

Reb
From Mary

LETTERS TO THE EDITORIAL Opinion

THE NATIONAL DISTRICT SUPERINTENDENT GEORGE CAMERON SAID THAT THERE IS A GREAT NEED FOR BILINGUAL EDUCATION. THEN WHY IS IT THAT WE DON'T HAVE MORE TEACHERS WITH BILINGUAL CREDENTIALS. THIS UPSETS ME TO KNOW ^{that} THE BILINGUAL TEACHER AT IFA HARRISON SCHOOL, WHO I WAS A VOLUNTEER ^{for}, HAD CRITICAL TIMES. SHE ASKED FOR 15 ENGLISH-SPANISH DICTIONARIES AND THE BOOKS WERE REFUSED. I CALLED CAMERON AND NOTHING WAS DONE.

WE HAD TO BORROW DICTIONARIES FROM ANOTHER SCHOOL. THE CHILDREN WORKED VERY WELL AFTER HAVING THE KNOWLEDGE OF LEARNING NEW WORDS; IN ONE WEEK. THE RESULTS WERE VERY GOOD THIS TIME. HOWEVER THIS CLASS HAS VERY LITTLE EQUIPMENT OR LESSON PLANS.

THIS PROGRAM WILL WORK IF YOU HIRE MORE SKILLED TEACHERS AND GIVE THESE CLASSES INSTRUCTIONAL MATERIAL THAT IS NEEDED. INSTEAD WE END UP HAVING TO COPY ALL THE WORK. DESIGN BETTER PROGRAMS IF YOU REALLY CARE ^{for the students} OR IS IT THE MONEY I HAVE SEEN THINGS FROM BAD TO UNREAL.

I recommend for the school
BOARD to STOP MAKING STUPID DECISIONS.
We would also like to know ABOUT
OUR TEACHER'S CONTRACT. WAKE UP
BOARD before it's too LATE. Our system
has a very bad smell. A 3-2 vote
all the time? come on give us a break!

Mrs. DIANE
SALINAS
3703 Perch Blossom
National City CA
91950
Phone 479 5892

Edward R. Brien

Attorney at Law

8781 Cuyamaca Street, Suite B
Santee, California 92071
Telephone (619) 449-4333

June 23, 1992

The Board of Trustees
National City Elementary School District
1500 "N" Avenue
National City, CA 91950

RE: CARLA KERPER,
Special Education Probationary Teacher

Gentleman;

It has just been brought to my attention that you are considering terminating Mrs. Carla Kerper, teacher of a Special Day Class at Harbison School, based upon the recommendation of the principal at said school. This is very disturbing news to me. As the former Itinerant Visually Impaired Teacher for the Chula Vista School District I had often visited Harbison School to consult with the Teachers who had students with vision problems and to work with a student who had been enrolled at Greg Rogers Center in Chula Vista for several years, specifically Randy Pajimula. After retiring from Chula Vista, I have been working part time (one-day a week) for the South Bay School District as their Visually Impaired Consultant/Teacher. In response to a request from SELPA, I visited Mrs. Kerper's class at the beginning of this year to observe Randy's progress, answer any questions Mrs. Kerper might have and make recommendations that would assist her in working with Randy.

I was very impressed with the rapport Mrs. Kerper had developed with her class in general and Randy in particular. For a first year teacher she was doing an excellent job. She knew her limitations and was anxious to receive assistance whenever and wherever possible. She wanted to observe other classes in the area and I heartily concurred as I believe that is one of the best ways for a new teacher to gain new ideas and confidence. Thus, such a recommendation was made part of my report. Although I sent her a copy of my report, I was recently

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informed that it was never given to her nor was she ever granted release time to visit similar established programs in the county. Even experienced teachers can gain immeasurably from visiting other programs servicing the unique needs of our Special Education Students. To deny a new teacher this kind of opportunity and support demonstrates cold indifference for the welfare of our handicapped population on the part of the administration which borders on negligence.

The board has given the responsibility of implementing and nurturing special Education Programs to the on site administrator and rightly so. If there are problems with the program, then the Board in all fairness must examine the role and actions of the principal as well as the Special Ed Teacher because the success of any such program depends as much on the support of the principal as it does on the performance of the Special Ed Teacher. Because a person is an excellent teacher, does not automatically mean that they may be an excellent Special Education Teacher. By the same token, because a person may be an excellent principal, does not mean that they can do an excellent job handling the demands of a special Education program on their site.

In my visits at Harbison School, I met with two other Special Education Teachers besides Mrs. Kerper, over the past few years. With all three teachers, I could not help but be amazed at their similar concerns regarding lack of support and understanding of their program from the on site principal. These comments were unsolicited on my part, and came out in casual conversations. Being a Special Education teacher we are a "minority" in the teaching profession and I know the need to talk to a fellow professional who is in the same ball game and facing the same issues and concerns to help our students achieve to the maximum of their potential no matter how limited they may be.

potomac, inc TEL No .00

Jun.23,92 16:33 P.02

If it were only one teacher, I would be aware of the possibility of a "sour grapes" attitude from a disgruntled teacher, or perhaps a personality conflict with the administrator. However, when it comes from three teachers, all of whom have done, and were doing an outstanding job with some very difficult students, then, in all fairness the administrator's performance has to be carefully evaluated before making any changes with your teachers.

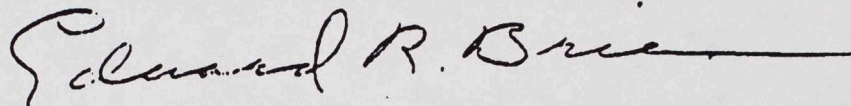
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Page Three

In the present situation, equity and common sense require, no demand is more appropriate, that 1) Mrs. Kerpa be retained for another year; 2) a principal be appointed who is comfortable and knowledgeable about the Special Education programs at Harbison and supportive of the Special Education Teachers and provide them with the guidance and opportunity to grow professionally; and 3) Mrs. Kerpa be re-evaluated in a year to see if she is growing into the potential I believe she is capable of achieving.

This is a more beneficial and prudent approach to take than terminating her under such questionable conditions and having to start all over with a new teacher of unknown quality. The welfare of the children demand no less.

I am sorry that I cannot attend your board meeting in person to be able to provide any additional input you might require and that this letter will have to arrive in facsimile form because of the time constraints. However, I will mail the original to you. Please feel free to call me if I can be of any further assistance in resolving this matter.

Sincerely,



Edward R. Brien,
Visually Impaired Consultant/Teacher
South Bay Union School District

ERB/jb

cc: Mrs. Carla Kerper

IRA HARBISON SCHOOL
3285 E. 8TH ST.
NATIONAL CITY, CA. 91950
MARCH 17, 1993

Mrs. Salinas was honored by National School District. As volunteer of the month for February.

Mrs. Diane Salinas is a volunteer in the purest sense. She is at her post daily, working on classroom projects for teachers, assisting Special Education students with communication skills, helping in her granddaughter's second grade classroom, assisting with playground supervision, or simply spending time listening to children.

he spends a portion of her time helping new volunteers become comfortable and productive. Her dedication and enthusiasm for children and her desire to help provide them with a safe, pleasant environment in which to learn are apparent. Her artistic talents are noted in our beautifully decorated auditorium at every holiday season. Both independent and energetic, Mrs. Salinas is always busily engaged in making our school a better place to work and learn. We salute Mrs. Salinas and thank her for her unselfish dedication to the children.

VOLUNTEER HOURS: 2,590.00 FROM 1991-1993.

Anne Anderson
School Principal
Sylvia Villavicencio
Community Liaison Worker

volunteer in my bilingual classroom, and that for the past two years, she has been helping the district and the school. As you know, I have had for the past two years a self-contained classroom, and as per union contract an aide should had been hired by the district. Mrs. Salinas has volunteered WITHOUT PAY for two years, and this action is one that has to be hailed. Last year, I entered her name for the volunteer of the year, and award given by the school, in the school to all those volunteers who give of themselves, last year, somehow my paper got lost and Mrs. Salinas was not recognized. Funny no?

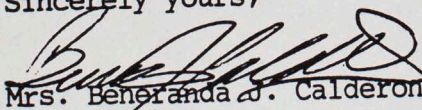
Mrs. Salinas is an unselfish person, she is through in her work preparation, in her teacher/pupil interaction. She has demonstrated high levels of energy and enthusiasm towards enrichment of subjects such as music, arts, P.E. and any other activity that she might be given in her everyday work. She is a lady of high integrity, determination and zeal, one who has used even her own money to purchase materials needed so that the students can be successful at their tasks. The students in my classroom enjoy her company very much, and I do not see why she can't continue to provide the same services to my classroom and to those other teachers who have benefited from her work.

I have spoken to Mrs. Salinas, and asked her NOT to come to my classroom while you are in Monterrey, so with this letter I am requesting a meeting between Mrs. Salinas, myself and yourself to discuss the work that she does or will do in the near future , as a parent/volunteer in my classroom .

P.S.

The after school programs did not star in Linda's classroom. It started in mine. I would like you to know , that the bilingual teachers have also assisted the student after school program. KUDOS TO US TOO

Sincerely yours,


Mrs. Beheranda J. Calderon

2/3 bilingual teacher

Ira Harbison Elementary School

Hughes Bill
AB - 2546

passed May 20, 1993
District should have Inf.
on this Bill by this fall

Positive Behavior Interventive
roll

Covers any child that has a
I.E.P.

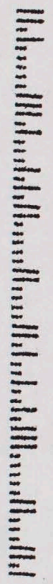
parents need to sign a
release so this bill doesn't
cover their child. It
better not to sign form
giving the right of their
child away

Please Tear & Throw away
OK.

S.D. State Special Ed. Dept
594 - 6665



Mrs. Salinas
3703 Peach Blossom
National City, Ca.
91958



Teachers At Ira Harbison

Rooms

- 1 Mrs. Hegman-Reed
 - 2 Mrs. Langherst
 - 3 Mrs. Bisson
 - 4 Mr. Province
 - 5 Mrs. Ashcraft
 - 6 Mrs. Ireland
 - 7 Mrs. Sullivan
 - 8 Mrs. Gurley
 - 9 Mrs. Tucker
 - 10 Mrs. Nelson & Mrs. Neal
 - 11 Mrs. Calderon
 - 12 Mrs. Cartwright
 - 13 Mr. Hewett
 - 14 Mr. Clark
 - 15 Miss Roth
 - 16 Resource Teachers
 - 17 Library
 - 18 Mrs. Najar
 - 19 Parent Center
 - 20 Mrs. Procter
 - 21 Mrs. Brummund
 - 22 Miss Mower
 - 23 Mrs. Meier
- K1 Mrs. Cannuino
Mrs. Carlson
- K2 Miss Jennifer
(The School)

ELEMENTARY SCHOOL PROGRAM QUALITY REVIEW
REPORT OF FINDINGS
ACTION PLAN

Page 10 of 14

District:

National City

School:

Ira Harbison

Lead Reviewer:

*Cathy [Signature]*Action Plan
Criteria**SPECIAL
NEEDS**

Special needs services include: GATE, ESL, Special Education, Chapter 1, and children from other schools who are bused into Harbison School. There are two GATE classrooms servicing students in third through sixth grades. There is also a special day class and a Resource Specialist Program. One full time and one three-quarter time Reading Specialist meet with some Chapter 1 students for reading and some K-3 grade students for ESL and/or OLD. All students interviewed (17) expressed positive feelings about the support services they were receiving. Programs for students with special needs are designed to provide acquisition of the district core curriculum by providing successful learning experiences and improved self-confidence. A process exists for regular classroom teachers and specialists to communicate freely with each other on a formal and informal basis. The recently formed weekly special interest clubs provide a positive mainstreaming experience for all students.

EVIDENCE

The team found that although supplementary services that actively engage students are provided, the curriculum for special needs students is not closely coordinated with that of the home classroom. Interviews supported the Self Study finding that primary teachers are often unsure of the services provided to Chapter 1 and LEP students. All supplementary services are provided on a pull out basis. It was also supported that there is a need to purchase additional materials essential for insuring success in the existing LEP and Chapter 1 programs. There was a concern regarding the length of time the process takes to complete the referrals for SST (Student Study Team) procedure. Because of the large number of children that are bused from their home schools to Ira Harbison many problems exist such as, lack of parent involvement, missing the bus, tardiness, bus discipline problems and transiency.

January 1, 1994

Gov. Pete Wilson

I'm asking you to please crackdown on our Mickey Mouse National City school district and school board. They have taken it upon themselves to make decisions for the parents. Two years ago they chose to demote and force some of our principals to retire for reasons unknown to the parents. Some parents opposed such a move. We supported and continue to support our principals because we feel they are doing a good job. I believe a big mistake was made when these people were chosen to represent us as the school board. It was also reported that two good teachers were fired for reporting abuse on children and on themselves. Both of these teachers were good with children. I don't feel that the parents have any control over their schools anymore. Now they want to pass year around school onto us without us parents having any say. This should be a vote from the community and not just the schools. They are violating the publics and parents rights!. I would also like to address our problem with special Ed. classes. In our school we have children placed in Special Education classes that do not belong there. I always thought that Special Ed. classes were for students with special physical needs or emotional needs. Does that mean that people who are deaf, but have absolutely no other disabilities, be placed in these classes. That problem is happening at our school and they have nowhere to place these children. Instead they label them with "special needs" and "learning disorders". When will these people learn and become sensitive to the needs of the deaf.

A very upset Republican

Mrs. Diane Salinas
3703 Peach Blossom Ln.
National City Ca. 91950
Ph.# (619) 479-5892

Display 1993-1994 Bill Text - INFORMATION
 BILL NUMBER: SB 1269

BILL TEXT

	CHAPTER	325
FILED WITH SECRETARY OF STATE		AUGUST 23, 1994
APPROVED BY GOVERNOR		AUGUST 23, 1994
PASSED THE SENATE		AUGUST 8, 1994
PASSED THE ASSEMBLY		JULY 7, 1994
AMENDED IN ASSEMBLY		JUNE 30, 1994
AMENDED IN SENATE		APRIL 14, 1994
AMENDED IN SENATE		APRIL 4, 1994
AMENDED IN SENATE		MARCH 8, 1994

INTRODUCED BY Senator Wyman
 (Principal coauthor: Assembly Member Karnette)
 (Coauthors: Senators Campbell, Hughes, Kopp, Peace, and
 Presley)
 (Coauthors: Assembly Members Andal, Ferguson, Harvey,
 Murray, and Richter)

JANUARY 3, 1994

An act to amend Section 35183 of the Education Code, relating to schools.

LEGISLATIVE COUNSEL'S DIGEST

SB 1269, Wyman. Schools: dress codes: uniforms.

Existing law authorizes the governing board of a school district to adopt reasonable dress code regulations that prohibit pupils from wearing "gang-related apparel" if the board determines that the regulations are necessary for the health and safety of the school environment. Under existing law, individual schools in a district that have approved a dress code regulation may adopt a reasonable dress code as part of its school safety plan.

Display 1993-1994 Bill Text - INFORMATION
BILL NUMBER: SB 1269

BILL TEXT

This bill would authorize the governing board of a school district to adopt or rescind a reasonable dress code policy that requires pupils to wear a schoolwide uniform or prohibits pupils from wearing "gang-related apparel" if the governing board of the school district approves a plan that may be initiated by the principal, staff, and parents of an individual school within the district and the governing board determines that the policy is necessary for the health and safety of the school environment. If a schoolwide uniform is required, the specific uniform would be selected by the principal, staff, and parents of the individual school.

The bill would require the school district to provide a method whereby parents may choose not to have their children comply with an adopted school uniform policy.

This bill would contain a declaration of legislative declarations and findings.

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Section 35183 of the Education Code is amended to read:

35183. (a) The Legislature finds and declares each of the following:

(1) The children of this state have the right to an effective public school education. Both students and staff of the primary, elementary, junior and senior high school campuses have the constitutional right to be safe and secure in their persons at school. However, children in many of our public schools are forced to focus on the threat of violence and the messages of violence contained in many aspects of our society, particularly reflected in gang regalia that disrupts the learning environment.

(2) "Gang-related apparel" is hazardous to the health and safety of the school environment.

(3) Instructing teachers and administrators on the subtleties of identifying constantly changing gang regalia and gang affiliation takes an increasing amount of time away from educating our children.

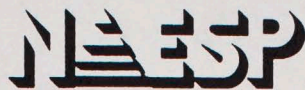
(4) Weapons, including firearms and knives, have become common place upon even our elementary school campuses. Students often conceal weapons by wearing clothing, such as jumpsuits and overcoats, and by carrying large bags.

(5) The adoption of a schoolwide uniform policy is a reasonable way to provide some protection for students. A required uniform may protect students from being associated with any particular gang. Moreover, by requiring

cc. Dr. George Cameron
Lupe Garcias
Mrs. Diane Salinas

**Useful Phone Numbers for the
State Department of Education**

General Information.....	916/657-2451
Office of the Superintendent.....	916/657-5485
Vocational Education Division.....	916/657-2532
Categorical Programs Division.....	916/657-5492
Curriculum Instruction and Assessment Division	916/657-3351
Child Development Division.....	916/322-6233
Local Assistance Bureau.....	916/324-4549
School Facilities Planning..... Division	916/445-2114
Legal and Audits Branch.....	916/657-2453
Compliance Division.....	916/657-3155
Special Education Division.....	916/657-5225



NATIONAL ASSOCIATION OF ELEMENTARY SCHOOL PRINCIPALS

Serving All Elementary and Middle School Principals

March 21, 1994

Dear National Principals' Hotline Caller:

We are pleased that you called our Hotline and hope that you found it useful.

Enclosed is the booklet "Now We're Talking" with its tips on how to get in touch and stay in touch with your child's school, teacher, and principal.

Nothing is more important to a child's education than a parent who is devoted to his or her schooling. Principals and teachers sincerely appreciate your concerns and we assure you that nothing is more important to us than making sure that all children get the best education possible.

On behalf of the 26,000 members of the National Association of Elementary School Principals and our Hotline cosponsors Family Circle magazine, and Teachers Insurance and Annuity Association, best wishes to you and your family.

Sincerely,

The National Association of Elementary School Principals

Family Circle

Teachers Insurance and Annuity Association



NATIONAL SCHOOL DISTRICT

1500 N AVENUE • NATIONAL CITY, CA 91950 • (619) 474-6791 FAX (619) 477-5144

May 31, 1994

Mrs. Diane Salinas
3703 Peach Blossom
National City, CA 91950

Dear Mrs. Salinas:

You requested the cost of negotiations between the National School District and National City Elementary Teachers Association. The cost to date is \$12,022.30.

If you have any questions, please feel free to call me.

Sincerely,

Suzanne De La Vergne
Director of Human Resources

SDLV:tc

SENATE THIRD READING

SB 1269 (Wyman) - As Amended: June 30, 1994

SENATE VOTE: 28-6

ASSEMBLY ACTIONS:

COMMITTEE ED. VOTE 12-2 COMMITTEE VOTE

Ayes: Eastin, Baca, Allen, Alpert,
Bowler, V. Brown, Haynes, Knowles,
McDonald, Moore, Morrow, Snyder

Nays: Martinez, O'Connell

DIGESTExisting law:

- 1) Authorizes the governing board of a school district to adopt reasonable dress code regulations that prohibit students from wearing "gang-related apparel" if the board determines that the regulations are necessary for the health and safety of the school environment.
- 2) Permits individual schools in a district that have an approved dress code regulation to adopt a reasonable dress code as part of their school safety plan.

This bill:

- 1) Makes numerous findings and declarations related to school safety and school dress.
- 2) Authorizes the governing board of a school district to adopt or rescind a reasonable dress code policy that requires students to wear a schoolwide uniform or prohibits students from wearing "gang-related apparel" if the governing board of the school district approves a plan that may be initiated by the principal, staff and parents of an individual school within the district, and the governing board determines that the policy is part of its school safety plan.
- 3) States that adoption and enforcement of a reasonable dress code policy does not violate a student's freedom of speech.
- 4) States that if a schoolwide uniform is required, the specific uniform selected shall be determined by the principal, staff and parents of the individual school.
- 5) States that a dress code policy that requires students to wear a schoolwide uniform shall not be implemented with less than six months notice to parents and availability of resources to assist economically disadvantaged students.

- 6) Requires the governing board to provide a method whereby parents may choose not to have their children comply with an adopted school uniform policy.
- 7) States that if a governing board chooses to adopt a school uniform policy, the policy will include a provision that no student shall be academically penalized or otherwise discriminated against nor denied attendance to school if the pupil's parents chose not to have the pupil comply with the school uniform policy
- 8) States that the district governing board will continue to be responsible for the appropriate education of pupils whose families chose not to comply with the school uniform policy.
- 9) Provides that any uniform policy shall not preclude pupils that participate in a nationally recognized youth organization from wearing organization uniforms on days that the organization has a scheduled meeting.

FISCAL EFFECT

None

COMMENTS

The purpose of this bill, according to the author, is to offer individual schools and school districts the option of establishing a uniform policy to improve school safety and discipline. The author states that part of the impetus for this bill is based in the desire that many schools have to thwart any identification with gang clothing. The author states that current law bans students from wearing certain colors and styles that may be gang related.

A Kern County high school student collected 300 hundred signatures favoring school uniforms at his local supermarket and forwarded them to his school board. The school board surveyed parents and found that 70% of the respondents favored uniforms. Subsequently, the school board passed a voluntary uniform policy, and the local district attorney warned the school board that a mandatory uniform policy would probably result in legal action by unhappy parents.

According to the opposition, there is no sound evidence that uniforms prevent gang violence, carrying of weapons or improve grades.

FN 010128

- continued -

Display 1993-1994 Bill Text - INFORMATION
BILL NUMBER: SB 1269

BILL TEXT

schoolwide uniforms teachers and administrators may not need to occupy as much of their time learning the subtleties of gang regalia.

(6) To control the environment in public schools to facilitate and maintain an effective learning environment and to keep the focus of the classroom on learning and not personal safety, schools need the authorization to implement uniform clothing requirements for our public school children.

(7) Many educators believe that school dress significantly influences pupil behavior. This influence is evident on school dressup days and color days. Schools that have adopted school uniforms experience a "coming together feeling," greater school pride, and better behavior in and out of the classroom.

(b) The governing board of any school district may adopt or rescind a reasonable dress code policy that requires pupils to wear a schoolwide uniform or prohibits pupils from wearing "gang-related apparel" if the governing board of the school district approves a plan that may be initiated by an individual school's principal, staff, and parents and determines that the policy is necessary for the health and safety of the school environment. Individual schools may include the reasonable dress code policy as part of its school safety plan, pursuant to Section 35294.1.

(c) Adoption and enforcement of a reasonable dress code policy pursuant to subdivision (b) is not a violation of Section 48950. For purposes of this section, Section 48950 shall apply to elementary, high school, and unified school districts. If a schoolwide uniform is required, the specific uniform selected shall be determined by the principal, staff, and parents of the individual school.

(d) A dress code policy that requires pupils to wear a schoolwide uniform shall not be implemented with less than six months' notice to parents and the availability of resources to assist economically disadvantaged pupils.

(e) The governing board shall provide a method whereby parents may choose not to have their children comply with an adopted school uniform policy.

(f) If a governing board chooses to adopt a policy pursuant to this section, the policy shall include a provision that no pupil shall be penalized academically or otherwise discriminated against nor denied attendance to school if the pupil's parents chose not to have the pupil comply with the school uniform policy. The governing board shall continue to have responsibility for the appropriate education of those pupils.

(g) A policy adopted pursuant to this section shall not preclude pupils that participate in a nationally recognized youth organization from wearing organization uniforms on days that the organization has a scheduled meeting.

COMPLAINTS CONCERNING DISTRICT EMPLOYEES

The Governing Board accepts responsibility for providing a means by which the public can hold employees accountable for their actions. The Board desires that complaints be resolved expeditiously without disrupting the educational process.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against district employees in an appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

(cf. 1312.2 - *Complaints Concerning Instructional Material*)

(cf. 1312.3 - *Uniform Complaint Procedures*)

(cf. 3515.2 - *Disruptions*)

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint. The district will not investigate anonymous complaints.

Legal Reference:

EDUCATION CODE

33308.1 *Guidelines on procedure for filing child abuse complaints*

35146 *Closed sessions*

35160.5 *Requirement for school district policies: parental complaints re employees*

44031 *Personnel file contents and inspection*

44811 *Disruption of public school activities*

44932-44949 *Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)*

GOVERNMENT CODE

54957 *Closed session; complaints re employees*

54957.6 *Closed session; salaries or fringe benefits*

PENAL CODE

273 *Cruelty or unjustifiable punishment of child*

11164-11174.3 *Child Abuse and Neglect Reporting Act*

WELFARE AND INSTITUTIONS CODE

300 *Minors subject to jurisdiction of juvenile court*

STATUTES OTHER THAN CODE

Chapter 1102, *Statutes of 1991, Section 6 - Child Abuse Complaints*

Management Resources:

CDE LEGAL ADVISORIES

0910.93 *Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at school site (LO:4-93)*

Policy
adopted: February 8, 1995

NATIONAL SCHOOL DISTRICT
National City, California

COMPLAINTS CONCERNING DISTRICT EMPLOYEES

Complaint Procedures

The Superintendent or designee shall determine whether a complaint should be considered a complaint against the district and/or the individual, and whether it should be resolved by the district's process for complaints concerning personnel, other district procedures, or both.

(cf. 1312.2 - Complaints Concerning Instructional Material)
(cf. 1312.3 - Uniform Complaint Procedures)

The Governing Board shall annually review district policies and regulations related to complaints against school personnel. (Education Code 35160.5)

In order to promote fair and constructive communication, the following procedures shall govern the resolution of complaints against district employees:

1. Every effort should be made to resolve a complaint at the earliest possible stage. Whenever possible, complaints concerning school personnel should be made directly by the complainant to the person against whom the complaint is made. Parents/guardians are encouraged to attempt to orally resolve concerns with the staff member personally.
2. If a complainant is unable or unwilling to resolve the complaint directly with the person involved, he/she may submit an oral or written complaint to the employee's immediate supervisor or the principal.
3. When a written complaint is received, the employee shall be notified in accordance with collective bargaining agreements.
4. All complaints related to district personnel other than administrators shall be submitted in writing to the principal or immediate supervisor. If the complainant is unable to prepare the complaint in writing, administrative staff shall help him/her to do so. Complaints related to a principal or central office administrator shall be initially filed in writing with the Superintendent or designee. Complaints related to a Board member or to the Superintendent shall be initially filed in writing with the Board.
5. A written complaint must include:
 - a. The name of each employee involved,

COMPLAINTS CONCERNING DISTRICT EMPLOYEES (continued)

- b. A brief but specific summary of the complaint and the facts surrounding it, and
 - c. A specific description of any prior attempt to discuss the complaint with the employee and the failure to resolve the matter.
6. The person responsible for investigating complaints will attempt to resolve the complaint to the satisfaction of the person(s) involved within 30 days.
7. The complainant may appeal a decision by the principal or immediate supervisor to the Superintendent or designee, who will attempt to resolve the complaint to the satisfaction of the person(s) involved within 30 days. Complainants should consider and accept the Superintendent or designee's decision as final. However, the complainant, the employee, or the Superintendent or designee may ask to address the Board regarding the complaint.
8. Before any Board consideration of a complaint, the Superintendent or designee shall submit to the Board a written report concerning the complaint, including but not be limited to:
 - a. The name of each employee involved.
 - b. A brief but specific summary of the complaint and the facts surrounding it, sufficient to inform the Board and the employee(s) as to the precise nature of the complaint and to allow the employee(s) to prepare a defense.
 - c. A copy of the signed original complaint.
 - d. A summary of the action taken by the Superintendent or designee, together with his/her specific finding that the problem has not been resolved and the reasons.
9. The Board may uphold the Superintendent's decision without hearing the complaint.
10. All parties to a complaint may be asked to attend a Board meeting in order to present all available evidence and allow every opportunity for explaining and clarifying the issue.

COMPLAINTS CONCERNING DISTRICT EMPLOYEES (continued)

11. Before the Board holds a closed session to hear complaints or charges brought against an employee, the employee shall receive written notice of his/her right to have the complaints or charges heard in open session rather than closed session. This notice shall be delivered personally or by mail at least 24 hours before the time of the session, and the employee may request that the complaints or charges be heard in open session. Complaints concerning Board members shall be addressed in open session unless a closed session is warranted pursuant to Education Code 35146 or 48918 or Government Code 54957 or 54957.6. (Government Code 54957)

(cf. 9321 - Closed Session Purposes and Agendas)
(cf. 9323 - Meeting Conduct)

12. Any decision of the Board shall be final.

Complaints Regarding Child Abuse

When a complaint of child abuse is alleged, the district shall provide parents/guardians procedures for filing a child abuse complaint with the appropriate child protective agencies. Upon request, such procedures shall be written in the primary language of the parent/guardian, and the Superintendent or designee shall provide an interpreter if needed. (Statutes Other than Code, Ch. 1102, Statutes of 1991)

Providing the above procedures to parents/guardians does not relieve mandated reporters from their duty to report suspected child abuse in accordance with law.

(cf. 4112.6 - Personnel Records)
(cf. 4144 - Employee Complaints)
(cf. 5141.4 - Child Abuse Reporting Procedures)

Regulation
approved: February 8, 1995

NATIONAL SCHOOL DISTRICT
National City, California

TO: _____

FROM: Name(s) _____
Address(es) _____
Telephone No.(s) _____

If you have a pupil in our schools, please indicate which school: _____

Name of Person(s) against whom complaint is made: _____

Nature of Complaint. (This should be a description in your own words of the grounds of your complaint, including all names, dates, and places necessary for a complete understanding for your complaint):

(You may use additional pages of your own paper to describe your complaint more fully if yo so desire.)

Has the complaint been discussed with the employee named in this complaint? _____

To whom have you spoken? Name(s) _____

When? Date(s) _____

What was the result of the discussion? _____

What is your suggested resolution to this problem? _____

I (we) understand that the Governing Board or their designee may request from me (us) further information about this complaint, and if such information is available, I (we) shall present it upon request.

I (we) also understand that a copy of this complaint will be given to the person(s) against whom this complaint is being made, and he/she/they will be given the opportunity to respond in writing to this complaint and that I (we) will receive a copy of such response.

I (we) also understand that if a hearing is held on this complaint by the Governing Board, such hearing will be held in closed session with the press and public excluded and that I (we) will be informed of the time, date and place such hearing will be held.

I (we) agree to refrain from making public the complaint or charges contained in this form during the investigation, hearing and deliberation of the Governing Board.

I (we) certify under penalty and perjury that the foregoing is true and correct.

Executed this _____ day of _____, 19__

at _____, California

Signature(s) _____

Community Relations

Visits to the Schools

The Governing Board encourages visits to the schools by parents/guardians, members of the community and other interested persons in order to view the educational program and facilities and to offer constructive comments to the Board. The Board recognizes the staff time and commitment required by school visits and encourages desired staff to accommodate as many requests for visitations as possible.

Parents, members of the community and other interested persons shall be encouraged to view the district and school programs in a variety of ways, such as school-wide open house occasions, special program demonstrations, and classroom activities.

The Superintendent or designee shall communicate specific times and locations of school events to parents/guardians and members of the community.

The Superintendent or designee shall develop procedures to facilitate school visits in a manner which will cause minimal disruption to the instructional program and ensure the preservation of a safe and suitable learning environment on campus. In all cases, unobtrusive adult behavior shall be required of all visitors.

The procedures shall provide, at a minimum, for the registration of all visitors and the removal of unauthorized visitors who pose a threat to the health and safety to students, teachers or other employees of the district or otherwise disrupt the normal operations of the campus.

Possession of unauthorized dangerous instruments, weapons or devices on the school campus is not permitted. Anyone in violation of this policy shall be reported immediately to the local law enforcement agency.

(cf. 1314 - Solicitation of Funds, Distribution of Materials)
(cf. 1320 - Soliciting Funds By and From Students)
(cf. 3515 - Security)

Legal Reference: (See next page)

April 7, 1995

Mrs. Diane Salinas
3703 Peach Blossom Lane
National City, Ca. 91950

Mrs. Salinas,

Volunteers are at the heart of the successful program at Ira Harbison School. During my tenure as principal, I have made a concerted effort to involve parents and community members in all aspects of the educational process here. There is no one who values parental contribution more than I do. We have formed a Parent Center, have an active PTSO, built community involvement through the Family Evenings Program, and continue to expand home/school involvement opportunities through a myriad of other activities.

It is with regret, then, that I must inform you that your services as a volunteer at Ira Harbison are no longer authorized.

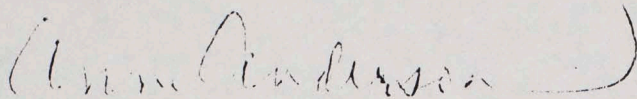
During the three years I have been here, I have tried on several occasions to facilitate a dialogue with you concerning the goals of the volunteer program and the responsibility volunteers have toward the school, staff, and students. My efforts have not been received in a positive manner. I have shared my concerns with the Superintendent, who has tried unsuccessfully to meet with you to discuss these concerns. I would like to note that the staff has applauded your dedication to the school and, two years ago, recognized these efforts at a Governing Board meeting.

Since that time, however, there have been numerous instances where you have acted without consideration of others, making false statements to parents and spreading untrue, accusatory rumors about school staff members. You recently threatened a staff member in a public meeting, made a false complaint against a National City Police Officer, and in open public forums, have continually interrupted speakers, changed the topic of discussion, clouded the issues, and refused to allow others to speak.

The Governing Board Policy (BP 1250) states that "in all cases, unobtrusive adult behavior shall be required of all visitors."

Unfortunately, your behavior is not in keeping with this policy. You continue to disrupt meetings, make false statements to parents and discredit my staff and me. These behaviors disrupt the normal operation of our campus and are not in keeping with the intent of our Board Policy regarding parent volunteers.

We thank you for the time you have given to our school over the years and regret that this position has become necessary. If you wish to discuss this matter further, I am available.

A handwritten signature in cursive script that reads "Anne Anderson". The signature is written in dark ink and is positioned above the typed name and title.

Anne Anderson
Principal, Ira Harbison School

cc. Dr. George Cameron
District Superintendent

PARENTS, PARENTS HESBON

April 9, 1995

THE N.C.E.S. BOARD

We, the undersigned, petition Ms. Anne Anderson, Principal Ira Harbison Elementary School, National School District Supt. Dr. George Cameron, and National School Board Governing Members to immediately reinstate Mrs. Diane Salinas as a parent volunteer at Ira Harbison School.

Presently, Mrs. Diane Salinas volunteer services are no longer authorized by Ms. Anne Anderson, Principal Ira Harbison Elementary School.

WHO HAS BEEN SINCE 1961 HER SERVICES HAS BEEN EXPLEEN FOR VOLUNTEER HER SERVICE AT IRA HARBISON SCHOOL

We feel this action hurts the children in Mrs. Calderon's Bilingual Class. They will not benefit of her services as a parent volunteer, since budgets cuts prevent Mrs. Calderon from having a paid teacher's aide.

IS POLITICAL, ILLEGAL & UNCONSTITUTIONAL & A POLITICAL EFFORT TO STIFFLE MRS SALINAS FIRST AND FOREMOST

We, the undersigned, feel that Mrs. Diane Salinas' right to Freedom of Speech in public school meetings in no way violates Governing Board Policy as to her behavior in her service as a parent volunteer at Ira Harbison School. She has been a dedicated volunteer at Ira Harbison School since 1961, recognized for her efforts by this same National School Board.

The National School Governing Board is under legal duty to oversee and control the activities of its schools. Petitioners request the National School Governing Board and Principal Mrs. Anderson to fulfill this responsibility by taking the following actions.

1. Reinstate Mrs. Salinas as a parent volunteer.
2. Principal to meet with Mrs. Salinas to resolve problem immediately.

NAME	ADDRESS	PHONE
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- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.
- 13.
- 14.
- 15.

April 9, 1995

Anne Anderson
Principal, Ira Harbison School

Ms. Anderson,

I have been a parent volunteer at Ira Harbison School since 1961. Throughout these years I have volunteered much of my time and effort in trying to make Ira Harbison a better school. I have worked for many teachers, administrators, and Superintendent. I have been recognized and applauded for my unselfish efforts to help our children succeed. There is no one in this community more willing to fight for the students and their parents rights.

I have never had any problems with any of the past Superintendents, teachers or administrators, until now. I was and still am very upset about the letter I received in the mail on April 7. You have falsely accused me of doing many things that are untrue and I feel you are wrong in taking this action. I cannot remember a day in which you have tried to facilitate any type of dialogue concerning any programs. I do recall you giving Sylvia, a parent volunteer, the right to come and make false accusations about my actions, and allowing her to harass me. If you did not give her the right to do this, then you certainly did and have not done anything to stop it. The Superintendent did not and has not tried to meet with me at anytime. My question is why have you not tried to discuss this with me.

When I am at school I am there to volunteer and help the teachers. What has occurred at the school meetings has nothing to do with my volunteering in school. It is my constitutional right to voice my opinion. At times I have raised my voice, but that is how I speak. If I do not raise my voice when I speak then I have problem with stuttering. This is the way I talk. If you do not like my opinion then that is another matter. You do not have to agree with my opinion, but that does not give you the right or the authority to unauthorize my volunteering in school.

In regards to the police officer, I did not make a false complaint, I only called to raise a question regarding one of his comments. I have never spread any untrue, accusatory rumors about any parents or staff members and I have never physically threatened anyone.

I fail to see how I am disrupting the normal operations of our campus and I do not see how I am going against any school board policy. I do wish to discuss this with you in person, and not by mail. My efforts do not need to be thanked, I plan on still volunteering for Ira Harbison School and for the National School District.

Diane Salinas

cc. Dr. George Cameron
District Superintendent

April 12, 1995

Mrs. Anne Anderson
544 Vista Miranda
Chula Vista, Ca. 91910

RE: Letters received April 9th and April 17 regardin Mrs. Diane Salinas

Dear Anne:

With much surprised, I received the aforementioned letters. This action came as a total surprise because I thought that WE were supposed to have an open, and trustful communication. The last time you and I talked, I expressed some concerns as far as my classroom is concern, and that there were some gossips about the office of Sylvia Villavicencio doing a letter so that Mrs. Salinas would be dismiss. You did not mentioned anything, so I did not know that to say when Mrs. Salinas called and left me a message in my answering machine. I tried to call you via the phone, but there was no answer, so instead of contacting Mrs. Salinas, I called the District Superintendent. I talked with Mr. Cameron for a while, and he did say that, "Mrs Salinas had already spoken to him".

In your letter to Mrs. Salinas you write that, "Volunteers are at the heart of the successful programs at Ira Harbison School, but that her services were not longer authorized". Here is were I became puzzled. what services are not longer needed? You know that Mrs. Salinas DOES NOT volunteer in the parent center, so I ask myself, did Anne dismiss Mrs.Salinas out of my bilingual classroom without even asking or talking to the teacher involved? or for that matter, to the teachers who she help during the day? These are the questions I asked of the Superintendent, and of course and I quote him, "No, that does not mean that she can't volunteer at your classroom". The Superintendent thought that she did volunteer at the parent center, and I said the aforementioned.

I would like it to be known, that Mrs. Salinas has been a valuable aide/

April 21, 1995

Dear Governing Board Member,

I am writing in regard to Mrs. Anderson's decision in not letting Mrs. Diane Salinas be a volunteer at Ira Harbison School. I fail to see how what Mrs. Salinas says at public school meeting have to do with her volunteering at Mrs. Calderon's class.

The children in Mrs. Calderon's class as this moment do not have an aide provided by the District and Mrs. Salinas has been helping as an unpaid volunteer aide. I think that these children do not benefit and it is a hardship for the teacher who is by now used to having her there.

I am disappointed in not being able to contact Mrs. Anderson, Principal at Ira Harbison during the week of April 17 to April 21. That is why I am writing to let you know what it happening and asking that you look into this matter and meet with Mrs. Salinas and Mrs. Anderson and reinstate Mrs. Salinas **immediately**. She has many years of service in this community and I don't think she and the children deserve to be deprived of her service.

Thank you,



League of United Latin American Citizens

SAN DIEGO COUNCIL #2842
P.O. BOX 84872 San Diego, CA 92138

April 22, 1995

Ms. Anna Castro, Principal
John Otis Elementary School
621 East 18th Street
National City, CA 91950

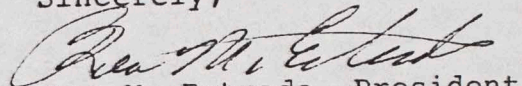
Dear Ms. Castro:

Mrs. Martha Lerma, the LULAC Scholarship and Incentive Award Chairperson, met with you in February 1995 and explained our program which would allow sixth-graders of Mexican-American or other Hispanic background, to apply for one of our awards.

You have not supplied us with any applications or advised Mrs. Lerma of your intention not to participate.

Our membership deeply regrets, therefore, that your school has been dropped from our Incentive Award Program.

Sincerely,


Bea M. Estrada, President

Herman,

6/12/95

Here are the two copies that were sent to the principal from National City Elem. School. Otis and Kimball have been in the program for 4 years. Thanks
Bea



League of United Latin American Citizens

SAN DIEGO COUNCIL #2842
P.O. BOX 84872 San Diego, CA 92138

April 22, 1995

Ms. Mary Daugherty, Principal
Kimball Elementary School
302 West 18th Street
National City, CA 91950

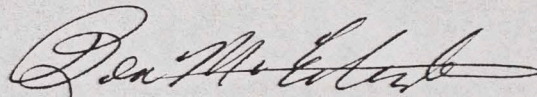
Dear Ms. Daugherty:

Mrs. Martha Lerma, the LULAC Scholarship and Incentive Award Chairperson, met with you in February 1995 and explained our program which would allow sixth-graders of Mexican-American or other Hispanic background, to apply for one of our awards.

You have not supplied us with any applications or advised Mrs. Lerma of your intention not to participate.

Our membership deeply regrets, therefore, that your school has been dropped from our Incentive Award Program.

Sincerely,


Bea M. Estrada, President

April 25, 1995

To whom it may concern:

I have known Mrs. Salinas for about six months, and have found her to be someone very interested in "bettering" our neighborhood.

She has been kind enough, on several occasions, to inquire how my efforts are going in regard to dealing with a neighborhood "drug dealing" problem and has been very supportive and encouraging.

I hope Mrs. Salinas can continue to work for the good of our community for many more years to come.

Sincerely,

Mrs. Young



Mrs. Salinas



*May this wonderful season of
sharing and giving, warm
your life with a joy
that will last through the New Year.*

*Thanks for all your help
and nice thoughts.*

Merry Christmas,

Mrs. Salinas

1) DOES THE DISTRICT HAVE A POLICY, & GUIDELINES OUTLINE THE ^{RESP. +} RIGHTS? DID MRS. SALINAS SIGN SUCH A DOC.?

2) DEEPLY CONCERN THAT A PRIVATE CITIZEN, ⁺ TAXPAYER OF THIS DIST. ^{HAS} HAD ~~TO~~ TO GO OUT & GATHER 200 SIGS TO ^{ATTEMPT TO GET} RECEIVE A FAIR & IMPARTIAL HEARING, ^{THIS B.M.E?} AFTER GIVING THE DISTRICT 33 YEARS OF VOLUNTEER LABOR, + AFTER ~~THE~~ COMPLETION ~~AT~~

3) ^{ALSO CONCERNED W/} IT ~~APPEARS~~ ^{NOTH} THAT THE SUPT. & ADMIN. HAVE CARRIED OUT A ^{POL} VETO AGAINST MRS. SALINAS ~~BY~~ ^{BY} ~~THE~~ ^{IN} DENIAL HER DUE PROCESS, EQUAL PROTECTION OF THE LAW, & ¹⁶ ~~THE~~ ^{THE} PROCESS HAVE ~~DETAILED~~ ^{THE} DAMAGE HER REPUTATION, & DEFAME HER CHAR, ^{SINCE} ~~IT~~ ^{IT} ~~APPEARS~~ THAT WHAT WE HAVE IS DICTATORIAL RULE BY TD. ADMIN. EMPLOYEES + IT

4) YOUR FAILURE TO TAKE ACTION IS INDICATIVE OF ~~THE~~ ^{THE} FESTERING PROBLEM WHICH IS IN THE NOTHING HAS BEEN DONE ^{OR HAS BEEN ALLOWED TO} ~~IT~~ ^{BE} DONE

I AM HERE TODAY TO REQUEST THAT YOU

1) INVESTIGATE ~~THE~~ ^{THE} GRIEVANCE THAT 200 RESIDENT & TAXPAYERS HAVE BROUGHT TO YOU.

