

FEDERAL COMMUNICATIONS COMMISSION

RE: APPLICATION FOR	)	AFFIDAVIT OF
)	
RENEWAL OF LICENSE	)	<u>MEL BAKER</u>
)	
OF RADIO STATION	)	IN SUPPORT OF PETITION OF
)	
KALW	)	GOLDEN GATE PUBLIC RADIO
)	
BLED 1644	)	TO DENY LICENSE RENEWAL
)	
	)	OF RADIO STATION KALW

I, Mel Baker, whose address is 250 Dorland Street, #3, San Francisco, California 94114, hereby declare as follows:

1. I am an employee at radio station KALW.
2. On October 29, 1997, I spoke with Candace Kronich, an administrator with the San
3. Francisco Unified School District's Classified Employees Department. She told me
4. that Bill Helgeson was appointed to the provisional position of program manager in
5. November, 1992. She also told me that Anna Perez is a provisional employee as
6. program manager and that Lynne Nerenbaum is an independent contractor.
7. On October 29, 1997 I spoke with Patty Tamara, a business representative of the
8. Service Employees International Union, Local 790. She told me of a union
9. grievance filed against school district managers, Elaine Lee and Enrique Palacios,
10. on May 29, 1996. During the district hearing process, Palacios was proven to have
11. misused his authority in pursuing disciplinary action that had no merit against KALW
12. employees, Michael Johnson and Joanne Mar.
13. In searching the public file on October 30, 1997, I found no contracts or other

Exhibit F, page 1 of 2

14. records for Carol Pierson, Claire Greene, and Michael Wallace for their work as
15. fund drive coordinators for KALW over the 1995-96 period. My employment at
16. KALW was concurrent with the period during which the aforementioned contractors
17. worked at KALW. The Board of Education listings in Exhibit R are true and correct
18. and are based on listings from KALW's published program guides.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

OCTOBER 31, 1997

Date



Mel Baker

Exhibit F, page 2 of 2

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Annual Financial Report

STATION FISCAL PERIOD ENDING DATE June 30 1992
(or December 31, 1991)

CALL LETTERS OR NETWORK DESIGNATION
OF TELEVISION STATION _____
OR RADIO STATION KALW 91.7FM
City SAN FRANCISCO
State CALIFORNIA

Exhibit G, page 1 of 11

SCHEDULE A - SOURCES OF REVENUE
(Continued)

Fiscal Year 1992

10. Gross Subscription and Membership Revenue (Include miscellaneous contributions from individuals.)	<u>311,773</u>	(10)
10a. Total Number of Contributors <u>7,600</u>		(10A)
11. Revenue from Friends Groups less any revenue included on line 10.	_____	(11)
11a. Total Number of Friends Contributors _____		(11A)
12. Revenue from Subsidiary Enterprises. See Instructions for determining extent of includability.	_____	(12)
13. Gross Auction Revenue.	_____	(13)
14. Special Fund Raising Projects. See Instructions for determining whether to report gross or net revenue.	_____	(14)
15. Passive Income.		
15A. Interest and Dividends _____		
15B. Royalties _____		
15C. Copyright Tribunal Distributions _____	_____	(15)
16. Gains on Sale of Assets.	_____	(16)
17. Other (Specify).		
Description	Amount	
_____	_____	
_____	_____	
_____	_____	(17)
18. Total Revenue (Sum of lines 1 through 17)	\$ <u>663,032</u>	(18)
Adjustments to Revenue:		
19. Federal Revenue From Line 1.	_____	(19)
20. Public Broadcasting Revenue From Line 2.	<u>218,445</u>	(20)
21. Specified Fund Raising Costs.	_____	(21)
22. Other Revenue on Line 18 Not Meeting the Source, Form, Purpose, or Recipient Criteria (Line 17, Schedule A-1).	<u>200</u>	(22)
23. Revenue on Line 18 that has been Previously Claimed as NFFS.	_____	(23)
24. Nonfederal Financial Support - Direct Revenue (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.	\$ <u>444,387</u>	(24)

ADDITIONAL INFORMATION REQUIRED

How much revenue was received as underwriting from foundations?	\$ _____	0
2. How much revenue was received as underwriting from business and industry?	\$ _____	5,090

4 Exhibit 6, page 2 of 11

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Annual Financial Report

STATION FISCAL PERIOD ENDING June 30 1993
(or December 31, 1992)

