.

Addonizio said a number of persons are being considered for the board, and he said there was an "excellent chance" that one Negro would

be appointed.

The terms of Manuel Moran, Gerald McCune and Victor DeFilippo are expiring. Moran and McCune are expected to be reappointed, and De Filippo may be named assistant counsel to the board.

The ONE delegation suggested five candidates for the board. They are James Tate, chairman of Area Board 5 and a member of the United Community Corporation's board of trustees; William Payne, an employe of Prudential; Mrs. Helen Fullilove, wife of Newark physician Dr. Robert Fullilove; the Rev. Levin B. West of Grace Chapel, and Mrs. Connie Woodruff, a newspaperwoman and an official of the International Ladies Garment Workers Union.

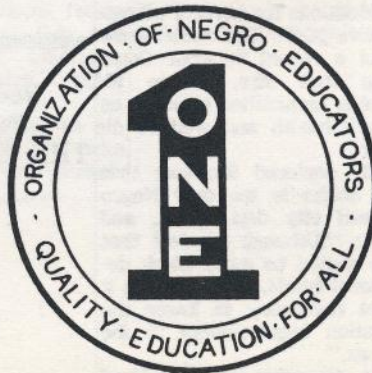
Tate and Payne were also on a list of five suggested last week by the Newark Committee for Better Public Schools.

At the meeting, also attended by Board President Harold Ashby and Superintendent of Schools Franklyn Titus, Means said his main concern had been the issue of a new secretary to the board.

More than a dozen members of ONE spoke at Monday's 10-hour public hearing on the appointment, all in opposition to the plan to appoint City Councilman James T. Callaghan to the post. Most supported Wilbur Parker, Negro city budget director.

Although there were several points of disagreement between the mayor and the teachers, the postponement of the appointment of any new secretary in the wake of public protests made the issue "moot," the mayor said. He said that although he may make suggestions to the Board of Education, it is free to do what it wants in such matters.

P. O. BOX 8228, CLINTON HILL STATION



NEWARK, NEW JERSEY 07108

School Board Will Study Appointment Procedures

The Newark Board of Education agreed last night to take under study the procedure by which principals and vice principals are appointed.

There are no Negro or Puerto Rican principals and only one Negro vice principal in the city's 77 schools, and some speakers last night said the present procedures for appointment are discriminatory.

In a vote of 5 to 3, the board decided that no appointments will be made after Oct. 1, when the present qualification lists expire, until the study is completed.

The board will decide whether to continue the present practice of testing applicants to determine who shall be first to be appointed. Written and oral

tests are required of all applicants.

The board decided to take the matter under study upon the urging of Fred Means, chairman of ONE (Organization of Negro Educators), Means said there is considerable dissatisfaction in the Negro community to the fact that no principals in the city are Negro, "despite the fact that 70 per cent of the city's school population is."

Board President Harold Ashby, in calling for a change in the procedure, said the situation now is one of a "white island existing in a black sea."

At present there are some 40 persons on lists to succeed to principals and vice principals and there are no Negroes or Puerto Ricans near the top of the lists. The turnover rate of

principals averages about six a year. The lists are revised every four years.

Tests Not Cancelled

The written and oral tests for the new lists, that were to go into effect Oct. 1, have not been cancelled; however. The written test is being administered June 8 and the oral tests in the weeks following.

Several speakers said the major fault in the testing system lies in the oral examination which, they said, permits the examiner to be subjective and possibly discriminatory to Negroes and Puerto Ricans.

Voting against the motion were A. Thomas Malanga, John Cervase and Gerard McCune, and voting for were Ashby, Dr. E. Wyman Garrett, Stanley Stolowski, Manuel Moran and Allan Krim.

Substitutes set meeting

The Organization of Negro Educators has called a meeting of Newark's substitute teachers for Feb. 14 at 3:45 p.m. in Queen of Angels School.

Fred Means, organization president, said it is time for the substitute teachers "to unite in their struggle against continuous exploitation by the Newark Board of Education."

He said that regular and substitute teachers perform identical duties and that it is "morally wrong" to tell a teacher he is not qualified for a regular position and then hire him for less to teach as a substitute.

The Evening News

What News Readers Have to Say

About Legislative Turnover, Board Secretary, Vietnam, Safe Cars

For Parker

To the Editor:

The Organization of Negro Educators, an independent and nonpolitical group, acting in the best interest of Newark's citizens and school children, unequivocally endorses Wilbur Parker, currently Newark's director of the budget, as the most qualified candidate by education and experience for Board of Education secretary.

We are of the firm opinion that race and politics should play no part in this position of knowledge and trust. We ask all citizens and groups to evaluate the credentials of both candidates.

FRED E. MEANS,
President.

Newark.

Experienced Choice

To the Editor:

I support James Callaghan for the post of secretary to the Board of Education. Like President Truman, President Lincoln and many other self-taught men, James Callaghan is well qualified and has the experience to do the job and do it well. Throughout his public career, James Callaghan has been successful and has excelled in every position.

(MRS.) LUCILLE VITALE,
Newark.

Backs City Job Standards

The Organization of Negro Educators (ONE) today urged the Newark City Council not to lower educational requirements for top city jobs.

The council is expected to act tonight on proposals to modify qualifications for several administrative posts. The action grew out of a recent Superior Court ruling that Mrs. Larrie W. Stalks is unqualified to serve as Newark health and welfare director.

ONE deplored the fact that Mrs. Stalks is the only Negro to head city department, and added: "Although we feel that there should be more black department heads, we know that it is not necessary to lower the education requirements in the process."

In a statement issued by Fred Means, chairman, the Negro educators also drew a parallel

between the controversy about Mrs. Stalks and the dispute last year about choice of a secretary for the Board of Education. ONE supported Wilbur Parker, a Negro, for the school post.

"It is just as unfair to our city to eliminate the educational

requirements for the position of director of health and welfare," said the organization, "as it is to propose that anyone less than an accountant hold the important position of secretary of the board of education."

The statement went on: "As black educators of Newark, we are most concerned about our city and do not wish to see critical leadership positions being used for political expediency."

The group also said elimination of discrimination in employment does not mean standards have to be lowered or educational requirements eliminated.

The city is appealing the ruling against Mrs. Stalks and a court order for her to vacate the \$20,000 job has been temporarily stayed by the Appellate Division of Superior Court.

Wednesday,
February 7, 1968
THE EVENING NEWS