2) ISSUE A PUBLIC REPORT ON YOUR FINDINGS

3) THAT YOU CORRECT THE GROSS INJUSTICE BY RE-INST MRS SALINAS

(1) MADAME CHAIRPERSON, MEMBERS OF THE BOARD MY NAME
W.B. CH OF THE CCR. I HAVE COME BEFORE YOU, BECAUSE I HAVE BEEN
REQUESTED. YOU THE BOARD HAS A PROBLEM, A PROBLEM THAT THE SUPT. HAS OBS.
MRS P.S

NOT ALLOWED TO
REACH YOUR
ATTENTION;
IN OTHER
WORLD A CASE
OF THE TAIL
WAGGING THE DOG

(2) IN MY HAND IS A ⁽¹⁾ LETTER FROM ~~NO~~ A, N.C.
DIANA SALINAS RESIDENT & TAXPAYER REQUESTING
ASSISTANCE FROM OUR ORG.

(2) A PETITION SIGNED BY 200 ^{N.C.} RESIDENTS & TAXPAYERS
~~OF N.C.~~ WHO ARE CHARGING THAT N.C.
SCHOOL ADM. HAVE

(1) UNJUSTLY DISMISSED MRS SALINAS A "PARENT
VOLUNTEER" SINCE 1961

(2) THAT SCHOOL ADM. DISMISSED MRS SALINAS
FOR POLITICAL REASONS TO PURSUE & SILENCE
HER BECAUSE OF HER OPPOSITION TO SCHOOL
POLICIES, IN DIRECT VIOLATION OF HER
CONSTITUTIONAL 1ST AMENDMENT RIGHT.

I AM ^{TODAY}
WE ARE HERE BECAUSE WE ARE DEEPLY CONCERNED

May 15, 1995

Herman Baca
President
Committee on Chicano Rights
710 East 3rd St.
National City, CA 91950

Mr. Baca:

Enclosed are petitions from concerned parents, residents, and taxpayers concerning the following issues:

1. The dismissal of myself (Mrs. Diane Salinas) as a volunteer from Ira Harbison school.
2. The violation of my 1st Amendment right to speak on issues involving school policies.

I am requesting any assistance that you and the Committee on Chicano Rights can provide me on these issues.

DIANE SALINAS

Diane Salinas

u

WE THE UNDERSIGNED RESIDENTS, CITIZENS AND TAXPAYERS OF NATIONAL CITY HEREBY PETITION THE NATIONAL CITY ELEMENTARY SCHOOL BOARD TO EXPRESS OUR COMPLETE DISSATIFICATION WITH THE DISMISSAL OF MRS. DIANA SALINAS BY SCHOOL ADMINISTRATORS.

FURTHERMORE, WE THE UNDERSIGN ACCUSE THE NATIONAL CITY GOVERNING BOARD OF FAILURE TO CARRY OUT ITS LEGAL AND ELECTED DUTIES IN THE DISMISSAL OF MRS. DIANA SALINAS BY:

- 1) FAILING TO CONTROL AND SUPERVISE THE ACTIONS OF ITS ADMINISTRATORS IN CARRING OUT THE PUNTTITIVE AND ARBITRARY DISMISSAL OF MRS. DIANA SALINAS.
- 2) FAILING TO PREVENT THE BLANTANT POLITICAL ACT BY SCHOOL ADMINISTRATORS IN DISMISSING MRS. DIANA SALINAS. AN ACT WHOSE ONLY INTENTED OBJECTIVE WAS TO PUNISH AND SILENCE THE DISSENTING VOICE OF MRS. SALINAS IN DIRECT VIOLATION OF HER CONSTITUTIONAL PROTECTED FIRST AMENDMENT RIGHT.

FURTHERMORE, LET IT BE KNOWN, THAT WE THE UNDERSIGNED SUBMIT THE FOLLOWING ON BEHALF OF MRS. SALINAS:

- A) MRS. SALINAS SINCE 1961 HAS BEEN AN UNPAID PARENT VOLUNTEER AT IRA HARBISON SCHOOL.
- B) MRS. SALINAS SINCE 1961 HAS BEEN RECOGNIZED AND COMMENDED NUMEROUS TIMES BY PARENTS, TEACHERS, ASSOCIATIONS AND THE NATIONAL CITY GOVERNING BOARD FOR HER TIRELESS, AND UNSELFISH EFFORTS ON BEHALF OF STUDENTS, PARENTS, SCHOOL AND SCHOOL DISTRICT.
- C) MRS. SALINAS SINCE 1961 HAS NO DOCUMENTED RECORD OF PROBLEMS WITH PAST SUPERINTENDENT, ADMINISTRATORS, OR TEACHERS.

THEREFORE, LET IT BE RESOLVED THAT WE THE UNDERSIGNED IN PETITIONING FOR REDRESS HEREBY DEMAND THAT THE NATIONAL CITY ELEMENTARY GOVERNING BOARD:

- 1) INVESTIGATE AND CORRECT THE PUNTTITIVE AND ARBITRARY ACTIONS BY SCHOOL ADMINSTRATORS WHICH HAS RESULTED IN ATTEMPTS TO SILENCE DISSENTING VOICES IN DIRECT VIOLATION OF FIRST AMENDMENT RIGHTS.
- 2) THE IMMEDIATE REINSTATEMENT OF MRS. DIANA SALINAS AS A PARENT VOLUNTEER AT IRA HARBISON SCHOOL.

	NAME (PRINT)	ADDRESS	SIGNATURE
1	AMERICO SALINAS	3703 PEACH BLOSSOM NAT. CITY.	Americo Salinas
2	Jully Salinas	3703 Peach Blossom N.C.	Jully Salinas
3	Conrado Agapao	3641 Peach Blossom N.C.	Conrado Agapao
4	Alfonso Agapao	3641 Peach Blossom N.C.	Alfonso Agapao
5	CORA DOLSEY	3625 Peach Blossom NAT. CITY	Cora Dolsey
6	Daniel Vera	3702 Peach Blossom N.C.	Daniel Vera
7	Dorothy Wade	3730 Lou St N.C.	Dorothy Wade
8	Wanda
9
10	Janet Mellegus	3427 East 7th St N.C.	Janet Mellegus
11	ROBERT VERA	3702 PEACH BLOSSOM N.C.	Robert Vera
12	Anna Case	628 Buttercup Lane NC	Anna Case
13	Doroni Cenato	144 S. Harrison Ave NC	Doroni Cenato
14	Eduardo Garcia	3433 E. 7th NC	Eduardo Garcia
15	Bethy San Nicolas	3711 Peach Blossom St. N.C.	Bethy San Nicolas
16	ALMA
17	LETICIA PADILLA	3718 Peach Blossom NC	Leticia Padilla
18	EVA PADILLA	3718 Peach Blossom NC	Eva Padilla
19	Alfonso C. San Nicolas	3711 Peach Blossom Natl City	Alfonso C. San Nicolas
20	Frank Reyes	3735 Peach Blossom Nat. City, CA 91950	Frank Reyes
21	Suzie ...	3735 PEACH BLOSSOM ST 91950	Suzie ...
22	ELVA GUTIERREZ	3801 Peach Blossom NC 91950	Elva Gutierrez
23	Shirley A. Price	3807 Peach Blossom St. N.C. 91950	Shirley A. Price
24	Anthony ...	5813 Peach Blossom St N.C. 91950	Anthony ...
25	Joe Price	3807 Peach Blossom St N.C.	Joe Price
26	Lucita Johnson	3819 PEACH BLOSSOM LN. NC	Lucita Johnson
27	...	3819 Peach Blossom Ln N.C.	...
28	...	3831 PEACH BLOSSOM NC	...
29	Grego Guerrero	3831 Peach Blossom N.C.	Grego Guerrero
30	...	3831 Peach Blossom N.C.	...
31	ROSE HERMAN	3837 PEACH BLOSSOM NC	Rose Herman
32	ROBERT KAUFER	3837 PEACH BLOSSOM N.C.	Robert Kaufman
33	MARTIN E GERRERO	3415 Lou St. NATIONAL CITY, CA.	Martin E G
34	ENGELIA M. FLANAGAN	3921 Cherry Blossom N.C., Ca.	Engelia M. Flanagan
35	ROSALINDA FLANAGAN	3921 CHERRY BLOSSOM N.C., Ca.	Rosalinda Flanagan
36	ROSA LINDA FLANAGAN	3921 CHERRY BLOSSOM N.C., Ca.	Rosa L. Flanagan
37	TOMAS MUNOZ	41015 Cherry Blossom N.C. Ca.	Tomas Munoz
38	Maemi Sotelo	4021 Cherry Blossom N.C.	Maemi Sotelo
39	Del Martinez	4027 Cherry Blossom St NC	Joseph A. Martinez
40	Maria Martinez	4027 Cherry Blossom St NC	Maria Martinez
41	MARGARET E. WOLFE	4041 CHERRY BLOSSOM NC	Margaret E. Wolfe
42	ELIZABETH HENDERSON	401A CHERRY BLOSSOM N. Natl City	Elizabeth Henderson
43	LUCLA SABADON	504 Honeysuckle Lane	Lucla Sabadon
44	...	3922 Peach Blossom	...
45	ART ISHLEY	3833 CHERRY BLOSSOM	Art Ishley
46	LINDA FERNANDEZ	3841 CHERRY BLOSSOM	Linda Fernandez
47	Lucia Sotelo	3844 Cherry Blossom	Lucia Sotelo
48	Biel Stanford	3840 PEACH BLOSSOM	Biel Stanford
49	Julia ...	3836 Cherry Blossom	Julia ...
50	BARBARA STEWART	3828 CHERRY BLOSSOM ST	Barbara Stewart

	NAME (PRINT)	ADDRESS	SIGNATURE
1	MARIA L. PARKA	3820 CHERRY BLOSSOM	Maria E. Parka
2	Gene P. Price	3870 Cherry Blossom	Gene P. Price
3	Dolores Price	3809 Peach Blossom St.	Dolores Price
4	Barbara Clower	2421 MEADOW STREET	Barbara Clower
5	Benito Hernandez	3016 L. LINDSAY ST. N.C.	Benito Hernandez
6	PETE BAPTISTA	2421 E. 12 th ST. N.C.	Pete Baptista
7	John T. Morale	3611 Cherry Blossom Ave	John T. Morale
8	Joselina M. Morales	3611 Cherry Blossom Ave	Joselina M. Morales
9	Estela Lopez	3603 Cherry Blossom Ct. NC	Estela Lopez
10	LINDA ARELLANO	124 S. 10 th ST. NC	Linda Arellano
11	LISA CRUZALIS	128 S. 10 th ST. NC	Lisa Cruzalis
12	Linda Arellano	540 HARRISON AVE. NC	Linda Arellano
13	Milla Patton	575 HARRISON Ave. CA	Milla Patton
14	VICTORIA VERDUGO	3010 EAST 5 th ST	Victoria Verdugo
15	M. GUARANO	410 HARRISON AVE	Mitchell Guarano
16	Jamilla Garcia	420 HARRISON AVE NC CA	Jamilla Garcia
17	Ely Garcia	420 HARRISON AVE NC CA	Ely Garcia
18	ROSAMARIE SALVA	340 HARRISON AVE NC CA	Rosmarie Salva
19	ANTHONY MENDOZA JC	234 W. K. BROWN AVE NC CA	Anthony Mendoza
20	Gloria Galvan	139 HARRISON AVE NC CA	Gloria Galvan
21	BONNIE J SHINN	115 So. HARRISON AVE. NC. CA	Bonnie J Shinn
22	FRAN HO LT	225 So. HARRISON AVE NC.	Frank Holt
23	MARCO MASCIANELLI	305 HARRISON AVE N.C.	Marco Mascianelli
24	Helen Laffave	425 HARRISON AVE. N.C.	Helen Laffave
25	Viola Reyes	444 Cackack Ave. NC. CA 91950	Viola Reyes
26	Porfirio Ortega	Rachel Ave. N.C. CA	Porfirio Ortega
27	Juliana Margallo	3107 HARRISON WAY. NC.	Juliana Margallo
28	AUSTIN BROWN JR	803 HARRISON BL.	Austin Brown
29	Julia Guicila	405 HARRISON PLACE NATIONAL CITY	Julia Guicila
30	M. IRENE GRIET	104 HARRISON PLACE NC	M. Irene Griet
31	JENNIFER BIRTH	311 E. 9 th ST. N.C. 91950	Jennifer Birth
32	Anele Candelaria	4003 Plaza Blvd. Nat'l City	Anele Candelaria
33	MARY SALVE	4041 East Plaza Blvd Nat'l City	Mary Salve
34	Luis Gonzalez	4119 E Plaza Blvd NC CA 91950	Luis Gonzalez
35	ANGELITA HERRERA	4181 Plaza Blvd. N.C. CA 91950	Angelita Herrera
36	Rosa Montufar	4148 E Plaza Blvd. NC CA 91950	Rosa Montufar
37	Fidel Rodriguez	4135 E Plaza Blvd. NC CA 91950	Fidel Rodriguez
38	FRANCIS C. FLORES	5419 Blue Bonnet, N.C. 91950	Francis C. Flores
39	MARINO UY	574 Blue Bonnet Ct. NC. 91950	Marino Uy
40	MARIA YAFUSO	532 Blue Bonnet Ct. N.C. 91950	Maria Yafuso
41	Rowena Bunnell	530 - Blue Bonnet Ct. N.C. 91950	Rowena Bunnell
42	DIXIE VASQUEZ	535 - Blue Bonnet Ct. N.C. 91950	Dixie Vasquez
43	Laura Hernandez	4042 PLAZA BLVD. N.C. CA 91950	Laura Hernandez
44	Eleonora Gutierrez	4022 PLAZA BLVD. N.C. CA 91950	Eleonora Gutierrez
45	MARIA CALERA	35 N. KENTON AVE. N.C. CA 91950	Maria Calera
46	Sherry Adams	25 N. KENTON AVE. N.C. 91950	Sherry Adams
47	DIANA GARCIA	7 N. KENTON AVE. N.C. 91950	Diana Garcia
48	ANT. YSLAS	626 BUTTERCUP LN. N.C. 91950	Antonio Yslas
49	Dolores Rodriguez	644 BUTTERCUP LN. N.C. 91950	Dolores Rodriguez
50	Mary P. Hynes	3633 Peach Blossom St. NC 91950	Mary P. Hynes

	NAME (PRINT)	ADDRESS	SIGNATURE
1	ELYANNA CARCIA	2435 EAST 7th St. N.C.	Elyanna Carcia
2	MIGUEL CARCIA	2435 EAST 7th St. N.C.	Miguel Carcia
3	GRACIA D. MENDIOLA	3531 Peach Blossom N.C.	Gracia Mendiola
4	DELIA Ybarra	2619 E PLAZA Blvd # 10A NC	Delia Ybarra
5	Lynne Kinnabetsley	2123 E. 1st St N.C.	Lynne Kinnabetsley
6	Laura Gomez	5444 Brent Dr. San Diego 92114	Laura Gomez
7	ROSA MARCELA	2758 Cropper St. N.C. 91950	Rosa Marcela
8	Robert Keller	1420 Lantitan AVE. N.C. 91950	Robert Keller
9	Edda Villanueva	420 Harrison Ave NC 91950	Edda Villanueva
10	CARLOS Mirreles	1614 Gamma St National City, CA 91915	Carlos Mirreles
11	Aminda Mirreles	420 Harrison Ave National City, CA	Aminda Mirreles
12	Sophia Huerta	1649 E 27th St Apt 27 N.C. CA 91950	Sophia Huerta
13	John Gody	2413 E Plaza Blvd. N.C.	John Gody
14	Catalina Gody	"	Catalina Gody
15	Guillermo Gomez	2112 Villa Vista Ave NC 91950	Guillermo Gomez
16	ROSA C. Gomez	1308 South St S.D. 92114	Rosa C. Gomez
17	Jose F Gomez	1308 S 58th St S.D. 92114	Jose F. Gomez
18	Ruben L. Tellez	1530 N 11th St N.C. 92950	Ruben L. Tellez
19	Aimando Tovar	1530 5th 11th St N.C. 92950	Aimando Tovar
20	Bethy Rodriguez	1802 VALVA Palmas N.C. 91950	Bethy Rodriguez
21	Robert Gomez	1530 N 11th St N.C. 92950	Robert Gomez
22	Shirley Williams	3736 Jolly St N.C. CA 91950	Shirley Williams
23	FABIAN GONZALEZ	3236 Low St N.C. CA 91950	Fabian Gonzalez
24	Melissa Mendiola	3531 Peach Blossom N.C. 91950	Melissa Mendiola
25	Harley Mendiola	1 Peach Blossom N.C. 91950	Harley Mendiola
26	Harley Mendiola	1 Peach Blossom N.C. 91950	Harley Mendiola
27	Victor Razo	326 E 7th St N.C. 91950	Victor Razo
28	Robert Mantoy	218 Civic Center N.C. 91950	Robert Mantoy
29	Stephen Lizama	3531 Peach Blossom N.C. 91950	Stephen Lizama
30	Cynthia Beltran	3416 E 7th St N.C.	Cynthia Beltran
31	MARCELO MARCELA	8 VALVA Ave National City	MARCELO + ROSA MARCELA
32	GLORIA WHIPPLE	26 VALVA AVE. NATL CITY	Gloria Whipple
33	RICHARD EWBANK	2420 Melrose St. NATL CITY	RICHARD EWBANK
34	Betty O'Riley	2429 Melrose St. Nat'l City	Betty O'Riley
35	LAURENCE O'RILEY	2429 Melrose Nat'l City	Laurence O'Riley
36	LEA DANCERA	253 Melrose St National City	Lea Dancera
37	Eddie Villanueva	2519 Melrose St N.C.	Eddie Villanueva
38	CHARLIE D. VILLANUEVA	2519 Melrose St N.C.	Charlie D. Villanueva
39	Wanda Brown	2534 Melrose St N.C. ca 91950	Wanda Brown
40	MARIA DEL CARMEN VIENTE	2739 Melrose St N.C. ca 91950	Maria Del Carmen Viente
41	ALMODOVAR	133 South Clairmont Ave N.C.	AlmODOVAR
42	JOSEPH SHAMAWCO	2626 E 2nd St. N.C.	Joseph Shamawco
43	Victoria Reyes	2604 E 2nd St. National City	Victoria Reyes
44	MANUEL VERA	2539 E 2nd St N.C.	Manuel Vera
45	FELISA VERA	2539 E 2nd St N.C.	Felisa Vera
46	Rafaela Vazquez	136 Valva Ave.	Rafaela Vazquez
47	CLAUDE SANTOS	42 VALVA Ave N.C.	CLAUDE SANTOS
48	ELVIO SANTOS	42 VALVA Ave NC	Elvio Santos
49	Fred Santos	42 VALVA AVE NC	Fred Santos
50	LINDA ADAME	2421 MELROSE ST NC	Linda Adame

	NAME (PRINT)	ADDRESS	SIGNATURE
2	John Salazar	2101 NC. T. Ave	John Salazar
3	Betty Setman	2 NC. Capt Mangue	Betty Setman
4	Sandra Santos	NC. Cafeteria Worker	Sandra Santos
5	GRACIA CASAS	3723 KELLIE COURT. N.C.	Gracia Casas
6	CATHERINE L. STRODD	1900 CRAIGER AVE NC.	Catherine Strodd
7	Peter Quenga	2145 E. 11th St N.C. CA 91950	Peter Quenga
8	Candelina Deque	2203 E 11th - National City	Candelina Deque
9	Eyonna Hollister	2145 E. 11th St. Nat'l City 91950	Eyonna Hollister
10	Christina Mathieu Quenga	1834 CAVE. #H NAT'L CITY, CA 91950	Christina Mathieu Quenga
11	Brigida Quenga	2145 E. 11th St. N.C. CA 91950	Brigida Quenga
12	Virginia Sanborn	225 E 18th St. Nat'l City CA 91950	Virginia Sanborn
13	Carolyn Quenga	2000 E. 8th St. Nat'l. City CA 91950	Carolyn Quenga
14	Keith Quenga	2000 E 8th St N.C. CA 91950	Keith Quenga (Curtis Sand)
15	KEITH QUENGA	2145 E. 11th. St. NC.	Keith Quenga
16	Luisano Reyes	3435 7th NC 91950	Luisano Reyes
17	Jody Dale	3435 7th NC 91950	Jody Dale
18	Dolores Flores	3831 Peach Blossom 91950	Dolores Flores
19	Dale Flood	3831 Peach Blossom 91950	Dale Flood
20	Richard K. Moss	3717 Peach Blossom 91950	Richard K. Moss
21	MANUEL CARADA	1932 Harding ave 91950	Manuel Carada
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2	Winfred DAVIS	3109 Tolos Court N.C. 91950	Winfred Davis
3	DAIS MOBLEY	3416 Tolos Ct N.C. 91950	Doris Mobley
4	M.H. Mansell	3428 Tolos Court N.C. 91950	M.H. Mansell
5	KEN N. STEIN JR	3342 EAST 5TH ST. 91950	Ken N. Stein Jr.
6	George HUNDBERY	3427 EAST 7TH ST 91950	George Hundberg
7	ASTON WADE	3427 LOU ST 91950	Aston Wade
8	John D. Razo	3416 E. 7th St 91950	John D. Razo
9	Lydia F. RAZO	3416 E. 7th St 91950	Lydia F. Razo
10	EJDEL F. RAZO	3416 E. 7th St 91950	Ejdel F. Razo
11	Raquel Castrueta	3417 E 7th St. N.C. 91950	Raquel Castrueta
12	F. Lempson	701 SALOT ST - NC 91950	F. Lempson
13	Wynne Lertem	910 Wanchuk St. N.C. City	Wynne Lertem
14	JOSEPHINE PEDRO	3343 EAST ST NC CA 91950	Josephine Pedro
15	Elizabeth GUTIERREZ	3313 E. 5th ST NATIONAL CITY CA	Elizabeth Gutierrez
16	Jennifer R. Distor	3303 E. 5th ST National City CA.	Jennifer R. Distor
17	Hubert C. Pimental	430 THOLMAYWAY N.C.	Hubert C. Pimental
18	Edu Rita Costo	3302 East 5th St NC Ca	Edu Rita Costo
19	Luisa Ray	3322 East 5th N.C. Ca	Luisa Ray
20	Alva Sordt	710 Rachael Ave National	Alva Sordt
21	CARMEN DUMMIGAN	640 Rachael Ave NC.	Carmen Dummigan
22	LUPE CHILDES	616 Rachael Ave NC.	Lupe Childes
23	Teranita P. Rojas	3025 E. 8th St. #1 National City 91950	Teranita P. Rojas
24	DORIS FERNANDEZ	3017 E 8th St National City 91950	Doris Fernandez
25	MARY CANDELLARIA	2547A Ave. National City 91950	Mary Candelaria
26	Laurie Richmond	3540 Peach Blossom St. Nat City	Laurie Richmond
27	ARCELON OSBORNE	3625 Peach Blossom St. Nat City	Arclon Osborne
28	HUTCHINSON SANDRA	433 E 3rd St. NATIONAL CITY Ca.	Sandra Hutchinson
29	A S. MANALE	3017 Cherry Blossom in N.C. CA	A S. Manale
30	K.C. Carlson	3824 Peach Blossom NC. CA	Karen Carlson
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	NAME (PRINT)	ADDRESS	SIGNATURE
1	Anna L Achame	2421 Wolrose NC 91950	Anna Achame
2	Guadalupe Fonseca	999 Division St NC 91950	Guadalupe Fonseca
3	Justa S. Verdugo	306 Palm Ave #1 NC 91950	Justa S. Verdugo
4	April S. Verdugo	306 Palm Ave #1 NC 91950	April S. Verdugo
5	Michael Verdugo	1235 Scott St NC 91950	Michael Verdugo
6	Michael Verdugo	306 Palm Ave Apt #1 NC	Michael Verdugo
7	Michael Verdugo	306 Palm Ave Apt #1 NC	Michael Verdugo
8	David Ramirez	1122 G Ave Natl City CA 91950	David Ramirez
9	maria Sanchez	1237 Scott St Natl City CA 91950	Maria Sanchez
10	Clayton Mundo	1115 East Second Street CA 91950	Clayton Mundo
11	Lupe Guillen	2923 E 16th St CA 91950	Lupe Guillen
12	Maribel Fonseca	999 Division St D-16 Natl City 91950	Maribel Fonseca
13	Juan Alvarez	420 Rachel Ave Nat City 91950	Juan Alvarez
14	Jesús Mundo	1115 E Second St Nat City 91950	Jesús Mundo
15	CARLOS FLEITAS	306 Palm Ave #15 N.C 91950	Carlos Fleitas
16	ARTURO Cerrato	144 S Harbison Ave NC 91950	Arturo Cerrato
17	Claudia Zepeda	720 Salot St. NCCA 91950	Claudia Zepeda
18	Maria C. Osena	205 Harbison Harbison Ave NC	Maria C. Osena
19	Alma Graham	1409 Calle Delgado N.C. 91950	Alma Graham
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Committee on Chicano Rights, Inc

July 7, 1995

Ms. Rosie Alvarado
Chairperson
National School District
1500 "N" Avenue
National City, CA 91950

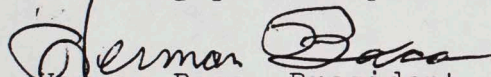
Ms. Alvarado:

Our organization has received a complaint from Mrs. Diana Salinas, and a petition signed by 200 National City residents, citizens, and taxpayers who are charging that:

- 1) Mrs. Salinas was dismissed unjustly as a ^{PARENT} student volunteer from Ira Harbison school by school administrators.
- 2) Mrs. Salinas 1st amendment right to speak out on school policies has been violated by school administrators.

This are very serious charges which deeply concerns our organization. Because of this concerns, I would like to request time on the next board meeting in order that this matter can be addressed and hopefully resolved. Please contact my office as to the date, time and place as to your next meeting.

Awaiting your response:


Herman Baca, President

710 E. 3rd Street
National City CA 91950
(619) 477-3800



NATIONAL SCHOOL DISTRICT

1500 N AVENUE • NATIONAL CITY, CA 91950 • (619) 474-6791 FAX (619) 477-5144

July 20, 1995

Mr. Herman Baca, President
Committee on Chicano Rights, Inc.
710 East Third Street
National City, CA 91950

Dear Mr. Baca:

I am in receipt of your letter to Mrs. Rosie Alvarado regarding your organization's concerns on behalf of Mrs. Diane Salinas. I am also aware of your request to address the Governing Board at the next regularly scheduled meeting. However, since your letter lodges a complaint concerning our school personnel, please be informed that Board Policy BP 1312.1 addresses complaints concerning district employees and includes specific procedures for their resolution. I am including a copy of this policy for your edification, as well as a complaint form should you wish to file.

The Governing Board and I are required to conduct district operations in accordance with established policies. In this matter, board policies and administrative regulations clearly dictate the procedures to be followed when the public submits complaints against district employees. These appropriate channels are intended to protect the rights of all involved parties. Board Policy BP 1312.1 outlines specific steps that should assist you and your organization's interest in this matter.

Should you have any questions regarding these policies or procedures, or would like to discuss this matter at greater length, please give me a call.

Sincerely,

George J. Cameron, Ed.D.
District Superintendent

Enclosures

cc: Governing Board

NATIONAL SCHOOL DISTRICT

DATE: July 25, 1995
 TO: Principals and Community Liaisons
 FROM: Steve Dale
 RE: **1995-96 DAC SCHEDULE**

Listed below is the DAC schedule which includes dates for School Reports, Home-Learning Tips, and refreshments. The theme for this year's DAC is " New Math Adoption".

Starting with our first meeting in October, the DAC will now hold its meetings at the National City Boys and Girls Club located at 1430 'D' Avenue.

Principals are required to attend at least 6 of the meetings. If you have any questions, please call me at extension 231.

DATE	SCHOOL REPORTS	HOME LEARNING TIPS	REFRESHMENTS
Thursday, October 26 9:00 a.m.	Kimball Las Palmas Lincoln Acres	Ira Harbison	New Horizons Lincoln Acres
Thursday, November 16 9:00 a.m.	New Horizons Olivewood Otis	Lincoln Acres	Las Palmas Olivewood
Thursday, January 25 9:00 a.m.	Palmer Way Central El Toyon	Las Palmas	Otis Central
Thursday, February 22 9:00 a.m.	Ira Harbison Kimball Las Palmas	El Toyon	Ira Harbison Kimball
Thursday, March 28 9:00 a.m.	Lincoln Acres New Horizons Olivewood	Kimball	Palmer Way El Toyon
Thursday, April 25 9:00 a.m.	Otis Palmer Way Central	Olivewood	Las Palmas Lincoln Acres
Thursday, May 23 9:00 a.m.	El Toyon Ira Harbison Kimball	Central	Potluck

SD:ld

Bylaws of the Board

BB 9322(a)

AGENDA/MEETING MATERIALS

Board agendas shall state the meeting time and place and shall briefly describe each business item to be transacted or discussed, including items to be discussed in closed session. (Government Code 54954.2)

(cf. 9122 - Secretary)
(cf. 9320 - Meetings and Notices)
(cf. 9321.1 - Closed Session Conduct and Reports)

The Board agenda shall provide members of the public the opportunity to testify at regular meetings on matters which are not on the agenda but which are within the subject matter jurisdiction of the Board. Notices of special meetings at which action is proposed shall provide an opportunity for the public to address the Board on the item before action is taken. (Government Code 54954.3)

(cf. 9323 - Meeting Conduct)

Any member of the public may request that a matter within the jurisdiction of the Board be placed on the agenda of a regular meeting. The request must be in writing and submitted to the Superintendent with supporting documents and information, if any, at least one week before the scheduled meeting date.

Any Board member may submit an item for the Board agenda any time before the agenda is posted. Items submitted less than a week before the scheduled meeting date may be postponed to a later meeting.

When an item properly posted for a regular meeting is continued to a meeting occurring within five days of the regular meeting, it does not have to be on the agenda of a subsequent meeting which occurs within five days. The Board shall publicly identify the item before discussing it. (Government Code 54954.2)

The Superintendent or designee will decide whether a request is within the subject matter jurisdiction of the Board and whether an item is appropriate for discussion in open or closed session.

All public communications with the Board are subject to requirements of relevant Board policies and administrative regulations.

(cf. 1120 - Governing Board Meetings)
(cf. 1312.1 - Complaints Concerning School Personnel)
(cf. 1312.2 - Complaints Concerning Instructional Material)
(cf. 1312.3 - Uniform Complaint Procedures)
(cf. 1340 - Access to District Records)
(cf. 3320 - Claims and Actions Against the District)
(cf. 5144.1 - Suspension/Expulsion)
(cf. 9323.2 - Actions by the Board)



Committee on Chicano Rights, Inc

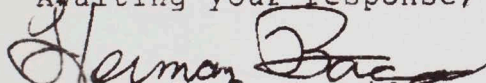
July 31, 1995

Ms. Rosie Alvarado
Chairperson
National School District
1500 "N" Avenue
National City, CA 91950

Ms. Alvarado:

As per our conversation on July 28, 1995. First, as I stated to you our organization is in receipt of a letter from Mrs. Diana Salinas requesting our organization assistance, and a petition signed by 200 individuals who are charging violation of school district policy on the issue of Mrs. Salinas being unjustly discharged as a parent volunteer, of having her 1st amendment right violated. Secondly, as you requested enclosed is both the letter and a partial list of the petition. Lastly, due to the above, I am once again requesting that I be placed on the agenda at the next board meeting in order that said matter can be discussed, addressed, and hopefully resolved.

Awaiting your response;


Herman Baca, President

710 E. 3rd Street
National City CA 91950
(619) 477-3800

SCHOOL SITE COUNCIL

By law, all schools who participate in the School Improvement Program shall have a school site council.

The purpose of the school site council is to provide a thorough and continuing analysis and improvement of the entire school program for every student by the people most affected by the school---parents, teachers, administrators and the community.

WHAT IS THE SCHOOL SITE COUNCIL?

A group consisting of equal numbers of staff and parents, who, with the principal, advise the school staff regarding:

- *development of the school plan
- *implementation of the school plan
- *annual review and assessment of the program
- *setting priorities and developing a school budget

WHO CAN BE ON THE SCHOOL SITE COUNCIL?

- *Members are elected from the various representative groups (i.e., parents elect parents, staff elects staff)
- *Term of office is two years
- *Members are expected to attend all meetings(minimum of four per year)

BENEFITS FOR SCHOOL SITE COUNCIL MEMBERS ARE:

- *Having opportunities to actively participate in planning to improve the school program
- *Gaining knowledge about education in California public schools
- *Receiving recognition as an involved, knowledgeable, and committed supporter of public education

CHANNEL 51
c/o J. MACIAS



Committee on Chicano Rights, Inc

August 9, 1995

TO: NEWS MEDIA
FROM: COMMITTEE ON CHICANO RIGHTS (CCR)
RE: PRESENTATION OF PETITION

A PRESENTATION BEFORE THE NATIONAL SCHOOL DISTRICT BOARD OF TRUSTEE TO DEMAND AN IMMEDIATE INVESTIGATION INTO CHARGES BY 200 NATIONAL CITY RESIDENTS AND TAXPAYERS (A PETITION) THAT:

- 1) NATIONAL SCHOOL ADMINISTRATORS UNJUSTLY DISMISSED A "PARENT VOLUNTEER" SINCE 1961 (MRS. DIANA SALIAS) FROM HARBISON SCHOOL
- 2) NATIONAL SCHOOL ADMINISTRATORS DISMISSED MRS. SALINAS FOR "POLITICAL" REASONS TO PUNISH AND SILENCE HER BECAUSE OF HER OPPOSITION TO SCHOOL POLICIES, IN DIRECT VIOLATION OF HER CONSTITUTIONAL PROTECTED FIRST AMENDMENT RIGHT.

PRESENTATION WILL BE MADE ON AUGUST 9, 1995, 7:30 P.M. AT THE NATIONAL SCHOOL DISTRICT, 1500 "N" AVENUE, NATIONAL CITY, CA.

FOR FURTHER INFO:
CONTACT
HERMAN BACA, PRESIDENT
(619) 477-3800

**710 E. 3rd Street
National City CA 91950
(619) 477-3800**



CCR

Committee on Chicano Rights, Inc

August 9, 1995

PRESENTATION BEFORE NATIONAL SCHOOL BOARD

Madame President, Members of the Board. My name is Herman Baca, I represent the Committee on Chicano Rights (CCR). I have come before you today to inform you that, you and the board have a Big Problem. A problem that the Superintendent has not allowed to reach you. In other words, you have a situation were the tail (Superintendent) appears to be wagging the dog (Board). In your hands are:

1. A letter from Mrs. Diana Salinas, a National City resident and taxpayer, requesting assistance from our organization.
2. A petition signed by 200 National City residents and taxpayers who are charging that the National School Board Administrators:
 - a. Unjustly dismissed Mrs. Salinas a "parent volunteer" since 1961 from Ira Harbison Elementary School.
 - b. Dismissed Mrs. Salinas for "political" reasons to punish and silence her because of her opposition to school policies.

This in direct violation of her constitutional protected first amendment right.

I am here today because we are deeply concerned that a private citizen and taxpayer of this district has had to go out and gather 200 signatures in order that she could get a fair and impartial hearing from this Board. This, after giving the district 33 years of volunteer labor, and after being commended by this Board, the administrators, teachers, parents and numerous educational associations. It also concerns us that the Superintendent and the administration appear to have carried out a "political vendetta" against Mrs. Salinas and in the process have denied her due process and equal protection under the law. The administration, disgracefully, after 33 years of volunteered labor, has chosen to repay Mrs. Salinas by damaging her reputation and defaming her character in her community. Since this Board to this date has done nothing, I am here today to demand that the Board initiate the following actions:

1. Investigate if the district has a policy and guidelines outlining the responsibilities, rights of "parent volunteers", and if Mrs. Salinas signed such a document.
2. Investigate and address the grievances that 200 residents and taxpayers have presented to you for redress.
3. Issue a public report of the Board's investigation.
4. Correct the gross injustice committed against Mrs. Salinas by reinstating her as a "parent volunteer" at Ira Harbison School.

(619) 477-3800



Committee on Chicano Rights, Inc

August 9, 1995

PRESENTATION BEFORE N.C. SCHOOL BOARD

Madame President, members of the school board. My name is Herman Baca, I represent the Committee on Chicano Rights (CCR) I, have come before you today to inform you that you the board have a BIG PROBLEM. A problem that the Superintendent has not allowed to reach you. In other words you have a situation where the tail appears to be wagging the dog. In your hands are:

- 1) A letter from Mr. Diana Salinas, a National City resident and taxpayer requesting assistances from our organization.
- 2) A petition signed by 200 National City residents and taxpayers who are charging that National School Administrators:
 - A) Unjustly dismissed Mrs. Diana Salinas a "parent volunteer" since 1961 from Ira Harbison School.
 - B) Dismissed Mrs. Salinas for "political" reasons to punish and silence her because of her opposition to school policies. In direct violation of her constitutional first amendment right.

I, am here today because we are deeply concern that a private citizen and taxpayer of this district has had to go out and gather 200 signatures in order that she could get a fair and impartial hearing from this board. This after giving the district 33 years of volunteer labor, and after being commended by this board, the administration, teachers, parents and numerous associations. It also concerns that the Superintendent and the administration have carried out a "political vendetta" against Mrs. Salinas by denying her due process and equal protection under the law. The administration after 33 years has instead choosen to repay Mrs. Salinas by damaging her reputation, and defaming her character. Since this board to date has done nothing, or has not been allowed to doing nothing I am here today to demand that the board investigate the following:

- 1) If this district has a policy and guidelines outlining "parent volunteers" responsibilities, rights, and if Mrs. Salinas signed such a document.
- 2) The grivances that 200 residents and taxpayers have brought to you for redress.
- 3) Issue a public report of your investigation.
- 4) That you correct the gross injustice by reinstating Mrs. Salinas.

**710 E. 3rd Street
National City CA 91950
(619) 477-3800**

INVESTIGATE
ADDRESS & RESOLVE
REINSTATING HER

BY THE SUPER



Committee on Chicano Rights, Inc

August 9, 1995

Presentation Before National School Board

Madame President, members of the board. My name is Herman Baca I represent the Committee on Chicano Rights (CCR). I, have come before you today to inform you that you the board have a Big Problem. A problem that the superintendent has not allowed to reach you. In other words you have a situation where the tail (Superintendent) appears to be wagging the dog (board). In your hands are:

- 1) A letter from Mrs. Diana Salinas, a National City resident and taxpayer requesting assistances from our organization.
- 2) A petition signed by 200 National City residents, and taxpayers who are charging that National School administrators:
 - A) Unjustly dismissed Mrs. Salinas a "parent volunteer" since 1961 from Ira Harbison School.
 - B) Dismissed Mrs. Salinas for "political" reasons to punish and silence her because of her opposition to school policies. This in direct violation of her constitutional protected first amendment right.

I, am here today because we are deeply concern that a private citizen and taxpayer of this district has had to go out and gather 200 signatures in order that she could get a fair and impartial hearin from this board. This after giving the district 33 years of volunteer labor, and after being commended by this board, the administration, teachers, parents and numerous educational associations. It also concerns us that the superintendent and the administration appear to have carried out a "political vendetta" aganist Mrs. Salinas and have denied her due process and equal protection of the law. The administration after 33 years has choosen to repay Mrs. Salinas by damaging her reputation and defaming her character in her commnity. Since this board to date has done nothing, or has not been allowed to do anything by the superintendent I, am here today that the board iniate the following actions:

- 1) Investigate if the district has a policy and guidelines outlining the responsibilities, rights, and if Mrs. Salinas signed such a document.
- 2) Investigate and address the grivances that 200 residents and taxpayers presented to you for redress.
- 3) Issue a public report of the boards investigation.
- 4) Correct the gross injustice committed aganist Mrs. Salinas by reinstating her as a "volunteer parent" at Ira Harbison School.

710 E. 3rd Street
National City CA 91950
(619) 477-3800

initiate

against

IN THE PROCESS

of volunteer labor

OF PARENT VOLUNTEERS

MOVE

DISAPPOINTMENT

TO BOARD

VIOLATE

August 10, 1995

Dear Herman Baca:

Recently, I discovered that Mrs. Diane Salinas was released as a volunteer at Ira Harbison School. I understand that this decision was based on the fact that she announced her opinion at a public school meeting. Mrs. Salinas is not the only parent that disagrees with the school board and stands up for her rights. Why is she being targeted for dismissal? If any parent states their opinion, and it happens not to be in agreement with the school board, is that a reason to be denied the right to help the teachers? Isn't that the reason we have public school meetings? Or is the invitation to the public just a formality?

For as long as I've known her (over 25 years), Mrs. Salinas has enjoyed working with kids in any and every aspect. She has received many awards of appreciation and recognition based on her services with kids. Mrs. Salinas has devoted her time unselfishly to all kids. She has been involved with the community for many years. Whenever there is a problem she will stand up for what she believes in, informing the community of the problem while she collects signatures and encourages the community to get involved.

I can't help but wonder if this dismissal is based on a personality conflict with one staff member or the principal, possibly both. If this is the case, shouldn't the individuals who are asking her dismissal also be investigated? I understand that this same staff member highly complimented Mrs. Salinas on her involvement with the school recently. Has the staff member's actions been reported to the principal and the principal automatically agrees with her without investigating the situation?

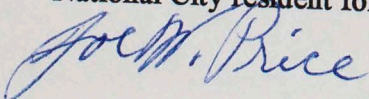
I've had four kids graduate from Ira Harbison and five grandchildren attend this school without any conflicts until recently. I'm handicap (with a handicap sticker in my car window) and when I tried to park in the parking lot to pickup my grandson, one staff member gave me a hard time and tried to force me to park outside the lot. When I complained to the principal, the situation was ignored. Is the principal being objective to the parent's complaints or is she just closing her eyes.

In these times when we have to stretch the budget, shouldn't we question why a volunteer in good standing is being dismissed? Shouldn't an investigation be done by an outside party?

I believe that Mrs. Salinas has been unjustly dismissed. The reasons are unjustified and apparently one sided. Mrs. Salinas needs to be reinstated with apologies for the slander on her reputation. Her reinstatement as a volunteer will only reward the kids and our community not hurt it.

Thank you,

Mr. Joe W. Price
National City resident for over 30 years.

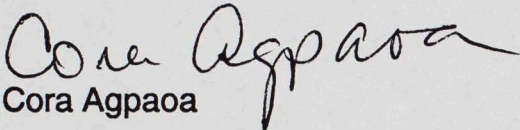


August 14, 1995

Mr. Herman Baca

My name is Cora Agpaoa. I am a parent of a student at Ira Harbison School. Mrs. Salinas is and has been my neighbor for over fourteen years. In those years she has been one of the best persons that I know. She is always helping out in school and in our neighborhood. She has helped my family from the very first day in which we moved in to our home. She has taken my children to and from school for me because my husband and I are unable to do so because of our jobs. Diane has also volunteered to take my daughter to her dance classes, and at times, her own daughter has helped my daughter with her homework. Diane has not only helped my own family but my in laws as well. If they need help, she is there for them. One day our home was on fire and Diane was there helping us put out the fire before the fire department had gotten there. I believe that she is a very good role model for my children. Not only has she gone out of her way to help my family, but she stands up for our kids rights. I believe that her dismissal as a volunteer should be investigated and corrected.

Thank you,


Cora Agpaoa



R.L.H. COMMUNICATIONS

337 W. 35th. Suite F
National City, CA 91950

Phone (619) 585-9995

Fax (619) 585-9849

August 15, 1995

Mr. Herman Baca.

Dear sir:

I am writing on behalf of Mrs. Dianne Salinas. I have known Dianne for around 37 years. She lives one house away from mine, and we have worked together for all of these years. She was a "DEN MOTHER" for our Ira Harbison cub scouts, and I was the "CUB MASTER". We then went on to the BOY SCOUTS, and again, she was a valuable part of this organization.

She has devoted many thousands of hours of her time to help out with the P.T.A., and various other programs at Ira Harbison elementary school.