Call Letters or Network Designation

Television Station _____
or Radio Station KALW 91.7FM
City San Francisco
State California

SCHEDULE A - SOURCES OF REVENUE
(Continued)

Fiscal Year 1993

10. Gross Subscription and Membership Revenue (Include miscellaneous contributions from individuals.)	<u>475,792</u>	(10)
10a. Total Number of Contributors _____ (10A)		
11. Revenue from Friends Groups less any revenue included on line 10.	_____	(11)
11a. Total Number of Friends Contributors _____ (11A)		
12. Revenue from Subsidiary Enterprises. See Instructions for determining extent of includability.	_____	(12)
13. Gross Auction Revenue.	_____	(13)
14. Special Fund Raising Projects. See Instructions for determining whether to report gross or net revenue.	_____	(14)
15. Passive Income.		
15A. Interest and Dividends _____		
15B. Royalties _____		
15C. Copyright Tribunal Distributions _____	_____	(15)
16. Gains on Sale of Assets.	_____	(16)
17. Other (Specify).		
Description	Amount	
		_____ (17)
18. Total Revenue (Sum of lines 1 through 17)	\$ <u>732,247</u>	(18)
Adjustments to Revenue:		
19. Federal Revenue From Line 1.	_____	(19)
20. Public Broadcasting Revenue From Line 2.	<u>201,651</u>	(20)
21. Specified Fund Raising Costs.	_____	(21)
22. Other Revenue on Line 18 Not Meeting the Source, Form, Purpose, or Recipient Criteria (Line 17, Schedule A-1).	<u>1,000</u>	(22)
23. Revenue on Line 18 that has been Previously Claimed as NFFS.	_____	(23)
24. Nonfederal Financial Support - Direct Revenue (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.	\$ <u><u>529,596</u></u>	(24)

ADDITIONAL INFORMATION REQUIRED

1. How much revenue was received as underwriting from foundations? \$ _____
2. How much revenue was received as underwriting from business and industry? \$ 10,304

4 Exhibit G, page 4 of 11

SS



Annual Financial Report

STATION FISCAL PERIOD ENDING June 30, 1994
(or December 31, 1993)

Call Letters or Network Designation

Television Station _____
or Radio Station KALW 91.7 FM
City San Francisco
State California

Exhibit B, page 5 of 11

SCHEDULE A - SOURCES OF REVENUE

(Continued)

Fiscal Year 1994

Gross Subscription and Membership Revenue (Include miscellaneous contributions from individuals.)		<u>442,933</u> (10)
10a. Total Number of Contributors _____ (10A)		
11. Revenue from Friends Groups less any revenue included on line 10.		_____ (11)
11a. Total Number of Friends Contributors _____ (11A)		
12. Revenue from Subsidiary Enterprises and related organizations. See Instructions for determining extent of includability.		_____ (12)
13. Gross Auction Revenue.		_____ (13)
14. Special Fund Raising Projects. See Instructions for determining whether to report gross or net revenue.		_____ (14)
15. Passive Income (from all sources).		
15A. Interest and Dividends <u>Interest and Dividends</u>		
15B. Royalties _____		5,399 (15)
15C. Copyright Tribunal Distributions _____		_____ (16)
16. Gains on Sale of Assets.		
17. Other (Specify).	Amount	
Description		
_____	_____	_____ (17)
_____	_____	
_____	_____	\$ <u>654,238</u> (18)
18. Total Revenue (Sum of lines 1 through 17)		
Adjustments to Revenue:		
19. Federal Revenue From Line 1.		_____ (19)
20. Public Broadcasting Revenue From Line 2.		<u>155,505</u> (20)
21. Specified Fund Raising Costs.		_____ (21)
22. Other Revenue on Line 18 Not Meeting the Source, Form, Purpose, or Recipient Criteria (Line 19, Schedule A-1).		<u>3,130</u> (22)
23. Revenue on Line 18 that has been Previously Claimed as NFFS.		_____ (23)
24. Nonfederal Financial Support - Direct Revenue (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.		\$ <u><u>495,603</u></u> (24)

ADDITIONAL INFORMATION REQUIRED

1. Revenue received as underwriting from foundations and nonprofits (line 8)		\$ _____
2. Revenue received as underwriting from business and industry (line 9)		\$ <u>12,330</u>



