

Music Department  
Minutes of Staff Meeting August 31, 1959

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|--------|-----|
| Ronnie | PJ  |
| Dora   | DAC |
| Nora   | NPH |
| Carl   | CRG |
| Roy    |     |
| Joanna | JN  |

Present: John Kelly, Ronald Tarr, Dora Ah Chan, Arthur Loventhal,  
Nora Hinckley, Dorothy Moritz  
Mr. Arne E. Larson - 10:00 a.m. on

Absent: Carl Cunningham

Joanna Noble: Miss Noble has resigned from her part time teaching position. All of her students have been contacted by her and informed that a new teacher would be replacing her.

Arthur Loventhal: Mr. Kelly urged Mr. Loventhal to finalize his schedule by Wednesday, September 12. Also, Mr. Loventhal is to think about forming a string ensemble class and is to report to Mr. Kelly regards scheduling, this week.

*should  
not  
be  
present  
dropped*

Fall Schedule: All teachers were reminded to complete schedules, make parental contacts, and any adjustments necessary, as regards scheduling, this week.

Classes: Mr. Tarr will be continuing his piano literature class. The class will be meeting once a week for an hour on Mondays from 4:45 to 5:45 p.m. The fee per student per session is 50¢. Mr. Tarr reported there will be approximately 13 students in this class.

Classes in general musicianship have tentatively been scheduled for the coming school year, for students ranging in ages from 8-10 and having one year and a summer of piano study. Plans are being made to secure enrollment necessary for establishing the class.

A lengthy discussion followed during which several questions were raised and opinions given.

Mr. Larson questioned the validity of the registration week, expressing the opinion that one person should handle all registration and the teachers should begin teaching that week. John and Ronald pointed out that this system had been tried and found unsuccessful because the schedules are very difficult to set up due to the following reasons:

1. conflicts with language school hours
2. some children come from a distance and parents, because of their working hours, can bring the children only at certain times on certain days
3. some parents have two or more children studying with different teachers and cannot make separate trips for each child's lesson
4. teachers know students' available lesson times better than anyone else, and can adjust their own schedules more easily
5. Parent, teacher, student contacts foster better relationships.

Settlement Program versus Music School Program: Mr. Larson said that the Music School program was "raising Cain" with the rest of the Settlement staff because they felt they were working longer and heavier hours. John pointed out that Buck Irie and Jane Battles were quitting from the Group Work Department. John went on to state because of the public school schedules, it is not possible to teach more than 24 hours. ?

Mr. Larson asked what would be wrong with paying the teachers what they're worth and giving the children free lessons, requiring only a Settlement membership fee from them. John said this plan would be ideal if it could be arranged.

Mr. Larson pointed that officially the Music School should not be divorced from the Settlement but in actuality our program is very much separated from other departments.

Mr. Larson also mentioned that he is very much in favor of some recreational music classes which would include such things as harmonica and ukulele. John said he would like to have an enlarged non-fee program but we lack the funds and the faculty. However, the Music School does have the bands and the Children's Chorus which are non-fee programs. ?

Mr. Larson questioned the need for Mr. Tarr's supervision with a qualified piano faculty. John stated that this position was created and partly paid for by the McNerny fund when the Settlement sanctioned John's acceptance of the McNerny grant. As it stands now, John's working time allotment is: 1/3 to McNerny foundation and 2/3 to Palama Settlement. } ? false

Job Contracts: John mentioned that teachers brought up the question of replacing job agreements with contracts. Mr. Larson stated himself to be in favor of contracts especially for people coming from the mainland but stated that:

1. all good contracts contain a general clause guaranteeing job security only upon satisfactory service
2. contracts are valuable only in court litigation
3. he believes that a gentlemen's agreement is as good as written word.
4. our job agreements contain a 3 months probationary clause and after that period staff members are permanent.

Philosophy and General Direction of School: John asked Mr. Larson in what direction the school was headed. Mr. Larson said that he didn't know but when he did know he would tell us. He said he would deal with the music school personnel as honestly as possible and that he would try to see that there are no hardships on his staff members. He said his problem was to make his family happy and be fair to everyone.

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Staff Meetings: Mr. Larson stated that he would be very happy to be invited to staff meetings and asked Dorothy to follow up invitations with reminders. He also asked for a breakdown of the keys held by each staff member and wanted to know if this control of the keys during August had worked any hardship on anyone. All those present said no.