I have owned my home, and lived in National City for around 38 years, that include being a reserve police officer for 7 1/2 years. I own and operate R.L.H. COMMUNICATIONS, and do contract radio work for the city. Our business has operated from National City for the past 15 years, and we intend to continue for many more years. This is just to let you know that as a business owner, family man, resident and concerned citizen, I feel that this matter should be resolved as soon as possible to clear Dianne of these charges.

I find it extremely hard to believe that someone has accused her of mis-conduct, or any of the other alleged acts.

I feel that she has been falsely accused, and there is no basis for the accusations as far as I am concerned.

We need more people like Dianne in our city to give generously of their time, knowledge and concern.

I hope that you can help to resolve this unfortunate situation, as it is unjust for someone with her qualities and devotion to be forced to undergo this type of situation.

Sincerely yours;

Robert L. Hynes

c.c. Dianne Salinas

R.L.H. Communications

COMMUNICATIONS SPECIALISTS



3711 Peach Blossom Street
National City, CA 91950

August 15, 1995

Mr. Herman Baca
C/O Mrs. Diane Salinas
3703 Peach Blossom St.
National City, CA 91950

Dear Mr. Baca:

I am writing this letter regarding a matter that is disturbing and of great concern to me. An outstanding citizen, long time neighbor and an all around good person has been unjustly dismissed from a volunteer position and has had judgment passed on her in a discriminatory way.

This person I am writing about is Diane Salinas of 3703 Peach Blossom Street, National City. A long time resident of National City and a 30 year volunteer for Ira Harbison Elementary School. She has seen principals come and go, teachers teach for years and children develop through adolescents. This woman has played an important role in many of these children lives as a volunteer, including myself. Her only interest in all of this is "what is best for the children." She has not once ever been compensated for her time spent with the children and teachers of Ira Harbison, and she never expected compensation, her main purpose was, and still is, is to see these children smile because they learned something new and to see the children absorb the knowledge given to them in a world that is so confusing and sometimes CRUEL.

My experience with Diane Salinas is of 25 years of neighborly advice and always being there for our family, whether it's babysitting or just teaching us how to crochet down to swimming in her backyard she just plain loved to see us laugh and enjoy our childhood.

Mrs. Salinas has been involved in the community forever right down to coaching a softball team for the National City Girls Softball League. She has even been around to see my child born and raised here in this city. She has become family to most of us in the neighborhood and community.

In all the years Mrs. Salinas has been involved with the children in our neighborhoods, school and community I have not yet heard of any instance where a child has been hurt. In fact, because of her persistence and attentiveness these children end up in a very safe and nurturing environment. I cannot believe that because of her opinions or views on certain subjects has brought an undesired action and a very emotional aspect in our lives and in the community.

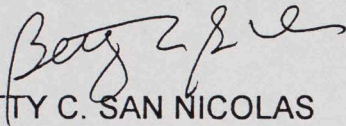
Mr. Herman Baca
August 15, 1995
Page 2

I have been very close to Mrs. Salinas, and I strongly feel that this woman has dedicated so much of her time to these children because she genuinely cares and she really loves the children and loves what she does with them. She has so much to offer these children as far as her knowledge of arts & crafts, sports and her basic wisdom of life. I believe she does it because of the satisfaction she gets from the children.

I believe if Mrs. Salinas has something to say, she should be heard. I really feel that the community and the school is losing out, by not reinstating her rights in the school.

She is a Mother, Grandmother, Aunt, and a real good friend....let's do something to get her acknowledged and I feel she should receive an apology from the school, principal and the district superintendent. She should have never been "KICKED OUT OF SCHOOL."

Sincerely a very concerned parent & friend,



BETTY C. SAN NICOLAS

These are questions for the P.T.S.O. at Ira Harbison.

Mrs. V. Lopez, is it not true your daughter put pencil shavings and lean on kid's cup cakes? What if the kids were to eat them and get sick? Is it not poisoning? Did she not also get a thumb tack and put it on the teacher's chair?

How much money has gone towards the children from all that Avon, jewelry, and numerous things you people are selling on campus?. Are individuals making money off this or is it going towards the P.T.S.O. fund?

Mrs. Mockler, Why is your husband saying that you are an awful mother? How much drugs are you taking a day. Didn't you tell people to get out of the parent center so that you can deal with your emotional problems?

Mrs. Ganelin, why did you not report child abuse to someone who would help the kids? Did you not talk about how bad your family situation was and how bad they were?

Why did the P.T.S.O not report the misuse of funds for one of their fundraiser? It is in writing!

I would like an answer to some of these questions!

By the way, as a P.T.S.O. volunteer Mrs. Ganelin you should not go on bragging to everyone that you were the only aide that was invited to Dr. Cameron's party. It makes you sound cheap! What did you do to get invited anyway?

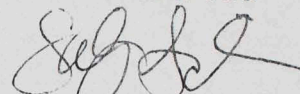
Herman Baca,

Mr. Baca, I would like for you to present this to the governing board. We would like an apology from Theresa Ganelin and Jana Mockler. Theresa Ganelin is claiming that Diane Salinas endangering the school children at Ira Harbison School. Why did she not say that she was endangering her own children when she entrusted them to Diane? Diane babysat for her children for over a year and a half for free. She would pick up her son and bring him home every school day and watch him until it was time for his mother to pick him up. In fact she did not pick him up, but he was dropped off back at school where his mother was. She also helped her daughter when she was in kindergarten. She helped her learn to write her name and learn her alphabet. This doesn't sound like she was endangering her kids then does it? In fact she used Diane and now wants to refer to her as dangerous to our children. She became nominated by Anne Anderson as PTSO president and all of a sudden she sees Diane Salinas as bad for the kids. I cannot understand that. She would even come to Diane for advice on certain family problems she was having. Did my mother give her that bad of advice that she has to turn on her and see her as a bad person?

In regards to Jana Mockler, How can you sit there and support Anne Anderson when you were critical of her before? Did you not criticize her for not allowing you to purchase English and Spanish dictionaries because she felt our bilingual students had no need for an English-Spanish dictionary? Did Jana not criticize Anne's personal life by telling people in the volunteer center that Anne's boyfriend's dog would always come on campus and leave messes throughout the school's campus? Didn't Jana also accuse another volunteer of misusing volunteer money? Is this what

volunteers are asked to do, gossip? how is this helping our kids? If you ask me then these are the people that should be asked to leave the schools campus. There is no room in education for gossiping individuals who are more interested in the story of the day than what is important for the students. If there is going to be mud slinging then there is plenty to go around. If they want what is right for the school then they should allow an investigation in regards to some of the allegations that school employees as well as Diane, are making. Where is Mrs. Calderon? Where is Mrs. Kennedy? Where are most of our old noon supervisors? Did they not agree with Ms. Anderson and get shipped off. There are a lot of good people missing from this campus, thanks to Anne. If they truly want what is best for the school then they will see it. I just hope they truly believe in what they are doing, and not just accusing my mother just because they were told to do so.

Thank You



Sally Salinas

August 16, 1995

Dear Karen Winner,

I would like to bring to your attention an issue involving Lillian Leopold, an education reporter for the South Bay.

I had requested that she come and hear some concerns from about 10-14 parents from the Ira Harbison School in National City at the home of Diane Salinas. The concern was that Mrs. Salinas as a volunteer in the Ira Harbison School was told by the principal that her services as a volunteer were no longer needed and that she was not to return to the school.

Lillian Leopold came to this meeting and heard our concerns and she did not write about our concerns at all. She wrote a story that about our school and did not include any of our concerns. I feel she put down National City by stating that our children in the school are so poor that they couldn't get books, not only is this not true, I felt ashamed and insulted for our children here in National City! I feel she has a conflict of interest in this area of her writing. Her husband was just awarded volunteer of the month for his fundraising efforts on behalf of the National School District. This is a conflict of interest in that she will not write anything that may jeopardize her husband's efforts on behalf of his fundraising efforts. He is the president of the National Education Foundation. Naturally, she will not write anything against the district, and I asked her to come and report this issue, and she hasn't.

I would like to request that she be reassigned and that you send a reporter that will not be biased and tell all the story, and not have a conflict of interest. She was at the National District meeting the night that this issue was brought up to the board, and she has not contacted me about reporting this issue. I don't feel she wants to report this issue.

The principal and the District supervisor George Cameron have stated to me that Mrs. Salinas, the volunteer, is disruptive in meetings at the school. I don't think she should be barred from volunteering for this reason at Ira Harbison School.. There are so many requests for volunteers and she is told not to come back to the school and not even to come on the grounds of the school is not acceptable. I set in motion a petition to request that the National School district readmit her as a volunteer at Ira Harbison School. Two hundred people in National City signed that petition and it cannot be ignored.

I await your reply and hope you can help me.

Dorene Cerrato



Committee on Chicano Rights, Inc

August 23, 1995

Ms. Rosie Alvarado
Chairperson
National School District
1500 "N" Avenue
National City, CA 91950

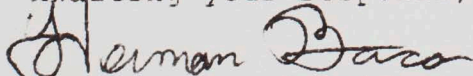
Ms. Alvarado and Board of Trustees

For the record. On August 9, 1995 a presentation was made and a petition signed by 200 National City residents and taxpayers on behalf of Mrs. Diana Salinas submitted to the National School Board. At the August 9, 1995 meeting we demanded that the following actions be initiated by the Board of Trustees:

- 1) Investigate if the district had a policy and guidelines outlining the responsibilities and rights of "parent volunteers", and if Mrs. Salinas signed such a document.
- 2) Investigate the grievances that 200 residents and taxpayers have brought to the board for redress.
- 3) Issue a public report of its investigation.
- 4) The board correct the gross injustice committed against Mrs. Salinas by reinstating her to her position as a "parent volunteer" at Ira Harbison School.

To this date the board has failed to respond to the demands raised in both the presentation and the petition. It is unfortunate that you and the board have instead chosen to bury your heads in the sand and chosen to ignore the 200 signatures on the petition. Common political and professional courtesy demands that you as elected officials respond to those taxpayers and residents who have elected to represent and protect their interest. Rest assure, that we will not allow this issue to be buried or ignored by you and the board.

Awaiting your response;


Herman Baca, President

716 E. 3rd Street
National City CA 91950
(619) 477-3800

Mr Baca

8-25-95

I want you to know that Mrs. Anderson & Mr. Cameron are the ones who should be ousted on their butts for obtrusive behavior.

Mrs. Salinas has every right to speak her peace and yes she tends to get loud but not because of her attitude but because of her speech problems.

I've seen Mrs Anderson treat certain children with disrespect. She'll grab them and yell at them for any reason that she believes in. I can name some if need be.

The reason Mrs Salinas doesn't go into the office is because of the way she's treated there. She does get signed in by either Lorena or myself

The school board needs to apologize to Mrs. Salinas and it should be in the newspaper.

Thank you
Barbara Clower
ex-noon supervisor

**PARENT VOLUNTEERS
IRA HARBISON ELEMENTARY SCHOOL**

August 28, 1995

Dear National School District Governing Board:

We the undersigned staff and citizens of the Ira Harbison community wish to publicly declare our appreciation and support of Mrs. Anne Anderson, principal of Ira Harbison Elementary School. We recognize her lawfully - given responsibility to assure that our children are provided a safe, peaceful and quality learning environment free from disruption and turmoil. Furthermore, we support her policy of keeping disruptive individuals off school grounds and from interfering with our children's education.

We are very pleased with the outstanding quality of education that our children receive from our caring and competent team of teachers, staff and volunteers. We would also like to express our disapproval of any action or endorsement of any action by the Board, in public or in private, that attempts to use our school and our children for political purposes.

Theresa Ganelin

Theresa Ganelin
PTSO President 1994-95

Jana Mockler

Jana Mockler
School Site Council Chairperson 1994-96

1. _____

6. _____

2. _____

7. _____

3. _____

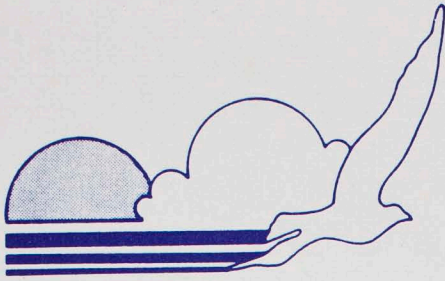
8. _____

4. _____

9. _____

5. _____

10. _____



NATIONAL SCHOOL DISTRICT

1500 N AVENUE • NATIONAL CITY, CA 91950 • (619) 474-6791 FAX (619) 477-5144

August 30, 1995

Mr. Herman Baca, President
Committee on Chicano Rights, Inc.
710 East Third Street
National City, CA 91950

Dear Mr. Baca:

I am in receipt of your letter dated August 23, 1995, regarding your organization's concerns on behalf of Mrs. Diane Salinas.

As indicated in a July 20, 1995, letter addressed to you from George Cameron, District Superintendent, the Governing Board and the District Superintendent are required to conduct District operations in accordance with established policies. In this matter, Board Policies and Administrative Regulations clearly dictate the procedures to be followed when the public submits complaints against District employees. These appropriate channels are intended to protect the rights of all involved parties. Board Policy BP 1312.1 outlines specific steps that should assist you and your organization's interest in this matter.

A copy of the above-mentioned Board Policy and Administrative Regulation was sent to you on July 20, 1995. In case you have misplaced that copy, I have enclosed another copy.

If you would like to file a complaint, please complete the enclosed form and submit it to the District Superintendent, National School District, 1500 N Avenue, National City, CA 91950. The District will not pursue this matter any further unless you and your organization follow the written procedures enclosed.

Sincerely,

Rosalie Alvarado, President
Governing Board

Enclosures

cc: Governing Board Members
George J. Cameron, Ed.D., District Superintendent

BOARD MEMBERS: ROSALIE "ROSIE" ALVARADO; ANNE L. CAMPBELL; ALMA GRAHAM; FRANK PEREZ; LARRY A. TAGLE
DISTRICT SUPERINTENDENT: GEORGE J. CAMERON, Ed.D. ASSISTANT SUPERINTENDENT--EDUCATIONAL SERVICES: JOYCE O. KRUTOP, Ph.D.
ASSISTANT SUPERINTENDENT--BUSINESS SERVICES: KENNETH L. CLARK

COMPLAINTS CONCERNING DISTRICT EMPLOYEES

The Governing Board accepts responsibility for providing a means by which the public can hold employees accountable for their actions. The Board desires that complaints be resolved expeditiously without disrupting the educational process.

The Superintendent or designee shall develop regulations which permit the public to submit complaints against district employees in an appropriate way. These regulations shall protect the rights of involved parties. The Board may serve as an appeals body if the complaint is not resolved.

(cf. 1312.2 - *Complaints Concerning Instructional Material*)
(cf. 1312.3 - *Uniform Complaint Procedures*)
(cf. 3515.2 - *Disruptions*)

The Board prohibits retaliation against complainants. The Superintendent or designee at his/her discretion may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint. The district will not investigate anonymous complaints.

Legal Reference:

EDUCATION CODE

33308.1 *Guidelines on procedure for filing child abuse complaints*
35146 *Closed sessions*
35160.5 *Requirement for school district policies: parental complaints re employees*
44031 *Personnel file contents and inspection*
44811 *Disruption of public school activities*
44932-44949 *Resignation, dismissal and leaves of absence (rights of employee; procedures to follow)*

GOVERNMENT CODE

54957 *Closed session; complaints re employees*
54957.6 *Closed session; salaries or fringe benefits*

PENAL CODE

273 *Cruelty or unjustifiable punishment of child*
11164-11174.3 *Child Abuse and Neglect Reporting Act*

WELFARE AND INSTITUTIONS CODE

300 *Minors subject to jurisdiction of juvenile court*

STATUTES OTHER THAN CODE

Chapter 1102, *Statutes of 1991, Section 6 - Child Abuse Complaints*

Management Resources:

CDE LEGAL ADVISORIES

0910.93 *Guidelines for parents to report suspected child abuse by school district employees or other persons against a pupil at school site (LO:4-93)*

Policy
adopted: February 8, 1995

NATIONAL SCHOOL DISTRICT
National City, California

COMPLAINTS CONCERNING DISTRICT EMPLOYEES

Complaint Procedures

The Superintendent or designee shall determine whether a complaint should be considered a complaint against the district and/or the individual, and whether it should be resolved by the district's process for complaints concerning personnel, other district procedures, or both.

(cf. 1312.2 - Complaints Concerning Instructional Material)
(cf. 1312.3 - Uniform Complaint Procedures)

The Governing Board shall annually review district policies and regulations related to complaints against school personnel. (Education Code 35160.5)

In order to promote fair and constructive communication, the following procedures shall govern the resolution of complaints against district employees:

1. Every effort should be made to resolve a complaint at the earliest possible stage. Whenever possible, complaints concerning school personnel should be made directly by the complainant to the person against whom the complaint is made. Parents/guardians are encouraged to attempt to orally resolve concerns with the staff member personally.
2. If a complainant is unable or unwilling to resolve the complaint directly with the person involved, he/she may submit an oral or written complaint to the employee's immediate supervisor or the principal.
3. When a written complaint is received, the employee shall be notified in accordance with collective bargaining agreements.
4. All complaints related to district personnel other than administrators shall be submitted in writing to the principal or immediate supervisor. If the complainant is unable to prepare the complaint in writing, administrative staff shall help him/her to do so. Complaints related to a principal or central office administrator shall be initially filed in writing with the Superintendent or designee. Complaints related to a Board member or to the Superintendent shall be initially filed in writing with the Board.
5. A written complaint must include:
 - a. The name of each employee involved,

COMPLAINTS CONCERNING DISTRICT EMPLOYEES (continued)

- b. A brief but specific summary of the complaint and the facts surrounding it, and
 - c. A specific description of any prior attempt to discuss the complaint with the employee and the failure to resolve the matter.
6. The person responsible for investigating complaints will attempt to resolve the complaint to the satisfaction of the person(s) involved within 30 days.
7. The complainant may appeal a decision by the principal or immediate supervisor to the Superintendent or designee, who will attempt to resolve the complaint to the satisfaction of the person(s) involved within 30 days. Complainants should consider and accept the Superintendent or designee's decision as final. However, the complainant, the employee, or the Superintendent or designee may ask to address the Board regarding the complaint.
8. Before any Board consideration of a complaint, the Superintendent or designee shall submit to the Board a written report concerning the complaint, including but not be limited to:
 - a. The name of each employee involved.
 - b. A brief but specific summary of the complaint and the facts surrounding it, sufficient to inform the Board and the employee(s) as to the precise nature of the complaint and to allow the employee(s) to prepare a defense.
 - c. A copy of the signed original complaint.
 - d. A summary of the action taken by the Superintendent or designee, together with his/her specific finding that the problem has not been resolved and the reasons.
9. The Board may uphold the Superintendent's decision without hearing the complaint.
10. All parties to a complaint may be asked to attend a Board meeting in order to present all available evidence and allow every opportunity for explaining and clarifying the issue.

COMPLAINTS CONCERNING DISTRICT EMPLOYEES (continued)

11. Before the Board holds a closed session to hear complaints or charges brought against an employee, the employee shall receive written notice of his/her right to have the complaints or charges heard in open session rather than closed session. This notice shall be delivered personally or by mail at least 24 hours before the time of the session, and the employee may request that the complaints or charges be heard in open session. Complaints concerning Board members shall be addressed in open session unless a closed session is warranted pursuant to Education Code 35146 or 48918 or Government Code 54957 or 54957.6. (Government Code 54957)

(cf. 9321 - Closed Session Purposes and Agendas)
(cf. 9323 - Meeting Conduct)

12. Any decision of the Board shall be final.

Complaints Regarding Child Abuse

When a complaint of child abuse is alleged, the district shall provide parents/guardians procedures for filing a child abuse complaint with the appropriate child protective agencies. Upon request, such procedures shall be written in the primary language of the parent/guardian, and the Superintendent or designee shall provide an interpreter if needed. (Statutes Other than Code, Ch. 1102, Statutes of 1991)

Providing the above procedures to parents/guardians does not relieve mandated reporters from their duty to report suspected child abuse in accordance with law.

(cf. 4112.6 - Personnel Records)
(cf. 4144 - Employee Complaints)
(cf. 5141.4 - Child Abuse Reporting Procedures)

Regulation
approved: February 8, 1995

NATIONAL SCHOOL DISTRICT
National City, California

TO: _____

FROM: Name(s) _____
Address(es) _____
Telephone No.(s) _____

If you have a pupil in our schools, please indicate which school: _____

Name of Person(s) against whom complaint is made: _____

Nature of Complaint. (This should be a description in your own words of the grounds of your complaint, including all names, dates, and places necessary for a complete understanding for your complaint):

(You may use additional pages of your own paper to describe your complaint more fully if yo so desire.)

Has the complaint been discussed with the employee named in this complaint? _____

To whom have you spoken? Name(s) _____

When? Date(s) _____

What was the result of the discussion? _____

What is your suggested resolution to this problem? _____

I (we) understand that the Governing Board or their designee may request from me (us) further information about this complaint, and if such information is available, I (we) shall present it upon request.

I (we) also understand that a copy of this complaint will be given to the person(s) against whom this complaint is being made, and he/she/they will be given the opportunity to respond in writing to this complaint and that I (we) will receive a copy of such response.

I (we) also understand that if a hearing is held on this complaint by the Governing Board, such hearing will be held in closed session with the press and public excluded and that I (we) will be informed of the time, date and place such hearing will be held.

I (we) agree to refrain from making public the complaint or charges contained in this form during the investigation, hearing and deliberation of the Governing Board.

I (we) certify under penalty and perjury that the foregoing is true and correct.

Executed this _____ day of _____, 19__

at _____, California

Signature(s) _____

SCRIP ORDER

NAME: _____

ROOM #: _____

PHONE #: _____

DATE: _____

SCHOOL PROFIT SCRIP AMOUNT # ORDERED TOTAL

GROCERY

RALPHS/FOOD 4 LESS	5%	\$10		
		\$25		
SMART & FINAL	5%	\$10		
		\$25		
VONS	4%	\$10		
		\$25		

RESTAURANTS

BASKIN ROBBINS	9%	\$5		
CHEVY'S	5%	\$10		
CHILI'S	12%	\$10		
CARROWS, COCOS, EL TORITO	20%	\$10		
KENTUCKY FRIED CHICKEN	8%	\$5		
OLIVE GARDEN	13%	\$10		
HUNGRY HUNTER	16%	\$10		
PIZZA HUT	9%	\$5		
RED LOBSTER	13%	\$10		
SIZZLER	16%	\$5		
BLACK ANGUS	20%	\$10		
		\$20		

SPECIALTY

AT&T	5%	\$10		
		\$25		
		\$100		
SEE'S CANDY	\$1.95	\$9.90		

COMING SOON!! PRICE CLUB SCRIP

YOU CAN BUY A MEMBERSHIP IF YOU BUY PRICE CLUB SCRIP!!

SCHOOL PROFIT SCRIP AMOUNT # ORDERED TOTAL

DRUG STORES

LONGS	5%	\$5		
		\$10		
		\$20		
THRIFTY	4%	\$15		
PAYLESS	4%	\$10		
		\$20		

RETAIL STORES

B. DALTON BOOKS	7%	\$10		
BROADWAY *	8%	\$10		
		\$25		
JC PENNEY *	5%	\$10		
		\$25		
		\$100		
KAYBEE TOYS	9%	\$10		
KMART / OFFICE MAX / WALDENBOOKS	3%	\$10		
		\$25		
BULLOCKS *	8%	\$25		
		\$100		
MERVYNS *	6%	\$10		
		\$25		
MUSICLAND / SAM GOODY	15%	\$10		
ROBINSONS/MAY	9%	\$10		
		\$25		
ROSS	8%	\$10		
SEARS *	2%	\$10		
		\$25		
		\$100		
TARGET	4%	\$10		
		\$25		
FOOTLOCKER / KINNEY	13%	\$50		
WHEREHOUSE	8%	\$10		
TJ MAXX	12%	\$10		
		\$25		
UNITED ARTISTS THEATER	8%	\$10		

TOTAL \$ _____

*** WILL TAKE SCRIP AS PAYMENTS ON CREDIT CARD ACCOUNT**

MAKE CHECKS PAYABLE TO "IRA HARBISON PTSO"

Remember: 1% goes to your child's classroom!

ARE **YOU** ORDERING
\$CRIP?

**THE NEXT SCHOOL-WIDE ORDER WILL BE PLACED
FRIDAY, SEPT. 1ST! HAVE YOUR FAMILY'S ORDER IN
THE PARENT CENTER BEFORE NOON TO BE INCLUDED.**

(WE ORDER \$CRIP ABOUT EVERY TWO WEEKS!
PLAN AHEAD AND JOIN THIS NEW WAY TO SUPPORT OUR SCHOOL!)

**REMEMBER:
1% OF THE TOTAL \$CRIP ORDERED GOES
DIRECTLY TO THE CLASSROOMS!**

**IF YOU HAVE ANY QUESTIONS, CONTACT LYNNE KILLION OR KACY DAVIS IN
THE PARENT CENTER (ROOM 19) -- 470-8711.**

**DATES
TO
KNOW!**



**MEMBERSHIP DRIVE
ENDS SEPT. 7TH!**

**ROOMS 21 (UPPER GRADE)
AND K-1/10 (LOWER GRADES)
ARE IN THE LEAD!**

JOIN NOW!

**9/7
ASIAN FESTIVAL/POTLUCK
5:30 P.M.**

**PTSO/SCHOOL SITE COUNCIL
ELECTIONS**

VOTING DURING FESTIVAL

**SPECIAL EDUCATION
PARENTS' SUPPORT GROUP**

**9:00 A.M.
SEPT. 27TH**

**TOPICS:
ADD
ADHD**

SCRIP ORDERS

**FRIDAYS
9/1
9/15**

**BE SURE YOUR ORDER
IS IN BY NOON!**

Ira Harbison School

ASSERTIVE DISCIPLINE WORKSHOP

PTSO Sponsored Activity

**LOOKING FOR A BETTER WAY TO DEAL WITH YOUR
CHILDREN?**



WHAT DOES "ASSERTIVE DISCIPLINE" REALLY MEAN?

Find out!

TUESDAY, SEPTEMBER 19, 1995 (6 P.M.)

Escuela Ira Harbison
TALLER DE
DISCIPLINA ASERTIVA

Actividad Patrocinada por el PTSO

**BUSCAR MEJORES MANERAS DE COMO DIALOGAR
CON SUS HIJOS/AS**



¿QUE HACER? “DISCIPLINA ASERTIVA” ¿Y QUE SIGNIFICA?

¡DESCUBRALO!

MARTES, SEPTIEMBRE 19, 1995 (6 P.M.)

Ira Harbison School

SAFETY FEST

PTSO Sponsored Activity

Saturday, September 30, 1995

(8:00 to 2:30 P.M.)

Battered Women



Teenage Pregnancy



Child Abuse



McGruff Home Safety



Ask A Nurse



Gang Prevention

Drug Awareness



Neighborhood Watch



Reclaim Your Neighborhood

Presentations by Professionals
Register early for "Free" lunch and Conference

Escuela Ira Harbison

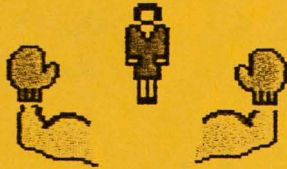
FESTIVAL DE SEGURIDAD

Actividad Patrocinada por el **PTSO**

Sabado, Septiembre 30, 1995

(8:00 to 2:30 P.M.)

Mujer Maltratada



Embarazo en las Jovenes



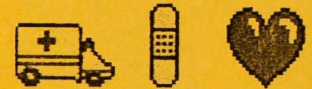
Abuso del Niño



McGruff Casa de Seguridad



Preguntele a la Enfermera



Prevencion de Pandillas



Alerta en Drogas



Cuidado de Vecindad



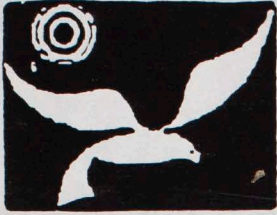
Reclamar en Nuestro Vecindario

Presentaciones Por Profecionales

Registrese a Tiempo Para La Conferencias y Lonche "Gratis"

(Se Proveera Cuidado de Niños)

COMMUNITY MEETING



Committee to Reclaim
OUR Neighborhoods
in
National City

"ENOUGH IS ENOUGH"

HELP US MAKE A DIFFERENCE

Place: National City Community Center
140 12th Street
National City, CA

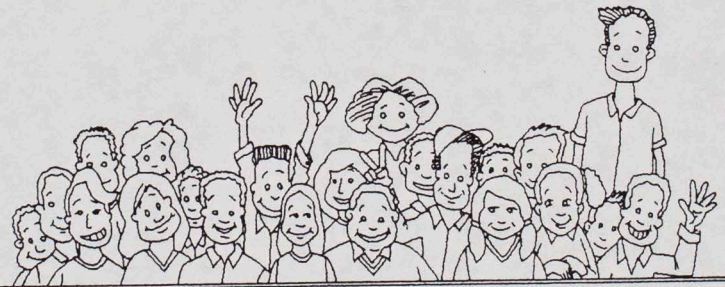
When: Wednesday September 20, 1995
7:00 pm

Guest speakers: To be announced

Are you fed up? United We Stand. As a community we can do it. Please join us in finding solutions to end GANG VIOLENCE. Let's make our streets safe again. Let us not have our children fear our neighborhoods.

Estan Cansados de los problemas con las pandillas en su vecindad? Unidos Podremos Superar Este Problemas! Por favor participen en una junta donde usted podra compartir sus ideas y preocupaciones para eliminar la violencia en nuestras vecindades.

Mga Kababayan! Magsamasama tayo na labanan at hanapan ng solusyon ang masamang nangyayari sa ating mga kabataan.



COMMUNITY MEETING

Light refreshments

Sept 29, 1995

Dear Mr. Cameron,

I would like to request to know when there will be a meeting at Ira Harbison school to clear up the matter of Mrs. Diane Salinas dismissal. I have not been notified that there will be one. At the board meeting, it was stated that there would be one.

I understand some parents, that are also school employees, requested that there be no meeting. I resent that, and do not understand why it is a problem. The people who wrote that letter have certainly not asked me for my opinion and do not represent me at all!

It makes me wonder why they do not want an investigation. To me that appears that something is hidden. I think the parents have a need to hear the both sides of the story and it needs to be cleared up. Mrs Alma Graham was right in stating we need to investigate. And it needs to be resolved. Let me tell you Mr. Cameron, I will not be happy until it is. I think that Mrs. Salinas is a fine and helping person. She has tutored my daughter in reading many hours, and I do not still see why she was dismissed.

I think our district needs to investigate this situation. I request that you do! And it needs to be done by an impartial person. Maybe one of the reporters can investigate, as it seems the district of National City does not want to unless a complaint form is signed! Once that form is signed, then of course we will hear nothing of it! I think this situation needs to be cleared up once and for all.

Dorene Cerrato

Mrs. Dorene Cerrato
144 S. Harbison Ave
National City, Ca 91950
479-8416

Sept 29, 1995

Dear Editor,

I would like to know why Ira Harbison parents do not want an investigation into the matter of Mrs. Diane Salinas dismissal from the school as a volunteer. And I would like to know why I was not notified of a letter that was sent to the district requesting there be no meeting to address this situation. What are these parents afraid of? What is wrong with an investigation, is there something hidden? I went to the meeting, it was very unnerving, all that hate for one person. A person who received an award for volunteer of the month from the same administrator who dismissed her.

These people who signed a letter stating they did not want an investigation, are not my representatives and I resent that they do that. I want an investigation of why Mrs. Salinas was dismissed. Is there something wrong with that? No investigation sounds kinda funny. These same people went to a meeting stating they did not like the press coverage of our school. I'm sorry, but they was not one word against the school. Our school and city of National City is fine, it was just a request to investigate. When and why is that wrong???? Since it is apparent the National School district will not investigate, I would hope another impartial person can!

I want an investigation and I think there are other parents who want to know why there is such an uproar. I was asked to sign a petition at the board meeting, a petition that just made me feel something was wrong, no explanation. I was asked to sign it by an employee, also. Is that right? I think we need an explanation at our school.. It is upsetting that there will be no meeting at our school to explain what this situation is it all about! It needs to be addressed. The people who signed that letter stating they did not want a meeting at our school did not represent me!

Let me state that I am not going to forget this when election time comes around. We need more people like Mrs. Alma Graham who are willing to investigate and not hesitate! I am certainly going to vote for her! I think it's a shame for our school to kick out volunteers who only are there to help. Lets get something cleared up, it need to be!

Dorene Cerrato

Mrs Dorene Cerrato
144 S. Harbsion Ave.
National City, Ca 91950
479-8416



NATIONAL SCHOOL DISTRICT

1500 N AVENUE • NATIONAL CITY, CA 91950 • (619) 474-6791 FAX (619) 477-5144
October 5, 1995

Mrs. Doreen Cerrato
144 South Harbison Avenue
National City, CA 91950

Dear Mrs. Cerrato:

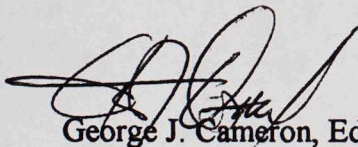
Thank you for your letter regarding the matter concerning Mrs. Diane Salinas. At this time, I'm not aware of any scheduled meeting with the Ira Harbison parent community. While this may disappoint you, please understand that this District's decision regarding Mrs. Salinas is an administrative matter in accordance with Governing Board policies and procedures.

Public school governing boards in the State of California are responsible for establishing school district policies and administrative regulations. Moreover, as Superintendent, I am responsible for acting within the scope of these policies and ensuring their implementation. In this matter, we are clearly abiding by the policies enacted by our Governing Board. And, rest assured, we will continue to act in accordance with established laws and written policies in the best interest of our school district.

Should you have specific questions regarding this action, please convey your inquiries to Mrs. Anderson. You can expect her return at Ira Harbison School on Monday, October 23, 1995.

Should you have any question regarding policy or District practice, you may address those to my attention at this address or by calling 474-6791, extension 215.

Sincerely,



George J. Cameron, Ed.D.
District Superintendent

GJC:cim

cc: Anne Anderson, Principal, Ira Harbison School

October 19, 1995

Mrs. Diane Salinas
3703 Peach Blossom Ln.
National City, Ca. 91950

Dear Mr. Bob Filner,

My name is Diane Salinas. Being a parent volunteer since 1961, I do believe that somebody has to take a good look at the National School District board in National City. Someone needs to take a look at the employee discipline policy and begin to enforce it on our administrators. There have been numerous complaints about employees, and nothing has been done. Why? Some changes are necessary and nothing is being done to make them. The board is forgetting that we are the tax-payers who elect them and that they work for us and not the other way around. If you talk to people who live here or work at Ira Harbison School, you will see how hard it is to work at this site. There needs to be a restoration of public trust in this school and I do not see it happening. What is happening in the other nine schools? Are all these schools being run as incompetently as Ira Harbison School? Voters have once again elected representatives who are doing nothing for the people who elected them. Districts and the boards must be open to answer any and all questions about how they are going to handle problems. Is it the school board or the superintendent that needs replacing in our school district? I feel that both should. It is time for them to reclaim their responsibilities now. It is shameful to see how two school employees can tell the board what to do! It is now getting close to election time and we will be forced to here these incompetent board members campaign for themselves. I will also campaign on how this board is trying to cover up poor decisions on their part by hiring people who are not capable of doing their jobs.

My question to you Mr. Filner is, can you help us? How can you help us remedy this problem we have to deal with?

Mr. Filner, please help us resolve this. We have our faith in you.

Thank you

Diane Salinas

If anyone should understand this it should be George Cameron. He has been part of this community long enough to know this and believe in it. Mr. Cameron, we help others and not ourselves.

What is John Kennett doing? Is he putting his name on the new paper to get attention for his campaign for school board? Mrs. Killion, why does your son get the key to the parent volunteer room? Why does he spend time in there with other kids unsupervised? One last thing. Mr. Cameron, What ever happened when our teachers had a meeting with you regarding the problems they were having on our campus? Did this not happen or has it already been swept under the rug? Are there other things hiding under that rug that we should not know about or investigate?

Diane Salinas

My 1st Amendment
right were violated
Mrs Diane Salinas
3703 Peach Blossom
NATIONAL CITY CA
91950

Phone
4795892

P.S.
THANK YOU
STAR-NEWS

REBUTILE FROM
SEPT 30-OCT 1-95
OPINION

Mrs. Lynne Killion

The Ira Harbison Award would not have never been possible if it was not for the hard work of our former principal Carol Sabin, some very good teacher's and the help of three volunteer's. The three being Mrs. Haye, Mrs. Galvan, and guess who? myself. I was also given an award for spending the most hours on the one on one program, reading with the children. The award was received in June of 1992. This was just one of the things that lead up to the award for Ira Harbison this last year. So don't go on saying that good things have only happened recently. These are result of many years of hard work from the previous administration. Anne is not this school's savior and neither are you. So I would like to thank you Carole Sabin for all the hard work you gave to Ira Harbison.

I have some questions for Mrs. Killion. How many hours did it take for you and your volunteer staff to work on the one on one reading and math program? I happen to have a list of all the students we worked with, and there were many. Can you say the same? Do you even live in National City?

Mrs. Killion, who is it that wants me out? is it the teacher's? the custodians? The Cafeteria supervisor? Other volunteers? I do not think so because I have numerous thank you cards from many of these individuals for the service I have provided for them through the years! Unselfishly! Aren't some of these same people having a hard time working at Ira Harbison? What happened to many of our good teachers like Mrs. Kerper, Mrs. Clark, Mrs. Tarr, Mrs. Kenned? What happened to our noon supervisor as well as our bilingual teacher Mrs. Calderon? If this is such a great school why are some of these people gone or we can even say forced to leave. Turmoil, Mrs. Killion, was when all these people from outside this community came here and decided that Ira Harbison was not good enough and had to change everything. You outsiders started this turmoil.

If you were part of this community long enough you might understand what National City is about. You might respect this community a little bit better. This is a good community! A community that thrives on helping people and not stepping on them. We support people and not turn our backs on them. We support our teachers and not get rid of them because of philosophical differences! Sorry, but that is wrong.

A CALL TO ACTION!!!!

FALSE CHARGES HAVE APPEARED IN
THE NEWSPAPERS ATTACKING
IRA HARBISON STAFF & PRINCIPAL

WE LOVE HARBISON

TWO SCHOOL BOARD MEMBERS WANT AN
INVESTIGATION OF OUR SCHOOL!!!

WE NEED YOU!

SUPPORT & DEFEND OUR SCHOOL!!!

WHAT CAN YOU DO?????

1. SIGN THE PETITION!
2. CALL THE TWO BOARD MEMBERS QUOTED IN
LA PRENSA : ROSIE ALVARADO 267-5974
ALMA GRAHAM 267-3895

~TELL THEM -----"NO INVESTIGATION!!" ~

3. COME TO THE SCHOOL BOARD MEETING
7:30-8:00 P.M. WED. SEPT. 13TH 16TH & "N"
BRING THE KIDS~ ENJOY COOKIES & PUNCH
SUPPORT & DEFEND OUR SCHOOL!!!!!!!!!!!!!!

NO INVESTIGATION!!!!!!!!!!!!!!

Notes

GOVERNING BOARD AGENDA ITEM

Agenda Date: February 28, 1996

Prepared by: Ken Clark
Department: Business Services

AGENDA ITEM:

Reject claim filed by Amy J. Bozone, Esq., of Grady and Associates on behalf of Ruth Degman-Reed, Ph.D.

Action

Information

BACKGROUND INFORMATION:

On February 12, 1996, the District received a claim from Amy J. Bozone, Esq. Ward-THG, insurance administrators for the San Diego County JPA, recommended the claim be presented to the Board for rejection.

*reverting on 3/13/96
Anne Campbell was absent the last time.
The Board usually rejects claims at first!*

CURRENT INFORMATION:

The claim has been forwarded to Ward-THG.

DUER

ADDITIONAL DATA:

COST IMPLICATIONS: N/A

FUNDING SOURCE: Joint Powers Authority Pool

2. CONSENT CALENDAR/ROUTINE ITEMS OF BUSINESS (continued)

- B. (ITEM REMOVED)
- C. Approve employment of Martha Gutierrez as Secretary III, 8 hours per day, effective March 1, 1996. (Page 3)
- D. Approve a reassignment for Hermina Nuese from Instructional Assistant--Health Care to Instructional Assistant--Special Education, effective March 1, 1996. (Page 4)
- E. Approve employment of Stephanie Haglund as Instructional Assistant--Preschool, 3.5 hours per day, effective March 1, 1996. (Page 5)
- F. Approve a request from Diana Herrera-Ortiz for an uncompensated medical leave of absence, effective March 1, 1996, through June 30, 1996. (Page 6)

Educational Services

- G. Approve out-of-state travel request for Sarah Rowe and Tracy Taylor to attend the "Autism 96" conference in Phoenix, Arizona, on March 22 and 23, 1996, at a cost not to exceed \$600 (Special Education funds). (Page 7)

Business Services

- H. Approve hold harmless agreement with Putnam Mutual Funds Corporation to provide tax sheltered annuities to employees of the National School District. (Page 8)
- I. Approve change orders to the Data Cabling and Networking Hardware contract in the amount of \$18,986.61. (Page 9)
- J. Reject claim filed by Amy J. Bozone, Esq., of Grady and Associates on behalf of Ruth Degman-Reed, Ph.D. (Page 10)
- K. Approve contract with Harlan & Boettger, CPA's, to perform the annual audits for 1995-96 through 1997-98. (Page 11)
- L. Approve consultant contract with Margaret McClaren to conduct a Food Handler Class on March 6, 1996. (Page 12)
- M. Accept Child Nutrition Services Quarterly Report as of December 31, 1995. (Page 13)

QUESTIONS FOR THE NATIONAL SCHOOL DISTRICT

1. We cannot understand why an inexperienced principal was given a year leave of absence after only three years?
2. Are things improving or getting worse?
3. How bad are our schools that the district has to use uniforms as a solution? Is it because our schools do not have good academic achievement?
4. Do we need Charter Schools in National City?
5. Is it really worth the effort to be a volunteer in our schools?
6. Does the school district allow us taxpayers to exercise our constitutional rights?
7. If our schools are so bad that students need to wear uniforms, then would it not be in our best interest to send our children to private schools?
8. How can our superintendent allow himself a 6% raise when teachers have not received this type of raise? Why do teachers end up spending their own money every year on supplies that the district keeps cutting off the budget?
9. Is it true that the district allows 2 convicted child molesters to work at our schools?

send them to catholic schools. We can initiate another voucher initiative so that our children will have a choice as to what type of education to get. After all, if our schools are so bad that uniforms have to be implemented for their "safety", then why send them to public schools!

Thank you

Diane Salinas

Mr. Sachrison,

I would like some information on the mandatory uniform policy the district has implemented at some of the school sites. Who initiated this policy? Was it the parents or the school district? Specifically I would like to know how it was approved. I would like to know how many National City parents voted for uniforms. What was the percentage of voters?

I would also like to know if the parents were informed that uniforms are a choice and not "mandatory". Were they informed that if they did not want their children in uniforms, then they could exercise this right. The child would still be entitled to the same education free from discrimination and harassment. It has come to my knowledge that this did not happen. I am disappointed to know that discrimination and harassment did happen. Children were sent home from school for not having uniforms. Their rights to equal education were taken away from them because they did not participate in a "voluntary" uniform policy. That is illegal and the district cannot continue to support such discrimination.

I believe that uniform policies were implemented as a band aid for bigger problems in our schools. To help with the gang problems and assist those students who cannot afford to buy clothes that are "in fashion". You do not fix this problem by running students off campus and taking them out of school. You are pushing the problem out on the street. You don't just send people home because they do not wear what the district wants them to wear. Is it common practice for the district to send a student home just because he does not want to do a math problem? Mr. Sachrison, even gang members and the students you are trying to dress deserve a chance at educating themselves. It is our districts job to see that they have the right to this education. Do not take it away from them just because they are not wearing what you think is appropriate. Sounds a bit communist doesn't it?

I do not see how this uniform policy was even approved at the National City schools. I attended all the meetings and we voted NO! I need some information on this issue. I do not think that this school district or certain individuals running the district should make decisions such as this without fully involving all National City parents and taxpayers'. A school uniform policy should not be enforced by 90% of the 10% of parents that showed up at a poorly publicized meeting. It is not enough representation. The district is manipulating the democratic process for it's benefit.