Annual Financial Report

STATION FISCAL PERIOD ENDING June 30 1995
(or December 31, 1994)

CALL LETTERS OR NETWORK DESIGNATION

Television Station

OR Radio Station

City

State

KALW 91.7 FM

San Francisco

California

94108

SCHEDULE A - SOURCES OF REVENUE continued

		Fiscal Year 1995
10. Gross Subscription and Membership Revenue (Include miscellaneous contributions from individuals.)	<u>539,887</u>	(10)
10a. Total Number of Contributors _____ (10a)		
11. Revenue from Friends Groups less any revenue included on line 10.	_____	(11)
11a. Total Number of Friends Contributors _____ (11a)		
12. Revenue from Subsidiary Enterprises and related organizations. See Instructions for determining extent of includability.	_____	(12)
	_____	(13)
13. Gross Auction Revenue.	<u>964</u>	(14)
14. Special Fund Raising Projects. <i>see instructions on page 19</i> <u>Additional information</u>		
Gross fund raising revenue _____		
Total fund raising expenses _____		
15. Passive Income (from all sources).		
15A. Interest and Dividends <u>3,166</u>		
15B. Royalties _____	<u>3,166</u>	(15)
15C. Copyright Tribunal Distributions _____		(16)
16. Gains on Sale of Assets		
17. Other (Specify).	Amount	
Description	_____	(17)
_____	_____	
_____	_____	
18. Total Revenue (Sum of lines 1 through 17)	\$ <u>787,458</u>	(18)
<i>Adjustments to Revenue:</i>		
19. Federal Revenue From Line 1.	_____	(19)
20. Public Broadcasting Revenue From Line 2.	<u>170,792</u>	(20)
21. Specified Fund Raising Costs.	_____	(21)
22. Other Revenue on Line 18 Not Meeting the Source, Form, Purpose, or Recipient Criteria (Line 19, Schedule A-1).	_____	(22)
23. Revenue on Line 18 that has been Previously Claimed as NFFS	<u>4,423</u>	(23)
24. Nonfederal Financial Support - Direct Revenue (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.	\$ <u>612,243</u>	(24)
ADDITIONAL INFORMATION REQUIRED		
1. Revenue received as underwriting from foundations and nonprofits (line 8)?	<u>\$ 26,243</u>	
2. Revenue received as underwriting from business and industry (line 9)?	<u>\$ 4,406</u>	



Annual Financial Report

STATION FISCAL PERIOD ENDING June 30 1996
(or December 31, 1995)

CALL LETTERS OR NETWORK DESIGNATION

Television Station	<u>KALW 91.7 FM</u>
OR Radio Station	<u>San Francisco</u>
City	<u>California, 94134</u>
State	

SCHEDULE A

FISCAL YEAR 1996

DIRECT REVENUE

Round all figures
to nearest dollar

1. Amounts provided directly by federal government agencies.

Name of Agency

A. PTFP (NTIA) Facilities Grants	\$ _____	(1A)
B. Department of Education	_____	(1B)
C. Department of Health and Human Services	_____	(1C)
D. Nat'l. End. for the Arts and Humanities	_____	(1D)
E. National Science Foundation	_____	(1E)
F. Other federal funds (specify) _____	_____	(1F)
Total federal government	\$ _____	(1)

2. Amounts provided by public broadcasting entities such as CPB, PBS, NPR, AIT, CTW, FCI, other stations and regional networks.

Name of Organization

A. CPB - Community Service Grants	\$ 99,604	(2A)
B. Annenberg/CPB Project Grants	_____	(2B)
C. CPB - NPPAG	37,696	(2C)
D. CPB - Interconnection grants	_____	(2D)
E. CPB - all other funds	3,200	(2E)
F. PBS - all payments	_____	(2F)
i. NPR - all payments	10,000	(2G)
H. Public broadcasting stations - all payments	_____	(2H)
I. Other (specify) _____	_____	(2I)
Total public broadcasting entities	\$ 150,500	(2)

3. Local boards and departments of education or other local government or agency sources.

42,000 (3)

4. State boards and departments of education or other state government or agency sources.

_____ (4)

5. State colleges and universities.

_____ (5)

6. Other tax-supported colleges and universities.

_____ (6)

7. Private colleges and universities.

_____ (7)

8. Foundations and nonprofit associations (include underwriting).

12,265 (8)

