

*Mr. Lawson*

Music Department

Minutes of Staff Meeting July 7, 1960

Present: Jeanne Comer, Dora Ah Chan, Deune Satterfield, Florence Ward,  
Dorothy Moritz.

New Job Agreement: Mrs. Comer went over the new job agreement with the teachers which will give a more equitable fee to the teachers. This payment of 60% of fees per child to teacher and 40% of fees per child to Palama is retroactive to June 13. This should result in a better monthly wage for the music teachers and hope this will result in increase in recruitment of pupils by the music teachers. — ?

Included in the new job agreement is a statement to the effect that the teachers will not accept Palama pupils (without permission of Palama Settlement) for a period of three years after termination of their employment. This has become necessary because some of the teachers have come to Palama to build up a clientele and when they have left, have taken their pupils with them not necessarily to the benefit of the pupils.

The Palama music department is only a part of the services which are available to our members, and we do not feel that it is fair to the music pupils to remove them from Palama and all of its benefits for the dubious benefits of instruction from a teacher no longer connected with the Palama Music department.

Also, it is not ethically sound for a teacher to use Palama Settlement to build up a clientele and when this is done, to remove these pupils to a private studio for continuation of their studies.

Mrs. Comer feels the music staff has a responsibility to fill a void in this culturally deprived community. We hope that the teachers in the music department will realize their part in the whole structure and purpose of Palama and plan their activities accordingly.

Scholarship Aid: Teachers feel that scholarship aid for the music students should be pursued and scholarship should be extended to pupils only after careful considerations. Financial need must be the initial requisite for obtaining this aid.

Children's Recital: Teachers also feel that there should be more student recitals as this is a means of publicizing the department. Mrs. Comer pointed out that already plans are underway for a Xmas music program.

Music Program: Starting in September, the music department will go on a four month session basis and parents will be charged \$10.00 per month. Should the teachers want to take a vacation, they will have to notify the registrar at the beginning of each new term and students will be charged accordingly. Teachers will notify students of this change in their schedule.

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The principals, teachers, PTA group, and student bodies will be contacted personally to advertise our program for the fall.

During the four months term, there will also be a special 8-weeks course in group piano lessons. It is hoped that following the 8-week period, students will be enrolled on other teachers' schedules, privately or semi-privately.

Personal Telephone Calls: Mrs. Comer reminded the staff to curtail personal call on the office telephone to a minimum.