The district should focus on leading us towards a better education for our kids. Our children need to be ready for their future. The district should focus more on test scores and our children's ability to read and write. Leave the clothing to the parents and the clothing stores. After all this is a school district not a fashion institute. If all the children look the same, your telling me that they will get better jobs? If we want our kids in public schools to look like kids in catholic schools then why not

Dear Mrs. Alvarado,

I would like some information on the mandatory uniform policy the district has implemented. Who initiated this? Was it the parents or the school district? Specifically, I would like to know how it was approved. How many parents voted for uniforms? What was the percentage of parents that wanted this, and how many voted?

The district maintains that it will be a mandatory uniform policy and informed parents that as of January 1st, all students must wear uniforms. I would like to know if the district also informed the parents that it really is not a mandatory uniform policy. Did the district inform the parents that the schools as well as the state can not mandate the children to wear uniforms. Were they informed that it is a choice! If the parent does not want the child to wear a uniform then the child does not have to. The child is also entitled to the same education free from discrimination and harassment by the school.

Would you please give me some information regarding this issue. I do not think that this school district or certain individuals running this district should take it into their hands to make decisions like this without fully involving all parents and taxpayers. They should focus on leading our district towards better educating our kids so that our children will be ready for the future. Worry about our children's test scores and ability to read and write. Leave the clothing to the parents and clothing stores. After all is this a school district or a fashion institute?

March 3, 1996

Dear President Clinton,

Whom can we trust? I do not want to vote for Dole or any other Republican, but I think it is bad policy to take away the constitutional rights from us tax-payers and parents. I would like to know how a mandatory school uniform is going to work it's way towards a better education for our kids? We have highway patrol and police officers as well as service men killing and getting killed. This is not by the law breakers or aggressors, but by other people in uniforms. School uniforms belong in prisons and reform schools, not in public schools. Why punish ninety percent of the student population, for the actions of those ten percent? They will not work! Investing more money into our schools will. Put more and more of this country's money into education and I bet you that uniforms will no longer be an issue. Pay our local and state teachers more money and give them more respect. This will in turn be passed over to the children of our schools, and of our future.

An investigation in our schools is what I suggest you do before you implement such a mandatory program. Look what is happening with year around schools. In Los Angeles, 540 schools that turned year-around, are now going back to being traditional schools. It did not work! Implementing programs such as family life also has and does not work. More and more kids are sexually active today than before. We also have a rise in children having babies. I also believe that parents rights to discipline their children has been taken away. Parents are afraid to discipline their own children because they might be arrested or have their children taken away by CPS.

As a society we want our kids to "JUST SAY NO", to illegal drugs and alcohol. Yet more and more we see abuse among all individuals for abusing prescription drugs. Legal or Illegal, drugs are drugs and they need to be handled with more responsibility by all.

Polititions need to stop enforcing or forcing "mandatory" on the people. Just about everything we do or have, is mandated by big government. Let the small and local government have more freedom in legislating its own laws. Perhaps that is why more and more extremist groups are emerging. Does the word "Communist" mean anything to you?

What about trying to close off the border to the south? You think investing all this money into stopping these individuals from coming into our country is worth it? Is it really fair to put the blame for this

country's economic woes on illegal immigrants? Are they the ones that continually misuse our tax dollars? Are they the one's that pass bad checks in congress? They are not the root of our economic problems, you are Mr Clinton! You and the congress we elected. But the blame on yourself before you start blaming these individuals who come into this country to work those menial jobs that you nor I would do. Especially for the pay and conditions they work in. They also add billions of dollars into this economy. Where do they by there food and clothes? Do they not pay tax dollars every time they go buy something at the local store? It is this nation that invited them over to work here out on the fields and factories when it was convenient and beneficial to this nation. But now that it is not beneficial to you, Mr. Clinton, you want to rid yourself of this "Brown" problem.

It would be beneficial for us Americans if you would one day sit down and think of a few good reasons why you wanted to become President. By doing this I think you would be able to see all the good reasons why we elected you.

Thank you,

Diane Salinas

Dear Editor,

We absolutely agree with Herman Baca that Mrs. Salinas' civil rights were violated. Now the P.T.S.O. at Ira Harbison is slandering Mrs. Salinas and telling parents lies. They are falsely accusing Mrs. Salinas as being a danger to our school. Mrs. Alvarez said that "board policy is to put things in black and white". Where is the black and white proof that Mrs. Salinas is dangerous to the school? Some of the people making these accusations are the same people that were helped by Mrs. Salinas at one time or another. Mrs. Theresa Ganelin, Didn't Mrs. Salinas help your daughter and John Kennet's Daughter in kindergarten, first and second grades with their play and with dance? Mrs. Ganelin, did she not babysit your son for over a year and a half for free? Is this a proper way to treat people that have helped you out when you needed it? Are there other motives behind your actions or is this how you get a job in this district?

If the board feels it does not need an investigation then they should check with Mrs. Salinas who keeps a notebook full of things that have happened at Ira Harbison. Notes beginning with an administrator manhandling a child until the cried hysterically, to the school having a convicted child molester working on campus. You people (P.T.S.O.) claim that Mrs. Salinas is the dangerous one. There are witnesses to these notes and even written statements from individuals who can testify that these and other actions have taken place. If they want black and white they will have it. But for the board not to consider an investigation is wrong. Is it not always better to be safe than sorry? How can the school board in National City close their eyes to what is happening? If they close their eyes do they think it is going to go away.

Is the District hiding something? I thank god for Alma Graham, the only board member earning her keep, for caring for our kids. She is the one person who is willing to stick her neck out for the benefit of the school and the district. Don't use Mrs Salinas as a scapegoat for the problems that are occurring at Ira Harbison.

Thank you,

Concerned parents

Conn Aggawa
A.C. San Nicolas
PA [Signature]
Alison Osborn

VOLUNTEER SIGN-IN SHEET

ARE YOU WEARING YOUR VOLUNTEER NAME TAG?

DATE	NAME	ROOM #	TIME IN	TIME OUT	HRS.

Mary * 230 8751
~~230 8751~~
Bob -

The San Diego
Union-Tribune.

LILLIAN SALAZAR LEOPOLD
STAFF WRITER

555 "H" STREET, CHULA VISTA, CALIFORNIA 91910
TEL: 619-498-6654 FAX: 619-425-8303

14 PERSON
TALKES
ABOUT

year-round school - Elementary level

* Calif. State Law:

The school Must provide after school latchkey program to be available during break of 3 wks - at school site/campus

School District must have a traditional school within reasonable distance to accomodate the families that year-round school would create a hardship for.

GOVERNING BOARD AGENDA ITEM

Agenda Date: June 26, 1996

Prepared by: George Cameron
Department: Administration

AGENDA ITEM:

Approve requests from Central, Ira Harbison, Kimball, John Otis, and Palmer Way Schools to implement a mandatory student uniform plan for the 1996-97 school year.

Action

Information

BACKGROUND INFORMATION:

BP 5132 was amended February 14, 1996, to allow individual schools the opportunity to establish mandatory student uniform requirements for their student body.

CURRENT INFORMATION:

Pursuant to this policy, these schools have determined that a mandatory uniform requirement will promote student safety, improve the learning environment, counter the influence of gangs, and minimize disruption. Each school conducted a study by adhering to the Governing Board's guidelines as noted in AR 5132. These guidelines directed schools to form a planning committee, conduct six meetings for community and staff awareness, and disseminate a staff and parent survey to gauge support for such action.

What follows are the survey results from both staff and community:

<u>School</u>	Staff Responses				Community Responses			
	<u>% in favor</u>	<u>% against</u>	<u>% need more info</u>	<u>% of surveys returned</u>	<u>% in favor</u>	<u>% against</u>	<u>% undecided</u>	<u>% of surveys returned</u>
Central	84%	11%	5%	95%	94.3%	4.9%	.8%	40%
Ira Harbison	84%	16%		65%	84%	8%	8%	81%
Kimball	83%		17%	48%	95%	3%	2%	51%
John Otis	80%	20%		75%	88%	6%	6%	66%
Palmer Way	100%			100%	90%	4%	6%	71%

Pending Board approval, each of the aforementioned schools will implement their mandatory student uniform requirement in accordance with the six-month noticing period.

<u>School</u>	<u>Implementation Date</u>
Central	1-13-97
Ira Harbison	1-13-97
Kimball	1-13-97
John Otis	1-13-97
Palmer Way	1-6-97

ADDITIONAL DATA:

The mandatory uniform plan for each school adheres to the guidelines and requirements of Board Policy 5132 and Administrative Regulation 5132. Each plan includes:

Student Uniform Requirements

- ✎ White shirt/blouse with navy blue pants/skirt
- ✎ All clothes sized to fit
- ✎ Shirt/blouse with collar
- ✎ Permitted use of nationally-recognized youth organization uniforms

Financial Assistance Plan

- ✎ Specific criteria for identifying families
- ✎ Identification of resources for family assistance
- ✎ List of agency/uniform retailers to assist families in need

Procedures for Student Exemption

- ✎ Specific method for requesting an application for exemption from the student uniform requirement
- ✎ Method for exempting a student from the plan
- ✎ Assurance that no student shall be penalized academically or otherwise discriminated against for failure to adhere to the mandatory uniform policy
- ✎ Procedures for Student Transfer to a School Without a Mandatory Student Uniform Policy

COST IMPLICATIONS: N/A

FUNDING SOURCE: N/A



IRA HARBISON SCHOOL

3235 E. 8th STREET • NATIONAL CITY, CA 91950 • (619) 479-8181

June 27, 1996

Dear Parents,

A large majority of parents and staff were in favor of mandatory uniforms according to the results of the survey you answered recently. On Wednesday, June 26, 1996, the Governing Board of the National School District approved our request for mandatory uniforms. This means that starting in January 1997 after winter vacation, students attending Ira Harbison School will be required to wear the school uniform. All of the other elementary schools in National School District, except one, will have the same mandatory uniform policy and the uniform will be the same as ours.

Please see the enclosed brochure for a description of the uniform. The next six months from now through December are required as time to give information to everyone and to provide plenty of time for families to buy the uniforms.

Please consider these new requirements if you buy school clothes for your children in July and any time before January of next year.

Thursday, July 25, is the first day of school for students. Classes will begin at 8:15 and end at 1:00 for all first through sixth graders. These hours will be the same every Thursday. On the other school days, first and second graders are dismissed at 2:05 p.m. & third through sixth graders are dismissed at 2:35 p.m.

Enclosed is a copy of the school calendar for you to keep in a safe place and refer to throughout the year.

Thank you again for all your help and support. I am sure the new principal will enjoy working with the great parents and kids at Ira Harbison as much as I have.

Sincerely,

Anne Anderson
Principal

APPROVAL FOR MANDATORY UNIFORMS

At the June 26, 1996, Governing Board meeting, at the request of many parents and with the support of Senate Bill 1269, the Governing Board of the National School District approved a mandatory uniform policy for Central, Ira Harbison, Kimball, John Otis, and Palmer Way Schools.

STUDENT UNIFORM REQUIREMENTS

All students attending these schools will be required to wear navy blue and white uniforms beginning January 1, 1997.

ALLOWED CLOTHING (TOPS)

SHIRT/BLOUSES

Polo shirts and turtlenecks. Tops must be tucked in and must be plain. (Shirts must have collars.)
Fabric Color: White

SWEATERS, JACKETS, OR SWEATSHIRTS

Hip length maximum, plain color, crew or V neck, cardigan or pull over.
Fabric Color: Solid Navy Blue or White

ALLOWED CLOTHING (BOTTOMS)

LONG PANTS

Fit at waist, hemmed, or cuffed; belt if loops on pants; worn at waist. Fabric Color: Navy Blue.

SKIRTS AND/OR SHORTS

Shorts must be above knee; worn at waist.
Fabric Color: Navy Blue

YOUTH ORGANIZATION UNIFORMS

Students who participate in a nationally-recognized youth organization shall be allowed to wear organization uniforms on days when the organization has scheduled meetings.

CLOTHING NOT ALLOWED

Clothing with logos, pictures, writing, numbers...

oversized clothes
ponchos
flannel shirts
starter jackets
denim jeans
webbed belts
letters
t-shirts
sweat pants

baggy clothes
short shorts
shorts below the knee
slits
mini skirts
shredded bottom
overalls
tank tops

Absolutely no "Dickey" products will be allowed

LOCATIONS TO BUY UNIFORMS

Mervyns (Plaza Bonita Shopping Center) 267-4700

JC Penneys (Plaza Bonita Shopping Center) 267-6000

Royal Blazers, 1545 Tideland Avenue, Suite E, National City, 477-8220

Target, 40 North Fourth Avenue, Chula Vista, 425-5120

IF YOU NEED FINANCIAL ASSISTANCE

Each school shall work with staff, parent groups, and the local school/business community to identify resources for assisting families in need. Parents interested in financial assistance should contact the school principal.

STUDENT EXEMPTION

If a parent desires to exempt his/her child from the uniform policy, the parent must file an "Application for Student Exemption" and meet with the school principal to discuss the uniform policy and the nature of the parent(s) objections to the policy.

APROBACIÓN DE UNIFORMES OBLIGATORIOS

En la reunión de la Mesa Directiva del 12 de junio de 1996, a la petición de muchos de los padres y con el apoyo de la Ley 1269 del Senado, la Mesa Directiva del Distrito Escolar Nacional aprobó una gúfa de uniforme obligatorio para las escuelas El Toyón, Las Palmas, Lincoln Acres y New Horizons.

REQUISITOS DE UNIFORME PARA ESTUDIANTES

Comenzando el primero de enero de 1997, será obligatorio que usen uniformes de azul marino y blanco todos los estudiantes inscritos en esas escuelas.

ROPA SUPERIOR PERMITIDA

CAMISAS Y BLUSAS

Se aceptan camisas polo y las de cuello de tortuga. La ropa superior no debe tener adornos y se debe usar fajada. (Las camisas deben tener cuellos.)
Color de tela: Blanco

SUÉTERES, CHAMARRAS O SUDADERAS

A la medida de la cadera, de color sencillo, con cuello "V" o de tripulación, y ser cárdigan o púlover.
Color de tela: Azul marino sólido o blanco

ROPA INFERIOR PERMITIDA

PANTALONES LARGOS

Se deben usar ajustados en la cintura, deben estar bastillados o tener valencianas; si tienen presillas, se deberán usar con cinturón; se debe usar a la posición de la cintura.

Color de tela: Azul marino.

FALDAS Y/O PANTALONES CORTOS

Los pantalones cortos deben terminar arriba de la rodilla; deben usarse a la posición de la cintura.
Color de tela: Azul marino.

Chingón Answers to Racist Comments

by **Pepe Pinacate**

Are you tired of racist comments and other chingaderas targeted at Chicanos and other ethnic groups? Hell, yeah, you are! And we know that you are tired of holding back. Well, now there is a great little book to respond to these racist pendejadas. It is called "**Chingón Answers to Racist Comments**" and está a toda máquina!

For the 25 racist comments there are four Chingón answers each. The first three are diplomatic, educational, and even address historical, anthropological, and psychological considerations. The last ones ("Response D")...well, you're going to have to read these yourself because the last Chingón answer lets it all out! It hits the racist right between the eyes. This last response is done in appropriate language (bien gacho) and you'll laugh and laugh and laugh. Get the message? Hey, it's great therapy! Go ahead, blow off some steam, Raza. And there's lots more!

Order your **Chingón Answers to Racist Comments** ahorita mismo. The cost is only **\$6.50** (\$5.00 plus \$1.50 for handling & mailing). If you order two the cost is **\$12.50**; three for **\$18**. If you order 10 the cost is only **\$50**. So, why not order some for your friends?

You'll laugh **un fregal** and your friends will appreciate having this great (Chingón) tool to fight racism and promote education. **Caution: Cultural and social awareness are included.

College students will love it also. Hey, it would be a great product to promote discussion and philosophy in Chicano Studies classes, ¿qué no?

Order your Chingón Answers by sending a check or money order today to:

Chingón Answers
P.O. Box 626
Silver City, NM 88062

¡Está Bien Chingón, Raza!

LA SALUD DE LA MUJER
LA PREVENCION DE CANCER DEL SENO EN UNA MANERA NATURAL
POR JADE BUEDLER

EL RIESGO DEL CANCER DEL SENO ES UN PROBLEMA NACIONAL. DE CADA OCHO MUJERES, UNA SERÁ AFLIJIDA CON ESTA ENFERMEDAD QUE EN MUCHOS CASOS DESFIGURA Y RESULTA EN MUERTE. SEGUN EL DOCTOR ROSS PELTON AUTOR DEL LIBRO COMO PREVENIR EL CANCER EL MAYOR MAL ENTENDIMIENTO ENTRE LAS MUJERES ES LA CREENCIA QUE AL NO TENER HISTORIA FAMILIAR DE CANCER ESTAN A BAJO RIESGO DE ESTA ENFERMEDAD. ESTE PENSAMIENTO NO ES CORRECTO. EL DOCTOR PELTON NOS DICE QUE LA MAYORIA DE LOS CASOS NUEVOS DE CANCER DEL SENO NO TIENEN HISTORIA FAMILIAR DE CANCER. LA MAMOGRAFIA Y EXAMINACION PERSONAL SON EFECTIVOS DE DETECTAR LOS TUMORES, PERO UN CANCER PUEDE ESTAR PRESENTE HASTA CUATRO AÑOS ANTES DE QUE SE ENCUENTRE. POR RAYOS-X O EXAMINACION PERSONAL EL TRATAMIENTO PARA EL CANCER DEL SENO INCLUYE CIRUGIA DE LUMPECTOMIA (QUITAR PARTE DEL PECHO), MASTECTOMIA (QUITAR TODO EL PECHO), LA QUIMO-TERAPIA Y RADIACION. ALGUNAS VECES ESTOS TRATAMIENTOS AGRESIVOS PARECE SER LO MAS HUMANO Y EFECTIVO EN CONTROLAR EL REDITO DE CRECIMIENTO DE ESTA ENFERMEDAD.

EL INSTITUTO NACIONAL DE CANCER EMPIEZA A ENFOCAR EN LA DIETA COMO UNA PREVENCION PARA EVITAR CIERTOS TIPOS DE CANCER. SE HA ENCONTRADO QUE CIERTAS FRUTAS, VERDURAS Y GRANOS POSEEN CIERTAS COMPOSTURAS QUE PREVIENEN EL CANCER. ESTAS COMPOSTURAS SE CONOCEN COMO PHYTO-CHEMICALS. HASTA LA FECHA EL PHYTO-CHEMICAL MAS POTENTE ES EL ACEITE DE LINAZA (FLAX SEED OIL). ESTE GRANO ANTIGUO CONTIENE EL PHYTO-CHEMICAL NOMBRADO LIGNAN. UNA VEZ TOMADO EL LIGNAN SE CONVIERTE A COMPOSTURAS DE COMPETENCIA CON EL ESTROGENO PARA DIGERIR SITIOS CON RECEPTORES DE ESTROGENO. EL RESULTADO TOTAL ES UN LAVADO DEL EXCESO DE ESTROGENO (CAUSADORES DE ALTA INCIDENCIA DE CANCER DEL COLON Y SENO) DEL CUERPO. HAY NUMEROSOS ESTUDIOS CIENTIFICOS QUE CONFIRMAN QUE LAS PROPIEDADES DEL LIGNAN DEL ACEITE DE LINAZA SON ANTI-TUMORAL, ANTI-VIRAL, ANTI-BACTERIAL Y ANTI-HONGO

LOS EFECTOS MARAVILLOSOS DE LA LINAZA NO PARAN AQUI. EL ACEITE DE LINAZA HA SIDO ESTUDIADO POR SUS EFECTOS DE PREVENCION Y PROTECCION CONTRA EL CANCER DEL SENO Y OTROS TIPOS DE CANCER. UN ESTUDIO DE 120 MUJERES REVELO QUE LAS QUE TIENEN LA MAS ALTA CONCENTRACION DE ACIDOS DE OMEGA 3 (EL QUE CONTIENE EN ABUNDANCIA EL ACEITE DE LINAZA) TENIAN LA INCIDENCIA DE CANCER MAS BAJA. ADEMÁS, LAS MUJERES QUE DESAROLLARON CANCER TENIAN LA PROBABILIDAD MAS BAJA DE QUE EL CANCER SE DESPARRAMARA A OTROS ORGANOS, DANDO MAS ESPERANZA A LAS MUJERES QUE YA TENIAN UN TUMOR DE CANCER. MUCHAS MUJERES TAMBIEN REPORTAN LOS BENEFICIOS DE FUERZAS EN LAS UÑAS, MEJORAMIENTO DE LA PIEL, CABELLO LUSTROSO, Y AUSENCIA DE DESEO POR COMIDAS GRASOSAS MIENTRAS SUPLEMENTAN SUS DIETAS CON ACEITE DE LINAZA (FLAXSEED OIL)

EL DOCTOR PELTON RECOMIENDA QUE TODA MUJER (TENGA HISTORIA FAMILIAR DE CANCER O NO) CONSUMA DIARIAMENTE UNA A DOS CUCHARADAS SOPERAS DE ACEITE DE LINAZA (FLAXSEED OIL) QUE CONTIENE ALTO LIGNANOS COMO UNA MEDIDA DE PREVENCION CONTRA EL CANCER. UN GRUPO DE APOYO CONTRA EL CANCER DE SENO EN SACRAMENTO, CALIFORNIA HA TOMADO ESTE CONSEJO EN UN ESFUERZO PARA PREVENIR LA REOCURRENCIA Y MESTASIS DE CANCER A OTROS ORGANOS Y TEJIDOS.

EL LIBRO DE DR. PELTON "COMO PREVENIR EL CANCER" SE PUEDE COMPRAR EN MUCHAS TIENDAS O POR LLAMAR AL 1800 554-4440.

PRODUCTOS DEL ACEITE DE LINAZA (FLAXSEED OIL) CON ALTO LIGNAN SE PUEDEN COMPRAR POR LLAMAR A :

Magnolia

619 472-6974

ACEITE DE LINAZA (FLAX SEED OIL)

ESENCIAL

De los 45 a 50 nutrientes básicos para el organismo, el más carente en la mayoría de las dietas es el ácido grasoso del Omega-3, Flax Seed Oil es la fuente más rica de este ácido.

UN ESTUDIO MAYOR

En 1989, el Instituto Nacional del Cáncer utilizó millones de dólares en patrocinar la investigación de grupos de la Universidad de Toronto, Universidad del sur de Dakota y otros muchos. En la convención anual de Biología Experimental realizada en Nueva Orleans, en Septiembre de 1993, las investigaciones revelaron:

- ◆ Niveles de 1.25 y 2.5% de aceite de linaza en la dieta alimenticia estimula el sistema inmunológico.
- ◆ La linaza incrementa el nivel de vitamina D y aumenta la retención de calcio, magnesio y fosfato.
- ◆ La linaza contiene un alto nivel de Irgan, que es una sustancia con propiedades anti-tumorales asociadas con una baja incidencia de cáncer del seno y del colon.
- ◆ La semilla de linaza molida no tiene efectos negativos en el hígado y tráfico intestinal y no baja los niveles de vitamina E.
- ◆ La linaza contiene un alto nivel de antioxidantes.
- ◆ 10% del nivel de linaza en la dieta equivale al efecto de Tamoxifén, que es una droga utilizada para tratar cáncer del seno, pero sin sus efectos secundarios.
- ◆ Agregando el 8% de aceite de linaza en la dieta ayuda a eliminar las molestias causadas por altas grasas en la dieta.
- ◆ Con altos niveles de linaza moderadamente, comparada con el mismo nivel de fibra de avena, fué mejor al bajar los triglicéridos, colesterol total y efectos favorables en la actividad de insulina.

LO QUE FLAX OIL PUEDE HACER POR USTED

Se han hecho muchas investigaciones clínicas acerca de los efectos de los ácidos grasos del Omega-3. Algunos de los efectos benéficos del Omega-3 que contiene el Flax Oil son:

- ◆ **Enfermedades cardíacas**
Disminuye el colesterol en la sangre y los niveles de triglicéridos.
- ◆ **Cáncer**
Omega-3 inhibe el crecimiento de células cancerosas.
- ◆ **Diabetes**
Se origina por la deficiencia de ácidos grasos de Omega-3 y Omega-6.
- ◆ **Artritis**
Ha sido efectivo en tratamiento y prevención de artritis e inflamación de articulaciones.
- ◆ **Asthma**
Muestra notables diferencias desde los primeros días de uso.
- ◆ **Edema o inflamación**
Ayuda a bajar la inflamación.

- ◆ **Riñón**
Ayuda al riñón a eliminar el agua y el sodio. Ayuda a personas con litiasis renal (formación de piedras).
- ◆ **Altos niveles de energía**
El Omega-3 incrementa la energía corporal.
- ◆ **Calmante Natural**
Ayuda a bajar el nivel del cansancio previniendo el exceso de bioquímicas tóxicas en el organismo.
- ◆ **Alergias**
Ayuda a disminuir las reacciones alérgicas.
- ◆ **Mejora las condiciones de la piel**
Humecta y suaviza la piel.
- ◆ **Síndrome premenstrual**
Puede aliviar hasta un 90% de sus síntomas.
- ◆ **Funcionamiento y desarrollo de cerebro**
Se recomienda para mujeres embarazadas para el buen desarrollo del cerebro del bebé y en adultos para el buen funcionamiento del cerebro.
- ◆ **Depresión**
Ha sido usado exitosamente para tratar desórdenes de comportamiento.
- ◆ **Pérdida de Peso**
Ayuda a quemar el exceso de calorías en lugar de depositarlas como tejido grasoso.

UNA CUCHARADA CONTIENE:

o 4400-4800 mg de Omega-3 Acido Alfa Linoléico	48%
o 1200-1600 mg de Omega-6 Acido Linoléico	16%
o 1200-1600 mg de Omega-9 Acido Oléico	16%
o Fibra de aceite de linaza con precursor de lináloe	19%
o 3400 Unidades de Beta Caroteno	
o 1.2 Unidades de vitamina E	

Se recomienda de una a dos cucharadas diarias. (Una cucharada por cada 100 libras de peso).

EL FLAX SEED OIL ES UN ALIMENTO, N.B.D.
NI UNO DE SUS AFILIADOS ESTA DICIENDO
ALGO DE SUS PODERES CURATIVOS, MAS QUE
ES UN BUEN ALIMENTO.

PROTECTOR PLUS™

¿Que es el Protector Plus™?

PROTECTOR PLUS™ es el resultado de años de investigación en una nueva y muy exitante area de nutrición llamada Extractos de Plantas de Potencia Garantizada. Por primera vez en la historia los constituyentes activos de determinadas plantas pueden ser estandarizados en extractos concentrados y de potencia garantizada. La fórmula de Protector Plus™ fué desarrollada utilizando los extractos de tres plantas que contienen los antioxidantes más poderosos que han sido descubiertos. Además, cada planta tiene propiedades muy específicas y potentes. El nombre ilustra la poderosa protección antioxidante que su fórmula provee. Protector Plus™ fué desarrollado para proveer un producto de calidad que combina los más finos ingredientes a los niveles necesarios para obtener el máximo grado de mejoramiento de salud.

Los ingredientes de la fórmula de Protector Plus™ en tres cápsulas ea día son:

Extracto de semilla de uva (PCO-Plus)	90 mg
Extracto de Ginkgo Biloba	120 mg
Extracto de té verde	125 mg
Extracto de Romero	200 mg
Vitamina C	1000 mg

1. La fórmula de tres cápsulas provee los límites superiores del rango óptimo de dosis para la mayoría de las personas. En otras palabras, habrá muy pocos casos en los que se requiera más de tres cápsulas. La mayoría de la gente aprovecha lo mejor tomando de una a tres cápsulas al día. La fórmula se acomoda también para niños y personas con necesidades especiales.

2. Protector Plus™ contiene cada ingrediente en la dosis óptima. Casi nunca se ve esto en ninguna fórmula de nutrientes. Estos extractos de plantas han sido estudiados y han mostrado ser efectivos en un rango terapéutico. Muy poquito no hace efecto, y mucho no tienen beneficios extras.

3. Protector Plus™ es realmente una fórmula sinérgica. El término sinérgico en este contexto significa que el efecto combinado de los nutrientes excede a la suma de sus efectos individuales. Esto solo puede suceder cuando un nutriente tiene la capacidad de ayudar a otro y es suplementado en cantidad para hacerlo. Cada nutriente en Protector Plus™ fué designado para mejorar las funciones de otros.

A. Cada ingrediente tiene poderosas propiedades antioxidantes que reducen, sobre todo, la carga de radicales libres, permitiendo a las propiedades independientes de cada ingrediente llegar más lejos.

B. La potencia de cada ingrediente actúa en la potencia óptima, y han mostrado ser efectivos individualmente. Combinándolos hacen de Protector Plus™ la mejor fórmula promotora de salud disponible.

4. Protector Plus™ no contiene ingredientes de relleno.

5. Cada ingrediente tiene un gran rango de absorción y bio-disponibilidad. La fórmula es presentada en cápsulas, no tabletas. Las cápsulas son más fáciles de tomar y se disuelven mucho más rápido y con más eficiencia.

6. Protector Plus™ no tiene competencia. Cada mercado ha sido investigado y no se ha encontrado nada que se compare con esta fórmula única y poderosa.

Aquí tenemos algunas de las propiedades de Protector Plus™.

- Antioxidante (general)
- Antioxidante (peróxidos lípidos)
- Anti-enfermedades cardiovasculares
- Anti-agregación de plaquetas
- Anti-carcinógeno
- Anti-estaminalco
- Anti-inflamatorio
- Mejora los niveles de oxígeno en el cerebro
- Inhibe los enzimas destructores de tejido
- Anti-ulceza
- Protége contra retinopatía
- Anti-alérgico
- Anti-asma
- Protector de cerebro
- Mejora el flujo sanguíneo
- Mejora la utilización de glucosa en el cerebro
- Mejora la neurotransmisión
- Mejoramiento de memoria
- Protector del hígado
- Protége contra contaminantes ambientales
- Estabilizador de colágeno
- Ayuda en condiciones de diabetes

EL PROTECTOR PLUS ES UN ALIMENTO, NBD
NI UNO DE SUS AFILIADOS ESTA DICIENDO
ALGO DE SUS PODERES CURATIVOS MAS QUE
ES UNA BUENA NUTRICION,

ESTA INFORMACION FUE TOMADA DIRECTAMENTE DEL LIBRO LA DECEPCION MORTAL
ESCRITO POR EL DOCTOR ROBERT E. WILLNER

LA DIETA BUDWIG

LA SIGUIENTE INFORMACION DE DIETA ES DE MI OTRO LIBRO LA SOLUCION DEL CANCER (THE CANCER SOLUTION), ESTA ES UNA DE LAS MEJORES DIETAS PARA AYUDAR AL SISTEMA INMUNE. LA DIETA SE PRESENTA EN DOS PARTES, LA PRIMERA PARTE, "PREVINIENDO EL SIDA", PARA PERSONAS QUE NO TIENEN EL SIDA PERO ARRIESGAN A DESARROLLARLO POR SUS COMPORTAMIENTOS (USO DE DROGAS, ABUSO PERSONAL, ETC) ESTA DIETA ESTA DESIGNADA PARA CORREGIR PARTE DEL DAÑO QUE SIN DUDA HA OCURRIDO. LA SEGUNDA PARTE DE LA DIETA, "SI TIENE EL SIDA", ES PARA PERSONAS QUE YA TIENEN EL SIDA Y NECESITAN AYUDA INMEDIATA. LE RECOMENDAMOS SEGUIR LA DIETA AL PIE DE LA LETRA.

LA PREVENCION DEL SIDA

ACEITE DE LINAZA (FLAXSEED OIL)

PURO Y VIRGEN, OPRIMIDO EN FRIO 1 CUCHARADA SOPERA

REQUESON (LOW FAT COTTAGE CHEESE) ½ - 1 TAZA

ESTA COMBINACION BASICA DE ACIDO DE GRASAS Y DE PROTEINA RICA EN AZUFRE SE PUEDE TOMAR SEPARADA O MIXTA, TAMBIEN SE LE PUEDE AGREGAR SABORES O OTROS INGREDIENTES.

Magnolia

619 472-6974

ACEITE DE LINAZA (FLAX SEED OIL)

ESENCIAL

De los 45 a 50 nutrientes básicos para el organismo, el más carente en la mayoría de las dietas es el ácido grasoso del Omega-3, Flax Seed Oil es la fuente más rica de este ácido.

UN ESTUDIO MAYOR

En 1989, el Instituto Nacional del Cáncer utilizó millones de dólares en patrocinar la investigación de grupos de la Universidad de Toronto, Universidad del sur de Dakota y otros muchos. En la convención anual de Biología Experimental realizada en Nueva Orleans, en Septiembre de 1993, las investigaciones revelaron:

- ♦ Niveles de 1.25 y 2.5% de aceite de linaza en la dieta alimenticia estimula el sistema inmunológico.
- ♦ La linaza incrementa el nivel de vitamina D y aumenta la retención de calcio, magnesio y fosfato.
- ♦ La linaza contiene un alto nivel de lignan, que es una substancia con propiedades anti-tumorales asociadas con una baja incidencia de cáncer del seno y del colon.
- ♦ La semilla de linaza molida no tiene efectos negativos en el hígado y tráfico intestinal y no baja los niveles de vitamina E.
- ♦ La linaza contiene un alto nivel de antioxidantes.
- ♦ 10% del nivel de linaza en la dieta equivale al efecto de Tamoxifén, que es una droga utilizada para tratar cáncer del seno, pero sin sus efectos secundarios.
- ♦ Agregando el 8% de aceite de linaza en la dieta ayuda a eliminar las molestias causadas por altas grasas en la dieta.
- ♦ Con altos niveles de linaza moderadamente, comparada con el mismo nivel de fibra de avena, fué mejor al bajar los triglicéridos, colesterol total y efectos favorables en la actividad de insulina.

LO QUE FLAX OIL PUEDE HACER POR USTED

Se han hecho muchas investigaciones clínicas acerca de los efectos de los ácidos grasos del Omega-3. Algunos de los efectos benéficos del Omega-3 que contiene el Flax Oil son:

- ♦ **Enfermedades cardiacas**
Disminuye el colesterol en la sangre y los niveles de triglicéridos.
- ♦ **Cáncer**
Omega-3 inhibe el crecimiento de células cancerosas.
- ♦ **Diabetes**
Se origina por la deficiencia de ácidos grasos de Omega-3 y Omega-6.
- ♦ **Artritis**
Ha sido efectivo en tratamiento y prevención de artritis e inflamación de articulaciones.
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Muestra notables diferencias desde los primeros días de uso.
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Ayuda a bajar la inflamación.

- ♦ **riñon**
Ayuda al riñon a eliminar el agua y el sodio. Ayuda a personas con litiasis renal (formación de piedras).
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- ♦ **Calmante Natural**
Ayuda a bajar el nivel del cansancio previniendo el exceso de bioquímicas tóxicas en el organismo.
- ♦ **Alergias**
Ayuda a disminuir las reacciones alérgicas.
- ♦ **Mejora las condiciones de la piel**
Humecta y suaviza la piel.
- ♦ **Síndrome premenstrual**
Puede aliviar hasta un 90% de sus síntomas.
- ♦ **Funcionamiento y desarrollo de cerebro**
Se recomienda para mujeres embarazadas para el buen desarrollo del cerebro del bebé y en adultos para el buen funcionamiento del cerebro.
- ♦ **Depresión**
Ha sido usado exitosamente para tratar desórdenes de comportamiento.
- ♦ **Pérdida de Peso**
Ayuda a quemar el exceso de calorías en lugar de depositarlas como tejido grasoso.

UNA CUCHARADA CONTIENE:

o 4400-4800 mg de Omega-3 Acido Alfa Linoléico	48%
o 1200-1600 mg de Omega-6 Acido Linoléico	16%
o 1200-1600 mg de Omega-9 Acido Oléico	16%
o Fibra de aceite de linaza con precursor de lináloe	19%
o 3400 Unidades de Beta Caroteno	
o 1.2 Unidades de vitamina E	

Se recomienda de una a dos cucharadas diarias. (Una cucharada por cada 100 libras de peso).

EL FLAX SEED OIL ES UN ALIMENTO, N.B.D,
NI UNO DE SUS AFILIADOS ESTA DICRIENDO
ALGO DE SUS PODERES CURATIVOS, MAS QUE
ES UN BUEN ALIMENTO.

PROTECTOR PLUS™

¿Que es el Protector Plus™?

PROTECTOR PLUS™ es el resultado de años de investigación en una nueva y muy exitante area de nutrición llamada Extractos de Plantas de Potencia Garantizada. Por primera vez en la historia los constituyentes activos de determinadas plantas pueden ser estandarizados en extractos concentrados y de potencia garantizada. La fórmula de Protector Plus™ fué desarrollada utilizando los extractos de tres plantas que contienen los antioxidantes más poderosos que han sido descubiertos. Además, cada planta tiene propiedades muy específicas y potentes. El nombre ilustra la poderosa protección antioxidante que su fórmula provee. Protector Plus™ fué desarrollado para proveer un producto de calidad que combina los más finos ingredientes a los niveles necesario para obtener el máximo grado de mejoramiento de salud.

Los ingredientes de la fórmula de Protector Plus™ en tres cápsulas ea día son:

Extracto de semilla de uva (PCO-Plus)	90 mg
Extracto de Ginkgo Biloba	120 mg
Extracto de té verde	125 mg
Extracto de Romero	200 mg
Vitamina C	1000 mg

1. La fórmula de tres cápsulas provee los límites superiores del rango óptimo de dosis para la mayoría de las personas. En otras palabras, habrá muy pocos casos en los que se requiera más de tres cápsulas. La mayoría de la gente aprovecha lo mejor tomando de una a tres cápsulas al día. La fórmula se acomoda también para niños y personas con necesidades especiales.

2. Protector Plus™ contiene cada ingrediente en la dosis óptima. Casi nunca se ve esto en ninguna fórmula de nutrientes. Estos extractos de plantas han sido estudiados y han mostrado ser efectivos en un rango terapéutico. Muy poquito no hace efecto, y mucho no tienen beneficios extras.

3. Protector Plus™ es realmente una fórmula sinérgica. El término sinérgico en este contexto significa que el efecto combinado de los nutrientes excede a la suma de sus efectos individuales. Esto solo puede suceder cuando un nutriente tiene la capacidad de ayudar a otro y es suplementado en cantidad para hacerlo. Cada nutriente en Protector Plus™ fué designado para mejorar las funciones de otros.

A. Cada ingrediente tiene poderosas propiedades antioxidantes que reducen, sobre todo, la carga de radicales libres, permitiendo a las propiedades independientes de cada ingrediente llegar más lejos.

B. La potencia de cada ingrediente actúa en la potencia óptima, y han mostrado ser efectivos individualmente. Combinándolos hacen de Protector Plus™ la mejor fórmula promotora de salud disponible.

4. Protector Plus™ no contiene ingredientes de relleno.

5. Cada ingrediente tiene un gran rango de absorción y bio-disponibilidad. La fórmula es presentada en cápsulas, no tabletas. Las cápsulas son más fáciles de tomar y se disuelven mucho más rápido y con más eficiencia.

6. Protector Plus™ no tiene competencia. Cada mercado ha sido investigado y no se ha encontrado nada que se compare con esta fórmula única y poderosa.

Aquí tenemos algunas de las propiedades de Protector Plus™

- Antioxidante (general)
- Antioxidante (peróxidos lípidos)
- Anti-enfermedades cardiovasculares
- Anti-agregación de plaquetas
- Anti-carcinógeno
- Anti-estamínico
- Anti-inflamatorio
- Mejora los niveles de oxígeno en el cerebro
- Inhibe los enzimas destructores de tejido
- Anti-ulcera
- Protégé contra retinopatía
- Anti-alérgico
- Anti-asma
- Protector de cerebro
- Mejora el flujo sanguíneo
- Mejora la utilización de glucosa en el cerebro
- Mejora la neurotransmisión
- Mejoramiento de memoria
- Protector del hígado
- Protégé contra contaminantes ambientales
- Estabilizador de colágeno
- Ayuda en condiciones de diabetes

EL PROTECTOR PLUS ES UN ALIMENTO, NBD
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ALGO DE SUS PODERES CURATIVOS MAS QUE
ES UNA BUENA NUTRICION.

LUPUS

someone you know has it. Although it's a disease you've probably never heard of, about 1 in 500 Americans has lupus. Most of these are women who are diagnosed when they are between 15 and 40 years old (9 out of 10), but lupus can affect anyone of any age. It is more common than leukemia, muscular dystrophy or multiple sclerosis.

Systemic lupus erythematosus (SLE or lupus) is called a chronic, inflammatory, auto-immune disease. This simply means that it usually lasts a lifetime and is caused by a malfunction in the body's defense system causing the body to reject its own cells.

When operating normally, this defense, or immune, system protects you from infection by viruses, bacteria and other foreign substances that might damage your body. When operating abnormally, as in lupus, this same system begins to turn against, or attack, your body's own normal, healthy cells. This attack causes inflammation and the subsequent symptoms of lupus.

Because the immune system works throughout your body, the symptoms of lupus can occur in any part of the body. Depending on which areas of the body are affected, symptoms will vary in intensity from person to person, from mild to life threatening. The most commonly involved areas are the skin, joints, blood, heart, lungs and kidneys. Almost every symptom of lupus also can be easily attributed to other illnesses and diseases. All of this makes diagnosis difficult. Therefore, besides using the criteria listed here, a doctor familiar with lupus will also take a careful history of the person, do a complete examination and make a careful analysis of very specialized laboratory tests.

ARA Criteria for classification of SLE

Four or more of these must be present:

- Butterfly rash
- Discoid rash
- Photosensitivity
- Oral ulcers
- Arthritis
- Kidney disease
- Immunologic disorder
- Antinuclear antibody
- Kidney disorder
- Neurologic disorder
- Hematologic disorder

The cause of lupus is unknown and there is no cure. However, there is intensive research being conducted to find both. Although incurable, lupus often does go into periods of remission when there is little or no disease activity. The treatment of lupus consists of controlling the symptoms and attempting to put the disease into remission through a combination of medication and changes in the patient's lifestyle.

What lupus is not: Lupus is not infectious, contagious, cancerous or malignant.

Although 5,000 Americans die each year from lupus, diagnosis, medications, treatment and awareness have improved to the point where it is no longer considered a fatal disease. Most who follow their doctor's advice and who learn to understand lupus and themselves now can expect to live a relatively normal life.



Dr. José G. Hernández Calvo

Reg. S. S. A. 89595

Céd. Prof. 711713

MEDICINA GENERAL - CIRUJIA - ENFERMEDADES DE LA MUJER - ATENCION DE PARTOS SIN DOLOR
DETENCION OPORTUNA DE CANCER CERVICO UTERINO Y DE MAMA - ULTRASONIDO DIAGNOSTICO



Consultorio: Las Casas No. 619-3

Oaxaca, Oax.

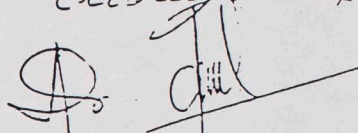
Nombre: Sr. Abelardo Barro Ar. Edad: 59 años T. A. Temp. _____

F. C. _____ Talla: _____ Peso: _____

Fecha: 8-VII-96.

Rp.

1) - Cuatro frascos Jugo Aloe Vera
- tomar medio vaso con el desayuno
comida y cena por un mes

2) - Rhi fco. capsulas Aceite de linaza
- tomar dos capsulas con el desayuno
comida y cena por 3 meses - 

riñones y diabetes



Dr. José G. Hernández Calvo

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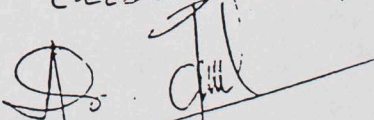
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January 15, 1996

PRODUCT SPOTLIGHT

by Iade Beutler, R.R.T., R.C.P.