9. Business and Industry (include underwriting).

10,916 (9)

10. Subscription and membership revenue 589,835

less write-off of uncollectible pledges _____

(include miscellaneous contributions from individuals.) 589,835 (10)

10a. Total number of contributors 12,000 (10a)

SCHEDULE A - continued

Fiscal Year 1996

11. Revenue from friends groups less any revenue included on line 10.	_____	(11)
11a. Total number of friends contributors _____ (11a)		
12. Revenue from subsidiary enterprises and related organizations. See instructions for determining extent of includability.	_____	(12)
13. Auction revenue.	_____	(13)
14. Net revenue from special fund raising activities.	_____	(14)
15. Passive income (from all sources).		
15A. Interest and dividends _____ 11		
15B. Royalties _____		
15C. Copyright Tribunal Distributions _____	11	(15)
16. Gains (losses) on sale of assets.	_____	(16)
17. Other (specify).		
Description	Amount	
_____	_____	
_____	_____	
_____	_____	(17)
18. Total Revenue (Sum of lines 1 through 17)	\$ 805,527	(18)
<i>Adjustments to Revenue:</i>		
19. Federal revenue from line 1.	_____	(19)
20. Public broadcasting revenue from line 2.	150,500	(20)
21. Specified fund raising costs.	_____	(21)
22. Other revenue on line 18 not meeting the source, form, purpose, or recipient criteria (Schedule A-1, line 19).	813	(22)
23. Revenue on line 18 that has been previously claimed as NFFS.	_____	(23)
24. Total Direct Nonfederal Financial Support (Line 18 less lines 19 through 23). Forward to Line 1 of the Schedule of Nonfederal Financial Support.	\$ 654,214	(24)

ADDITIONAL INFORMATION REQUIRED

1. Revenue received as underwriting from foundations and nonprofits (line 8)	\$ 12,265
2. Revenue received as underwriting from business and industry (line 9)	\$ 10,916

FEDERAL COMMUNICATIONS COMMISSION

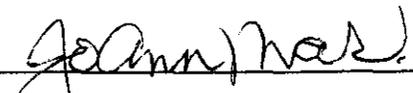
RE: APPLICATION FOR	)	AFFIDAVIT OF
RENEWAL OF LICENSE	)	<u>JOANN MAR</u>
OF RADIO STATION	)	IN SUPPORT OF PETITION OF
KALW	)	GOLDEN GATE PUBLIC RADIO
BLED 1644	)	TO DENY LICENSE RENEWAL
	)	OF RADIO STATION KALW

I, Joann Mar, whose address is 1200 Virginia Street, Berkeley, California 94702, hereby declare as follows:

1. I have been an employee of KALW since April 1986.
2. Since 1991 I have been the Shop Steward for the union, Service Employees International
3. Union, which represents KALW employees. SEIU has an agreement with SFUSD which
4. uses Civil Service Commission rules for hiring and employment.
5. From April 1991 to September 1997, I did not see a notice informing KALW employees that
6. KALW is an equal opportunity employer, and that they have the right to notify an appropriate
7. State or Federal agency if they believe they have been the victims of discrimination.
8. I did not see any postings or advertisements for positions filled by the following personnel:
9. Jerry Jacob, Station Manager, August, 1992; Bill Helgeson, Operations Manager, 1992;
10. Rose Levinson, Director of Development, 1994, and Station Manager, 1995; Lynne
11. Nerenbaum, Underwriting Coordinator, August, 1996; and Ana Perez, Program Manager,
12. October 1996. I did not see any postings or advertisements for a position to be filled by
13. Michael Moon, September 1997.
14. I am an Asian-American female and I was not informed of, nor encouraged to apply for,
15. positions of greater responsibility such as Program Manager and Station Manager.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

October 29, 1997



Joann Mar

Exhibit H, page 1 of 1

Affidavit of
JOSEPH HUGHES
RE: KALW's License Renewal

I, Joe Hughes, whose address is 4149 26th Street, San Francisco, California 94131, hereby declare as follows:

1. On September 10, 1997 I saw for the first time since I began working on a
2. regular basis at KALW in 1993, a posted notice that states that the San
3. Francisco Unified School District is an Equal Opportunity Employer. As of
4. today's date, October 29, 1997, I have not seen, at any time, a notice which
5. informs KALW employees of their right to notify an appropriate State or
6. Federal agency if they believe they have been the victims of discrimination.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

October 29, 1997



Joseph Hughes

Exhibit I, page 1 of 1

EDUCATION WEEK

American Education's Newspaper of Record

Volume XV, Number 34 • May 15, 1996

© 1996 Editorial Projects in Education / \$3.00

95820, ATOR, 1996
 Application Deadline: May 31, 1996.

