

360 New Teachers To Reduce Class Size

The Clark County School District is hiring 360 new teachers for September, including 51 to reduce class size in grades four, five and six, according to Charles Silvestri personnel manager.

Another 129 will fill new positions created by increased enrollment and an expansion of special education classes. The balance, about 180 will replace teachers retiring, taking a leave of absence, or leaving the district for other reasons.

Beginning salaries range from \$8,600 for teachers with no experience and a Bachelor's Degree to \$12,400 for teachers with at least five years' experience and six years of college education, including a Master's Degree. Taken as a group, newly hired teachers will average over \$10,000 each.

The 51 new positions for the upper elementary grades will continue the school district's policy of gradually reducing class size to not more than 30 students per room in all grades. For four years the district has attempted to keep kindergarten sections and first and second grade classes below that figure, and last year extended the maximum class goal of not more than 30 students to third grade classrooms.

Silvestri said about half the new teachers hired would be graduates of the University of Nevada, Las Vegas, local residents, and former employees returning to work. Others will be students from Clark County who have attended college elsewhere, and the balance will come from a "broad cross section of America."

"Considerable emphasis is placed on hiring minorities," Silvestri said. "We hope to have a teaching and administrative workforce that is roughly equivalent to the ethnic makeup of the community within five years."

He said the black teaching population is about "on target." Better than nine percent of Clark County's teachers are black, and the community is roughly nine percent black.

"We have a way to go in other minority areas," Silvestri said, "particularly in the Latin American ancestry area." About 3.1 percent of the district's teachers are of Latin American extraction while about 5.5 percent of Clark County's population is of this minority group.

Silvestri said the district "would have no problem at all" in filling teaching vacancies. He said his department would receive about 8,000 inquiries and more than 3,000 completed applications by the start of school in September.

Gov's Committee on Employment of the Handicapped Meets

The Royal Las Vegas Hotel will be the setting for the June 11 and 12 quarterly meeting of the Governor's Committee on Employment of the Handicapped. The session will open at 3:00 p.m. Friday and will feature Nevada legislators, who have been invited to participate in a panel on "What is the Governor's Committee All About?"

Reports will be given by sub-committee chairpersons on Architectural & Transportation Barriers, Legislation, Job Engineering & placement and Programs & Facilities. Donald Miller, special research assistant on legislative matters affecting handicapped will give results of a recently completed national survey.

Other business to be discussed will be employment statistics, formation of local committees, long and short range goals, and rural area problems of the handicapped.

Ron Lurie, City Commissioner and Mayor Pro tem, will be the featured speaker at the no-host luncheon to be held at noon Saturday. Ralph Eissmann, project architect for the State Public Works Board, and Julius Gabriele, Las Vegas architect, will address the group on removal of architectural barriers in state buildings Friday evening at 7:30 p.m.

The Governor's Committee on Employment of the Handicapped was formed in August, 1975, and thirteen members were appointed by Gov. O'Callaghan. Bernice Ireland, of Reno, is Chairperson, and those serving from Southern Nevada are: Dr. Jurgens Bauer, Terry Jones, Rick Kuhlmeier, Perry Lieber, Donna McIntire, Bob Ordonez and Dwight Turner. The meeting will be open to the public, and handicapped people are urged to attend.

Employee Charges Water District With Discrimination



For the past eight years, Charles Madison has been employed by the Las Vegas Valley Water District. The past eight years have not been good years for Mr. Madison. He charges the Water District with discriminatory practices.

According to Madison, he has been denied promotions and raises because of "poor work performance and lack of job knowledge." Madison contends that whites with less seniority and experience were promoted over him.

Madison began taking action in 1972 by filing a complaint with the Nevada Equal Rights Commission (NERC). He charged that he had been by-passed for a promotion. Because of a work back log, the NERC could not deal with the Madison case immediately. Wanting immediate action, Madison appealed to the Equal Employment Opportunity Commission (EEOC) office in Phoenix. A questionnaire was sent to the Water District. Based on answers from the Water District, the EEOC found "no discrimination."

Still not satisfied, Madison continued to pursue the issue. The second time, the EEOC sent an investigator to Las Vegas. "There were discrepancies between answers to the questionnaire and findings of the investigator," said Madison.

While seeking the aid of local and federal agencies, Madison subsequently was promoted to senior service representative. Having passed his 30-day probationary period, Madison continued working in his present capacity. However, one year after his promotion, Madison says he was again denied a raise for the initial reasons, "poor work performance and lack of job knowledge," yet he was never demoted, brought in for training or even approached by his supervisor.

Still disgruntled and feeling discriminated against, Madison sought the aid of Sen. Joe Neal. The senator did intervene on behalf of Madison by going to the Water District and talking to the General Manager, Tom Rice. Mr. Rice promised Sen. Neal that he would investigate the situation. Madison contends that the investigation was inadequate, in that Rice only contacted the supervisors and foremen who had worked with him (Madison); the same people responsible for the denial of his raises.

Mr. Madison also charged the Water District with nepotism - the practice of showing favoritism to family members and relatives.

Mr. Madison's years with the Water District have been far from happy. At this point Madison says what he wants is "retroactive pay (for the times he was denied raises); overtime pay which he did not receive; and punitive pay for (loss of respect)."

Said Madison, "the changes I've been through have really placed a burden on me and my family." Madison is married and the father of four.



THE LINKS ARE HERE: Pictured above are the officers of the newly established Las Vegas Branch of Links, Inc. Front row from l-r are: Links Charlotte Cook, vice-president, Dr. Anna Julian of Chicago, installation master and chairman of the National Links Chapter Establishment Committee, Mrs. Julia Blanchard Smith, director of the Western Area of Links, Inc.; Mrs. Thelma Murlock, president and organizer of the Las Vegas Chapter of Links, Inc. Standing from l-r are: Links Ann Bailey, treasurer; Bobbie Troutman, recording secretary; Edna Perkins, financial secretary, and Deborah Moore, corresponding secretary.

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