

Policy Is Aired In Lively Debate

By HELEN HOWARD
Staff Writer

A lively debate over a proposed policy for the employment of personnel in the Warren County Schools consumed most of the Warren Board of Education's meeting Monday night.

Dr. L. B. Henderson, Jr., issued a proposal for the policy stating that he believed the board should have "definite plans" for employment. He proposed that written criteria on how many applicants filed for the job, advertisement of the job and why one was hired over another should be presented to the board.

Henderson used the Charlotte-Mecklenburg school system's policy in preparing his proposal.

He also noted that in Baltimore "teachers are being graded on how well their students do on standardized tests."

Supt. J. R. Peeler, having his turn in the good-natured debate, said the teachers, superintendent and the Board of Education were accountable for the result of the tests. "But I don't think you should judge a teacher if all his students fail the competency exam coming up." He said teachers could only take students so far. "You shouldn't fire a teacher because of lack of student performance," Peeler said. He said he was for the tests but wanted them administered correctly and didn't think teachers should take sole responsibility for student performance.

In clerical positions for the central staff, a black applicant will be given preference. These preferences will be in effect until the ratio is balanced.

You can go back to the home, to the board of education (and board member Leigh Traylor injected, county commissioners) to assign responsibility," Peeler noted. "A lot of teachers are doing all that they can do," he added.

Peeler also told the board that he did not think he could list everything used in selection of an employee. "We're (Warren County Schools) not like them (Charlotte-Mecklenburg)," Peeler noted.

He said that if the board had the personnel he could dig deeper in selecting the best applicant.

Peeler told board members, all of whom were present, that when a vacancy occurred he contacted the previous school of the applicant and called major colleges in search of applicants. He also accepted recommendations of people like "Spud" Tharrington for a mechanic and Mrs. Beckwith for the psychologist, he noted.

He told the board it was a matter of whether they trusted his judgment or not.

He continued that the Henderson proposal had "good ideas" but "he borrowed too much from the larger school system."

On the question of advertising, Peeler informed the board that he did not need to advertise when he had 30 applicants for the same position.

Peeler's proposal lists various methods of recruitment for the areas of employment. After obtaining applicants from colleges or a list from the State Department, or applications on file, the superintendent, principal or director of pupil personnel will interview the applicant. When an applicant is agreed upon, the contract will be offered and the Board of Education will approve the election. This is the procedure for teachers.

Supervisors, assistant superintendents, directors and principals will be advertised and the top applicants will meet with the board to be elected.

Principals will be responsible for the selection of paraprofessionals and custodians.

Department heads will recommend a qualified person to the superintendent when a mechanic or lunchroom employee, for ex-

ample, is needed.

The superintendent will present a recommendation on these applicants and the board will have the final authority to elect.

When a superintendent is needed, the position will be advertised and applications will be sent to the chairman of the board. The board will interview the applicants.

Henderson and Hank Bobbitt questioned the logic of Peeler's proposal which reads that "the superintendent will offer a contract to the said person. The Board of Education will elect the said person at its next meeting."

Peeler answered their question stating applicants want a contract and can't wait for the board to meet to decide. He emphasized that the law says that the superintendent recommends and the board elects.

Peeler cautioned the board on "telling an applicant that he may be hired." He said that in a recent principal's meeting the principals discussed the board's involvement in the selection of personnel that had put principals "on the spot."

Another portion of Peeler's proposal discusses the 50-50 racial ratio needed. White applicants will be given preference at South Warren Elementary School in order to equal the imbalance at the school.

In clerical positions for the central staff, a black applicant will be given preference. These preferences will be in effect until the ratio is balanced.

A group of educators representing the N.C.A.E. and A.C.T. were on hand to observe. Chairman Turner asked the teachers how they felt about the proposal.

Miss Rosiland Gilliam acted as spokesman for the group telling the board that the proposal had "good aspects and some needed changes." She suggested that the board let a group of educators look over the proposal and make suggestions at the next board meeting.

Dr. Henderson agreed, telling the group that the proposal could be amended.

He chuckled and told Peeler that he was satisfied with the proposal, had even marked "excellent" on some points, and was happy that his interest in such a proposal had resulted in Peeler's obvious hard work.

Henderson motioned that the board accept the proposed policy designed by Peeler. Mrs. Joyce Odom seconded the motion and the policy was accepted by unanimous vote.

Fall, Winter Class Schedule Outlined

The Soul City Parks and Recreation Association, Inc., yesterday announced the start of its fall and winter instructional classes. The classes will be jointly sponsored by Soul City Parks and Recreation Association, Inc. and Vance Granville Community College.

Classes offered are the following: Adult Basic Education, General Education Development (High School Diploma), Christmas Gifts and Crafts, Creative Crafts, Basic Crafts, Flower Decorating, Photography, Crafts for Children, Exercise Class and Sports and Activities for Children.

Registration for all classes will be October 13-20 and can be done by phoning (456-2176) or by coming by the office of PRA. Classes are to start October 24.

Holds Cookout

The Soul City Parks and Recreation Association sponsored a cookout on Saturday for the Oxford Orphanage. The cookout was held down by the Daisy B. Williams Lake, in the Magnolia-Ernest Recreational Complex.

GRADE A WHOLE FRYERS 37¢

LIMIT TWO!

25' Handling Charge Per Fryer Over Limit!!