ENCES TO:

Larry R. Turner
 Parkway School District
 455 North Woods Mill Road
 Chesterfield, Mo. 63017

EOE

Closing Date: May 28, 1996

nces, the arts, and athletics. Emphasis on cultivating the unique potential of each student and instilling a love of learning are hallmarks of the school. Holton-Arms is committed to multicultural education and actively seeks diversity in both its faculty and student body. The registrar maintains student records, transcripts, enrollment statistics, and permanent student files. The registrar coordinates the grade reporting process and oversees the administration of semester examinations. The registrar also assists the college counselor by issuing student and school reports to colleges and universities as needed. Qualifications include: a bachelor's degree or its equivalent, working knowledge of the college admissions process, significant experience in computer software applications (Windows, word processing, data base, spread sheet, and student records software); and strong organizational, interpersonal, and communications skills. The starting date is July 1, 1996. Deadline for applications is May 20, 1996. Salary and benefits are competitive. Letters of interest and a résumé should be sent to: Elaine Miller, Director of Personnel, The Holton-Arms School, 7303 River Road, Bethesda, Md. 20817.

Station Manager. San Francisco Unified School District seeks a station manager for its non-commercial public radio station, KALW-FM. Dedicated to serving San Francisco Bay area and providing educational opportunities for youth, KALW-FM broadcasts diverse programming emphasizing news and information, 24 hours per day. Major duties and responsibilities include: programming development; general & adminis-

trative management; marketing and fundraising; consultant relations with community, SFUSD, and non-profit organizations. Minimum qualifications: BA in related area and three years management, fundraising and marketing expertise. Desired: experience in public/community radio management; ability to coordinate career programs for youth; strong leadership and interpersonal skills; proven ability to provide vision and implement change; MA in appropriate area of specialization. Compensation: One-year management contract at negotiable rate (range \$60-\$75,000); option to renew based upon performance. To apply: Send letter to Enrique E. Palacios, Special Asst. to Superintendent, SFUSD, 135 Van Ness Ave., San Francisco, Calif. 94102-5299. Or FAX to (415) 241-6060, epalacios@zeus.sfusd.k12.ca.us. Deadline for receipt of materials: May 24, 1996.

String Specialist, Lincoln Public Schools, Lincoln, Nebraska. 21,000 plus, individual, small group, full orchestra, grades 4-12, violin, viola, cello, bass. B.A., conducting experience. Must have proof of legal authority to work in the United States. Send your résumé to: Bernard Childerston, Nebraska Department of Labor, P.O. Box 94600, Lincoln, Neb. 68509. Refer to Job Order NE0162104. This ad is paid by the employer.

Agate (Positions Available)

Agate (Positions Wanted)

Choose one: EDUCATION WEEK to typeset

Camera-Ready Art Enclosed (15% discount)

Issues in which you want your ad to appear: _____

NAME

TITLE

INSTITUTION/AD AGENCY

ADDRESS

CITY, STATE, ZIP

AREA CODE + PHONE NUMBER

FAX NUMBER

PURCHASE ORDER NUMBER

COMMENT/SPECIAL INSTRUCTIONS

Attach ad copy and any required billing forms and mail or FAX to:

THE MARKETPLACE/ Education Week

4301 Connecticut Ave, N.W., Suite 432, Washington, D.C. 20008

Attn: Michael Horkan

Phone: (202) 686-0800 • FAX: (202) 686-0797

Exhibit J, page 1 of 1

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Dear Applicant,

We have received your resume for the position of General Manager at KALW. A panel will review all resumes and select the most qualified individuals for an interview. If you are invited for an interview, you will be notified asap. All interviews will take place in San Francisco, California. The panel has the following schedule:

1. May 24-Posting closes.
2. May 25 to May 31-Reviewing of resumes.
3. June 1 to June 10-Interviewing of candidates.
4. June 25-Approving of position.
5. July 1-Starting work.

If you require additional information, please contact me at (415) 695-5925. Thank you.

