

Religious policy outlined for staff of Dover schools

By **DICK FARRELL**

Dover board of education Monday night adopted policy guidelines for administrative and teaching staff members concerning religious programs in the system's schools.

Supt. Bill Kinneer said the guidelines were not absolute and could be challenged by anyone. He said he believed such guidelines were necessary but they were not formulated because of any past problem.

The statement reads:

"With the adoption of this policy it is not the intention of the Dover board of education to remove the schools from the social and cultural life of this community. We recognize that religious holy days and festive seasons are a part of our entire community and cultural structure.

"School choirs, orchestra, bands and class groups may participate in programs which present materials of a religious nature as long as the programs are not conducted as a service of worship.

"School groups may participate in

community worship services but such participation by the individual student is strictly voluntary.

"**BIBLES AND OTHER** religious materials may be placed in school or classroom libraries for use as reference materials for specific study related to the curriculum.

"The role of religion in history, religion as part of cultural phenomena and the use of religious or Biblical themes in the teaching of art, literature and music

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are permissible. The indoctrination of specific religious dogma is not permitted. It is the responsibility of the public schools to reach mutual understanding, brotherhood and respect for all individuals and all beliefs.

"In pursuing this goal, teaching in the public schools can and should take cognizance of the fact that holidays are observed differently by different religious groups.

"All of us in public education must respect the fact that some individuals are not committed to any religious and/or patriotic belief.

"Let it be the policy of this Dover board of education that we encourage teachers in all fields when considering or teaching the origin of life or the universe, to present all major theories, including those of creation and evolution, that these be stressed as theories and not as established fact, and that they be accorded proper treatment in time, emphasis and attitude to protect the rights of all students.

"Dover public school libraries are instructed to provide reference material on each theory to supplement presently adopted texts.

"One general guideline established for testing the legality of all common school policies and practices relative to religion is: If the practice in purpose and presentation is part of an educational program, it is within the guidelines of the above policy. If the practice is directed toward religious commitment and part of religious worship or indoctrination, it is contrary to the above policy."

AS EXPECTED, the board decided to place three additional levies totaling four mills before voters this November. The board approved unanimously resolutions calling for a 2.5-mill levy earmarked for operating expenses, a half-mill for purchase of land for ultimate construction of a school and one mill for capital improvements.

A 60-acre tract north of Dover is under board option until Jan. 1, 1975. The half-mill levy would run five years and yield \$35,000 per year, bringing in a total of \$175,000 to cover the entire cost of the land.

The one-mill levy also would run five years and would be earmarked for such improvements as lighting in schools, general maintenance, construction, rehabilitation, improvement of and adding to structures for school purposes, to equip and improve real estate and for the acquisition of any necessary real estate.

In other business, the board:

— **ADDED** to the teaching staff Deborah K. Miller, 21, of Dover; Anne Ramsey, 20, of Canton, and Steven L. Har-

mon, 24, of Dover, all with no experience. Miss Miller will teach at the Wooster Avenue School; Miss Ramsey will be a math instructor at the 7th and 8th grade levels at the junior high, and Harmon was employed as an industrial arts instructor at the high school.

— **ACCEPTED** the resignations of John and Carole Neighbor from the teaching staff.

— **WAS INFORMED** that Frances Marino of Dover, who last month was hired by the board as an elementary teacher, has been rehired by Cincinnati school district.

— **HIRED** Dr. James J. Hougland as school physician for the school year 1974-75 for a fee of \$500.

— **APPOINTED** Geraldine Newell of Dover to the non-certified staff as a library aide in the Dover High library. She will be paid \$2.20 per hour.

— **APPROVED** Robert Wise as senior high student council advisor. He will be paid a stipend of \$100.

— **CONTINUED** an early dismissal time on Wednesdays at 2:30 p.m. for professional staff meetings.

— **RAISED** workbook and consumable supply fees from \$2.50 to \$3 for kindergarten and from \$3.75 to \$5 for other students.

— **APPROVED** the appointment of Dr. P. Michael Olmstead as the high school athletic physician.

— **AWARDED** Goshen and Superior dairies the system's milk contract. Both submitted identical bids of 8.4 cents per carton of white milk and 8.85 cents per carton of chocolate. Cost of milk per carton to the students will remain at five cents.

— **RAISED** student and adult lunches five cents because of inflationary costs.

— **HIRED** George Rothacher of Dundee as a custodian at a salary of \$7085 per year.

— **APPROVED** five summer school students for graduation.

— **APPROVED** payment of \$350 to the Tuscarawas County board of education to cover the excess costs of Mrs. Doris Linn's services for the 1974-75 school year as a learning disability supervisor. State reimbursement does not cover the full cost.

— **APPROVED** a dress code for students for the 1974-75 school year.