Flaxseed Oil and

Kidney Failure

A study conducted at Victoria hospital in Ontario, Canada evaluated 28 patients with the autoimmune disease lupus who as a result of their illness, developed lupus nephritis (kidney disease). Initially the patients were given fish oil for a two-year period as a possible treatment for their kidney disease. Fish oil supplementation did not have any effect on protein in the urine (a marker for the progression of the disease), kidney filtration rate, the disease activity index, or steroid consumption. The researchers then investigated flaxseed, an omega-3 fatty acid rich in alpha-linolenic acid and containing lignan. Unlike the fish oil supplementation 15% flaxseed dietary supplementation resulted in improved filtration of the kidneys, delayed protein in the urine and improvement in the disease activity index. The flaxseed supplementation resulted in an astounding reduction in mortality (death) of 60% in patients with lupus nephritis, suggesting that flaxseed oil may have implications in other kidney diseases as well. The researcher concluded that fish oils are not warranted in patients with lupus nephritis, and that flaxseed oil needs further consideration.

Reference: "Omega-3 Fatty Acid Supplementation in Clinical and Experimental Lupus Nephritis," Clark, William F., M.D. and Parbtani, Anwar, Ph.D., American Journal of Kidney Diseases. May 1994, 23(5):644-647.

Aceite de linaza (flaxseed) y el mal funcionamiento del riñon

Este fue un estudio conducido en el hospital Victoria en Ontario, Canada evaluando 28 pacientes con la enfermedad lupus y como causa secundaria de su enfermedad desarrollaron lupus nephritis (enfermedad de los riñones). Al principio los pacientes recibieron aceite de pescado como tratamiento por un periodo de dos años. El suplemento de aceite de pescado no tuvo ningun efecto en la proteina en el orin (una señal del progreso de la enfermedad), reducción de la filtración del riñon, indice de actividad de la enfermedad o el consumo de esteroides. Despues investigaron el aceite de linaza (flaxseed) un ácido de grasa de omega-3 rico en ácido de alfa-linolenico y que contiene lignanes diferente al aceite de pescado. 15% de linaza (flaxseed) en la dieta diario resultó en mejoramiento de filtración de los riñones, retrazó la proteina en el orin y mejoró el indice de actividad del riñon. Este suplimento de linaza (flaxseed) resultó en una asombrosa reducción de muerte (60%) de los pacientes con lupus nephritis. Esto sugiere que el aceite de linaza (flaxseed) pueda tener implicaciones positivas en otras enfermedades de riñon tambien. Los estudios concluyen que los aceites de pescado no son sugeridos para los pacientes con lupus nephritis y que el aceite de linaza (flaxseed) merece nueva consideracion.

Referencias: "Omega-3 Fatty Acid Supplementation in Clinical and Experimental Lupus Nephritis," Clark, William F., M.D. and Parbtani, Anwar, Ph.D., American Journal of Kidney Diseases. May 1994, 23(5):644-647.

Prevention Magazine Update

The article on Flaxseed Oil which was supposed to appear in the January 1996 issue of Prevention Magazine will be featured in the February 1996 issue.

Distributor Resale Pac

The 'Consumer Pac' which was introduced last month has been renamed the 'Distributor Resale Pac'. The Pac contains 4 bottles each of the Aloe Vera Juice, Flax Oil and Protector Plus. The Distributor Cost is \$134.95 and distributors receive 1 case credit per D.R.P. for bonus qualification ONLY.

ACEITE DE LINAZA
(FLAX SEED OIL)

ESENCIAL

De los 45 a 50 nutrientes básicos para el organismo, el más carente en la mayoría de las dietas es el ácido graso del Omega-3, Flax Seed Oil es la fuente más rica de este ácido.

UN ESTUDIO MAYOR

En 1989, el Instituto Nacional del Cáncer utilizó millones de dólares en patrocinar la investigación de grupos de la Universidad de Toronto, Universidad del sur de Dakota y otros muchos. En la convención anual de Biología Experimental realizada en Nueva Orleans, en Septiembre de 1993, las investigaciones revelaron:

- ◆ Niveles de 1.25 y 2.5% de aceite de linaza en la dieta alimenticia estimula el sistema inmunológico.
- ◆ La linaza incrementa el nivel de vitamina D y aumenta la retención de calcio, magnesio y fosfato.
- ◆ La linaza contiene un alto nivel de lignan, que es una sustancia con propiedades anti-tumorales asociadas con una baja incidencia de cáncer del seno y del colon.
- ◆ La semilla de linaza molida no tiene efectos negativos en el hígado y tráfico intestinal y no baja los niveles de vitamina E.
- ◆ La linaza contiene un alto nivel de antioxidantes.
- ◆ 10% del nivel de linaza en la dieta equivale al efecto de Tamoxifén, que es una droga utilizada para tratar cáncer del seno, pero sin sus efectos secundarios.
- ◆ Agregando el 8% de aceite de linaza en la dieta ayuda a eliminar las molestias causadas por altas grasas en la dieta.
- ◆ Con altos niveles de linaza moderadamente, comparada con el mismo nivel de fibra de avena, fué mejor al bajar los triglicéridos, colesterol total y efectos favorables en la actividad de Insulina.

LO QUE FLAX OIL PUEDE HACER POR USTED

Se han hecho muchas investigaciones clínicas acerca de los efectos de los ácidos grasos del Omega-3. Algunos de los efectos benéficos del Omega-3 que contiene el Flax Oil son:

- ◆ **Enfermedades cardiacas**
Disminuye el colesterol en la sangre y los niveles de triglicéridos.
- ◆ **Cáncer**
Omega-3 inhibe el crecimiento de células cancerosas.
- ◆ **Diabetes**
Se origina por la deficiencia de ácidos grasos de Omega-3 y Omega-6.
- ◆ **Artritis**
Ha sido efectivo en tratamiento y prevención de artritis e inflamación de articulaciones.
- ◆ **Asthma**
Muestra notables diferencias desde los primeros días de uso.
- ◆ **Edema o inflamación**
Ayuda a bajar la inflamación.

- ◆ **Riñon**
Ayuda al riñon a eliminar el agua y el sodio. Ayuda a personas con litiasis renal (formación de piedras).
- ◆ **Altos niveles de energía**
El Omega-3 incrementa la energía corporal.
- ◆ **Calmante Natural**
Ayuda a bajar el nivel del cansancio previniendo el exceso de bioquímicas tóxicas en el organismo.
- ◆ **Alergias**
Ayuda a disminuir las reacciones alérgicas.
- ◆ **Mejora las condiciones de la piel**
Humecta y suaviza la piel.
- ◆ **Síndrome premenstrual**
Puede aliviar hasta un 90% de sus síntomas.
- ◆ **Funcionamiento y desarrollo de cerebro**
Se recomienda para mujeres embarazadas para el buen desarrollo del cerebro del bebé y en adultos para el buen funcionamiento del cerebro.
- ◆ **Depresión**
Ha sido usado exitosamente para tratar desórdenes de comportamiento.
- ◆ **Pérdida de Peso**
Ayuda a quemar el exceso de calorías en lugar de depositarlas como tejido grasoso.

UNA CUCHARADA CONTIENE:

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o Fibra de aceite de linaza con precursor de lináloe	19%
o 3400 Unidades de Beta Caroteno	
o 1.2 Unidades de vitamina E	

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Los ingredientes de la fórmula de Protector Plus™ en tres cápsulas ea día son:

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Extracto de Gíngko Biloba	120 mg
Extracto de té verde	125 mg
Extracto de Romero	200 mg
Vitamina C	1000 mg

1. La fórmula de tres cápsulas provee los límites superiores del rango óptimo de dosis para la mayoría de las personas. En otras palabras, habrá muy pocos casos en los que se requiera más de tres cápsulas. La mayoría de la gente aprovecha lo mejor tomando de una a tres cápsulas al día. La fórmula se acomoda también para niños y personas con necesidades especiales.

2. Protector Plus™ contiene cada ingrediente en la dosis óptima. Casi nunca se ve esto en ninguna fórmula de nutrientes. Estos extractos de plantas han sido estudiados y han mostrado ser efectivos en un rango terapéutico. Muy poquito no hace efecto, y mucho no tienen beneficios extras.

3. Protector Plus™ es realmente una fórmula sinérgica. El término sinérgico en este contexto significa que el efecto combinado de los nutrientes excede a la suma de sus efectos individuales. Esto solo puede suceder cuando un nutriente tiene la capacidad de ayudar a otro y es suplementado en cantidad para hacerlo. Cada nutriente en Protector Plus™ fué designado para mejorar las funciones de otros.

A. Cada ingrediente tiene poderosas propiedades antioxidantes que reducen, sobre todo, la carga de radicales libres, permitiendo a las propiedades independientes de cada ingrediente llegar más lejos.

B. La potencia de cada ingrediente actúa en la potencia óptima, y han mostrado ser efectivos individualmente. Combinándolos hacen de Protector Plus™ la mejor fórmula promotora de salud disponible.

4. Protector Plus™ no contiene ingredientes de relleno.

5. Cada ingrediente tiene un gran rango de absorción y bio-disponibilidad. La fórmula es presentada en cápsulas, no tabletas. Las cápsulas son más fáciles de tomar y se disuelven mucho más rápido y con más eficiencia.

6. Protector Plus™ no tiene competencia. Cada mercado ha sido investigado y no se ha encontrado nada que se compare con esta fórmula única y poderosa.

Aquí tenemos algunas de las propiedades de Protector Plus™

- Antioxidante (general)
- Antioxidante (peróxidos lípidos)
- Anti-enfermedades cardiovasculares
- Anti-agregación de plaquetas
- Anti-carcinógeno
- Anti-estamínico
- Anti-inflamatorio
- Mejora los niveles de oxígeno en el cerebro
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- Protégé contra retinopatía
- Anti-alérgico
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- Protector de cerebro
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- Mejora la utilización de glucosa en el cerebro
- Mejora la neurotransmisión
- Mejoramiento de memoria
- Protector del hígado
- Protégé contra contaminantes ambientales
- Estabilizador de colágeno
- Ayuda en condiciones de diabetes

EL PROTECTOR PLUS ES UN ALIMENTO, NBD NI UNO DE SUS AFILIADOS ESTA DICRIENDO ALGO DE SUS PODERES CURATIVOS MAS QUE ES UNA BUENA NUTRICION.

SABILA

El regalo de la sábila nos ha sido otorgado a través de los tiempos, pero no siempre fué entendida o apreciada en el pasado, hoy, sus beneficios pueden ser disfrutados por todos.

Gracias a los primeros exploradores, a los padres y estudiantes que los acompañaron, la sábila se puede encontrar creciendo a lo largo de las Islas del Caribe, Centro América, México, las porciones del norte de Sur de América, y la franja solar de los Estados Unidos. Los templos y pirámides de Egipto nos proveen de las primeras referencias grabadas de la planta conocida como Sábila, o "El Verdadero Aloe". Los dibujos de esta planta se pueden ver inscritos en las tumbas de los faraones, donde era puesta como reverencia a lo que los egipcios llamaban la planta de la inmortalidad.

Los Sumerianos tienen también registros del uso de la Sábila desde el año 1750 A.D., esto por el rey Salomon, quien la valoraba mucho.

La Sábila puede sobrevivir en calores extremos y puede subsistir con muy poca agua. Se ha encontrado creciendo en Areas desoladas en donde muy pocas cosas pueden crecer. De cualquier manera la Sábila pertenece a la familia del Lirio y como es Jugosa simplemente no puede sobrevivir en los climas fríos, húmedos y conhelantes.

Los padres Jesuitas de España fueron los responsables de la introducción de la Sábila al nuevo mundo. Ellos tenían un gran entendimiento de los textos griegos y romanos y un instinto de como cultivar y utilizar la Sábila fresca que crecía abundantemente en España y Portugal. Los Jesuitas utilizaban la Sábila donde quiera que la encontraban y donde no la encontraban la sembraban. En la época del conquistador Cortéz ellos establecieron misiones y enseñaron a los nativos como cultivar y utilizar la Sábila.

La Sábila, frecuentemente llamada planta de peimeros auxilios, pierde rápidamente su potencial después de cosechada. Previamente, con el fin de obtener los los meaximos beneficio de esta planta adoradora del sol, esta debe ser conservada manualmente. Ahora, con Nature's Best Direct es posible estabilizar la Sábila tecnológicamente. Este proceso asegura inmediatamente los nutrientes vitales después de cosechar la hoja de la Sábila.

Análisis elaborados por un laboratorio de investigación independiente comparó una hoja de Sábila fresca con el gel de Sábila estabilizada del Nature's Best Direct. El análisis reveló que el gel de Sábila estabilizada era esencialmente idéntico al de la hoja de Sábila. Ahora el regalo de la Sábila puede ser disfrutado por todos.

LA SAVILA ES UN ALIMENTO, N.B.D. NI UNO DE SUS AFILIADOS ESTA DICIENDO ALGO DE SUS PODERES CURATIVOS MAS QUE ES UNA BUENA NUTRICION,

PRODUCTOS DE SABILA DE NATURE'S BEST DIRECT

Jugo de Sábila

Hecho de gel puro de Sábila estabilizado. El jugo contiene muchas vitaminas, aminoácidos y minerales.

Aloe Vera Gelly

Es un gel penetrante, claro y no grasoso para el cuidado natural y acondicionamiento de la piel.

Aloe Vera Lotion

Una gran concentración de gel de Sábila en una crema combinada con ricos emolientes.

Aloe Vera Activador

Es una mezcla pura de jugo de Sábila y alantoin, algunas veces se le llama especialista en ojos, nariz y garganta.

Aloe Vera Sports Lotion^{oído}

Una crema profundamente penetrante y suavizante, formulada con gel de Sábila y eucalipto.

Algunas características de la Sábila

1. Es un lempiador natural.
2. Penetra el tejido musculoso.
3. Anestedia el tejido musculoso.
4. Es bactericida cuando tiene contacto directo en alta concentración y por largo tiempo con bacterias infecciosas.
5. Es un virucida cuando tiene contacto directo en gran concentración por largos periodos de tiempo.
6. Es fungicida bajo las mismas condiciones.
7. Reduce tiempos de sangrado.
8. Es antipirético - Reduce la fiebre o calor de lastimaduras o úlceras.
9. Es anti-inflamatorio.
10. Es antiprurítico - Detiene la picazón.
11. Dilata capilares, encrementando la distribución de sangre en el área en que es aplicada.
12. Elimina y digiere el tejido muerto.
13. Incrementa la proliferación normal de células acelerando la fase regenerativa de la curación.
14. Es un suavizante.
15. Es aprobado por la F.D.A. como un alimento adicional seguro (F.D.A. Cap. 1 párrafo 172.510).



Nature's Best Direct, Inc.
Product Brochure

619 472-6974

Nature's Best Direct, Inc.
P.O. Box 62343
Phoenix, Arizona 85082

ACEITE DE LINAZA (FLAX SEED OIL)

ESENCIAL

De los 45 a 50 nutrientes básicos para el organismo, el más carente en la mayoría de las dietas es el ácido graso del Omega-3, Flax Seed Oil es la fuente más rica de este ácido.

UN ESTUDIO MAYOR

En 1989, el Instituto Nacional del Cáncer utilizó millones de dólares en patrocinar la Investigación de grupos de la Universidad de Toronto, Universidad del sur de Dakota y otros muchos. En la convención anual de Biología Experimental realizada en Nueva Orleans, en Septiembre de 1993, las investigaciones revelaron:

◆ Niveles de 1.25 y 2.5% de aceite de linaza en la dieta alimenticia estimula el sistema inmunológico.

◆ La linaza incrementa el nivel de vitamina D y aumenta la retención de calcio, magnesio y fosfato.

◆ La linaza contiene un alto nivel de lignan, que es una substancia con propiedades anti-tumorales asociadas con una baja incidencia de cáncer del seno y del colon.

◆ La semilla de linaza molida no tiene efectos negativos en el hígado y tráfico intestinal y no baja los niveles de vitamina E.

◆ La linaza contiene un alto nivel de antioxidantes.

◆ 10% del nivel de linaza en la dieta equivale al efecto de Tamoxifén, que es una droga utilizada para tratar cáncer del seno, pero sin sus efectos secundarios.

◆ Agregando el 8% de aceite de linaza en la dieta ayuda a eliminar las molestias causadas por altas grasas en la dieta.

◆ Con altos niveles de linaza moderadamente, comparada con el mismo nivel de fibra de avena, fué mejor al bajar los triglicéridos, colesterol total y efectos favorables en la actividad de insulina.

LO QUE FLAX OIL PUEDE HACER POR USTED

Se han hecho muchas investigaciones clínicas acerca de los efectos de los ácidos grasos del Omega-3. Algunos de los efectos benéficos del Omega-3 que contiene el Flax Oil son:

- ◆ **Enfermedades cardíacas**
Disminuye el colesterol en la sangre y los niveles de triglicéridos.
- ◆ **Cáncer**
Omega-3 inhibe el crecimiento de células cancerosas.
- ◆ **Diabetes**
Se origina por la deficiencia de ácidos grasos de Omega-3 y Omega-6.
- ◆ **Artritis**
Ha sido efectivo en tratamiento y prevención de artritis e inflamación de articulaciones.
- ◆ **Astma**
Muestra notables diferencias desde los primeros días de uso.
- ◆ **Edema o Inflamación**
Ayuda a bajar la inflamación.

- ◆ **Riñon**
Ayuda al riñon a eliminar el agua y el sodio. Ayuda a personas con litiasis renal (formación de piedras).
- ◆ **Altos niveles de energía**
El Omega-3 incrementa la energía corporal.
- ◆ **Calmante Natural**
Ayuda a bajar el nivel del cansancio previniendo el exceso de bioquímicas tóxicas en el organismo.
- ◆ **Alergias**
Ayuda a disminuir las reacciones alérgicas.
- ◆ **Mejora las condiciones de la piel**
Humecta y suaviza la piel.
- ◆ **Síndrome premenstrual**
Puede aliviar hasta un 90% de sus síntomas.
- ◆ **Funcionamiento y desarrollo de cerebro**
Se recomienda para mujeres embarazadas para el buen desarrollo del cerebro del bebé y en adultos para el buen funcionamiento del cerebro.
- ◆ **Depresión**
Ha sido usado exitosamente para tratar desórdenes de comportamiento.
- ◆ **Pérdida de Peso**
Ayuda a quemar el exceso de calorías en lugar de depositarlas como tejido graso.

UNA CUCHARADA CONTIENE:

o 4400-4800 mg de Omega-3 Acido Alfa Linoléico	48%
o 1200-1600 mg de Omega-6 Acido Linoléico	16%
o 1200-1600 mg de Omega-9 Acido Oléico	16%
o Fibra de aceite de linaza con precursor de linoleo	19%
o 3400 Unidades de Beta Caroteno	
o 1.2 Unidades de vitamina E	

Se recomienda de una a dos cucharadas diarias. (Una cucharada por cada 100 libras de peso).

EL FLAX SEED OIL ES UN ALIMENTO, N.B.D.
NI UNO DE SUS AFILIADOS ESTA DICIENDO
ALGO DE SUS PODERES CURATIVOS, MAS QUE
ES UN BUEN ALIMENTO.

PROTECTOR PLUS™

¿Que es el Protector Plus™?

PROTECTOR PLUS™ es el resultado de años de investigación en una nueva y muy exitante area de nutrición llamada Extractos de Plantas de Potencia Garantizada. Por primera vez en la historia los constituyentes activos de determinadas plantas pueden ser estandarizados en extractos xoncentrados y de potencia garantizada. La fórmula de Protector Plus™ fué desarrollada utilizando los extractos de tres plantas que contienen los antioxidantes más poderosos que han sido descubiertos. Además, cada planta tiene propiedades muy específicas y potentes. El nombre ilustra la poderosa protección antioxidante que su fórmula provee. Protector Plus™ fué desarrollado para proveer un producto de calidad que combina los más finos ingredientes a los niveles necesario para obtener el máximo grado de mejoramiento de salud.

Los ingredientes de la fórmula de Protector Plus™ en tres cápsulas ea día son:

Extracto de semilla de uva (PCO-Plus)	90 mg
Extracto de Ginkgo Biloba	120 mg
Extracto de té verde	125 mg
Extracto de Romero	200 mg
Vitamina C	1000 mg

1. La fórmula de tres cápsulas provee los límites superiores del rango óptimo de dosis para la mayoría de loa personas. En otras palabras, habrá muy pocos casos en los que se requiera más de tres cápsulas. La mayoría de la gente aprovecha lo mejor tomando de una a tres cápsulas al día. La fórmula se acomoda también para niños y personas con necesidades especiales.

2. Protector Plus™ contiene cada ingrediente en la dosis óptima. Casi nunca se ve esto en ninguna fórmula de nutrientes. Estos extractos de plantas han sido estudiados y han mostrado ser efectivos en un rango terapéutico. Muy poquito no hace efecto, y mucho no tienen beneficios extras.

3. Protector Plus™ es realmente una fórmula sinérgica. El término sinérgico en este contexto significa que el efecto combinado de los nutrientes excede a la suma de sus efectos individuales. Esto solo puede suceder cuando un nutriente tiene la capacidad de ayudar a otro y es suplementado en cantidad para hacerlo. Cada nutriente en Protector Plus™ fué designado para mejorar las funciones de otros.

A. Cada ingrediente tiene poderosas propiedades antioxidantes que reducen, sobre todo, la carga de radicales libres, permitiendo a las propiedades independientes de cada ingrediente llegar más lejos.

B. La potencia de cada ingrediente actúa en la potencia óptima, y han mostrado ser efectivos individualmente. Combinándolos hacen de Protector Plus™ la mejor fórmula promotora de salud disponible.

4. Protector Plus™ no contiene ingredientes de relleno.

5. Cada ingrediente tiene un gran rango de absorción y bio-disponibilidad. La fórmula es presentada en cápsulas, no tabletas. Las cápsulas son más fáciles de tomar y se disuelven mucho más rápido y con más eficiencia.

6. Protector Plus™ no tiene competencia. Cada mercado ha sido investigado y no se ha encontrado nada que se compare con esta fórmula única y poderosa.

Aquí tenemos algunas de las propiedades de Protector Plus™

- Antioxidante (general)
- Antioxidante (peróxidos lípidos)
- Anti-enfermedades cardiovasculares
- Anti-agregación de plaquetas
- Anti-carcinógeno
- Anti-estaminico
- Anti-inflamatorio
- Mejora los niveles de oxígeno en el cerebro
- Inhibe los enzimas destructores de tejido
- Anti-ulcera
- Protégé contra retinopatía
- Anti-alérgico
- Anti-asma
- Protector de cerebro
- Mejora el flujo sanguíneo
- Mejora la utilización de glucosa en el cerebro
- Mejora la neurotransmisión
- Mejoramiento de memoria
- Protector del hígado
- Protégé contra contaminantes ambientales
- Estabilizador de colágeno
- Ayuda e condiciones de diabetes

EL PROTECTOR PLUS ES UN ALIMENTO, NBD
NI UNO DE SUS AFILIADOS ESTA DICIENDO
ALGO DE SUS PODERES CURATIVOS MAS QUE
ES UNA BUENA NUTRICION.

ALOE VERA

NUTRIENT INFORMATION

Nutrient	Pure Aloe	Stabilized Gel
Calcium	458 ppm	484 ppm
Phosphorous	20.1 ppm	30.4 ppm
Copper	.11 ppm	.32 ppm
Iron	1.18 ppm	1.84 ppm
Magnesium	60.8 ppm	92.0 ppm
Manganese	1.04 ppm	3.49 ppm
Potassium	797 ppm	594 ppm
Sodium	84.4 ppm	176 ppm

AMINO ACID STUDIES

Name	Pure Aloe	Stabilized Gel
Aspartic Acid	43.0 ppm	27.0 ppm
Glutamic Acid	52.0 ppm	35.0 ppm
Alanine	28.0 ppm	22.0 ppm
Isoleucine	14.0 ppm	14.0 ppm
Phenylalanine	14.0 ppm	14.0 ppm
Threonine	31.0 ppm	30.0 ppm
Proline	14.0 ppm	17.0 ppm
Valine	14.0 ppm	14.0 ppm
Leucine	20.0 ppm	34.0 ppm
Histidine	18.0 ppm	14.0 ppm
Serine	45.0 ppm	20.0 ppm
Glycine	28.0 ppm	14.0 ppm
Methionine	14.0 ppm	14.0 ppm
Lysine	37.0 ppm	41.0 ppm
Argine	14.0 ppm	14.0 ppm
Tyrosine	14.0 ppm	14.0 ppm
Tryptophan	30.0 ppm	30.0 ppm
Total Amino Acids	302.0 ppm	240.0 ppm
Proteins	1%	1%

ADDITIONAL PROPERTIES IN ALOE VERA

ACTIVE INGREDIENTS	MINERALS	VITAMINS
Amino Acids	Calcium	Vitamin B1
Enzymes	Magnesium	Vitamin B2
Natalein	Sodium	Vitamin B3
Aloin	Potassium	Vitamin B6
Emodin	Strontium	Vitamin B12
Bitter Resins	Boron	Vitamin A
Barbalooin	Silicon	Vitamin B
Chlorophyll	Copper	Vitamin E
Albumin	Manganese	Vitamin K
Essential Oils	Iron	Folic Acid
Gum Arabic	Aluminum	
Silica	Lithium	
Phosphate of Ilme	Nickel	

* NOTICE *

Aloe Vera is a food - Neither Nature's Best Direct, Inc. or any of its affiliates make any claims to any curative powers other than the effects of good nutrition.

ALOE VERA PRODUCTS

ALOE VERA JUICE

Made from pure, stabilized gel from the Aloe Vera plant. The juice contains many vitamins, amino acids and trace minerals.

ALOE VERA GELLY

A penetrating, clear, non-greasy gel for the natural care and conditioning of the skin.

ALOE VERA LOTION

A high concentration of Aloe Vera gel in a lotion blended with a combination of rich emollients.

ALOE VERA ACTIVATOR

A pure blend of Aloe Vera juice and allantoin, sometimes called the "Eyes, Ears, Nose and Throat Specialist".

ALOE VERA SPORTS LOTION

A deep penetrating and soothing lotion formulated with Aloe Vera gel and eucalyptus.



Nature's Best Direct, Inc. Product Brochure

Nature's Best Direct is a "New Paradigm" in network marketing, not only incorporating a revolutionary marketing plan, but extraordinary natural food supplements. What is so special about this approach? Nature's Best Direct has secured the absolute highest quality nutritional supplements, brought to you at prices the average household can afford.

619 267-0858

SOME CHARACTERISTICS OF ALOE VERA

1. It is a natural cleanser.
2. It penetrates tissue.
3. It anesthetizes tissue.
4. It is bactericidal when in direct contact in high concentration for several hours with infectious bacteria.
5. It is virucidal when in direct contact in high concentration for long periods of time.
6. It is fungicidal under the same conditions.
7. It reduces bleeding time.
8. It is anti-pyretic - It reduces the fever or heat of sores.
9. It is anti-inflammatory.
10. It is anti-pruritic - It stops itching.
11. It dilates capillaries, increasing blood supply in the area to which it is applied.
12. It breaks down and digests dead tissue.
13. It enhances normal cell proliferation, hastening the regenerative phase of healing.
14. It is a moisturizer.
15. It is approved by the FDA as a safe food additive (FDA Chapter 1 Paragraph 172.510).

IN ADDITION...

Nature's Best Direct is deeply committed to your health and the health of your family and friends. As a testament to this claim, Nature's Best Direct is dedicated to educating its members on the virtues of supplemental nutrition and alternative medicine. The superior nutritional supplements available through Nature's Best Direct may provide profound health implications. In our quest to provide additional resources, Nature's Best Direct has relied upon highly respected consultants in the health and nutrition industry to compile reliable information to empower our members in seeking and obtaining optimal health.

HIGH IN LIGNAN FLAX OIL

ESSENTIAL

Of the 45 to 50 (depending on the source) essential nutrients the body needs, the one item lacking in almost every diet is the Omega-3 fatty acid. Flax seed oil is the richest source of the essential and valuable Omega-3 fatty acid. It has as much as TWICE of this miracle nutrient as any other source.

IT ALL STARTS HERE

Nature's Best Direct, Inc. high-lignan flax seed oil begins with third-party certified flax seed. It is then processed with protection to keep its valuable nutrients away from its destroyers - heat, light and oxygen. Our container allows NO LIGHT to come into contact with our precious flax oil. Our oil is pressed at a low temperature (never exceeds 96°F or 36°C). The exclusive bio-electron process completely protects our flax oil from air and light - from the organically grown seed to our opaque container.

A MAJOR STUDY

In 1989 the NCI (National Cancer Institute) issued millions of dollars in grants to several research groups including the Clinical Research Branch of the FDA, University of Toronto, South Dakota State University, Midwest Research Institute and many others. At the annual convention on Experimental Biology held in New Orleans, Louisiana in September 1993 those researchers revealed their findings:

- Levels of 1.25 and 2.5% flax in the diet stimulated the immune system.

- Flax increased Vitamin D levels and increased the retention of calcium, magnesium and phosphate.

- Ground flax seed had no negative effects on the liver or intestinal tract and did not lower blood vitamin E levels.

- Flax is very high in lignans which have anti-tumor properties and may be linked to a low incidence of breast and colon cancer.

Flax contains a high level of antioxidant of 800 ppm.

10% level of flax in the diet could mimic the results of amoxifen - the mammary cancer drug - but with no side effects.

Adding 8% flax to the diet could only help diabetic conditions caused by a high fat diet.

Moderately high levels of flax, compared to the same level of oat bran, was better in lowering triglycerides, total cholesterol and LDL and favorable effects on insulin activity.

Flax is a stable product and stores well.

WHAT FLAX CAN DO

Much clinical research has been done on the effects of Omega-3 fatty acids. Some of the beneficial effects of the Omega-3s found in flax oil are as follows:

- ♦ **Heart disease**
Lowers high blood cholesterol and triglyceride levels.
- ♦ **Cancer**
Omega-3s inhibit cancer cell growth.
- ♦ **Diabetes**
Has its origin in deficiency of Omega-3 and -6 fatty acids.

- ♦ **Asthma**
Has shown noticeable differences in a few days of use.
- ♦ **Edema**
Helps the kidneys remove sodium and water.
- ♦ **Allergies**
Helps to decrease allergic reaction.
- ♦ **Higher energy levels**
Omega-3s increase stamina.
- ♦ **Natural calming agent**
Prevents excess toxic biochemicals the body produces under stress.
- ♦ **Improved skin conditions**
Makes skin smooth and soft, alleviates conditions caused by lack of Omega-3s.
- ♦ **PMS**
Can alleviate up to 90% of PMS symptoms.
- ♦ **Inflammatory tissue conditions**
Functions as an anti-inflammatory catalyst.
- ♦ **Brain development and function**
Required for development of the brain of the fetus and adult brain function.
- ♦ **Depression**
Has been used to successfully treat many behavioral disorders.
- ♦ **Weight loss**
Helps burn excess calories instead of depositing them as fatty tissue.

AND MORE!

ALL IN A TABLESPOON

Nature's Best Direct, Inc. Extra Virgin High Lignan Flax Oil contains (average analysis):

o 4400-4800 mg Omega-3	Alpha Linolenic Acid	48%
o 1200-1600 mg Omega-6	Linoleic Acid	16%
o 1200-1600 mg Omega-9	Oleic Acid	16%
o Flax Fiber containing Lignan Precursors		19%
o 3400 I.U. Beta Carotene		
o 1.2 I.U. Vitamin E		

How much? 1-2 tablespoons daily (recommended)

* NOTICE *

Flax Oil is a food - Neither Nature's Best Direct, Inc. or any of its affiliates make any claims to any curative powers other than the effects of good nutrition.

PROTECTOR PLUS

What is PROTECTOR PLUS™?

PROTECTOR PLUS™ is the result of years of research into a new and very exciting area of nutrition called *Guaranteed Potency Plant Extracts*. For the first time in history the active constituents in certain plants can be standardized into concentrated extracts and guaranteed for potency. The PROTECTOR PLUS™ formula was developed using three guaranteed potency plant extracts that contain the most powerful natural antioxidants ever discovered. In addition, each plant has very specific and potent health-protecting and enhancing properties. The name illustrates the powerful antioxidant protection that this formula provides. PROTECTOR PLUS™ was developed to provide a quality product that combined the finest ingredients at the levels necessary to obtain the highest degree of health-promoting and enhancing properties.

The PROTECTOR PLUS™ three-capsule-a-day formula contains the following ingredients:

Grape Seed Extract Phytosome (PCO-Plus™)	90 mg
Gingko Biloba Extract	120 mg
Green Tea Extract	125 mg
Rosemary Extract	200 mg

There are several unique elements PLUS™ that set it apart from all other products:

I. The three-capsule formula provides the upper limits of the optimal dose range for most people. In other words, there would be very few instances in which you would take more than three capsules. Most people would do best with between one and three capsules daily. The formula also accommodates children and people with special needs.

II. Each ingredient in PROTECTOR PLUS™ occurs at an optimal dose range. You almost never see this in any nutrient formula. These plant extracts have been well studied and are shown to be effective in a certain therapeutic range. Too little does not produce results and too much has no added benefit.

III. PROTECTOR PLUS™ is truly a synergistic formula. The term *synergism* in this context means that the combined effects of the nutrients exceeds the sum of their individual effects. This can only happen when one nutrient has the ability to help another and is supplied in a sufficient quantity in which to do so. Each nutrient in PROTECTOR PLUS™ was designed to enhance the function of the others. This is done in two specific ways:

A. Each ingredient has powerful antioxidant properties which reduces the overall free radical burden, allowing the individual properties to go much further.

B. The potencies of each ingredient occur in an optimal dose range and are shown to be effective individually. Combining them makes PROTECTOR PLUS™ the most comprehensive and health-promoting formula available.

IV. PROTECTOR PLUS™ contains no filler ingredients.

V. Each nutrient has an extremely high rate of absorption and bio-availability. In addition, the formula is put into capsules, not tablets. Capsules are easier to swallow and dissolve much faster and more efficiently.

VI. PROTECTOR PLUS™ has no competition. Every market has been thoroughly investigated and nothing has been found to compare with this unique and powerful formula.

Here is an overview of the many properties of PROTECTOR PLUS™

- Anti-oxidant (General)
 - Anti-oxidant (lipid peroxides)
 - Anti-cardiovascular disease
 - Anti-carcinogenic
 - Anti-aging
 - Antihistamine
 - Anti-inflammatory
- Anti-ulcer
- Anti-allergy
- Anti-asthma
- Anti-platelet aggregation
- Brain protective
 - Improves brain blood flow
 - Improves brain glucose utilization
 - Improves brain neurotransmission
- Liver protective
- Memory enhancing
 - Increases brain oxygen levels
 - Inhibits tissue-destructive enzymes
 - Protects against environmental contaminants
 - Protects against retinopathy (eye disorder)
 - Helps diabetic conditions
 - Collagen stabilizer

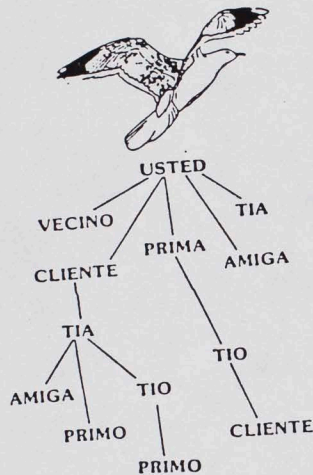
Protector Plus™ is a food - Neither Nature's Best Direct, Inc. or any of its affiliates make any claims to any curative powers other than the effects of good nutrition.

! YA SE ACABO

LA ESCLAVITUD !



1. NO TIENES que tener un inventario grande.
2. NO TIENES que dar tus propios entrenamientos, se ha visto que los que dan, crecen muy pronto.
3. NO TIENES que comprar tu kit para ser miembro.
4. NO TIENES que suplir TUS DISTRIBUIDORES DES PUES DE COMPRAR SU PRIMERA CAJA DURANTE UN MES, CON MENOS DE \$ 70.00 PUEDES SER DIRECTO DE LA COMPANIA.
5. NO TIENES que calificar cada mes PARA EL NIVEL OBTENIDO, TODOS SOMOS DIRECTOS,
6. NO TIENES que pagar bonos ... LA COMPANIA los paga a todos.
7. NADIE te puede rebazar, sin embargo, GANAS DE SUS ACTIVIDADES.
 - A. USO PERSONAL
 - B. VENTAS
 - C. PATROCINIO
8. USTED COMPRA al mayoreo....
 VENDES AL MENUDEO....
 PATROCINAS a nuevos distribuidores que pueden hacer lo mismo.
9. USTED PUEDE PATROCINAR SIN LIMITES TERRITORIALES O NACIONALES.
10. USTED PUEDE traer invitados a las reuniones de entrenamientos.
11. USTED PUEDE mandar a invitados a las reuniones de entrenamientos.
12. USTED PUEDE tener un buen tiempo.
13. USTED PUEDE COMPARTIR SUS PROPIAS EXPERIENCIAS.
14. USTED PUEDE aprender de otros como ser triunfador.



NIVEL

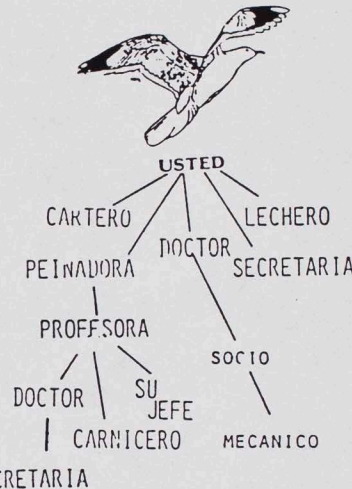
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15. LA OFICINA DE N.B.D le embodega y le surte sus productos, bolantes y formas administrivas. Cada pedido debe ser acompañado con su respectivo total en cheque BANCARIO o MONEY ORDER.
16. LA COMPANIA le paga sus bonos. Al vender, sus producto usted gana el 45 - 112 %
17. LA COMPANIA tiene sus oficinas centrales en el estado de ARIZONA, Tiene DIRECTORES DE AREA que dan entrenamientos semanalmente en sus respectivas areas.
18. LOS PRODUCTOS son tremendos y maravillosos, que deveras dan resultados.
19. LA COMPANIA respalda todos sus productos SIN CONDICION.

USTED PUEDE TENER UNA CUENTA BANCARIA MAS GRANDE—CREAR UNA RESERVA MONETARIA MAS GRANDE — PAGAR SUS DEUDAS CON EL PLAN N.B.D. DE MERCADOTECNIA DE DISTRIBUIDOR DIRECTO.

LO ACEPTAMOS— — LOS QUEREMOS— — LO ENTRENAMOS—
 LO PROTEJEMOS— — LLAMENOS:

Magnolia

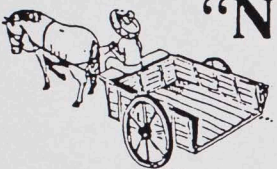
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DISTRIBUIDOR

1. **ASISTIR** UNA REUNION DE ENTRENAMIENTO APROBADA POR LA COMPANIA. (SUGERENCIA)
2. **CUMPLIR , FIRMAR Y PRESENTAR** ESTA SOLICITUD DE DISTRIBUIDOR A N.B.D.
3. **USAR** LOS PRODUCTOS.
4. **INTRODUCIR** LOS PRODUCTOS A OTROS.
5. **PATROCINAR** A OTROS EN ESTE GRAN NEGOCIO.
6. **SURTIR** A TUS CLIENTES Y DISTRIBUIDORES.
7. **ASISTIR** A OTROS QUE HAGAN LO MISMO.

“UNO TRIUNFA LEVANTANDO A OTROS”



“NO HAY REALIDAD A UNA IDEA SIN ACCION.”



USTED

“NO PUEDE HACER UN NEGOCIO CON UNA CARRETA VACIA”

8. **COMPRE 1 CAJA** Y ENVIE UNA FACTURA FIRMADA A NBD PARA:
 - A. **SER DIRECTO** DE LA COMPANIA.
 - B. **RECIBIR SU BONO DIRECTO** DE LA COMPANIA.

9. **DIRECTO :**
 - \$ 10 BONO PERSONAL EN NDP Y DRP Y MAS

TU COMPRAS	TU CALIFICAS PARA	TU GANAS
UNA CAJA, O LO QUE EQUIVALE A UNA CAJA.	BONO DE 1 ^U NIVEL	\$ 9.00 POR CAJA
	" " 2 " "	9.00 " "
	" " 3 " "	9.00 " "
	" " 4 " "	9.00 " "
	" " 5 " "	9.00 " "

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DISTRIBUIDOR TRIUNFAR

USAR LOS PRODUCTOS.
INTRODUCIR LOS PRODUCTOS A OTROS.
PATROCINAR A OTROS QUE HAGAN LO MISMO.

BONO DE CONSUMIDORES :
 PLAN DE GANANCIA POR PATROCINIO,
 UN PATROCINADOR CON 5 NIVELES MULTIPLICADOS X 4
 COMPRANDO 1 CAJA CADA UNO UNICAMENTE.

USTED COMPRANDO 1 CAJA DE \$ 107.40 PARA CALIFICAR.					
NIVEL	PERSONAS	CAJAS	BONO POR CAJA X \$ 9.00	GANANCIA	
1 ^o COM:	4	COMPRANDO 4	PAGA 4 X \$ 9.00	\$ 36.00	
2 "	16	16	16 X 9.00	144.00	
3 "	64	64	64 X 9.00	576.00	
4 "	256	256	256 X 9.00	2,304.00	
5 "	1,364	1,364	1,364 X 9.00	9,216.00	
TU GANANCIA DE 5 NIVELES COMPRANDO UNA CAJA				\$ 12,276.00	

**** \$ 12,276.00 ****

VENTA A CLIENTES :

CAJA DE REVENTA (DRP) O TRATAMIENTO DE SALUD \$ 136.40.

	DIST.	CLIENTE	GANANCIA
FLAX SEED OIL LINAZA	\$ 8.95	\$ 17.95	\$ 9.00
JUGO DE SABILA	8.20	15.95	7.75
PROTECTOR PLUS	16.95	26.95	10.00
	34.10	60.85	26.75

CAJA DE NUEVO DISTRIBUIDOR (NDP) CON 2 COMBITOS \$ 123.90

PRECIO PARA CADA NUEVO DISTRIBUIDOR
 POR COMBITO \$ 69.95 X 2 = \$ 139.90 TU GANANCIA \$ 16.00

PRECIO AL CLIENTE DEL PRODUCTO DE LOS 2 COMBITOS.

2	FLAX SEED OIL LINAZA	\$ 35.90
2	JUGOS DE SABILA	31.90
2	PROTECTOR PLUS	53.90
2	GELLY	21.00
2	LOTION	21.00
2	ACTIVADOR	21.00
2	SPORT LOTION	21.00
		<u>205.70</u>
	PRECIO DEL PAQUETE	- 123.90
	TU GANANCIA	<u>81.80</u>

Magnolia

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A SUCCESSFUL DISTRIBUTOR



USE THE PRODUCTS.

INTRODUCE THE PRODUCTS TO OTHERS.

SPONSER OTHERS TO DO THE SAME.

BONUS OF CONSUMERS

N.B.D. DIRECT DISTRIBUTOR MARKETING BASED ON SPONSERING.
 A SPONSER (DISTRIBUTOR) WITH 5 TIERS BELOW HIM. EACH DISTRIBUTOR
 SPONSERING 4 NEW DISTRIBUTORS EACH AND BUYING ONLY ONE CASE EACH
 YOU BUY ONLY ONE CASE FOR \$ 107.40 TO QUALIFY FOR THE BONUSES.

TIERS	DISTRIBUTORS	CASES	BONUS PER CASE X \$ 9.00	EARNINGS
1 ⁰ WITH	4 BUYING	4	4 X \$ 9.00	\$ 36.00
2 "	16	16	16 X 9.00	144.00
3 "	64	64	64 X 9.00	576.00
4 "	256	256	256 X 9.00	2,304.00
5 "	1,364	1,364	1,364 X 9.00	9,216.00

YOUR TOTAL EARNINGS OF THE 5 TIERS BUYING ONLY: 1 \$ 12,276.00

**** \$ 12,276.00 ****

SALES TO CUSTOMERS OR PERSONAL USE

A DISTRIBUTOR'S RESALE PAC (DRP) OR HEALTH PAC I FOR \$ 136.40.