Sincerely,

Enrique E. Palacios
Special Assistant to the Superintendent

Exhibit K, page 1 of 1

APPOINTMENT TO WORK (CERTIFICATION)

Rule of Three: When vacancies occur, the Civil Service Commission certifies to the Appointing Officer the names of the first three eligibles from the list who are available for appointment for that classification. The Appointing Officer or designee may select from any of three eligibles interviewed for each vacancy.

STATUS OF EMPLOYMENT

Certified Permanent

A person is certified (employed) permanent when appointed from a list of eligibles to a permanent position.

New employees are compensated at the first step of the salary schedule for their class. Increments are earned upon completion of each required service period. In most cases, employees reach the top (fifth) step within 3 - 1/2 years after their appointment.

Permanent Probation

Permanent employees serve a 6 month or 12 month probation. The probationary period may be extended for various reasons. Contact your Personnel Representative for more information.

Before the end of the probationary period, the supervisor will recommend that the employee be continued or separated depending on written evaluations of the employee's work performance.

Certified Temporary

A person is certified (employed) temporary when appointed from a list of eligibles to a temporary position. Unless the person has prior permanent status in another classification, the appointment is made at the first step of the salary schedule and no increments are granted.

If the person remains certified temporary and retakes an exam for their classification, the person may have placement rights over those from a new list.

Provisional Appointments (Exempt and/or NCS)

When there is no existing Civil Service list, the department may provisionally appoint a person who is otherwise qualified for the position and is in the examination process. A provisional appointee is subject to displacement by an eligible from a Civil Service list. The paraprofessional classes are exempt in this regard. No Civil Service examination is required for a paraprofessional appointment. Instead the State Education Code requires that a Paraprofessional Proficiency Exam be administered by the District.

Notice to Provisional Appointee

Ana C. Perez
Name of Appointee

10/4/96
Date Issued

1512 5th Street
Street Address

San Francisco, CA 94710
City State Zip

3532 Program Manager, KALW
Class Number and Title

SFUSD
Department

Employment Type (Check One)

Full-Time Regularly Scheduled

Part-Time Regularly Scheduled

School-Term, Full-Time Regularly Scheduled

School Term, Part-Time Regularly Scheduled

As-Needed (not regularly scheduled)

Anticipated Last Day of Employment

Month Day Year

Important Information

As a provisional appointee you acquire no right or preference for permanent civil service employment by virtue of serving on a provisional basis. Your provisional appointment is time limited to a maximum of six (6) months in a calendar year. Such appointment, however, may be extended by the General Manager, Personnel for additional six (6) month periods.

Your employment may be terminated at any time by the department head or you may be displaced by an eligible from a civil service list at any time prior to the anticipated last date of employment indicated above.

Please sign this form below acknowledging that you have received a copy of this notice.

[Signature]
Signature of Appointee

Oct 4, 1996
Date

cc: Employee's Personnel Folder

CITY AND COUNTY OF SAN FRANCISCO
CIVIL SERVICE COMMISSION

SEPARATION REPORT

NAME (LAST, FIRST, M.I.) Magson, William		DATE ISSUED 9-14-92	DEPT. CONTROL NO. P-0893	CIVIL SERVICE USE ONLY SR-
----------------------------------------------------	--	-------------------------------	------------------------------------	--------------------------------------

EMPLOYEE ID 426	TITLE Senior Clerk Typist	DATE OF BIRTH 5-22-53	SOCIAL SECURITY NO. 568-78-7121
---------------------------	-------------------------------------	---------------------------------	-------------------------------------------

TYPE OF APPOINTMENT <input checked="" type="checkbox"/> PERMANENT <input type="checkbox"/> CERTIFIED-TEMP (TCS) <input type="checkbox"/> NON CIVIL SERVICE (NCS)	WORK SCHEDULE <input checked="" type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> SCHOOL TERM <input type="checkbox"/> AS NEEDED	PART-TIME HOURS	CSC RQ NUMBER 904969	RANK 007	LIST C196	CERTIFICATION OR START WORK DATE 5-11-90		
		DEPT 07	DIV 29	SEC 00	FUND 01001	OBJECT 001	CLASS 1426	POSITION NUMBER 000

EFFECTIVE DATE COB -16-92	IS THIS A COMPLETE SEPARATION FROM CITY AND COUNTY SERVICE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	IF NOT, SPECIFY EMPLOYEE'S NEW DEPARTMENT SFUSD
-------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------