US No. 1 White Potatoes, 10-lb. Bag 89'

Golden Delicious Apples, 3-lb. Bag 75'

Fresh Waxed Rutabagas 14' lb.

Midnight Black Grapes 49' lb.



220 S. MAIN ST. • WARRENTON

• We Accept Food Stamps
• We Accept WIC Orders • We Sell Money Orders

WHOLE OR RIB HALF

PORK LOINS

QUARTER LOIN
Pork Chops
LB. **1.19**

RIB END PORK ROAST LB. \$1.19
LOIN END PORK ROAST LB. 1.29
MEATY, COUNTRY STYLE BACK BONES LB. 1.39

\$1.09 LB.

CUT FREE INTO CHOPS, ETC.

CHOICE
TABLERITE

RIB STEAKS

LEAN, TENDER

CUBED STEAKS

BONE-IN

\$1.49 LB.

\$1.49 LB.

OLD FASHION FRESH ROPE

SAUSAGE

1 LB. **1.19**

JESSE JONES HOT OR MILD ROLL SAUSAGE - 12 OZ. 99'
MEAT FRANKS - 12 OZ. PKG. 79'

V.C. RED SMOKED SAUSAGE LB. **79¢**

SMITHFIELD DINNER

FRANKS

1 LB. PKG. **99¢**

MEAT AND MORE WIENIES - 1/2 LB. 1.69
MEAT BOLOGNA - 1 LB. PKG. 99'

COURTLAND BRAND PORK SAUSAGE 1 LB. Roll **59¢**

TABLERITE

FRANKS

59¢ 12 OZ. PKG.

TABLERITE SLICED

BACON

99¢ 12 OZ. PKG.

FRESH, LEAN GROUND

BEEF

3 LB. PKG. OR MORE

59¢

LB.

IGA FRESH
BROWN AND SERVE
ROLLS PKG. OF 12 **3/\$1**

BREAD

24 OZ. LOAF

4/\$1

IGA TABLERITE MARGARINE
"EVERYDAY LOW PRICE"
1 LB. PKG.

39¢

IGA SALAD Dressing
"SPECIAL FEATURE"
32 OZ. JAR

69¢

IGA SUGAR
(LIMIT ONE WITH \$7.50 ORDER OR MORE)
5 LB. BAG

49¢

IGA PAPER TOWELS
"SPECIAL FEATURE"
JUMBO ROLL

2/89¢

EVERYDAY LOW PRICES !!!!

\$ 100.00

SAVE YOUR TAPE - WIN CASH
GAME JACKPOT

\$500.00

<p>SEALTEST ICE CREAM \$1.29 1/2 GAL. CARTON</p>	<p>HANQUET ASSORTED DINNERS 69¢ 1/2 GAL. PKG.</p>	<p>NABISCO SALTINE CRACKERS 49¢ 1 LB. BOX</p>
<p>IGA CINNAMON ROLLS 8 OZ. 48'</p> <p>MEADOW GOLD BUTTERMILK . . . 1/2 GAL. 79'</p> <p>SALTINES 1 LB. BOX 49¢</p> <p>IGA SOUP NO. 1 CAN 78'</p> <p>ROYAL GUEST PEACHES No. 2 1/2 CAN 59'</p> <p>PET MILK TALL CANS 39'</p>	<p>6-PAK Pepsis Canned 99¢</p> <p>PETER PAN PEANUT BUTTER 18 OZ. 1.12</p> <p>IGA TOMATO JUICE 59¢</p>	<p>MEADOW GOLD LOWFAT MILK . . . 1/2 GAL. 89'</p> <p>IGA VANILLA WAFERS 12 OZ. 49'</p> <p>IGA SPAGHETTI WITH MEAT BALLS OR RAVIOLI 49¢ 5 OZ. CAN</p> <p>IGA Sliced or Crushed PINEAPPLE . . . No. 1 Can 35'</p> <p>IGA MACARONI 12 OZ. 25'</p> <p>IGA ASSORTED CANDY 39¢ 6 TO 9 OZ.</p> <p>IGA FACIALS 200 CT. 43'</p> <p>MUCHMOR PINK LOTION 32 OZ. 71'</p>
<p>PRICES EFFECTIVE OCT. 13 - 14 - 15, 1977</p> <p>SHORTENING 1 LB. CAN \$1.35</p>	<p>IGA BLEACH 1/2 GAL. 49¢</p>	<p>REG. OR SUPER KOTEX 30 CT. 2.25</p> <p>DOG HOUSE DOG FOOD NO. 1 CAN 6/1.09</p> <p>IGA DETERGENT \$1.19</p>

IGA Lowfat or Homogenized MILK, Paste, Oct. 1.59	MAXWELL HOUSE INSTANT COFFEE, 10 OZ. 4.99	SANKA COFFEE 8 OZ. JAN 5.69
IGA ORANGE JUICE 12 OZ. CAN 65'	WELCH'S GRAPE JELLY . . . 10 OZ. JAN 55'	DUKE'S MAYONNAISE . . . 32 OZ. 1.09
HEINZ CATSUP 32 OZ. 99'	KELLOGG'S CORN FLAKES . . 12 OZ. 49'	BEECHNUT BABY FOOD . . . 2/27'
BLACKEYE PEAS 1 LB. 37'	HI "C" DRINKS 48 OZ. ALL 49'	CASCADE KING SIZE 1.59
IGA TISSUE 4 PAK 69'	COMET CLEANSER REG. 29'	