	DIST.	CUSTOMER	PROFIT
FLAX SEED OIL LINASA	\$ 8.95	\$ 17.95	\$ 9.00
ALOE VERA JUICE	8.20	15.95	7.75
PROTECTOR PLUS	16.95	26.95	10.00
	<u>34.10</u>	<u>60.85</u>	<u>26.75</u>

1 NEW DISTRIBUTOR'S PAC (NDP) WITH TWO LITTLE COMBOS IS \$ 123.90.
 PRICE TO A NEW DISTRIBUTOR TO BE DIRECT IS \$.69.95 x 2 = \$ 139.90,

IF THIS TWO LITTLE COMBOS ARE SOLD TO CUSTOMERS.

2 FLAX SEED OIL LINASA	\$ 35.90
2 ALOE VERA JUICE	31.90
2 PROTECTOR PLUS	53.90
2 GELLY	21.00
2 LOTION	21.00
2 ACTIVADOR	21.00
2 SPORT LOTION	21.00
	<u>205.70</u>
NEW DISTRIBUTOR PAC	- 123.90
YOUR PROFIT	<u>81.80</u>



Nature's Best Direct, Inc.



GANANCIA

VENTA A CLIENTES :

PRICE SCHEDULE

Effective May 1, 1996

Item	S.R.P.	Member	Half Case (each)	Full Case (each)		
Flax Oil - High Lignan - 12 oz.	12.95 ea.	9.85 ea.	56.10 (9.35 ea.)	107.40 (8.95 ea.)	\$ 4.00	45 %
Protector Plus™ - 60 capsules	24.95 ea.	19.95 ea.	75.80 (18.95 ea.)	135.60 (16.95 ea.)	8.00	48
Aloe Vera Juice - 32 oz.	13.95 ea.	11.45 ea.	59.70 (9.95 ea.)	109.20 (9.10 ea.)	4.85	53
Aloe Vera Gelly - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Lotion - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Activator - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Sports Lotion - 4 oz	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Health-Pac I					79.95	3.00
Distributor Resale Pac					136.40	
New Distributor Pac 2/cs	85.95 ea.	*69.95 ea. (New Distributor)	*66.45 (Active Distributor)		123.90	
		NUEVO	ACTIVO			BODEGA

PRECIO Y GANANCIA PARA UN DISTRIBUIDOR EN NATURE'S BEST DIRECT. PRECIO AL PUBLICO SUGERIDO POR LA COMPANIA.

PRECIOS AL PUBLICO

ARTICULO	COMPRA	VENTA	GANANCIA	%
Flax Oil - High Lignan	\$ 8.95	\$17.95	\$ 9.00	100 %
Flax Oil - Capsules	8.95	17.95		
Protector Plus	16.95	26.95	10.00	59
Aloe Vera Juice	9.10	15.95	6.95	75
Aloe Vera Gelly	4.95	10.50	5.50	112
Aloe Vera Lotion	4.95	10.50	5.50	112
Aloe Vera Activator	4.95	10.50	5.50	112
Aloe Vera Sports Lotion	4.95	10.50	5.50	112
TRATAMIENTO DE SALUD	34.10	60.85	26.75	78
PAQUETE DE DISTRIBUIDOR	54.80	102.05	48.05	88
	NUEVO	69.90		

COMPRA / % DE INVERCION
GANANCIA

10.50 VENTA
4.95 COMPRA
5.55 GANANCIA
112 %
4.95 / 5.55

PRECIO Y GANANCIA PARA UN DISTRIBUIDOR EN FOREVER
PRECIO AL PUBLICO SUGERIDO POR LA COMPANIA

	PRECIO; DIST.	VENTA	GANANCIA
JUGO	10.99	15.95	4.96
GELLY	6.97	9.95	2.98
HEAT LOTION	6.97	9.95	2.98
ACTIVADOR	6.97	9.95	2.98
ALOE LOTION	6.97	9.95	2.98

Magnolia 472-6974



DISTRIBUTOR EARNINGS



PRICE SCHEDULE

Effective May 1, 1996

Item	S.R.P.	Member	Half Case (each)	Full Case (each)		
Flax Oil - High Lignan - 12 oz.	12.95 ea.	9.85 ea.	56.10 (9.35 ea.)	107.40 (8.95 ea.)	\$ 4.00	45 %
Protector Plus™ - 60 capsules	24.95 ea.	19.95 ea.	75.80 (18.95 ea.)	135.60 (16.95 ea.)	8.00	48
Aloe Vera Juice - 32 oz.	13.95 ea.	11.45 ea.	59.70 (9.95 ea.)	109.20 (9.10 ea.)	4.85	53
Aloe Vera Gelly - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Lotion - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Activator - 4 oz.	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Aloe Vera Sports Lotion - 4 oz	7.95 ea.	6.50 ea.	66.00 (5.50 ea.)	118.80 (4.95 ea.)	3.00	60
Health-Pac I					79.95	60
Distributor Resale Pac					136.40	
New Distributor Pac 2/cs	85.95 ea.	*69.95 ea. (New Distributor)	*66.45 (Active Distributor)		123.90	

NEW ACTIVE WAREHOUSE

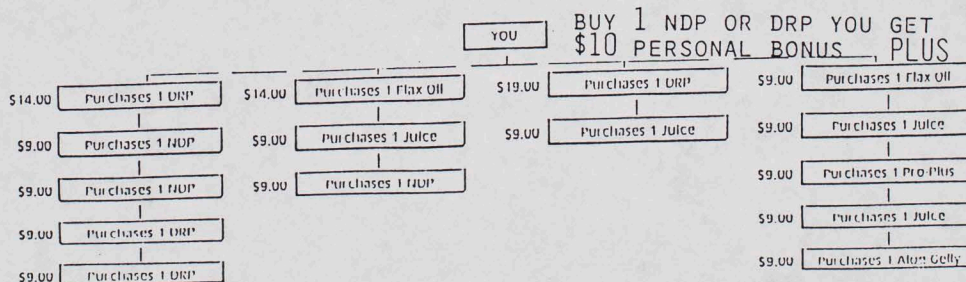
SALES

10.50
4.95
 5.55
 112 %
 4.95 / 5.55

ITEM	BUY	SALE	PRORIT	
Flax Oil - High Lignan	\$ 8.95	\$17.95	\$ 9.00	100 %
Flax Oil - Capsules	8.95	17.95		
Protector Plus	16.95	26.95	10.00	59
Aloe Vera Juice	9.10	15.95	6.95	75
Aloe Vera Gelly	4.95	10.50	5.50	112
Aloe Vera Lotion	4.95	10.50	5.50	112
Aloe Vera Activator	4.95	10.50	5.50	112
Aloe Vera Sports Lotion	4.95	10.95	5.50	112
HEALTH-PAC I	34.10	60.85	26.75	78
NEW DISTRIBUTOR PAC	54.80	102.05	48.05	88
	69.95			

BONUS

THE FOLLOWING DIAGRAM SHOWS BONUSES YOU WOULD RECEIVE ON CASES PURCHASED BY EACH DOWN LINE GROUP.



All distributors must meet the minimum qualification to receive any bonus.

Magnolia 472-6974

NATURE'S BEST DIRECT, INC.

MERCADOTECNIA DE DISTRIBUIDOR DIRECTO

- * TODOS LOS PEDIDOS DEBEN SER ENVIADOS EN FACTURAS DE N.B.D. CON SU RESPECTIVO NOMBRE, DOMICILIO Y NUMERO DE ID DE DISTRIBUIDOR.
- * LOS BONOS SON ENVIADOS POR CORREO EL DIA 15 DEL SIGUIENTE MES.
- * LOS BONOS SE PAGAN EN ORDENES QUE SON RECIBIDAS POR N.B.D. HASTA EL ULTIMO DIA DE TRABAJO DE CADA MES.
- * TODOS LOS DISTRIBUIDORES DEBEN DE COMPRAR AL MENOS DE UNA CAJA DURANTE 6 MESES PARA PODER ESTAR DENTRO DEL PROGRAMA.
- * N.B.D. PAGA TODOS LOS BONOS COMPLETOS AL DISTRIBUIDOR.
- * N.B.D. ACEPTA CHEQUES BANCARIOS, MONEY ORDERS O LO EQUIVALENTE, UNICAMENTE.
- * LOS DISTRIBUIDORES SON RESPONSABLES POR TODOS LOS IMPUESTOS, LICENCIAS, ETC.
- * SI UN DISTRIBUIDOR NO COMPRO LAS CAJAS REQUERIDAS, CUALQUIER BONO SE DE VA AL QUE ESTA ARRIBA DE EL.
- * UN NUEVO DISTRIBUIDOR COMPRO SU PRODUCTO DE SU PATROCINADOR A PRECIO DE MIEMBRO.
- * CUANDO UN NUEVO DISTRIBUIDOR COMPRO UN NEW DISTRIBUTOR PAC' (NDP) DE SU PATROCINADOR, UNA CAJA ENTERA O LO EQUIVALENTE DURANTE UN MES CALENDARIO Y NBD RECIBE UNA FACTURA FIRMADA MOSTRANDO LA COMPRA DE UN NEW DISTRIBUTOR PAC (NDP) O UNA CAJA ENTERA O LO EQUIVALENTE EN PRODUCTO. EL NUEVO DISTRIBUIDOR ES ELEGIBLE PARA PARTICIPAR EN TODOS LOS BENEFICIOS DEL PLAN DE MERCADOTECNIA, ASI COMO ELLOS CUMPLAN CON LOS REQUISITOS DE CALIFICACION, ELLOS RECIBIRAN SU TARGETA PERSONALIZADA CON SU NUMERO DE INDIFICACION.
- * UN NUEVO DISTRIBUIDOR ES CONSIDERADO (NUEVO DISTRIBUIDOR) HASTA QUE LOS REQUISITOS MENCIONADOS HALLAN SIDO CUMPLIDOS.

ASI COMO NUESTROS PRODUCTOS SON PARA EL "CONSUMIDOR" (SUS PRECIOS SON ALCONZABLES, CONSUMIBLES Y ESENCIALES).

NUESTRO PLAN DE MERCADOTECNIA ES PARA EL DESARROLLADOR, POR LO TANTO ES ALCANSABLE, RECOMPENSABLE Y EXITANTE.

PARA RECIBIR ESTAS BONIFICACIONES UNO TIENE QUE CUMPLIR CADA MES CON LOS SIGUIENTES REQUISITOS.

TU COMPRAS	TU CALIFICAS PARA	TU GANAS
UNA CAJA, O LO QUE EQUIVALE A UNA CAJA.	BONO DE 1 ^o NIVEL	\$ 9.00 POR CAJA
	" " 2 ^o " "	9.00 " "
	" " 3 ^o " "	9.00 " "
	" " 4 ^o " "	9.00 " "
	" " 5 ^o " "	9.00 " "

BOOSTER BONUS

UN NUEVO DISTRIBUIDOR GANARA UN "BOOSTER BONUS" DE \$ 4.00 POR CADA CAJA EN TODAS LAS COMPRAS PERSONALES HASTA QUE EL TERCER NIVEL DE SU LINEA COMPRE 1 CAJA ENTERA O LO EQUIVALENTE.

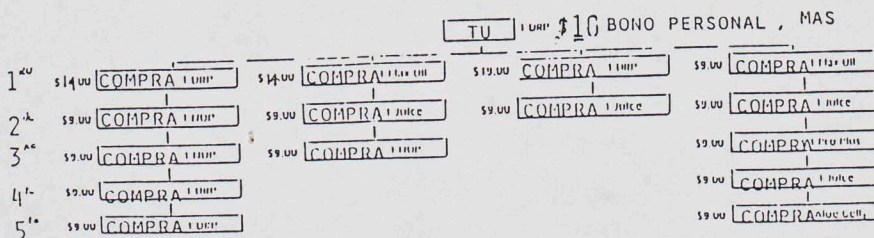
UN DISTRIBUIDOR GANA UN BOOSTER BONUS DE \$ 5.00 COMPRADOS POR SU PRIMER NIVEL HASTA QUE EL DISTRIBUIDOR DEL 4^o NIVEL COMPRE UNA CAJA O EQUIVALENTE. ESTE PROCEDIMIENTO DE BOOSTER BONUS DE \$ 5.00 SERA REPETIDO EN CADA DISTRIBUIDOR DE SU PRIMER NIVEL.

BONO PERSONAL
\$ 4.00
10 00

BUILDER BONUS

EN ADICION DEL BONO REGULAR DE \$9.00 POR CAJA HASTA EL 5^o NIVEL Y EL BOOSTER BONUS DE \$ 4.00 Y \$ 5.00, NBD TAMBIEN PAGA UN BUILDER BONUS DE \$ 10.00 POR CADA COMPRA PERSONAL DE NDP Y DRP. NBD PAGA UN BUILDER BONUS DE \$ 5.00 EN CADA NDP Y DRP COMPRADO POR SU PRIMER NIVEL.

EL SIGUIENTE DIAGRAMA MUESTRA LOS BONOS QUE TU PUEDES RECIBIR DE CADA CAJA COMPRADA POR LOS DISTRIBUIDORES DE TU PATROCINIO BAJO DE TI.



BONO
\$ 9 BASICO
5 BOOSTER
5 BUILDER
\$ 19.00 TOTAL

Todo distribuidor debe cumplir con los requisitos minimos para recibir cualquier bonificación.

MAGNOLIA

619 267-0858

NATURE'S BEST DIRECT, INC.
DIRECT DISTRIBUTOR MARKETING

- ♦ All orders MUST be submitted on an N.B.D. order form and contain the purchaser's name, address and Distributor ID number.
- ♦ Bonuses are mailed the fifteenth of the following month.
- ♦ Bonuses are paid on orders which are received by N.B.D. by the last working day of each month.
- ♦ All distributors must purchase a minimum of one full case of product in each consecutive six-month period to remain in the program.
- ♦ N.B.D. pays all bonuses net to the distributor.
- ♦ N.B.D. accepts cashier's cheques, money orders (or their equivalent) ONLY.
- ♦ Distributors are responsible for all taxes, licenses, etc.
- ♦ If a distributor does not purchase the qualifying cases, any and all bonuses will roll up to the next qualifying upline distributor.
- ♦ A 'New Distributor' purchases all of their product from their sponsor at the member price.
- ♦ When a 'New Distributor' purchases a 'New Distributor Pac' from their sponsor or one full case or case equivalent in a calendar month and N.B.D. receives a signed order form showing the purchase of a 'N.D.P.' or one full case or case equivalent of product, the 'New Distributor' is then eligible to participate fully in all of the marketing plan benefits, as long as they meet the qualification requirements. They will also receive their personalized Distributor ID card.
- ♦ A distributor is considered a 'New Distributor' until the above qualifications have been met.

As our Products are for the "Consumer" (they are affordable, consumable and essential),
So our Marketing Plan is for the "Builder" - it's achievable, rewarding and exciting!

TO RECEIVE THESE BONUSES THE FOLLOWING REQUIREMENTS MUST BE MET
FOR EACH MONTH THE BONUSES ARE RECEIVED:

YOU PURCHASE	YOU QUALIFY FOR	YOU EARN
One case or case equivalent	1st Tier bonus of →	\$ 9.00 per case
	2nd Tier bonus of →	\$ 9.00 per case
	3rd Tier bonus of →	\$ 9.00 per case
	4th Tier bonus of →	\$ 9.00 per case
	AND 5th Tier bonus of →	\$ 9.00 per case

BOOSTER BONUS

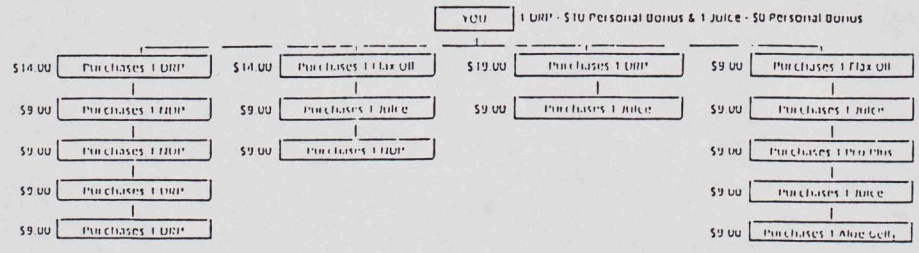
A new Distributor will earn a "Booster" Bonus of \$ 4.00 per case on all personal purchases until any 3rd Tier Distributor in their downline purchases one case or case equivalent.
A Distributor will earn a 'Booster Bonus' of \$ 5.00 per case that is purchased by their 1st Tier Distributors until their 4th Tier (in that 1st Tier's downline) purchases one case or case equivalent. This \$ 5.00 'Booster Bonus' procedure will repeat with each 1st Tier Distributor.

BUILDERS BONUS

In addition to the regular bonuses of \$ 9.00 per case to the 5th Tier and the 'Booster Bonus' of \$ 4.00 and \$ 5.00, N.B.D. will pay a Builders Bonus' of \$ 10.00 on each personally purchased case of 'New Distributor Pacs' and each case of Distributor Resale Pacs. N.B.D. Will also pay a 'Builders Bonus' of \$ 5.00 for each case of 'N.D.P.'s and D.R.P.'s purchased by their 1st Tier.

personal bonus
\$ 4.00
10.00

The following sample diagram shows bonuses you would receive on cases purchased as indicated by each downline group.



BONUS
\$ 9 BASIC
5 BOOSTER
5 BUILDER
\$ 19.00 TOTAL

All distributors must meet the minimum qualification to receive any bonus.



Estimado Distribuidor:

Gracias por haber hecho 1995 nuestro mejor año. Nuestro crecimiento es solido y constante. Las ventas de 1995 fueron 50% mas que las de 1994. Hasta la fecha 1996 va superando el trabajo de 1995. Mantenga ese paso.

NBD se a expandido a Irlanda y El Reino Unido y nuestro éxito es exitante. Nuestro socios son Derek y Julie Shiels. Ellos tienen cuatro hijos, Megan, Almée, Hollie y David. Si usted tiene familia o amigos allá y quiere compartir los productos y oportunidad de NBD le invitamos que se ponga en contacto con ellos. Recuerde, es la misma compañía. Sus generaciones apareceran en su hoja mensual de bonificación. Usted recibirá bonificación por las compras de ellos automáticamente cuando usted califique aquí en los Estados Unidos. Para información o ayuda de los señores Shiels llame a la oficina matriz de N.B.D.-R.U. (011 44 1574 267007 - FAX 011 44 1574 279243) Por favor recuerde hay ocho (8) horas de diferencia.

Tambien nos estamos preparando agradecivamente para abrir Nature's Best Direct en Mexico. Esta gran gala podria ser en Junio. Ya todas nuestras etiquetas y literatura esta en español. Espere la abertura formal muy pronto.

Con entusiasmo,

Carl C. Jensen
Presidente

NOTICIA PARA DISTRIBUIDORES

Cuando un cambio se haga que afecte el plan de mercadotecnia o la política de N.B.D., se mandara un anuncio con los bonos por dos meses consecutivos. Es la responsabilidad del distribuidor activo de notificar a sus nuevos distribuidores.

Para proteger a nuestros distribuidores y prevenir los cambios sin autorizacion, efectivo inmediatamente todo cambio (i.e. nombre, direccion, etc.) debe ser por escrito y firmado por el distribuidor. La oficina de NBD ya no aceptara cambios por telefono.

Requisito de calificación para bonificación

Nadie se queda parado, camina hacia adelante o camina hacia atras. En nuestro gran deseo de servir a nuestros distribuidores y de simplificar el plan de mercadotecnia para facilitar que usted pueda edificar su negocio en una manera sólida y con éxito, introducimos el siguiente cambio efectivo mayo 1996. Cuando el distribuidor compre una caja de producto de NBD calificará para toda bonificación de cinco lineas hacia abajo (del mes pendiente).

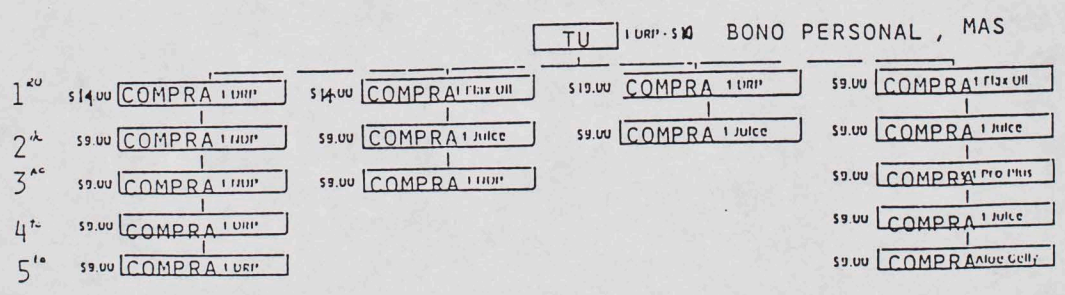
Para participar de los beneficios del plan de mercadotecnia, todo nuevo distribuidor debe personalmente comprar un paquete de nuevo distribuidor (PND) o una caja entera de producto de Nature's Best Direct (por favor agregue \$2.00 al precio de distribuidor de la caja entera para cubrir el precio de la gráfica del plan de mercadotecnia incluida).

CALIFICACIÓN DE BONO DE LA CAJA DE REVENTA

Porque se supone que el distribuidor compra la caja de paquetes de nuevo distribuidor y/o la caja de reventa para Ingresar distribuidores nuevos de primera generación NBD le pagará la bonificación como si su primera generación hubiera comprado cualquiera de estas dos cajas. Además de los \$9.00 NBD tambien le pagará la bonificación de la quinta generación (que aun no está desarrollada) de \$9.00 por la caja de reventa y \$5.00 en la caja de paquetes de nuevo distribuidor. (El crédito de \$4.00 se paga a la primera generación cuando personalmente compran la caja de P.N.D.). Entonces el distribuidor recibirá \$18.00 de bonificación por cada caja de reventa comprada personalmente y \$14.00 por cada caja de paquetes de nuevo distribuidor

TU COMPRAS	TU CALIFICAS PARA	TU GANAS
UNA CAJA, O LO QUE EQUIVALE A UNA CAJA.	BONO DE 1 ^U NIVEL	\$ 9.00 POR CAJA.
	" " 2 " "	9.00 " "
	" " 3 " "	9.00 " "
	" " 4 " "	9.00 " "
	" " 5 " "	9.00 " "

EL SIGUIENTE DIAGRAMA MUESTRA LOS BONOS QUE TU PUEDES RECIBIR DE CADA CAJA COMPRADA POR LOS DISTRIBUIDORES DE TU PATROCINIO BAJO DE TI.



Todo distribuidor debe cumplir con los requisitos mínimos para recibir cualquier bonificación.
619-472-6974

ANNOUNCEMENTS

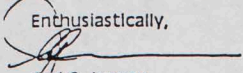
Dear Distributor:

Thank you for making 1995 our best year ever. Our growth is solid and steady and 1995 sales were over 50% greater than 1994 sales. That's like batting over 500 percent! So far 1996 is even greater than 1995 - keep up the exciting work.

Since N.B.D. has expanded into Ireland and the United Kingdom our success there is totally exciting. Our partners there are Derek and Julie Shiels. They are the parents of four children, Megan, Aimée, Hollie and David. If you have relatives, friends or acquaintances over there and you wish to share N.B.D.'s products and/or opportunity with them, we invite you to go ahead and contact them. Remember, it's all the same company - they will show up on your bonus recap and you will receive bonuses on their purchases automatically when you qualify for bonuses here in the United States. If you would like Derek or Julie to help with your people there you may call the N.B.D./U.K. office by dialing 011 44 1574 267007 or fax them at 011 44 1574 279243. Please remember that the time zone there is eight hours later than Pacific Standard Time.

We are also aggressively preparing to open Nature's Best Direct in Mexico. That grand opening could be as soon as June this year. Already most of our labels and literature are in Spanish and English, so watch for that formal opening very soon.

Enthusiastically,


Carl C. Jensen
President

◆NOTICE TO DISTRIBUTORS◆

Whenever a change is made which affects the marketing plan or policies, it will be printed in the bonus recap announcements for two consecutive months. As an active Nature's Best Direct distributor, it is your responsibility to make sure that your new and less-active distributors are aware of these changes.

Also, to protect the privacy of our distributors and prevent unauthorized changes, all changes to a distributor's information (i.e. name, address, phone number, etc.) must be done in writing and signed by the distributor. NBD will not accept any changes by telephone.

Bonus Qualification Requirement

Nobody stands still - you either go forward or backward! In our continuing quest to serve our distributors and to further simplify our marketing plan, which will make it easier for you to share with others in building a stable, solid and successful business, the following upgrade to our marketing plan is effective May 1, 1996:

"When a distributor purchases one case or case equivalent of N.B.D. product they will qualify for all downline bonuses (for the month of purchase).

A new distributor, to participate in the marketing plan benefits, must personally purchase a 'New Distributor Pac' or any full case of N.B.D. product (please add \$2.00 on to the distributor price of the full case to cover the cost of the Marketing Plan slide chart enclosed.)"

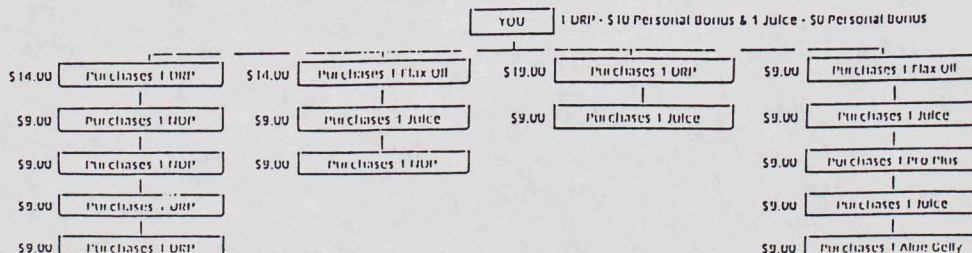
DISTRIBUTOR RESALE PAC BONUS QUALIFICATION ADDITION

Because you are buying the Distributor Resale Pac and/or the 'New Distributor Pac' for your potential 1st Tier and for your retail sales, N.B.D. will pay you the bonus as if your 1st Tier had purchased the case. In addition to the \$9.00 1st Tier bonus, N.B.D. will also pay you the Booster Bonus from the 5th Tier (which has not yet been developed) of \$9.00 on the DRP and \$5.00 on the NDP (the additional \$4.00 goes to the 1st Tier who purchase the NDP). That means for every case of Distributor Resale Pacs you personally purchase you will receive an \$18.00 bonus and for every full case of 'New Distributor Pacs' you personally purchase you will receive a \$14.00 bonus.

TO RECEIVE THESE BONUSES THE FOLLOWING REQUIREMENTS MUST BE MET FOR EACH MONTH THE BONUSES ARE RECEIVED:

YOU PURCHASE	YOU QUALIFY FOR	YOU EARN
One case or case equivalent	1st Tier bonus of →	\$ 9.00 per case
	2nd Tier bonus of →	\$ 9.00 per case
	3rd Tier bonus of →	\$ 9.00 per case
	4th Tier bonus of →	\$ 9.00 per case
	AND 5th Tier bonus of →	\$ 9.00 per case

The following sample diagram shows bonuses you would receive on cases purchased as indicated by each downline group.



All distributors must meet the minimum qualification to receive any bonus.

619 472-6974

BOARD MEMBERS

ANNE CAMPBELL 479-9548

LARRY TAGLE 477-3336

FRANK PEREZ 479-8047

Callma Homez please
ANNE GRAHAM 267-3895

*CALL 973-4138 pager
or 6915611 work*

ROSIE ALVARADO 267-5974

CITIZENSHIP

MR. CAMERON 474-6791

STAR NEWS 427-3000 EDITOR RICK FITCH

279 3RD AVE

POB 1207

CHULA VISTA, CA 91912 FAX# 426-6346

SD UNION

MS LEOPOLD 498-6654

NATIONAL SCHOOL DISTRICT

ADMINISTRATIVE OFFICE

1500 N AVENUE

NATIONAL CITY, CA 91950

474-6791

PLEASE CALL MRS CALDERON BILINGUAL TEACHER

441 9161

Mrs. Salinas

5/29/92

Dear Mrs Salinas,

How could I ever thank you enough for all the beautiful time you have given our children here at Ira Harbison.

I value your wonderful work with the boys and girls and the help you have given all of us.
You truly are "Outstanding"
Sincerely, Carole.

To: .

Mrs. Saliva's

THANK YOU
For Being at
Ira Harbison School.
couldn't or wouldn't
Voluntree my time. But
Since you were here
ENCOURGING ever one. I
made up my mind to
stay. Know one aproved
more than me. On how
much time and effort
you put here. I can't
THANK you enough.
For someone who was
Truly Devoted to her
Work, for the Kids.

Yours Truly,
Mrs. Galvan

Dear Mrs. Salinas,

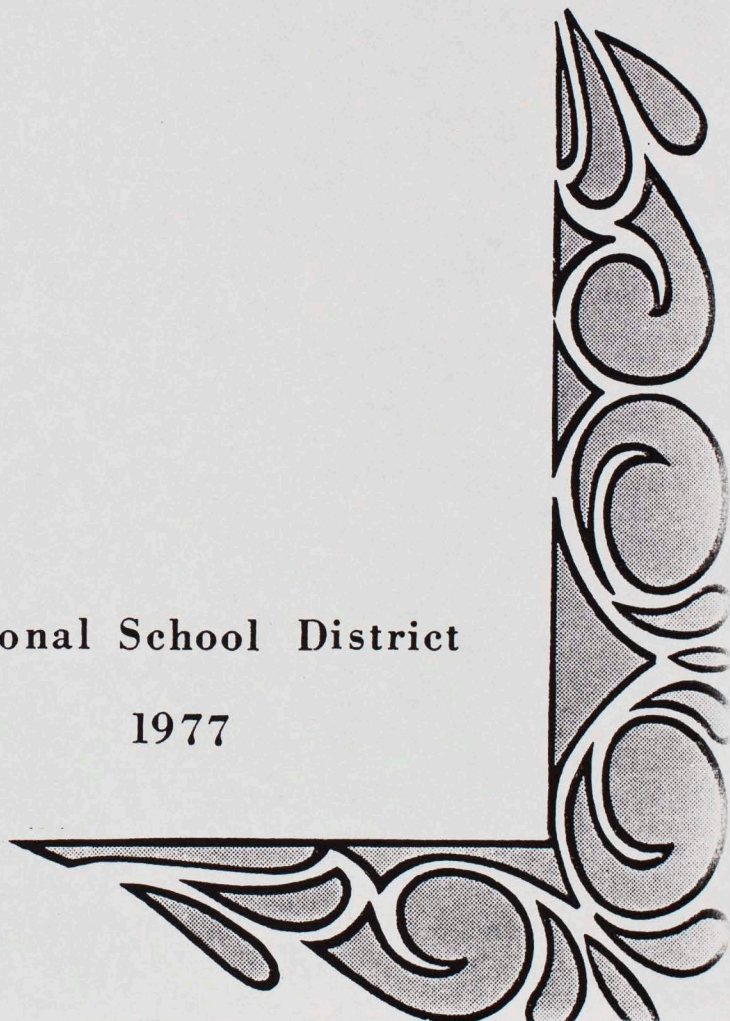
Thank you once again
for all your help with
the Science Fair. It's so
great to have someone to
count on all the time.

Sandra Moezi

**Final Report & Comprehensive
Plan for
Bilingual/Bicultural Education**

National School District

1977



Appreciation

We hereby express our sincere appreciation to

MRS. DIANE SALINAS

for ALL THAT YOU DO FOR AND WITH THE CHILDREN !

Presented by IRA HARBISON SCHOOL

This 11th *day of* JUNE 19 92

E. Carole Sebin

PRINCIPAL



This honor is bestowed upon

MRS. DIANE SALINAS

in recognition of model

CITIZENSHIP

Awarded this 11th day of JUNE 19 92

By IRA HARBISON SCHOOL

E. Carole Jensen

PRINCIPAL



NATIONAL SCHOOL DISTRICT
EVALUATION DESIGN
AND
MONITOR AND REVIEW TEAM REPORT
FOR THE
COMPREHENSIVE
SCHOOL-LEVEL PROGRAM

Form A-127 ES

Program Year 1976-77

IRA HARBISON SCHOOL

Art Award

This Certifies That

DIANE SALINAS

is awarded this Certificate for

ART PROJECTS

at

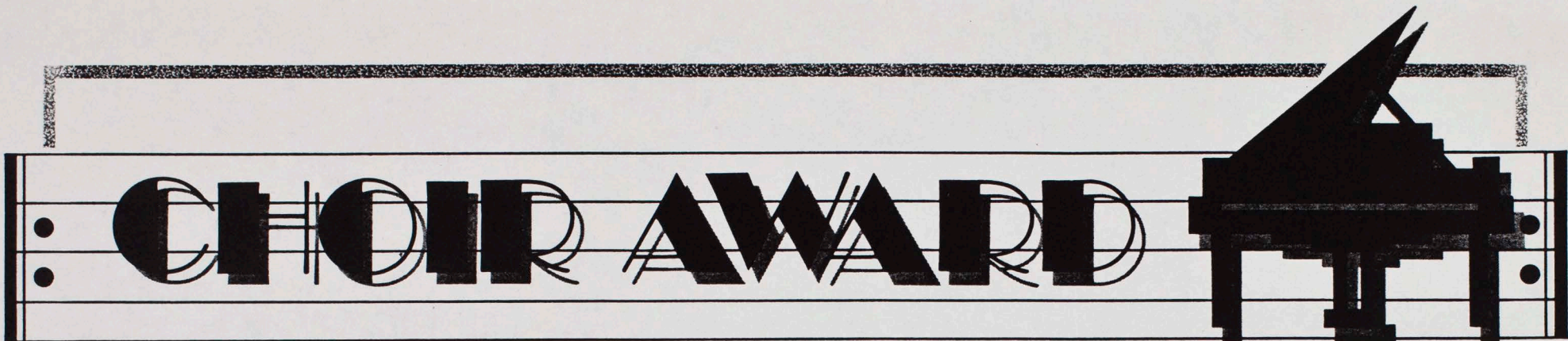
IRA HARBISON SCHOOL

Presented this 11 day of June 1992

E. Carole Sebien

Principal





This Certifies That

DIANE SALINAS

is awarded this Certificate for

MUSICAL PRODUCTION AT MRS. SABIN'S DINNER

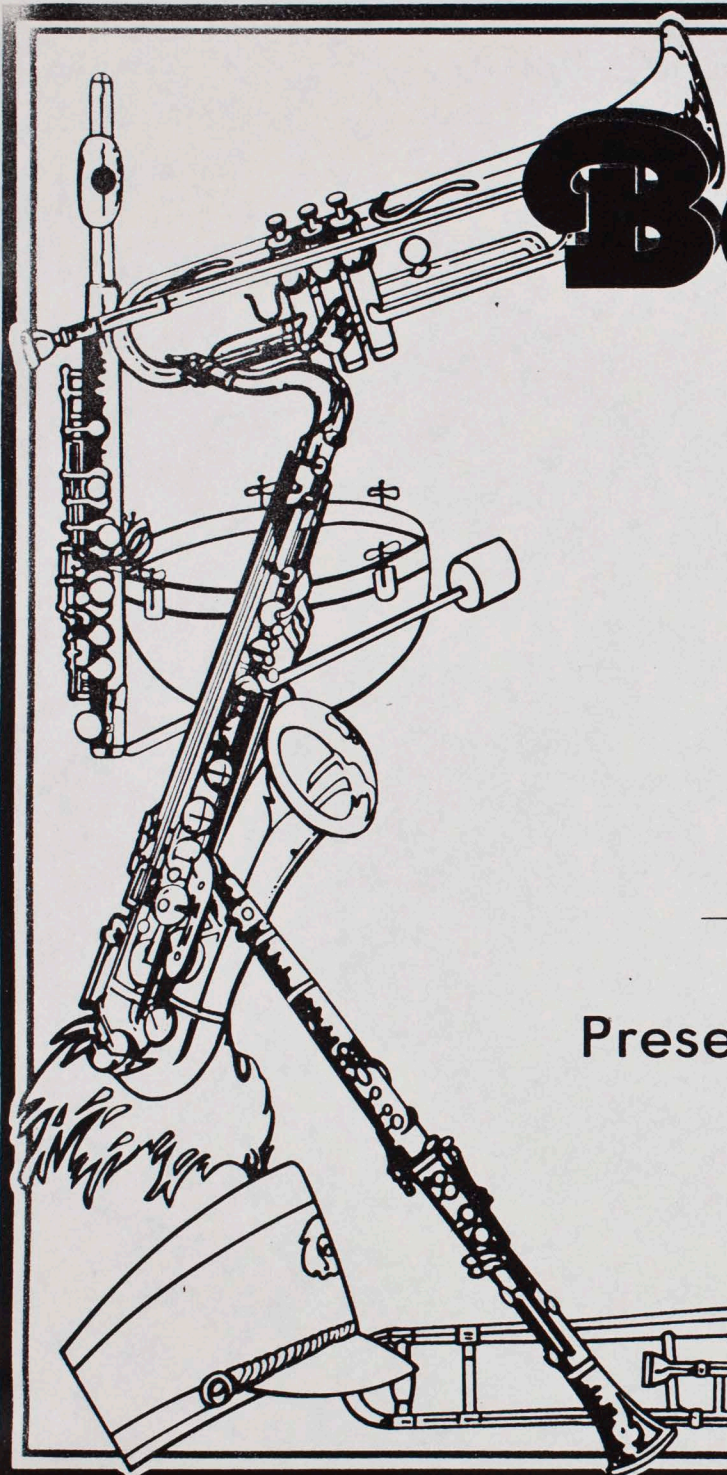
at

IRA HARBISON SCHOOL

Presented this 11 *day of* June 19 92

E. Carole Sabin

Principal



Band Award

This Certifies That

MRS. DIANE SALINAS

is awarded this certificate for

MUSIC

at

IRA HARBISON SCHOOL

Presented this 11th day of JUNE 1992

E. Carole Seben

PRINCIPAL

Recognition

MRS. DIANE SLAINAS

is hereby given this award in recognition of notable accomplishments in

HELPING OUR TEACHERS

Presented this 11th day of JUNE 1992

IRA HARBISON SCHOOL

SCHOOL

E. Carole Sebien

Principal

TEACHER



PHYSICAL EDUCATION AWARD

This Certifies That

DIANE SALINAS

has been awarded this certificate for

ASSISTING WITH JOG-A-THON

at IRA HARBISON SCHOOL

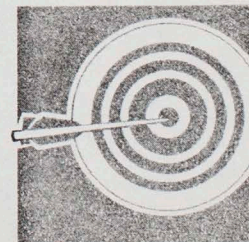
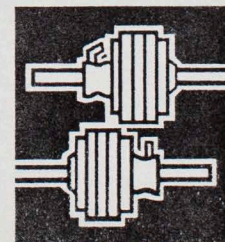
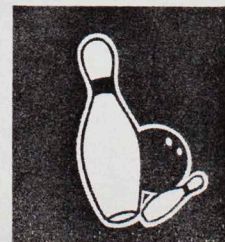
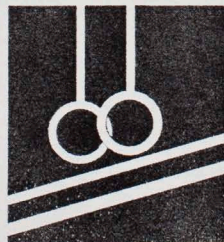
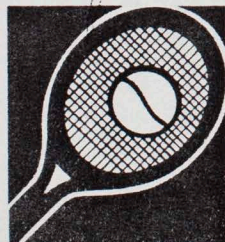
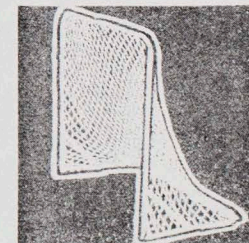
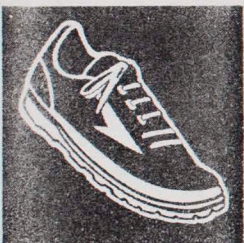
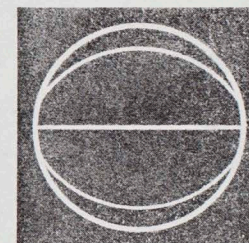
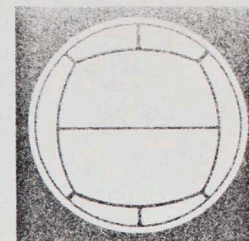
Given this 11 day of June 19 92

Mr. Daniel J. Jaine

VIP PRESIDENT

E. Charles Jensen

PRINCIPAL



READING

AWARD

This Certifies That

MRS. DIANE SALINAS

is awarded this Certificate for

READING STORIES TO CHILDREN

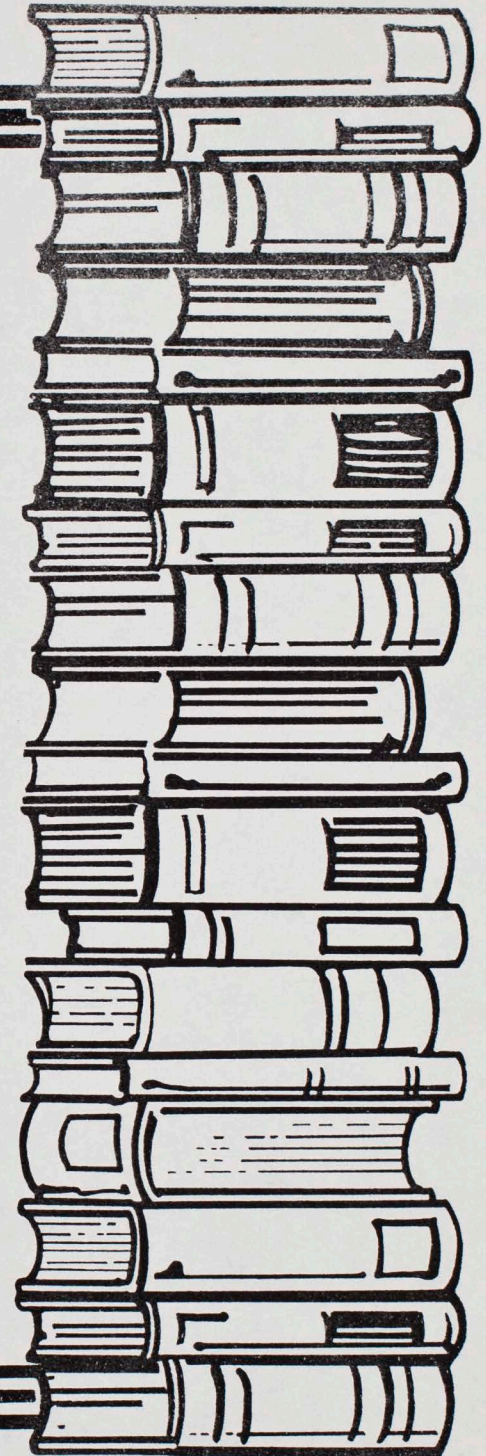
at

IRA HARBISON SCHOOL

Given this 11th day of JUNE 1992

PRINCIAPAL

E. Carlos Silva





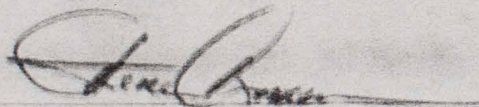
National School District

VOLUNTEER OF THE MONTH

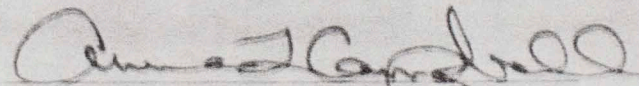
Awarded to

DIANE SALINAS

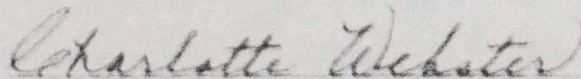
Recognizing your outstanding contributions to education



District Superintendent



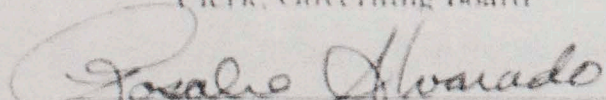
President, Governing Board



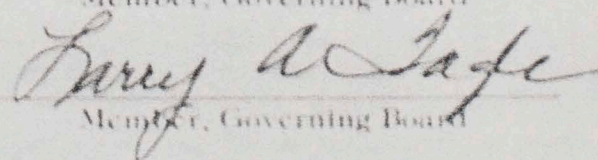
Clerk, Governing Board



Member, Governing Board



Member, Governing Board



Member, Governing Board

February, 1993

Funding education



The Sweetwater Union High School District board of trustees recently received a \$3.4 million check from National City Mayor George Waters on behalf of the Community Development Commission for the construction of the adult education center in National City.

Study shows need for bilingual ed

By Tom Dougherty
Staff Writer

The National School District serves a population with a growing majority of young, low-income Hispanic renters.