TYPE OF SEPARATION <input type="checkbox"/> PROMOTIONARY <input checked="" type="checkbox"/> OTHER	IF YES SPECIFY TYPE <input type="checkbox"/> ENTRANCE <input type="checkbox"/> PROMOTIVE	ADDRESS - COMPLETE FOR PARTS 3, 4 OR 6 ONLY
----------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------	---------------------------------------------

1 REASSIGNMENT - DISTRIBUTE COPIES A-C ONLY

NEW POSITION	DEPT. REQUISITION NO.	CSC RQ NUMBER	DEPT	DIV	SEC	FUND	OBJECT	CLASS	POSITION NUMBER
--------------	-----------------------	---------------	------	-----	-----	------	--------	-------	-----------------

2 LEAVE/SUSPENSION OVER 5 DAYS

<input type="checkbox"/> SICK LEAVE <input type="checkbox"/> SUSPENSION <input type="checkbox"/> MATERNITY LEAVE <input type="checkbox"/> OTHER - SPECIFY _____	<input checked="" type="checkbox"/> LEAVE TO ACCEPT A TEMPORARY APPOINTMENT <input type="checkbox"/> PERSONAL LEAVE <input type="checkbox"/> MILITARY (ATTACH COPY OF ORDERS)	APPROVED DURATION START DATE 8-17-92 END DATE 12-31-92
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------

3 DISCHARGE

DISMISSAL/TERMINATION

AUTOMATIC RESIGNATION

4 RESIGNATION

SATISFACTORY SERVICES
 UNSATISFACTORY SERVICES
 TO ACCEPT ANOTHER CIVIL SERVICE POSITION (NOT A SEPARATION FROM THE CITY AND COUNTY SERVICE)

BY THE APPOINTEE: I HEREBY FREELY AND VOLUNTARILY RESIGN FROM THE ABOVE POSITION. I REQUEST APPROVAL OF THIS RESIGNATION AS OF THE EFFECTIVE DATE WITH THE FULL UNDERSTANDING THAT ONCE APPROVED, I MAY ACQUIRE ANOTHER POSITION IN THIS CLASS ONLY AS PROVIDED IN THE RULES OF THE CIVIL SERVICE COMMISSION (SEE EMPLOYEE COPY AND CSC RULES 13 & 33)

SIGNATURE _____ DATE _____

5 OTHER

REINSTATEMENT
 TRANSFER
 RETIREMENT
 DEATH
 EMPLOYEE HAS REACHED PERMISSIBLE LIMIT OF TEMPORARY EMPLOYMENT

6 LAY-OFF

<input type="checkbox"/> INVOLUNTARY LEAVE <input type="checkbox"/> INVOLUNTARY LAY-OFF <input type="checkbox"/> VOLUNTARY LAY-OFF <input type="checkbox"/> ELECTIVE INVOLUNTARY LEAVE	REASON <input type="checkbox"/> LACK OF WORK <input type="checkbox"/> LACK OF FUNDS <input type="checkbox"/> DISPLACED <input type="checkbox"/> RETRENCHMENT	NOTIFICATION <input type="checkbox"/> HAND DELIVERED <input type="checkbox"/> CERTIFIED MAIL	BY THE APPOINTEE: I ACKNOWLEDGE RECEIPT OF THE CIVIL SERVICE INFORMATION LEAFLET. SIGNATURE _____ DATE _____
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APPROVING OFFICER SIGNATURE	TELEPHONE NUMBER 241-6025	CIVIL SERVICE USE RQ LOG _____ POSTED _____ HOLDOVER CANVASSED _____
DEPARTMENT SFUSD	NAME/TITLE Bin W. Gee, Manager of Classified Staffing	

