



LOS ANGELES City Councilman Ed Roybal, left, congratulates Manuel Lopez, 100-year-old Mexican who recently had a free chest film in Los Angeles County's X-Ray Survey. Lopez, a resident of 521 S. Downey Road, Belvedere, has no chest disturbance, according to his x-ray report.

School Policy On Employee Ruling Told

Rules for disciplinary action against employees of Torrance Unified School District are included in a personnel policy report adopted by the Board of Education and now in effect. The rules provide: "The Superintendent of Schools shall have authority to dismiss, demote or suspend any employee for cause, subject to appeal by the employee as provided herein, and subject to approval by the Board. Suspensions shall not be made for more than a total of thirty calendar days in any calendar year. "Disciplinary action may result from a recommendation of the Department head to which the employee has been assigned to

work, action by the Superintendent, or by the Board. "Disciplinary action shall be made in the following procedure: PROCEDURE "a. Upon recommendation by the officer or supervisor that an appropriate disciplinary action be taken, written charges shall be prepared and given to the employee. As soon as practicable, the Superintendent shall designate a representative to investigate the charges and shall prepare written findings of fact and recommendations for suitable action. The investigation shall be impartial and is not to be a trial. The employee may present such evidence as he may desire and call such witnesses as he may

need. "b. The Superintendent may affirm, revoke or modify action recommended and submit his action for approval of the Board. "c. The employee may request, and the Board may grant, if it so believes it just to all concerned, an opportunity for a personal appearance before the Board to present orally his case. The evidence obtained in the investigation should be summarized for the Board so that it may have available the information on which it may base its decision. Board shall order such affirmation, approval, modification, reinstatement, suspension as the Board may believe to be just. The decision of the Board is final.

STANDARDS

"d. It will be the policy of the Board that grievances and disciplinary matters should be settled prior to hearing by the Board insofar as possible with justice and impartiality. For this reason, the Board urges all department heads and supervisors to develop in writing, as soon as possible, objective standards of performance and behavior for the information of the employee, and that disciplinary actions be based upon failure to achieve the standard of performance and behavior thus established. It shall be the duty of the Superintendent or his designated representative to review and approve these standards in order to achieve uniformity of standards and of application of these standards. The

Board recognizes the difficulties involved in developing standards of performance and behavior thus established. It shall be the duty of the Superintendent or his designated representative to review and approve these standards in order to achieve uniformity of standards and of application of these standards. The Board recognizes the difficulties involved in developing standards of performance and behavior, but realize that most disciplinary problems occur because employees are not informed as to what is expected of them." GRIEVANCES A grievance policy also is provided, as follows: "It is the policy of the Board that grievances should be settled as soon as possible and by those

immediately concerned, if possible. In the event a grievance cannot be settled between an employee and his supervisor, the employee may present a written grievance to the designated representative of the Superintendent. The representative shall investigate the grievance and shall make to the Superintendent such findings of fact and recommendations as are warranted by the evidence presented. The Superintendent shall then take such action to transfer the employee, reassign duties, issue reprimands; or other actions in conformance with good personnel practice as may be necessary." Don't fool with tuberculosis. Be on the safe side. Check your chest. Get your free V-day now.

Everett Mills To Speak At Church Dinner

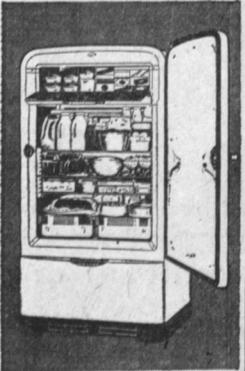
On Friday evening, July 14, the Mens' Club of the First Baptist Church will have as their speaker the nationally known youth worker, Everett Mills. The dinner will start at 6:30 and will be at the Baptist Church at the corner of Carson and Mantel streets in Torrance. In addition to being one of the finest speakers in this part of the country, Mr. Mills will also play the saw and a one stringed violin. Fathers and their sons in this community are invited to attend this dinner.

Fuchsia Club To Hold Garden Tour in Lomita

The L.E.C. Fuchsia Club will hold a garden visitation for the Harbor Area on Sunday, July 16, in the Lomita Park, at 1 p.m. A potluck luncheon will be held afterwards so bring your own service and food. Those who want to go on garden visitations will be given information on when and how to leave with the group. Those wishing to stay may. The list will be given Sunday.

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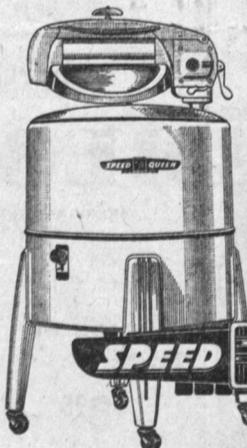
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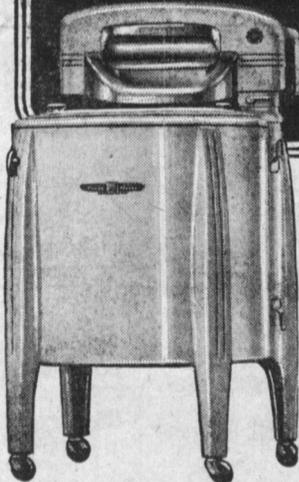
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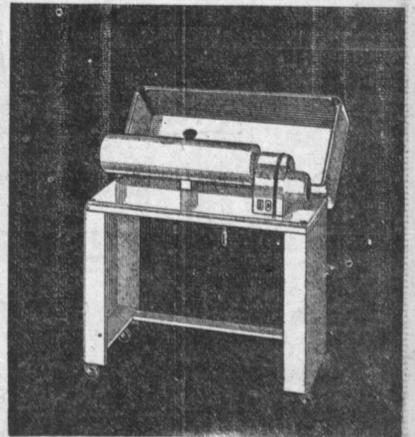
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