District officials used 1990 census figures and parental statements about income, ethnicity and other facts to form certain conclusions about the district and the city that it serves.

National Superintendent George Cameron said that the numbers show a great need for bilingual education and a stronger emphasis on reading.

"Fifty-two percent of our

youngsters are limited English proficient," Cameron said. "The bilingual program plays a major role in educating our Hispanic clientele. Kids who cannot read and write have real difficulties."

Hispanics make up about half of the population in National City, but they represent almost three-fourths of the National School District's students. On the other hand, the city is about a quarter white, but only about six percent of the district's students claim to be white.

Cameron said the difference is a product of a young Hispanic population and an aging white

group.

According to the survey, 40 percent of the Hispanics in National City are 19 years old or younger. The city's median age is 27.9 years. On the other hand, senior citizens make up nine percent of the city's population but 15 percent of the white population is made up of seniors.

Per capita income in National City is, at \$8,658, about half of the national average of \$16,220. About a fifth of the people live below the poverty line of \$12,674, 31.8 percent of the children live below that level and 30 percent have incomes below \$14,999.

Despite loss, Hilltop hosts first countyw

By Tom Dougherty
Staff Writer

Hilltop High School's Academic League team may not have won the first countywide tournament held in the South Bay but they were given the experience of running the Feb. 10 event.

"It came off without a hitch," said Virginia Martinez, Hilltop's Academic League coach.

Hilltop was eliminated early, but Martinez said she was satisfied.

"I'm delighted at how well things went," she said. "I couldn't have done this without the support of the principal, my daughter Meg Martinez and my students. These kids gave 110 percent."

She also called Hilltop senior Alex Dychter her strong right

arm.

During the event Martinez was faced a logistic nightmare with 11 teams from all over San Diego County coming to the Chula Vista school for the daylong contest. Martinez and her volunteers set up six classrooms, prepared lunch for more than 100 competitors and coaches, and much more.

One hitch came when Scripps

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Taking Care of Their F

To find out



The San Diego Union-Tribune.

(Page B-1)

Ouster of longtime volunteer stirs ire | Free speech vs. school decorum is at issue

LILLIAN SALAZAR LEOPOLD

Staff Writer

25-Aug-1995 Friday

NATIONAL CITY -- Diane Salinas has always marched to the beat of a different drummer. Now, it appears, that propensity has gotten the longtime school volunteer drummed out of service.

National School District officials have asked her not to volunteer any more because she has been disruptive. Salinas says she was ousted because she doesn't agree with some controversial board policies.

Three years ago, Salinas was a vocal opponent of the since-defeated effort to unify Sweetwater High School and two middle schools in National City with the elementary district.

More recently, she challenged a year-round school calendar for Ira Harbison Elementary, where she has been a volunteer for most of the past 30 years. She also strongly opposes school uniforms.

"I'm exercising my First Amendment rights and my civil rights," Salinas has said of her flaps with the district.

District officials, however, say Salinas has gone beyond her right to express opinion and has disrupted informational school meetings. They say she has violated school-board policies that prohibit obtrusive behavior on campus and require volunteers to sign in at schools.

"She has been given every opportunity to share her point of view and share

her ideas," said district Superintendent George Cameron. "We have never precluded her from doing that.

"But when she disrupts the normal operation of school and meetings to the point that they are no longer conducive for anybody, that becomes a detriment."

Cameron said he expects flak for the move "because on the surface it looks like we're getting rid of a volunteer, but there's a lot more to it than that."

Salinas, who has grandchildren in the elementary school district, has been named volunteer of the month at Ira Harbison Elementary and was honored in 1993 as a district volunteer of the month.

Things began to change, Salinas says, not long after a new principal was named at Ira Harbison. The two have locked horns. Salinas said she began to do volunteer work only in classrooms where teachers specifically asked for her, instead of working along with the other parent volunteers.

The combination of a personality conflict and unpopular issues such as year-round school and scholastic uniforms have caused tempers to flare.

"I'm not the kind of person who is going to back down when I believe in something that is right," Salinas said. "I know that I tend to raise my voice. But I stutter, and the only way to stop myself from stuttering is to raise my voice.

"I was just providing information at those meetings, like everybody else."

Since her dismissal this spring, other parents whose children have benefited from Salinas' one-on-one attention in class have been quick to come to her defense.

More than 200 people signed a petition to have Salinas reinstated as a volunteer and several wrote personal letters to Herman Baca, chairman of the Committee on Chicano Rights, who is championing Salinas' cause before the school board.

Saying that Salinas has been a caring, unselfish person who has only the children's interests at heart, her supporters are joining Baca in demanding that the school board investigate her dismissal.

More recently, she challenged a year-round school calendar at Ira Harbison and she is strongly opposed to school uniforms.

"This is a matter that can only be investigated by the board, but they keep hiding behind this (complaint) form," **Baca** said yesterday. "It is a diversionary tactic that doesn't get at the grievances the board needs to address.

"I don't know how much clearer I can be," **Baca** said. "That is the complaint. I brought it before the appropriate representatives."

Salinas and **Baca** did not attend last night's board meeting, but scores of parents who support Harbison Principal Anne Anderson and Salinas' dismissal did.

With their own petition containing more than 200 signatures, parents, with children carrying signs like "We Love Ira Harbison," asked for support of the good things happening at the school.

Those signing the petition said the principal had a duty to provide children a "safe, peaceful and quality learning environment free from disruption and turmoil.

"Furthermore, we support (Anderson's) policy of keeping disruptive individuals off school grounds and from interfering with our children's education," the petition said.

Some parents made their own charges of political motivation on the part of the board.

Without mentioning names, Ira Harbison parent John Kennett alluded to board President Rosie Alvarado and member Alma Graham, who were quoted in a La Prensa article saying they wanted an investigation of Salinas' dismissal.

"If you want to fight the superintendent and the principals, do it up front, not behind people's backs," Kennett said. "Or should I say, other people's petitions."

Other parents were hoping to bring a peaceful resolution to the whole situation.

The little-known treaty of Guadalupe Hidalgo and 150 years of conquest

By Herman Baca

One hundred and fifty years have come and gone since the signing of the Treaty of Guadalupe Hidalgo by the United States and Mexico, a treaty that officially ended hostilities and the U.S./Mexico War.

Ironically, the treaty which has shaped the attitudes, prejudices, policies and relations between the United States and Mexico — and which also signifies one of the momentous historical events to every person of Mexican ancestry, has passed with little comment or commemoration.

In the United States and Mexico (which lost one-half of its territory) and even among the 15 million Chicanos — the descendants of those who remained after the war — little was said or done to remember this event.

The question then is, who should remember or care about the signing of a treaty 150 years ago?

I believe that for those most affected — Chicanos — the importance of the treaty is — like it or not — the Treaty of Guadalupe is our genesis; our baptism into U.S. society.

The treaty in one way or another has dictated our citizenship status (second class), the perception by the Anglo society of us, and eventually how they treated us.

I also believe that most of the historical and current problems we have suffered at the hand of the majority Anglo society can be attributed to the signing of the treaty in 1848. Current issues that affect our efforts for enfranchisement such as Gov. Pete Wilson and the right-wing politics of "Mexican Bashing"; the Unz Initiative, which proposes to ban bilingual education; the militarization of the U.S.-Mexico border; the increased size of the Border Patrol; youth issues; high school dropout rates; lack of real political representation; etc., are all but a manifestation of the effects of the treaty.

But the real problem for Chicanos in relationship with the treaty is as historian Carey McWilliams stated: "It should never

"The treaty, signed in 1848, in one way or another has dictated our citizenship status (second class), the perception by the Anglo society of us, and eventually how they treated us."

be forgotten that, with the exception of the Indians, Mexicans are the only minority people in the U.S. who were annexed by conquest, the only minority, Indians again excluded, whose rights were specially safeguarded by treaty provision."

In other words, Chicanos, like Native Americans in the United States, are a "conquered" people covered by an internationally recognized treaty. And like the hundred or so treaties made with Native Americans, Guadalupe Hidalgo has also been violated in regards to the protection of Chicano rights.

One can at least say that the Native Americans under their treaties have gotten bingo and gambling casinos. But what can Chicanos point to?

There is an old adage, "conquerors come not to give you riches but to take your riches." The historical land grabs, the racism and the discrimination suffered by generations, and being made strangers in our fathers' lands, all prove the old adage true.

Aside from pointing to our root problems, the treaty outlines our guaranteed rights, and even proposes possible solutions to the current attacks on Chicanos by racists and right-wingers.

A case in point is the Unz initiative, which, if approved by the voters, would virtually ban bilingual education in California schools. The political reality is that California has every right to ban bilingual education for African-Americans, Europeans, Asians and Latin Americans. But, it cannot ban bilingual education for the de-

scendants (Chicanos) of those who remained after the treaty was signed. California would be in violation of the treaty which guarantees respect and protection of the Chicanos' language, culture and religion.

Still, we are witnessing yet another case in which politicians conveniently choose to ignore the terms of the treaty. This attitude, along with the Anglo majority's forbidding the study of this document in schools, has resulted in 150 years of abuses and systematic violations of the rights of persons of Mexican ancestry.

As Chicanos become the majority in the Southwest, and we continue the process of educating, politicizing, organizing and enfranchising ourselves, we are going to have to become familiar with the Treaty of Guadalupe Hidalgo so that we can better understand our history, protect our rights and the land.

BACA is president of the Committee on Chicano Rights in National City.



The San Diego Union-Tribune.

(Page B-4)

OBITUARIES

Nick Baca, 76; a quiet hero, from D-Day to escape from a massacre

Jack Williams
STAFF WRITER

21-Jan-1998 Wednesday

Nick **Baca** was achingly familiar with pivotal World War II battles and heroic sacrifice.

Yet, for 50 years, he kept the memories buried, as did so many American casualties.

"He just did his duty and returned home to his family," said his son Herman **Baca**. "He felt he was lucky to be alive. For whatever reason, most men of his generation didn't like to talk about it."

Not until the 50th anniversary of D-Day, when Mr. **Baca** was implored by the media to recount his ordeal, did some of the details emerge.

Among them: surviving the German massacre of American prisoners of war in Malmedy, Belgium, and scaling the treacherous cliffs of Pointe du Hoc on the Normandy coast on D-Day with the 2nd Ranger Battalion.

Mr. **Baca**, a retired plasterer, died of complications from a heart ailment Sunday at Paradise Valley Hospital in National City. He was 76.

Released from active duty in 1945 as an Army sergeant, Mr. **Baca** returned to the routine rhythms of life in his native Los Lentos, N.M. It had been home

to his family since the 1600s.

When jobs in construction became scarce there, Mr. **Baca** ventured in 1952 to San Diego, the first in his family to leave Los Lentes. Later, after he established himself in the construction industry, his wife and children joined him. In 1955, the **Bacas** settled in National City.

Mr. **Baca** was active in the Veterans of Foreign Wars and served during the 1970s as president of a Hispanic social organization.

Although he survived Pointe du Hoc, fought in the Battle of the Bulge and was taken prisoner, Mr. **Baca** considered himself privileged to have been spared the Bataan Death March.

Many of his Spanish-speaking buddies from New Mexico had been sent to the Philippines. More than a few died in the five-day forced march to a Japanese POW camp amid temperatures that soared to 120 degrees.

"He believed that, had he not been sent to the European theater, he would have been among those casualties," said Herman **Baca**, a prominent Mexican-American activist. "Soldiers from New Mexico paid a big price."

In June 1944, as a Ranger scout attached to an artillery unit, Mr. **Baca** scaled the cliffs of Pointe du Hoc to destroy enemy bunkers. Equipped with a Thompson submachine gun, he was among 24 in his company of 120 who reached the top in a hail of grenades and gunfire.

"I saw my buddies go down," Mr. **Baca** told La Prensa in 1994. "We were told not to stop for them because they were probably dead. It was very hard to see your buddy get hit and not go to his aid."

Mr. **Baca** later was taken prisoner by the Germans. On Dec. 17, 1944, he was aligned with his comrades in a column, three men deep -- all of them targets in a merciless execution that would be known as the Malmedy Massacre.

"I stood behind this big man so I could use him as a shield," Mr. **Baca** recalled. "I told some other skinny guys around me they better do the same."

The strategy worked for Mr. **Baca**, who was covered with bodies, the dead and dying. German soldiers armed with rifles and bayonets did not notice him as

they navigated through the casualties.

"I was lucky," he recalled. "They stabbed the guy on top of me and the blade cut my lower leg."

For 11 days, Mr. **Baca** hid from the Germans before making his way back to friendly lines, evading tracking dogs in the process.

Reflecting on the deaths of more than 100 Americans at Malmedy, Mr. **Baca** was philosophical and grateful.

"It was their time and not mine," he said. "I always knew I would make it."

Mr. **Baca** was preceded in death by a son, Dickie **Baca**, in 1966 and a stepson, Tomas Artiaga, in 1997. He also lost a grandchild, Adrian **Baca**, in 1994.

In addition to son Herman **Baca**, who lives in National City, survivors include his wife of 56 years, Eloise; a daughter, Rosalie Ortega of San

Wipers

Compiled by the Star-News staff

Spies on all sides

When a National City woman was caught handing out information on the campus of Ira Harbison Elementary last week, she said she didn't know it was information on unification from the Sweetwater Union High School District.

It seems she doesn't speak Spanish and couldn't translate "Mitos Y Realidades de Unificación" into "Myths and Realities of Unification."

Furthermore, when National School District Superintendent George Cameron found out that she had given the pamphlet to at least 10 parents on the campus, Salinas told him that she didn't even know the name of the person who gave her the stuff.

He's taking her at her word.

Softie superintendent

National spokesman Max Branscomb originally called to say the woman was "out of bounds" when she went to the school and that if school officials would have known she was there "we would have called the cops."

Cameron, however, later said he is satisfied to let the woman, who does extensive volunteer work on the elementary campus, know what she did was wrong and offer a warning to Sweetwater's unification committee.

withdraws from project

McMillin exec hopes retailer will reconsider

By Liz Harman
Staff Writer

CHULA VISTA — Price Club, one of three large discount stores slated for a proposed retail center on East H Street, may be out of the deal.

Price Club has "advised us that they are no longer part of this project," said Craig Fukuyama, vice president of McMillin Communities, the developer proposing to turn much of its Rancho Del Rey industrial park into a 300,000-square-foot retail center.

But Fukuyama, who disclosed the news at a meeting of the city's Economic Development Commission last week, also said he hopes the retailer will reconsider.

"No obituaries are being written yet," he said.

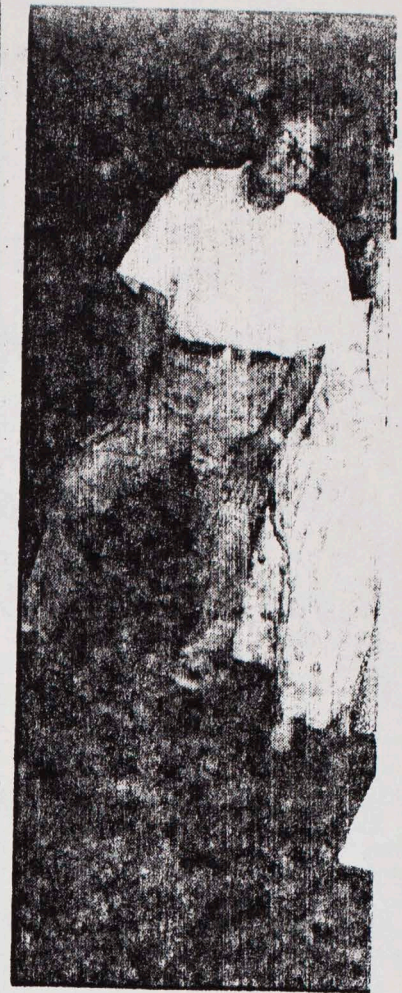
According to Fukuyama, Price Club and the city reached an impasse on the city's financial participation in the deal.

Chris Salomone, community development director, wouldn't go into details on the matter. But he, too, rejected the idea that Price Club is completely out of the deal.

"I'm not willing to say that's the case," said Salomone. He called the matter "unresolved."

Don Howells, vice president of real estate and development for Price Club, could not be reached for comment Tuesday.

Sources say it is not unusual for stores like Price Club to be aggressive in seeking sales tax rebates or other concessions in exchange for agreeing to locate in a community.



South Bay residents hosted F from Holland during a reception exchange to the San Diego Chula Vista hosted Jan and J burg, Holland. Shown at the (left), Pat Slijk, Jannie Veldhu



More Ads Are Back See B-4

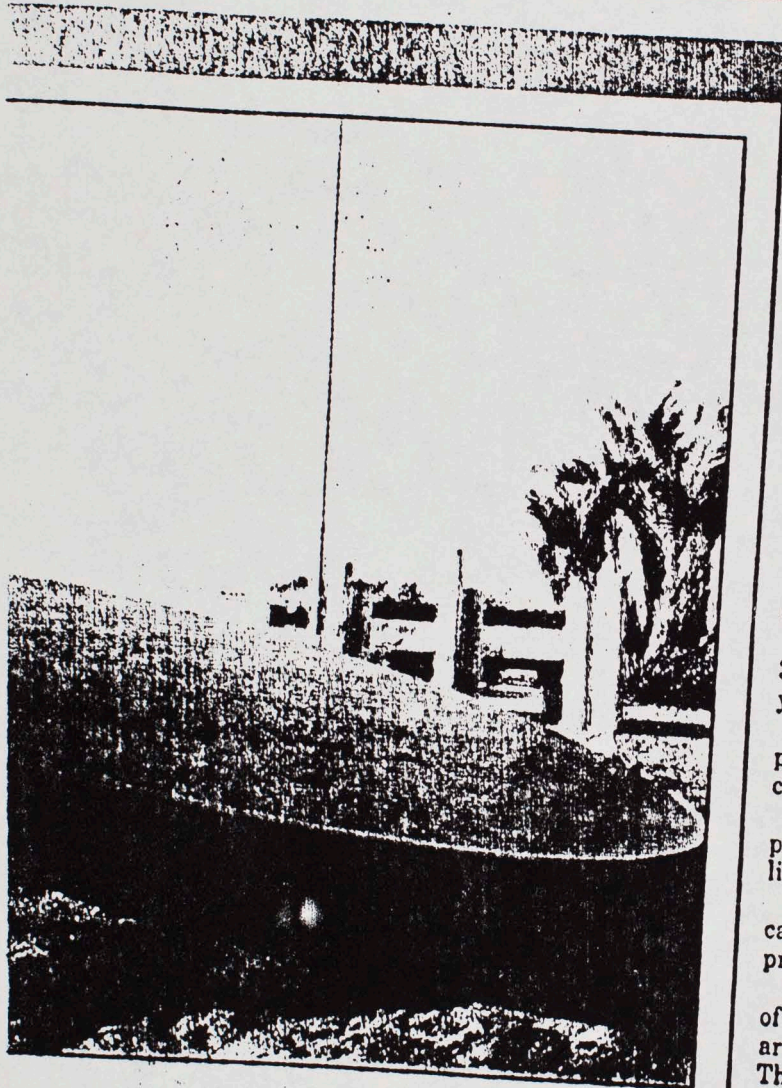
er-News

NATIONAL CITY • BONITA • IMPERIAL BEACH

Wednesday, January 5, 1994

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Children play on a sculpture at the Chula Vista Marina last week. First visit to the park.

Staff photo by Ion Moe

Year-round plan angers NC parents

By Elizabeth Kraemer
Staff Writer

NATIONAL CITY — The National School District plans to alter elementary school calendars in 1994 to a year-round schedule, however some residents are objecting to the move.

Diane Salinas said she has gathered more than 30 signatures from neighbors who do not want year-round schooling.

Salinas believes that the district is trying to push the issue through, leaving parents no choice.

"They have decided on doing this without us parents, voters and taxpayers having a say," Salinas said.

Parents learned about the year-round education late last year in meetings conducted by the principals of schools involved in the change.

The National School District currently has four of its 10 schools on a year-round calendar. They are Central, Kimball, John Otis and Olivewood. The board wants to offer the remaining six schools the opportunity to adopt a year-round calendar which would probably be implemented by the 1995 school year, said Dr. George Cameron,

Please see Schools: A-5

Parents 'clean-air' school buses

Schools

Continued from page A-1

National School District superintendent.

The six schools that could convert to a new calendar include El Toyon, Ira Harbison, Las Palmas, Lincoln Acres, New Horizons and Palmer Way.

Families were provided with written information about year-round education and invited to attend community information meetings at their schools.

Cameron said the proposed calendar is for a 45-15 single track configuration. Instead of a single three-month summer vacation for all students, vacations are scheduled for shorter periods throughout the year with inter-session or breaks.

The proposal calls for a school year divided into four, nine-week quarters, each separated with a three-week vacation.

Advocates of year-round education say it provides greater opportunity for continuous learning, minimizes summer learning loss and maximizes student and teacher motivation.

But Salinas believes the problem is not children forgetting what they have learned once school is out, but rather that year-round education will create several hardships in the community, especially among parents with economic problems who are not always supportive of their children.

Those concerns include child care, disrupted family vacations and a loss of recreational activities.

"Most parents are used to having the traditional school schedule for their children and plan their own schedule around the schools," Salinas said. "The district is not being sensitive toward this issue."

Salinas, who is the grandparent of two Ira Harbison Elementary School students, also objects to the way meetings are being conducted to inform parents of year-round education.

According to directives from the superintendents office, each school was to select an alternative calendar committee composed of two parents, two stu-

dents, two members of the teachers' bargaining unit, two classified staff, and one member of the counseling bargaining unit with the site principal serving as facilitator.

But when Salinas attended a meeting she said the parents were separated for reasons she did not understand.

"I had numerous questions I wanted to ask the district," Salinas said. "But parents were separated. I felt intimidated by this and believe that other parents did too. I wanted to hear the other parents' concerns."

Another meeting regarding year-round education is scheduled Jan. 18 at Ira Harbison school, which will include a panel discussion, Cameron said.

"We would like to have a consensus but to satisfy everybody is unrealistic," Cameron said, adding that a decision will be made sometime later this month or early February.

"For them to decide on their own I think is very wrong," Salinas said.

Death

Continued from page A-1

or National City police department

Letters to the editor

District hasn't been 'pushing' year-round school

I am a parent and the president of the Parent-Teacher-Student Organization at Ira Harbison Elementary School in National City. I was very upset by the article you ran in your paper Jan. 5th concerning the debate over year-round school in the National School District.

I was upset because the article misrepresented what has been going on. I could not help but wonder how your reporter had verified her information.

Diane Salinas is a volunteer at our school who cares deeply for all the students. She gives many, many hours and is considered a valuable asset. However, she is not objective on this issue and some of her details are simply wrong.

Our district has not been "pushing this issue through." It has been exploring year-round school for many years and have four of their schools already on year-round.

The possibility of moving the remaining six schools to year-round has been actively in front of parents for close to a year. Informational brochures have gone home at least three times. A survey was conducted with families at our school receiving questionnaires to complete and return (I believe four responses were received).

There have been seven meetings for the parents and staff at our school. These meetings were advertised in newsletters, flyers were sent home with every student, several large banners were displayed on the outside fences and inside the grounds.

Only two were attended by more than five people other than our principal, our community liaison, and our P.T.S.O. Executive Board. Parents have been

reminded in several newsletters to let the school know of their concerns and questions. Nobody has called.

There are always concerns with child care, recreational opportunities, and family vacations. However, community resources, such as the Boys and Girls Club and YMCA, are currently offering programs for students of year-round school. Child care is a problem no matter what calendar a school is on and may be less of a problem when the school is year-round.

Families rarely take vacations that last over two to three weeks and then they deal with boredom for the remaining seven to eight weeks.

Since the summer break is about five weeks long, most families can still take vacation as they have been. Many families can no longer take vacations during the summer and year-round offers them the chance to resume taking family vacations.

The bottom line to this is the students. How much they retain, the benefits of intersessions for all students, and the reduced burnout for students, teachers, and other school staff combine to make it very likely that year-round will improve the education our students are receiving as well as improve their attitudes about school.

The way meetings have been conducted has been absolutely appropriate. I have attended every meeting except one that has been offered. The parents were separated in only two of the meetings. The first meeting we held was attended by over 30 parents.

The large group broke into small discussion groups to give all parents a chance to be heard. The goal was to make sure that all the parents had their questions noted so the questions could be answered or the answers could be found. The group was not

broken down, however, until after a presentation with the use of overhead transparencies. There was a short time for questions while the group was together.

The second meeting was the first time Mrs. Salinas was present. The presentation was given and the group broke into two smaller groups. This was done because several Spanish-speaking parents were present. Our community liaison gave the presentation a second time in Spanish. This was explained before the meeting got started and again before the group broke into two. Mrs. Salinas was angry and did not stay for the discussion time.

Our parents have had the opportunity to ask questions of representatives from our school district, from county personnel, from staff at schools already on year-round, and even from other parents.

While it is understood it is going to be impossible to please absolutely everyone on this matter, I believe that every effort has been made to give out information, to determine the concerns of the parents, and to address those concerns.

I think your article painted a very unfair and biased picture of the issue and the process that has been underway.

Lynne Killion
National City

Scant mention of Dr. King

I want to thank the *Star-News* for publishing my recent letter to the editor on Jan. 15. I'm glad I wrote it. Especially since it wound up being the only mention of Dr. Martin Luther King, Jr. This really surprised me, given that the paper was the last edition of the *Star-News* before Martin Luther King, Jr. Day.

Actually, to be exact, the *Star-News* did include

Candidates play it

member. It doesn't matter what the voters think

WE
SDG&E
POWER
RUIN
OUR
FOUR



SHOULD BE
TO THEM!
SDT-19-94

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Letters to the editor

Still not convinced about year-round

I'm writing this letter in response to the accusations Lynne Killion made toward myself and my information. My letter was not misrepresented and my information happens to be correct.

Yes, I didn't attend the meeting because it was decided by the school that only parents of preschool and first grade attend. I am also aware that no more than 17 parents attended.

I did attend the second meeting which was designated for parents of children grades one through three. During that meeting I felt intimidated because I was told that I was out of line, simply because I was trying to ask questions I wanted answered.

I still do not believe in the way the meetings are being held. On Nov. 19 there was a meeting for fourth and fifth grade parents, and on Nov. 22 there was one for parents of sixth graders.

Why is there the need to separate the meetings into grade levels? Last time I attended I did not see an overwhelming response by the parents that would cause these meetings to be broken up in this manner. Why not have a meeting for all parents, where they may all raise their questions at once?

Also, when was the last time the P.T.S.O. made parent phone calls informing the parents about upcoming meetings. Based on the attendance, and my going door to door, I found out that parents were not as well informed as you claim they are. I don't think your

newsletters are working!

As a concerned grandparent, and citizen, I have yet to read any literature printed by the district informing me as to why we should go year-around. Where are the facts and figures convincing me that year-around schools will benefit my grandchild?

Remember, the children are what's important here. Is it proven that attendance, as well as learning, will increase in National City. My concern is that these "new ideas" in education keep popping up and our children end up being guinea pigs for your ideas.

Has the district really done it's research, and will it prove to be effective?

If National School District really thinks year-around school is the answer to its educational, as well as financial woes, then why are so many other school districts rejecting similar proposals?

In an article in the *Los Angeles Times* (May 28, 1993), it was written that all but one of more than 540 Los Angeles School District campuses and centers eligible to change their schedules will revert to a traditional calendar.

The *Daily Californian* printed on Jan. 6, 1994 that year-around school did not work for a junior high school in El Cajon. San Marcos recently rejected year-around. Why is everyone rejecting a year-around calendar and our district trying to adopt it?

If year-around school is pushed upon us, as it appears to be, will we be left with a choice or will every school in the district be converted to year around? Will

least half of this wasted \$1 million.

But you and I know that a self-serving politician will not give up the security of one elected office until they are sure they have been elected to the higher office.

The answer to the problem would be...

the district provide a type of latch-key program during the proposed three-week break as mandated by the state?

Is this year-around proposal seen as a long-term proposal or just an idea that we are simply trying out? Will we switch back to traditional calendar once the state has given us our air conditioning money?

Finally, will the district please inform us on their proposal and allow us, the parents and taxpayers to vote.

And by the way Mrs. Killion, you should spend more time making phone calls to the parents and planning your meetings better, than wasting your time trying to refute everything I say. Present your issues to the parents and not to the editor!

Diane Salinas
National City

Thanks to donors

Thanks to all the groups and individuals who contributed food items and cash donations to our council during the holiday season and many throughout the year. We were happy to be able to help over 400 families during the Thanksgiving and Christmas holidays.

Chula Vista Cares, Las Primeras, Sunrise Rotary and Nice Guys are some of our continuing supporters throughout the year. During December generous donations were received from the Women's Fellowship of the Community Congregational Church and also the church.

The shoe fund was increased by donations from the Electrical Union Auxiliary and First Christian Church has made this a special project.

Out most impressive and meaningful check came from Ann Meeker's class at Mueller School. The students had made Christ-

Spiraling costs of special elections

Again the taxpayers will pay the \$200,000 cost of a special election to fill the 79th Assembly seat vacated by Steve Peace.

God forbid, should unannounced candidate Tim Nader be...

Unifor

Are school uniforms a better answer?

Recently the National City District along with Sweetwater Union High School District decided to require mandatory uniforms. National City school officials say the reason for this action is why?

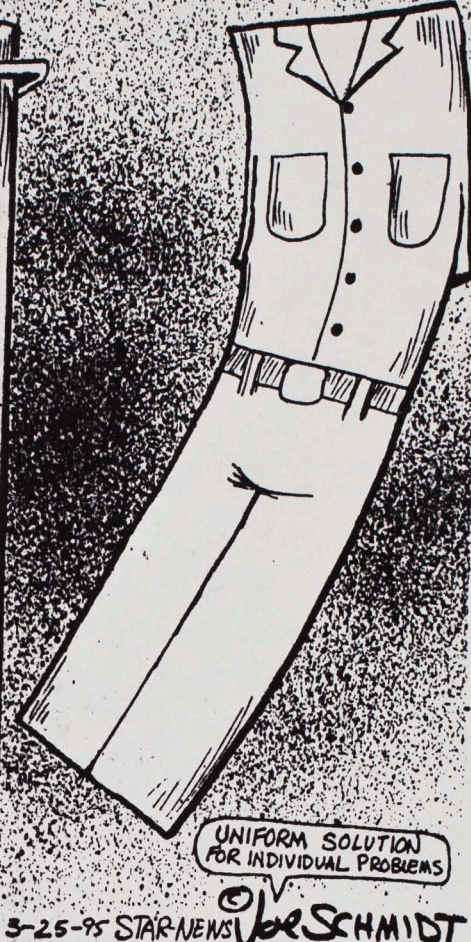
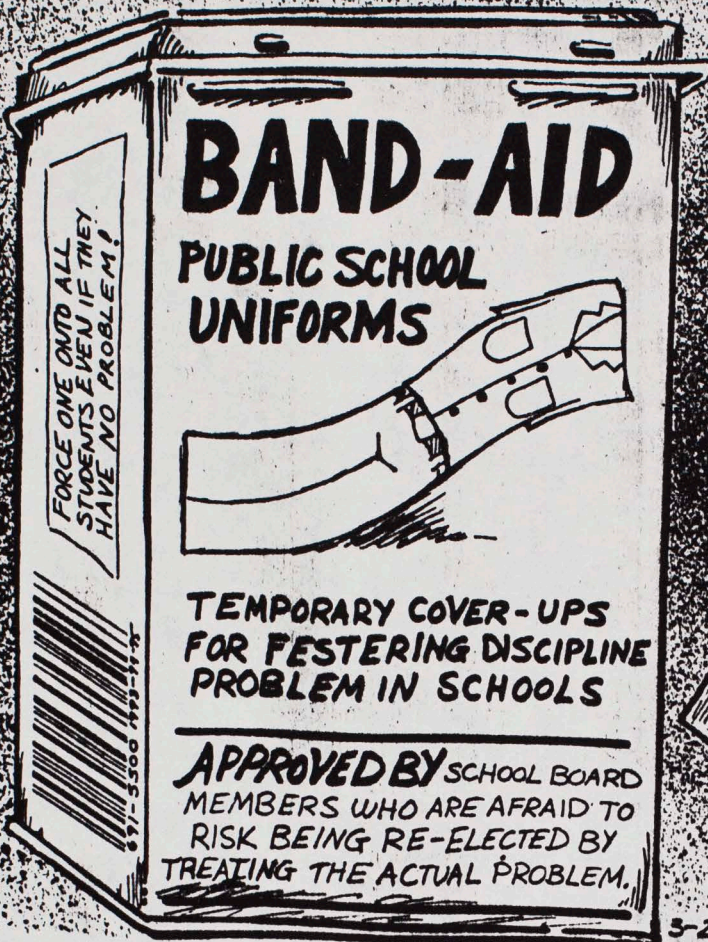
Are National City schools unsafe that the district is pushing uniforms onto them? I do not recall our school board meeting or any other agency meeting telling us that our children are unsafe when they are in school. If true then we need to do something about the problem, not hide it through uniforms. I do not recall the school board pushing uniforms onto the learning environment. I have yet to see any study that shows that schools with uniforms are much safer than schools without them.

We were told that uniforms are a way to accustom them to uniforms that they must wear in the working world. I checked, uniforms are not provided by the employer. This means that the schools also provide the uniforms.

My next question is, are uniforms the Sweetwater District's only targeting of National City schools? If you implement this policy, you make it district-wide. National City is not the only district that has gangs. I believe Vista, Bonita, Imperial, and other communities have a gang problem. This National City school policy is more dangerous than any other schools. I personally believe that is true.

What this will do is to give people a negative view of National City. It is so bad that they are wearing uniforms," this is not what we do not want my grandchild to have. If you want to solve the gang problem then you should target the gangs and not the schools. I personally believe that is true.

Now you can ask the question: What is the



Movement to require uniforms on campus raises questions

The growing movement to require children in public schools to wear uniforms is questionable. It is promoted as an anti-gang tactic, but regimenting children in this manner is a poor way to prepare them for life in a free society.

The National City Middle School recently held a fashion show to display navy blue-and-white uniforms that all students there will wear starting in July. That school, along with Granger Junior High, began the effort to institute a uniform policy three years ago.

There is considerable interest in mandatory uniform policies throughout the public school systems serving the South Bay. Under such policies, children

penalize the well-behaving majority for the actions of a minority of troublemakers.

Those pushing mandatory uniform policies stress that they aren't imposed without the support of the majority of students and parents at a given school. But in our society, while the majority rules, the majority cannot take away individual rights. It is dangerous to give public schools unlimited power to force students to think and act alike.

Backers of the policies say that requiring students to wear the same uniforms is a great equalizer, because no student can be dressed better or worse than the next student. But this smacks more of a totali-

Uniforms don't cover problem

re school uniforms the answer?

Recently the National School District along with the Sweetwater Union High School District decided to implement a mandatory uniform policy for all National City schools. My question to them is why?

Are National City schools that safe that the district has to put uniforms onto our students? I do not recall our schools having mandatory or any type of emergency meeting telling us parents that our children are in danger when they are in school. If this is the case then we need to do something about the problem and not solve it through uniforms. It is up to the school to provide a safe learning environment and I have to see any studies telling me that schools with uniforms are much safer than schools without uniforms.

We were told that this would custom them to wearing uniforms that they might have to wear in the working world. Last time I checked, uniforms were provided by the employer. Does this mean that the schools would provide the students with uniforms?

My next question is directed to the Sweetwater District. Why are you only targeting the National City schools? If you want to implement this policy then why not make it district-wide? National City is not the only community that has gangs. I believe Chula Vista, Bonita, Imperial Beach, and other communities also have a gang problem. This implies that National City schools are more dangerous than any of your other schools. I personally do not think that is true.

What this will do is allow people to view National City with a negative attitude. "National City is so bad that they all have to wear uniforms," this is a stigma I do not want my grandchildren to have. If you want to attack the gang problem then attack the gangs and not the other 90 percent that have nothing to do with gangs.

Now you can answer my last question. What do uniforms have to do with a quality education? If my grandchild wears a uniform does that mean that she will score higher on her test scores? Will her math and reading improve?

Letters

for all district schools. The Sweetwater district says only National City Middle School and Granger Junior High have uniform policies in National City.

Filner applauded for insurance challenge

At last we have a member of Congress brave enough to confront the insurance industry, the main beneficiary of taxpayer funded tax benefits. Bob Filner is challenging one program which is giving insurance companies \$2 billion a year of taxpayer money.

Remember, this \$2 billion is one giveaway to one industry. A list of all such programs and the cost of each would be staggering. With so many parasites draining so much blood, no wonder the country is sick.

The article tells us that Filner is not getting support from leaders of either party. It seems they know better than to bite the hand that feeds them, most of these leaders get big contributions from the insurance industry, as do both parties.

If this revelation bothers you, do something about it. Send letters to your member of congress and your two senators demanding a list of all taxpayer funded benefits and how much each one costs taxpayers. This list should include tax deductions, tax deferments, tax exemptions and direct subsidies.

If even a portion of this money was collected, the budget would be balanced and we would not need to cut school lunches and other programs affecting the health and welfare of children.

Joe Stern
San Diego

Subjective grading a school malignancy

Children need goals! The subjective grading system, which gives no actual grades, is being used currently in our schools and results in lowered, confused goal concepts. This current system is not working to the best interest of the students. The proof of this lies in our educational system ratings

compared to those of other states, or even other countries.

There is no discrimination, racial or otherwise, in the use of an objective grading system. Most of us were raised in an educational system using a form of objective grading and we were certainly none the worse for it. It would benefit all of us to solve the problem caused by the current malignant grading policy. We must resist the splinter groups that will try to confuse us with sophisticated theories and overdramatization of the alleged reasons for adopting the current policy, and insist on the following:

- 1) Return to an objective grading system in our schools.
- 2) Re-evaluate the bilingual program effects on learning.
- 3) Get back to the basics in educating our children.

Heaping more money on the problem in the educational system will not resolve this situation. We must rigorously petition local districts and boards, state superintendent of public instruction, the governor, the legislature, and the state board of education to fulfill their obligation to the people, especially the children, of this state. We desperately need immediate action on this matter as we are fast falling behind the other states and industrialized nations.

Fellow Californians, please rise to the task at hand and help to correct the problems plaguing our educational system!

Jerry White
Chula Vista

Publishing column was irresponsible

The *Star-News* must have been hard up for material when it printed Cindy Santiago's column glorifying a 16 year-old's unwed motherhood birth experience.

At a time when we are trying to educate children not to have children but wait until they're married responsible adults, does this kind of journalism help?

Where was the father of the baby when the father of the pregnant girl took over responsibility in the delivery room?

In the future, I hope you will permit the grandmother to express her emotions in private, not to all of your readers.

Shirley Cook
Chula Vista

National City schools chief hit by teachers' vote of no confidence

By L. ERIK BRATT
Staff Writer

NATIONAL CITY — The president of a teachers association reported last night that members of her organization have lost confidence in National School District Superintendent George Cameron.

Members of the National City Elementary Teacher's Association are upset because Cameron has not involved them in plans to alter school calendars to a year-round format, NCETA President Guadalupe Garcias said at a district board meeting.

"We are not part of the planning process, Garcias told board members before a packed audience at district headquarters. "The decision-making is taking place without us."

Garcias delivered the results of a no-confidence vote that was taken at a meeting Tuesday night. Of the 125 teachers who attended, 111 said they no longer support Cameron. The association has a total of 286 members.

A crowd of about 50 teachers clapped wildly after Garcias finished her short speech.

Four of the district's 10 elementary schools are already on a year-round calendar, including Olive-wood, Central, Kimball and John Otis.

Cameron, who is out of town and did not attend last night's meeting, is pushing to have the remaining six schools adopt a similar format within the next couple years. They in-

clude El Toyon, Las Palmas, New Horizons, Lincoln Acres and Palmer Way.

The five-member board listened to Garcias and then continued on with the agenda.

Earlier yesterday, Joyce Krutop, district assistant superintendent, said that district has set up committees at each school for teachers to get involved. She said she was disappointed in the vote because the process has not reached a conclusion.

"I'm surprised because the communication lines are still open," Krutop said.

Some teachers said they are actually in favor of the year-round schedule, but say it is the principle that counts: They want a vote on decisions that affect their lives.

But problems between the association and the district are not limited to the year-round schooling flap.

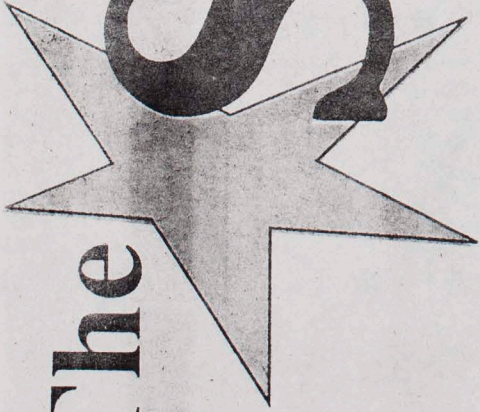
Last year, after the association won a 2 percent pay raise in binding arbitration hearings, the district promptly appealed the decision to a Superior Court judge. The matter is still in litigation.

"That is really at the back of losing faith in our superintendent," Garcias said.

Teachers are also upset that the district chooses to spend its money on what they see as unnecessary purchases while letting the number of full-time nurses slip from five to two over the last four years. Garcias called the situation a disaster waiting to happen.

Chula Vista • National City

The



Star-News

Weekend Edition

Tribute to
Dr. Fred Bradley



Page A-4

Spotlight
on Clubs



Page A-5

BVHS spikers
improve to 4-0

Page B-1

Saturday-Sunday, Sept. 30-Oct. 1, 1995

Parents group backs Harbison decision

On behalf of the scores of parents, children and staff of Ira Harbison Elementary School in National City who attended the demonstration at (a recent) school board meeting, as well as the hundreds of community members who supported our petition, we would like to publicly thank board President Rosie Alvarado for agreeing to our request that board policy be followed and that there will be no politically motivated investigation, official or otherwise, concerning the false charges of harassment at our award-winning school (*Star-News*, Sept. 19).

We look forward to a new and more positive climate as we continue to work together to provide a quality learning environment for our children, free from disruption and turmoil.

Lynne Killion
San Diego
and others

National board won't act on dismissal of outspoken aide

By LILLIAN SALAZAR LEOPOLD
Staff Writer

NATIONAL CITY — The National School District will not reconsider the dismissal of a longtime volunteer because the woman refuses to file a formal complaint.

Diane Salinas was asked in the spring not to volunteer any more at Ira Harbison Elementary, on the city's east side, because administrators felt she had become a disruptive influence on campus.

Since then, Salinas has gathered 200 signatures on a petition that

says her dismissal was politically motivated and intended to silence a dissenting voice. She also took the matter to Herman Baca of the Committee on Chicano Rights.

At a school board meeting last month, Baca asked the board to investigate why Salinas was dismissed and he offered his own reason. "She was fired for exercising her First Amendment rights," Baca said.

Salinas has been an opponent of the since-defeated effort to unify Sweetwater High School and two

middle schools in National City with the elementary district.

More recently, she challenged a year-round school calendar at Ira Harbison and she is strongly opposed to school uniforms.

"This is a matter that can only be investigated by the board, but they keep hiding behind this (complaint) form," Baca said yesterday. "It is a diversionary tactic that doesn't get at the grievances the board needs to address.

"I don't know how much clearer I can be," Baca said. "That is the

complaint. I brought it before the appropriate representatives."

Salinas and Baca did not attend last night's board meeting, but scores of parents who support Harbison Principal Anne Anderson and Salinas' dismissal did.

With their own petition containing more than 200 signatures, parents, with children carrying signs like "We Love Ira Harbison," asked for support of the good things happening at the school.

Those signing the petition said the principal had a duty to provide

children a "safe, peaceful and quality learning environment free from disruption and turmoil.

"Furthermore, we support (Anderson's) policy of keeping disruptive individuals off school grounds and from interfering with our children's education," the petition said.

Some parents made their own charges of political motivation on the part of the board.

Without mentioning names, Ira

See Salinas on Page B-4

S.D. 57107
9/14/95

Salinas

Petition by parents backs aide's dismissal

Continued from B-1

Harbison parent John Kennett alluded to board President Rosie Alvarado and member Alma Graham, who were quoted in a *La Prensa* article saying they wanted an investigation of Salinas' dismissal.

"If you want to fight the superin-

tendent and the principals, do it up front, not behind people's backs," Kennett said. "Or should I say, other people's petitions."

Other parents were hoping to bring a peaceful resolution to the whole situation.

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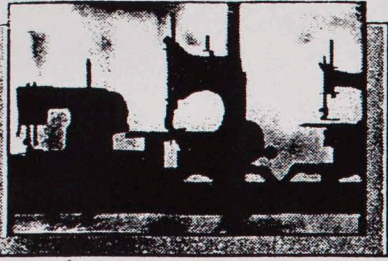
Alvarado and Graham, while still

calling for an investigation, said they wanted to set up a meeting with parents to hear their concerns.

"It's very puzzling how a single issue brought by a single person turned into an attack on Ira Harbison," Alvarado said.

Graham said she stands by her defense of Salinas' right to free speech, including signing Salinas' petition that charges the board with failing to control and supervise administrators.

"I may not agree with you, but I will defend anybody's right to speak their mind," Graham said.



Duo hooked
on country
Page A-7



Baron poloists
are county's #1
Page B-1



Saturday-Sunday, September 16-17, 1995

47 Cents Plus Tax

Harbison parents back volunteer's ouster

By Tom Dougherty
Staff Writer

A group of about 50 Ira Harbison Elementary School parents and students armed with petitions, fliers and posters came to the National School Board meeting Wednesday to ask district trustees to deny dismissed parent volunteer Diana Salinas' request for an investigation of the school.

Salinas claims her civil rights were violated by Harbison Principal Anne Anderson, who said Salinas had become a disruptive presence on campus.

But board member Rosie Al-

varez said that no investigation is planned by the district because neither Salinas nor civil rights activist Herman Baca, who has taken up Salinas' cause, has filed a complaint form required by district policy before any board action can be taken.

"My hands are tied," said Alvarez. "As a board we have a po-

licy. We have to do it in black and white. We can't act on hearsay."

Waving signs reading "Leave us alone," "Stop bugging us," "Investigate your motives," and "We love Ira Harbison," parents voiced concern for the image of the school, which they said had been smeared by "false charges" that appeared in area newspapers, and handed board mem-

bers a petition, bearing a claimed 200 signatures, supporting the ouster of "disruptive individuals" from the school grounds.

The demonstration of support for Harbison School and Anderson came in response to a petition by Salinas asking for reinstatement and an investigation of the circumstances that led to Anderson asking Salinas to stay away from the school where Salinas has worked as an unpaid volunteer since 1961.

Salinas, who is represented by Baca, claims that her dismissal was an attempt to punish her for her outspoken opposition to district policies, including school uniforms, year-round classes and unification of the National School District with the Sweetwater Union High School District's secondary schools in National City.

Chula Vista issues

Following is a...

The Star-News

Weekend Edition



Donna Wooten takes the helm

Page A-9



CVHS cross country team at crossroads

Page B-1

Saturday-Sunday, October 7-8, 1995

District resident asks inquiry at Harbison

I would like to know why Ira Harbison parents do not want an investigation into the matter of Mrs. Diane Salinas' dismissal from the school as a volunteer. And I would like to know why I

was not notified of a letter that was sent to the district requesting there be no meeting to address this situation.

What are these parents afraid of? What is wrong with an investigation, is there something hidden? I went to the meeting, it was very unnerving, all that hate for one person. A person who received an award for volunteer of the month from the same administrator who dismissed her.

These people who signed a letter stating they did not want an investigation, are not my representatives and I resent that they do that. I want an investigation of why Mrs. Salinas was dismissed. Is there something wrong with that? No investigation sounds kinda funny. These same people went to a meeting stating they did not like the press coverage of our school.

I'm sorry, but there was not one word against the school. Our school and city of National City is fine, it was just a request to investigate. When and why is that wrong? Since it is apparent the National School District will not investigate, I would hope another impartial person can!

I want an investigation and I think there are other parents who want to know why there is such an uproar. I was asked to sign a petition that just made me feel something was wrong, no explanation. I was asked to sign it by an employee, also. Is that right? I think we need an explanation at our school.

It is upsetting that there will be no meeting at our school to explain what this situation is it all about! It needs to be addressed. The people who signed that letter stating they did not want a meeting at our school did not represent me!

Let me state that I am not going to forget this when election time comes around. We need more people like Mrs. Alma Gra-

ham who are willing to investigate and not hesitate. I am certainly going to vote for her! I think it's a shame for our school to kick out volunteers who only are there to help. Let's get something cleared up, it needs to be.

Mrs. Dorene Cerrato
National City

San Diego

THE SAN DIEGO UNION-TRIBUNE • THURSDAY, SEPTEMBER 14, 1995

National board won't act on dismissal of outspoken aide

LILLIAN SALAZAR LEOPOLD
Staff Writer

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Salinas has been an opponent of the since-defeated effort to unify Sweetwater High School and two

middle schools in National City with the elementary district.

More recently, she challenged a year-round school calendar at Ira Harbison and she is strongly opposed to school uniforms.

"This is a matter that can only be investigated by the board, but they keep hiding behind this (complaint) form," Baca said yesterday. "It is a diversionary tactic that doesn't get at the grievances the board needs to address.

"I don't know how much clearer I can be," Baca said. "That is the

complaint. I brought it before the appropriate representatives."

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See Salinas on Page B-4

Salinas

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Continued from B-1,

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READING

AWARD

This Certifies That

MRS. DIANE SALINAS

is awarded this Certificate for

READING STORIES TO CHILDREN

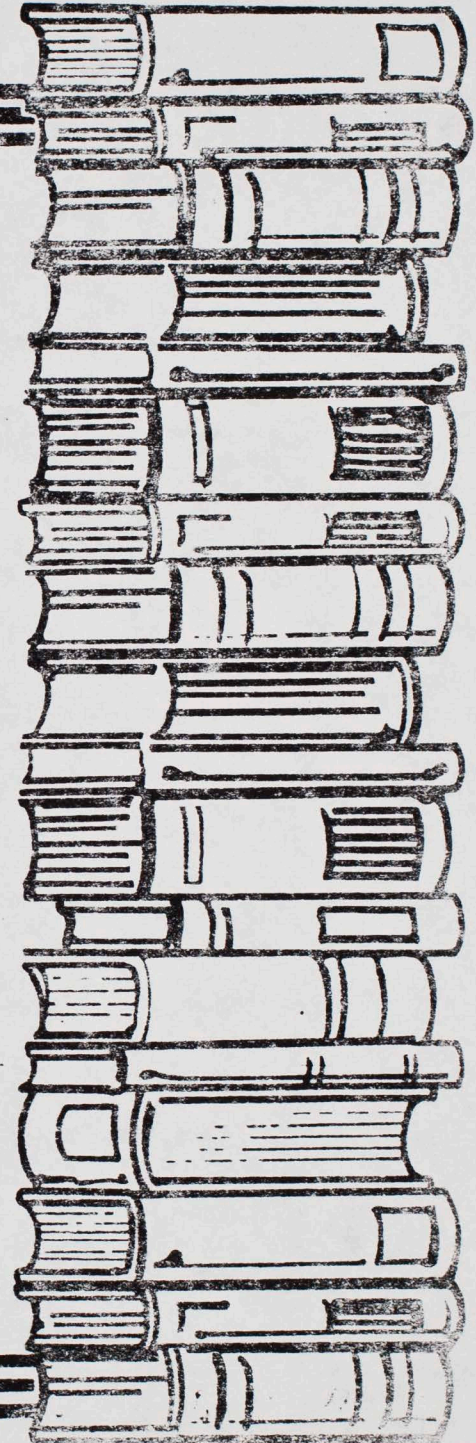
at

IRA HARBISON SCHOOL

Given this 11th day of JUNE 1992

PRINCIAPAL

E. Carlos Silva



Issues in Sweetwater school district bring

Good morning fellow taxpayers!

Are you aware of how your tax dollars are being spent? Did you know that three new superintendent jobs have just been created in the Sweetwater High School District with a combined salary of about \$270,000, while teachers in the district have not received a cost of living raise in five years?

Did you know that teachers and coaches have to organize fund-raising activities to compensate for the district's lack of funding? Did you know that the district is considering the initiation of a bond issue to build a new district office, while classrooms across the district stand in disrepair? (Case in point: One classroom teacher has had a hole in her classroom floor the size of a seventh grader for the last several years. She was told to put a board over it.)

You can add an extra teacher or custodian to a district with no extra support staff, car and benefits. Can the same thing be said about adding one, two, three superintendents to a district?

What's wrong with this picture? We don't need more Indian chiefs or new buildings at the top. We need to spend money on the Indians, the individuals who are making a difference in the classroom. Could we have a school system without teachers? No. Could we have a school board without teachers? No. Could we have a school system with three fewer superintendents? The answer is, not astoundingly, a resounding, YES! (As has been proven throughout the history of the school district.)

As teachers, mentors and coaches we spend countless hours and money enriching young people's lives through hours of practice; traveling to games and competitions, athletic as well as academic; helping students during our half-hour lunch; spending countless hours of evening and weekend time grading papers, ten at the expense of our families.

We all spend money on supplies and added "niceties" for our classroom that the district does not supply. We do this for the love of what we do. I say love, because if we were doing it for money, any of us would have chosen different professions.

If you are at all dismayed about the situation of spending too much money at the top and not paying Sweetwater teachers even a cost of living raise, then please help us by taking action. Write to Superintendent Dr. Edward and to all of the Sweetwater education board members, including Chapman, Bob Griego, Jim

More letters

Cartmill, Greg Sandoval and Steve Hogan, at the district office. The address is 1130 Fifth Ave., Chula Vista.

Tell them to wake up, take off the blinders and be the advisers they are meant to be. There can be no school system without teachers, just as there can be no board members without your vote.

Sandy Martineau
Chula Vista

Reader questions true value of recall

The recall of Sweetwater High School District trustees was top news in Saturday-Sunday Oct. 7-8 edition of *The Star-News*. The big problem was how much of the printed material was truth and how much fiction.

Bob Griego's letter to the editor headline, which ran Oct. 7-8 on A-4:

"Recall leaders accused of political cronyism, bigotry, greed."

Some of his accusations are true, but I have had the privilege of knowing Barbara McAllister and Bobbie Morris, and I can assure you the interests of the children are their primary concern. I do, however, believe their interests have clouded their judgment and their efforts could be better utilized if focused on the next election.

Recalls always remove much-needed money from the taxpayers, which is the reason I'm against all recalls unless it's absolutely the only way. Consider the amount of money spent to pay off the superintendent, which allowed Rindone to take his position; then the (removal) of Rindone and now the recall of three trustees. Is it possible the taxpayers have so much money they don't resent these actions?

A few quick observations on other headlined editorials:

"Better effort needed to prevent tobacco access, use by youth."

Terrific headline. Why is it government responsibility? We have the laws to prevent access. Why aren't they enforced with greater penalties? As to vending machines, a chip method could be developed and chips would have to be purchased. Usage? Why not develop an information system to notify the parents? Isn't it their responsibility?

"Cox pushes for streamlined entry at border crossing."

Open more gates and add inspectors is his solution. An excel-

lent temporary solution. He is one of those who recognize Mexico is our neighbor and should be treated as such.

How many realize we have created monster problems with our laws. I know methods can be developed which would allow free access, to both countries, for qualified individuals. The only laws needed would be qualifying individuals in both countries.

"School district's focus is on improving student achievement."

Ed Brand, Sweetwater superintendent, has written about the establishment of really worthwhile goals. I question if the administrator(s), teachers, staffs and parents have the supervisory experience to make it work. My experience with the public educational system is, many principals are poor supervisors.

How many actually know what is going on their classrooms? If they do, what action do they take to retrain/remove inadequate performers? How many administrators know which principals are poor supervisors?

There is so much useless paper work that none have the time to monitor if subordinates are doing a good job. Are they? California students are a long way from first place. Does that tell you anything?

"Local government need fewer mandates."

Assemblyman Steve Baldwin has many excellent ideas. His editorial was excellent. Words ... words ... words. If he would only follow through. I have received some of his planning in my mail. None have materialized.

Harry B. Whitcher
Chula Vista

Critics at Harbison avoided open forum

To the parents of Ira Harbison and community:

"Open and honest communication" is an important part of our vision of excellent educational service in the National School District. The recent series of events, the fliers, the newspaper articles, etc. surrounding the situation at Ira Harbison School has left me feeling that this ideal was not reached.

The original incident which was brought before the school board concerned a complaint about a Harbison School employee. As board president, I requested that the person with the complaint follow the formal procedures outlined in the Governing Board Policy #E(3) 1312.1 so that it could be properly handled according to existing

board practices. Governing board policy calls for an investigation after the complaint forms filed — nothing more, nothing less.

Any and all reference to "an investigation" simply was part of procedures contained in that policy. I feel that those people who prepared the fliers and orchestrated "the demonstration" at the board meeting either did not understand the situation at all or have some type of political motivation of their own.

I again sought "open and honest communication" when I requested an open forum meeting at Ira Harbison to help clear the air of the controversy that has begun to cloud the issues. When the superintendent informed me that the four parents — Mrs. Killion, Mrs. V. Lopez, Mrs. Ganelin, and Mrs. J. Mockler (officers of school organization) — had declined to have the meeting, I was surprised. When three out of five governing board members voted not to allow a public meeting at Ira Harbison I was shocked.

The complaint of a community member regarding a Harbison School employee is no longer an issue. Fliers which were unsigned and of unknown origin, which made untrue statements about elected officials need to be held up to the light and scrutiny of a public forum. Those who wrote and published those fliers should come forward and allow the elected officials an opportunity to present the truth to the community.

One such flier states in reference to two school board members: "Why won't they talk to us?" I must respond to that with another question: Why won't you attend a meeting to give us an opportunity to talk to the community?

I take my job as an elected representative on the National School District board of trustees very, very seriously. I want to make myself available to those citizens who would like to shed some light (not heat) on the situation and resolve this in a way that

leads to better understanding and a return to our vision and core values.

We provide a safe, nurturing learning environment which emphasizes high expectations and positive self-worth for students, staff and parents. This shared vision is accelerated by collaborative and energetic relationships that promote our core values.

Rosalie "Rosie" Alvarado
Board President
National School District

I find it absolutely amazing that Congressman Bob Filner has the audacity to accuse Councilman Juan Vargas of betraying his constituents to run for higher office. After all, was it not Bob Filner who in 1992 ran for the same City Council seat and actually promised to the residents of the 8th District that he would not run for Congress if he was re-elected to the City Council?

Sounds like a broken promise to me.

If Mr. Filner wants the Federal Election Commission to investigate Councilman Vargas' campaign then they had better first investigate Filner's operation. In fact, wasn't Mr. Filner accused of voter fraud in the past election? I doubt that it is possible that over 350 registered Democrats could live in a one-bedroom house.

If anyone could be accused of being a crooked politician it's Bob Filner, who is not even from California. Just take a look at his FEC report. This incumbent politico has received an enormous amount of contributions from Anchorage, Alaska, and New York City. Just who does Bob Filner represent?

Henry F. Palma
San Diego

Navy appreciative of publicity for 'Salute'

Thank you very much for helping us reach your readers to invite them to the fifth annual Sunset Salute.

As you know, this year's ceremony was dedicated to the commemoration of the end of the War in the Pacific, and recognized the great sacrifices made by those veterans who made our victory in the Pacific 50 years ago possible — so that we may enjoy peace through strength today. Thanks to the publicity you provided us, more than 4,000 in the public assembled here to honor those veterans.

Through your efforts, we were able to reach out to the community. Again, thank you for helping make this year's Sunset Salute the best ever.

Julie Swan
Public Affairs Officer
Naval Station San Diego

Graham defends her right to sign petition

I felt compelled to write this letter to explain the reason why there wasn't a meeting at Ira

Letters

The letters to the editor and columns on this page represent the views of the authors and not necessarily The Star-News.

The views of the Star-News are presented in the editorials.

We welcome comments on the Opinion page. Call us at 427-3000.

Harbison School regarding misconceptions that had arisen in recent weeks.

At the Sept. 13 National School District board meeting, board President Rosie Alvarado and myself had requested that the superintendent, Dr. George Cameron, arrange for a public meeting at Ira Harbison School to address the misleading information that was illegally distributed on school grounds during school hours.

A petition was also circulated at the same time. The fliers that were distributed accused me of not responding to parents regarding their concerns. The parents were not clearly identified, which prohibited me from responding to any one individual. I asked a former PTSO officer if it would be possible to meet with the parents after school in an effort to listen to their concerns and, if necessary, explain my actions. She agreed, but canceled the meeting the next day.

I was both shocked and angered to receive a letter from four members of the parent leadership at that school "respectfully declining" the opportunity to provide an open forum to the rest of the parents. My biggest concern was that they accused me of having a "hidden agenda" for this meeting.

I apologize to the parents of Ira Harbison School that the administration of the National School District chose not to schedule the aforementioned meeting. The proposed meeting was a good-faith gesture in an attempt to clear the air and proceed with the business of educating children.

Regarding the issue of Mrs. Salinas, the volunteer at that school, I have been criticized for signing the petition to have her reinstated. What a lot of people don't know is that I, too, have children attending Ira Harbison Elementary School, as well as National City Middle School, Sweetwater High School and San

Diego State University. I am a lifelong resident of National City as well as a taxpayer.

I have every right, as do you, to sign that petition as a parent with concerns just like all the others. It troubled me greatly that a volunteer such as Mrs. Salinas, who had devoted over 30 years to the children of this district, was ostracized with the flick of a pen. I'm told that she had a tendency to be disagreeable and was very outspoken on many occasions but, at the time, I was not aware of any obtrusive behavior in the classrooms or around children.

I felt that a more "seasoned" administrator would have been able to deal with the issue in a more agreeable manner. I felt that banning a volunteer from our schools was harsh and I hoped that there were other options. The fliers that were circulated accused me of attacking the principal and the school.

The dramatic wording on this bit of propaganda successfully caused an uproar, as it was intended to do.

I have seen Mrs. Salinas out there every single morning dropping her grandchildren off at school just like so many of us do. What a lot of people don't realize is that she stayed to volunteer five days a week, six hours a day.

On the days that it rained, the back entrance of the school was covered with mud. It reassured many parents that Mrs. Salinas would take the time to direct traffic so that the children could cross the streets. She would see them across the mud and into the school grounds safely. I was always touched by her concern for all of our children, not just her own.

When I was PTSO president there three years ago, it was Mrs. Salinas who rounded up parent volunteers when we needed them, usually for book fairs and joga-thons and other various fundraisers. She stayed on the stage of the auditorium day after day preparing materials for the teachers, supervising children, offering moral support and assisting where necessary.

I was extremely proud to present her with the volunteer of the month award on behalf of the board and I remember telling her, "It's about time!"

I've said it before and I'll say it again: Given the opportunity, I would sign that petition again in a heartbeat.

Alma Graham, member
National School District
Governing Board

Ouster of longtime volunteer stirs ire

Free speech vs. school decorum is at issue

By LILLIAN SALAZAR LEOPOLD
Staff Writer

NATIONAL CITY — Diane Salinas has always marched to the beat of a different drummer. Now, it appears, that propensity has gotten the longtime school volunteer drummed out of service.

National School District officials have asked her not to volunteer any more because she has been disruptive. Salinas says she was ousted because she doesn't agree with some controversial board policies.

Three years ago, Salinas was a vocal opponent of the since-defeated effort to unify Sweetwater High School and two middle schools in National City with the elementary district.

More recently, she challenged a year-round school calendar for Ira Harbison Elementary, where she has been a volunteer for most of the past 30 years. She also strongly opposes school uniforms.

"I'm exercising my First Amendment rights and my civil rights," Salinas has said of her flaps with the district.

District officials, however, say Salinas has gone beyond her right to express opinion and has disrupted informational school meetings. They say she has violated school-board policies that prohibit obtrusive behavior on campus and require volunteers to sign in at schools.

"She has been given every opportunity to share her point of view and share her ideas," said district Superintendent George Cameron. "We have never precluded her from doing that.

"But when she disrupts the normal operation of school and meetings to the point that they are no longer conducive for anybody, that becomes a detriment."

Cameron said he expects flak for the move "because on the surface it looks like we're getting rid of a volunteer, but there's a lot more to it than that."

Salinas, who has grandchildren in the elementary school district, has been named volunteer of the month at Ira Harbison Elementary and was honored in 1993 as a district volunteer of the month.

Things began to change, Salinas says, not long after a new principal was named at Ira Harbison. The two have locked horns. Salinas said she began to do volunteer work only in classrooms where teachers

Volunteer

National School District ejection raises outcry

Continued from B-1

specifically asked for her, instead of working along with the other parent volunteers.

The combination of a personality conflict and unpopular issues such as year-round school and scholastic uniforms have caused tempers to flare.

"I'm not the kind of person who is going to back down when I believe in something that is right," Salinas said. "I know that I tend to raise my voice. But I stutter, and the only way to stop myself from stuttering is to raise my voice.

"I was just providing information at those meetings, like everybody else."

Since her dismissal this spring, other parents whose children have benefited from Salinas' one-on-one attention in class have been quick to come to her defense.

More than 200 people signed a petition to have Salinas reinstated as a volunteer and several wrote personal letters to Herman Baca, chairman of the Committee on Chicano Rights, who is championing Salinas' cause before the school board.

Saying that Salinas has been a caring, unselfish person who has only the children's interests at

"I'm not the kind of person who is going to back down when I believe in something that is right."

DIANE SALINAS

S.D. Union
8/24/95

heart, her supporters are joining Baca in demanding that the school board investigate her dismissal.

"What raises our concern the most is the appearance of a violation of First Amendment rights," Baca said. "You have someone unjustly dismissed because of speaking out on something they have every right to speak on."

The school board and the superintendent are scheduled to discuss the issue at their Sept. 13 meeting.

See Volunteer on Page B-4

School Principal Kicks Out Parent Volunteer

Longtime National City resident says "they don't like my politics."

By Isaac H. Cubillos

A parent volunteer at Ira Harbison Elementary School claims that she has been told never to set foot on campus because of her outspokenness on school district policies.

Diane Salinas, was a volunteer at the National City school since 1961. She believes that her disagreement with the superintendent's programs and some district policies has led to punitive measures to punish her.

"Because I speak against their issues they tell me I can't work with the children," said Salinas. "They are trying to shut me up."

Herman Baca, chairman of the Committee on Chicano Rights says the school administration is infringing on Salinas' right to free speech.

Baca, calls this "totalitarianism" by the administration and lack of will on the part of the school board.

"I've tried to have the board look into this issue but they failed respond. Instead they have buried their heads in the sand hoping this issue goes away," said Baca.

The administration paints a different story.

"It was an ongoing litany of issues over the last 18 months with Mrs. Salinas that occurred at the school daily that led to this," said Superintendent, George Cameron.

He denies that there was any link between Salinas' right to speak at the open forum and her volunteer work at the school.

Salinas, an outspoken woman on school district policies, received a letter in April signed by the principal, Anne Anderson. The letter listed behavior at public meetings that was not appropriate for adults. It went on to say that Salinas's services as a volunteer were no longer authorized.

Salinas, who has a grandchild attending the school, said that the letter shows there is a connection with her actions at public meetings and her working with children.

Cameron disagrees saying that Salinas had carried the issues onto the campus. "She was undermining the authority of the principal and this started a long time ago," he said.

The letter does add that Salinas's "behaviors disrupt the normal operation of our campus..." Cameron said that is why Salinas is no longer in-

vited to volunteer at the school.

"She began to deal with the role and authority of the school administrator. This daily problem eventually takes its toll and drains away from the energy of the other volunteers and teachers, Cameron said.

Board president Rosalie Alvarado said she was aware of the problems at the school. "I've told Mrs. Salinas and Mr. Baca that we would be more than happy to investigate this, but we haven't received an official complaint."

Salinas collected over 200 signatures from neighbors around the school asking that the volunteer be reinstated. She, along with Baca presented the petition to the board earlier this month.

Baca described the board response to the petition as smoke and mirrors. "They are already aware of the problem and this is just a delaying tactic. Our official complaint was over 200 people wanting some action on the board's part."

"This is not Russia. Mrs. Salinas has every right to speak with-

(see Parent, page 4)



Diane Salinas stands in front of the school she was barred from.

PARENT

(con't from page 1)

out fear of punitive measures against her volunteer work," said Alvarado. However, she said there was more to this than just speaking out at public meetings.

The public forums are open to parents and the general public. At the meetings, held at the schools, issues as well general information are discussed such as year-round schooling, uniforms and curriculum.

Alma Graham, another board member, said "I think this problem should have been handled in the principal's office in different way." Graham noted that board members set policies that are then implemented by the superintendent. "However, I want to review this issue more closely."

Cameron said that there needs to be a cooling off period for all parties. "We want to look at this from a point of view of what is best for the children at the school."

Since 1961 Salinas has received over 50 awards and letters of commendations for her involvement with the school.

Several school officials and at least one teacher have asked for Salinas's return to work with the children.

"The students in my classroom enjoy her company very much," said Beneranda Calderon, a teacher at the school. "I don't see why she can't continue."

Efforts were made to contact Anderson however, she was away and not available for comment.

National board won't act on dismissal of outspoken aide

By LILLIAN SALAZAR LEOPOLD
Staff Writer

NATIONAL CITY — The National School District will not reconsider the dismissal of a longtime volunteer because the woman refuses to file a formal complaint.

Diane Salinas was asked in the spring not to volunteer any more at Ira Harbison Elementary, on the city's east side, because administrators felt she had become a disruptive influence on campus.

Since then, Salinas has gathered 200 signatures on a petition that

says her dismissal was politically motivated and intended to silence a dissenting voice. She also took the matter to Herman Baca of the Committee on Chicano Rights.

At a school board meeting last month, Baca asked the board to investigate why Salinas was dismissed and he offered his own reason. "She was fired for exercising her First Amendment rights," Baca said.

Salinas has been an opponent of the since-defeated effort to unify Sweetwater High School and two

middle schools in National City with the elementary district.

More recently, she challenged a year-round school calendar at Ira Harbison and she is strongly opposed to school uniforms.

"This is a matter that can only be investigated by the board, but they keep hiding behind this (complaint) form," Baca said yesterday. "It is a diversionary tactic that doesn't get at the grievances the board needs to address.

"I don't know how much clearer I can be," Baca said. "That is the

complaint. I brought it before the appropriate representatives."

Salinas and Baca did not attend last night's board meeting, but scores of parents who support Harbison Principal Anne Anderson and Salinas' dismissal did.

With their own petition containing more than 200 signatures, parents, with children carrying signs like "We Love Ira Harbison," asked for support of the good things happening at the school.

Those signing the petition said the principal had a duty to provide

children a "safe, peaceful and quality learning environment free from disruption and turmoil.

"Furthermore, we support (Anderson's) policy of keeping disruptive individuals off school grounds and from interfering with our children's education," the petition said.

Some parents made their own charges of political motivation on the part of the board.

Without mentioning names, Ira

See Salinas on Page B-

S.D. 07107
9/14/95

Salinas

Petition by parents backs aide's dismissal

Continued from B-1

Harbison parent John Kennett alluded to board President Rosie Alvarado and member Alma Graham, who were quoted in a *La Prensa* article saying they wanted an investigation of Salinas' dismissal.

"If you want to fight the superin-

tendent and the principals, do it up front, not behind people's backs," Kennett said. "Or should I say, other people's petitions."

Other parents were hoping to bring a peaceful resolution to the whole situation.

"The main thing is the education of our children, not to put ourselves down," said Ann Peyron, a longtime resident whose children and grandchildren attended Ira Harbison. "We need to learn to get along, love one another and be an example to our kids."

Alvarado and Graham, while still

calling for an investigation, said they wanted to set up a meeting with parents to hear their concerns.

"It's very puzzling how a single issue brought by a single person turned into an attack on Ira Harbison," Alvarado said.

Graham said she stands by her defense of Salinas' right to free speech, including signing Salinas' petition that charges the board with failing to control and supervise administrators.

"I may not agree with you, but I will defend anybody's right to speak their mind," Graham said.

School Principal Kicks Out Parent Volunteer

Longtime National City resident says "they don't like my politics."

By Isaac H. Cubillos

A parent volunteer at Ira Harbison Elementary School claims that she has been told never to set foot on campus because of her outspokenness on school district policies.

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"Because I speak against their issues they tell me I can't work with the children," said Salinas. "They are trying to shut me up."

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Activist says school district violated volunteer's rights

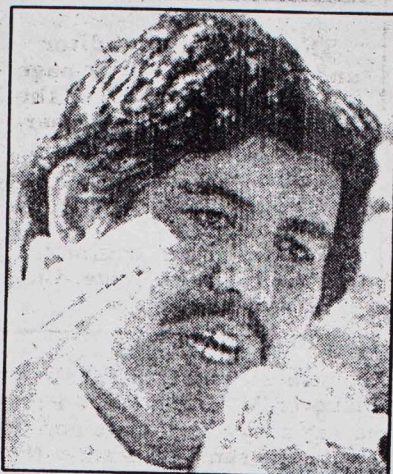
By Yvette Urrea
Staff Writer

Local civil rights leader Herman Baca is protesting the actions of the National School District board which, he says, unfairly dismissed a parent volunteer.

Baca approached the board Aug. 9 to present a petition calling for an investigation into the dismissal of Diana Salinas, a National City resident and district volunteer for 33 years. Salinas claims differing political views resulted in a letter which politely asked her not to set foot on a school site.

Since that board meeting, Baca says, nothing has been done to look into the matter. So, recently, he sent them a letter, reading in part:

"Common political and profes-



Herman Baca

sional courtesy demands that you as elected officials respond to those taxpayers (200 signatures

on petition) and residents who have elected you to represent and protect their interest. Rest assured, that we will not allow this issue to be buried or ignored by you and the board."

Superintendent George Cameron says that's not the case. He says he has just returned from a short vacation and says he will follow up on the matter. However, Cameron says, he concurs with the letter that was sent to Salinas and denies that it resulted because of her differing political views.

Salinas contends that in the last school year, when she publicly voiced her opinions against a year-round school system and mandatory school uniforms, she rankled administrators and the superintendent.

Cameron says her behavior was obtrusive and that he and the principal at Ira Harbison School, where Salinas volunteered, met with her at various times to explain their concerns.

Board Trustee Alma Graham disagrees that the matter should be closed. She showed support by signing the petition.

"My feeling is that I agreed to Mrs. Salinas' First Amendment right to free speech and I support the idea for an investigation," says Graham.

Baca says he took up Salinas' cause because education is an issue of great concern to the community. He says in his talks with teachers and administrators, he finds that one of their biggest concerns is the lack of parental participation. And yet, says Baca, the board dismissed a parent volunteer with 33 years of service for what he believes amounts to a political vendetta.

Additionally, Baca says, he would not only like the board to investigate Salinas' grievances, but to issue a public report of its investigation.

Ouster of longtime volunteer stirs ire

Free speech vs. school decorum is at issue

By LILLIAN SALAZAR LEOPOLD
Staff Writer

NATIONAL CITY — Diane Salinas has always marched to the beat of a different drummer. Now, it appears, that propensity has gotten the longtime school volunteer drummed out of service.

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Continued from B-1

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"I was just providing information at those meetings, like everybody else."

Since her dismissal this spring, other parents whose children have benefited from Salinas' one-on-one attention in class have been quick to come to her defense.

More than 200 people signed a petition to have Salinas reinstated as a volunteer and several wrote personal letters to Herman Baca, chairman of the Committee on Chicano Rights, who is championing Salinas' cause before the school board.

Saying that Salinas has been a caring, unselfish person who has only the children's interests at

"I'm not the kind of person who is going to back down when I believe in something that is right."

DIANE SALINAS

S.D. Union
8/24/95

heart, her supporters are joining Baca in demanding that the school board investigate her dismissal.

"What raises our concern the most is the appearance of a violation of First Amendment rights," Baca said. "You have someone unjustly dismissed because of speaking out on something they have every right to speak on."

The school board and the superintendent are scheduled to discuss the issue at their Sept. 13 meeting.

See Volunteer on Page B-4

With that money, the school has purchased computers for the first and second grades and new reading materials in Spanish and English. By the end of next year, most of the school's primary grade teachers will have been trained in Reading Recovery and Early Literacy Intervention programs.

The two programs target non-readers and struggling readers and gives them the tools to unlock the secrets to reading in one-on-one sessions.

Then teachers apply those strategies as they break a class of 30 into five or six small groups every day. First- and second-grade teachers have as their teammates a resource specialist and aide, an impact teacher whose sole job is to teach reading at each student's level and two National Civilian Conservation Corps volunteers trained to tutor reading. A total of 10 Conservation Corps volunteers work at the school.

Teachers require that students read a half hour three to five nights a week. Students can get extra help in reading and homework twice a week at the school's Reading Club, which is supervised by an adult.

To empower students who may not own books, teachers prepare construction paper journals in different colors and shapes and fill them with blank paper so students can create their own storybooks.

Students place the colorful books in plastic bags they have decorated with markers and carry them home and back to school every day, Anderson said.

"They not only have their own books, they now are authors," Anderson said.

On a recent day in Maryellen Tucker's combination first- and second-grade class, students were divided among six adults.

One group was reading stories from the blackboard. Others were with the resource specialist working on literacy materials geared specifically to their varying reading levels.

Saturday, May 20, 1995

Harbison

School concentrates on reading, wins award

Continued from B-1

San Diego Unified School District. The award is a fancy way of saying that something is working very well here.

Principal Anne Anderson attributes the recognition to the school's concerted effort over the past two years to catching any reading problems early and a guarantee that all students will be readers by first grade, a rigorous standard in any district.

If children "can learn to read in the first grade, they will never fall behind again," Anderson said. "Once they've made the leap into literacy, they're never going to lose that."

That goal has become easier over the past two years as the school has pooled its federal money and put it into preschool to second-grade classrooms where all students benefit, not just Chapter 1 students. Under the Chapter 1 program, which has been renamed to Title 1, only students who meet certain low socioeconomic criteria can receive such benefits. But because the school has applied as a schoolwide Chapter 1 project, all students benefit.

The pooled money amounted to 75 percent of Harbison's Chapter 1 budget of \$97,000 this year, Anderson said.

THE SAN DIEGO UNION-TRIBUNE

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B-5

Still others were in their small groups connecting the dots on a picture to show a boy riding on a tractor. They colored it and then wrote a story about the picture.

First-grader Alycia Davis created quite a story from her picture.

It was about Gary Davis (her father), who went to his Grandma's farm to plant peas, cherry tomatoes and strawberries. "They ate smoked ham. He loved smoked ham."

Capital letters began each sentence and periods ended them. The printing was very neat and the only misspelled word across the dotted-line paper was "strawberries."

Ashley Figueroa shared her story from a picture about a blind girl and her dog. Using words like "decided" and "around the block," Figueroa wrote, "Even if she is blind, she can do fun stuff too."

In Laura Sullivan's first-grade class, Conservation Corps volunteer Edwin Tanedo helps students turn their small story ideas into picture books on the computer.

There are stories about the ant

and a black widow spider. Others about the Power Rangers and as many others as there are children.

Tanedo works individually with students, helping them brainstorm and write rough drafts. The students type the stories into the computer, adding graphics or boxes for them to draw in their own pictures.

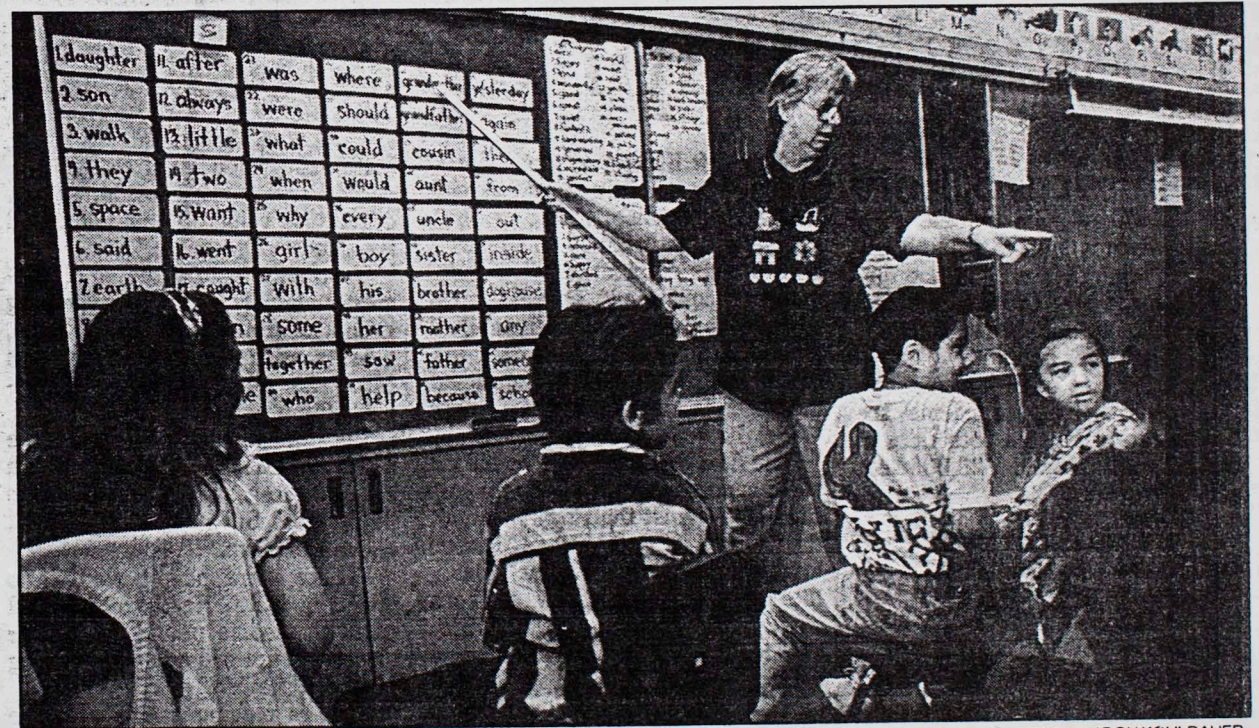
"They have more stories than we have time to put into the computer," Tanedo said.

"Ratio is everything," teacher Sullivan said. "We have four different levels of readers between 60 children in the two first-grade classrooms."

"We're able to look at them individually," Sullivan said. "There is a tremendous amount of daily success."

Because so much emphasis is placed on the primary grades, parents have stepped in to provide enrichment to the older students.

A team of about 80 volunteers help coordinate weekly "Family Night Out," where families work on math, science and reading projects together.



Union-Tribune / DON KOHLBAUER

Word baseball: That's what kids "play" in small groups of combined first- and second-grade classes.

Crew tries anew to salvage i

By ED JAHN
Staff Writer

A crew headed by two Rancho Santa Fe men is poised again to pry a piece of history off the frozen tundra 250 miles north of Thule Air Base, Greenland, and fly it back to the United States.

The effort to reclaim the B-29 Superfortress nicknamed the Kee Bird already cost more than \$500,000 and last year an Escondido mechanic became ill while working on the project and died.

"We're very confident it can be done. We've put our hearts into this

and we'll bring it back if the weather's right and we don't run into problems," said Tom Hess, an engineering contractor and one of the rescue organizers.

"I'd sure like to see it fly again, now that we're at the 50th anniversary of the end of the Second World War. It would be quite a sight," he said. Hess said he hopes to see the bomber flying by the end of next week.

Also on tenterhooks are surviving members of the plane's original 11-member crew, who spent several harrowing days in sub-zero



Operation Kee Bird

weather in February 1947 after crash-landing the B-29 onto a frozen lake during a secret reconnaissance mission.

"I'm so excited I can hardly stand

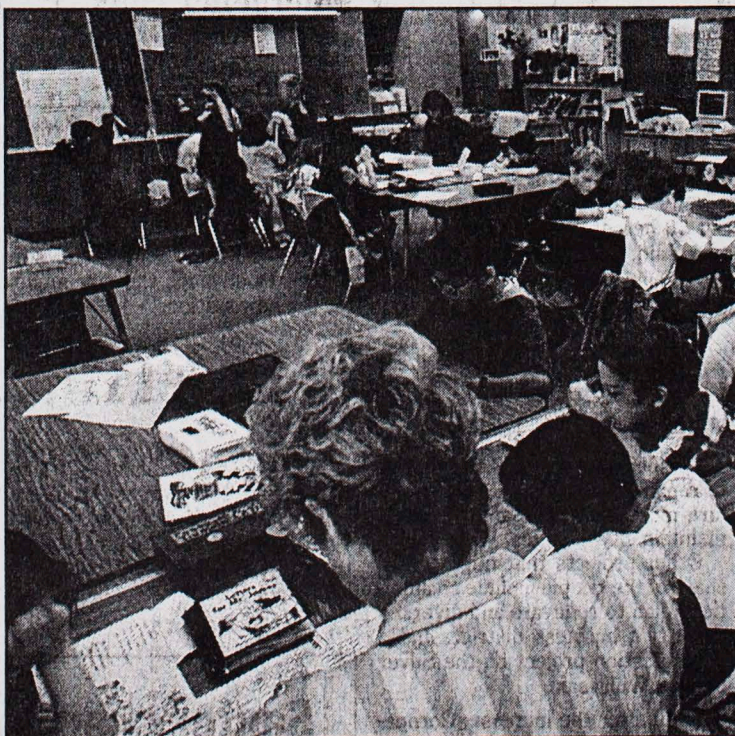
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Union-Tribune / DON KOHLBAUER

Focused on teacher: Danielle Hove concentrates on the instructor as the second-grader and classmates work on a writing session involving sea horses.

School concentrates on reading, is honored with a national award



Union-Tribune / DON KOHLBAUER

Group sessions: The youngsters are split into small groups to work on reading and writing projects.

By LILLIAN SALAZAR LEOPOLD
Staff Writer

NATIONAL CITY — Many of the first- and second-graders of Ira Harbison Elementary don't own books at home to read.

They have parents who neither speak nor read English.

And they come from some of the poorest families in the county. Nearly a quarter of the residents in National City are below the poverty line, compared with 11 percent throughout the county, according to 1990 census figures.

Traditionally, students like these struggle at the lower end of the education ladder. But at this school on National City's east side, students are overcoming those obstacles and have nearly caught up in all subjects by the end of the third grade.

The educational leaps have caught the attention of state and national education departments and earned the school the national Compensatory Education Award for Chapter 1 Achieving Schools. Eight other schools in the state won the award, including Kennedy Elementary and Hoover High School in the

Attn: Herman Baca and all concerned

My name is Mrs. Alfonsina C. San Nicolas. I am a mother of 8 children, grandmother of 4. My older children have attended the National School District and my youngest is now attending Ira Harbison School. She is ten years old, and is currently in fifth grade. In fact, my older children have attended Ira Harbison with the exception of my hearing handicapped daughter. All my children are high school graduates and some have gone on to attend college.

I have been a National City resident for over twenty five years. I have also been a neighbor of Diane Salinas since I moved to National City twenty five years ago. This introduction is very important in this letter because this is about being a National City resident, tax payer and neighbor of Diane Salinas. I would appreciate your attention on what I have to say about Mrs. Salinas.

The first day I moved in to the house next to Diane Salinas she welcomed me to the neighborhood. She helped me meet the rest of the neighbors and helped me and my family feel comfortable in my neighborhood.

This is the honest to goodness truth that for the 25 years I have lived at 3711 Peach Blossom Ln. I have not had one argument or fight with Diane Salinas. We have not fought about one thing! This is the kind of woman I know Diane Salinas to be. My Children have one hundred percent, highest respect for this woman. I know the love that Diane has for my children, and she treats them as her own. Not only my children but other children that are not even neighbors or related to her. She treats them with the same love.

I know Mrs. Salinas is an outspoken woman, especially if she believes in something strong enough and is within her rights. Especially if it concerns children and their rights and protection.

I have walked with her to collect signatures for petitions for stop signs and traffic lights for our neighborhood. She is constantly helping other people in many different ways. She is a very unselfish individual.

She and I would work out a schedule for driving our children to and from school. This was when our older kids were in school. If the weather was fine she would walk the kids to school and I would pick them up. So when I heard about the dismissal letter given to her by the principal at Ira Harbison I had to respond. Upon reading it I had to write to you and let you

know that that letter is a mistake. Mrs Salinas is not that person whom
the principal is trying to portray her in that letter.

Thank you for your time and attention

Alfonsina C. San Nicolas (Guamanian descent)
Alfonsina C. San Nicolas