<u>Date</u>	<u>Producer</u>	<u>Topic</u>
6/5/95	JC	Commercial Development - Potrero/Bayview
6/12/95	VM	SF Intl. Lesbian & Gay Film Fest.
6/19/95	SS	?
6/26/95	JC	S.F. Halloween Party - Where?
7/10/95	VM	Affirmative Action at Lowell High School
7/17/95	JC	Sports, Youth, and Violence
7/24/95	LH	Jewish Film Festival
7/31/95	VM	Gay & Lesbian Adoptees
8/7/95	LH	?
8/14/95	VM	Non-unanimous Juries
8/21/95	JC	Radio is Public Service - of what? (JC, host)
8/28/95	SS	?
9/11/95	JC	Army v. Cesar Chavez: Taking It to the Streets
9/18/95	VM	Gentrification in the Mission
9/25/95	LH	?
10/2/95	VM	Matrix II
10/9/95	LH	?
10/16/95	JC	Jail Overcrowding in San Francisco
10/23/95	LH	Oakland Subsidizing the Raiders
10/30/95	VM	Gary Rivlin
11/6/95	JC	Election Eve Overview
11/13/95	LH	CSU Remedial Education Cuts
11/20/95	JC	"Victimless" Crime in the City
11/27/95	VM	Teens and Violence
12/4/95	LH	Women's Health Care
12/11/95	JC	Religious Symbols on Public Property
12/18/95	KB	Future of the Presidio
1/8/96	LH	Legalized Gambling
1/15/96	VM	Medicare/Medicaid Cuts: Effect - SF Hlth Orgs
1/22/96	JC	Devil's Slide - Bypass or Tunnel?
1/29/96	KB	Free Speech in Cyberspace
2/5/96	LH	Lowell High School Admission Policy
2/12/96	VM	School Vouchers
2/19/96	JC	Cell Antennas
2/26/96	KB	Downtown Ball Park
3/4/96	LH	Road Congestion Pricing

Exhibit O, page 1 of 3

<u>Date</u>	<u>Producer</u>	<u>Topic</u>
3/11/96	VM	Same-Sex Marriage
3/18/96	JC	CWEIS - What It Is
3/25/96	KB	Election Eve Overview
1/96	LH	Calif. Civil Rights Initiative
4/8/96	VM	SF Film Festival
4/15/96	JC	Amateur's Night
4/22/96	KB	Bayview/Hunter's Point Power Plant
4/29/96	LH	Homelessness
5/6/96	JC	City Hall Renovation - How Much is Too Much
5/13/96	VM	Muni Improvement Plan
5/20/96	KB	Juvenile Justice
6/3/96	LH	AIDS Education in the Schools
6/10/96	VM	Economic Revitalization in the Tenderloin
6/17/96	LH	Bikes on BART
6/24/96	JC/KA	Closure of SF Streets to Tourbuses
7/1/96	VM	3 Strikes Reversal
7/8/96	KB	Treasure Island
7/15/96	LH	?
7/22/96	KA	Managed Care Demystified
29/96	KB	?
8/5/96	VM	Public Transp. Consolidation in Bay Area
8/19/96	JC	Bring Outlaw Apartments Into the Fold (JC h.)
9/9/96	KA	Mental Health, Managed Care: Pricing Issues
9/16/96	LH/KB	Voicing Values: Work Ethic
9/30/96	JC	Sex Workers' Rights in S.F. - to work
10/7/96	KA	The Lusty Union - A S.F. First
10/14/96	VM	Prop. 216 - Health Care & Consumer Protectn
10/21/96	LH/KB	Voicing Values: Affirmative Action (LH h.)
10/28/96	VM	SF Prop. H - Preference Voting
11/4/96	KA	Election Eve Special: Once More w/Feeling
11/11/96	JC	Presidio, Postlegislation (JC h.)
11/18/96	KB	? (Voicing Values) (KB h.)
11/25/96	VM	Housing in San Francisco
12/2/96	RL	Prop. 209 - Its Fate
?/9/96	KA	Interfaith Marriages & Child Upbringing
1/6/97	EF/VM	Ebonics in Oakland School System

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Exhibit O, page 2 of 3

<u>Date</u>	<u>Producer</u>	<u>Topic</u>
1/13/97	JC	BART Down the Peninsula - Mixed Blessing?
1/20/97	VM/EF	Welfare Funding - Effects on Counties (Ser. 1)
1/27/97	KB	Role of Public Schools Today
2/ /97	VM/EF	Welfare to Work (Ser. 2)
2/10/97	KA	Indecency on the Internet
2/17/97	VM/EF	Welfare Reform? SSI Eligibility (Ser. 3)
2/24/97	LH/KB	Bay Area Poll/Transportation
3/3/97	JC	Medical Marijuana: Physicians' Free Speech
3/10/97	SS	Term Limits--Helping or Hurting California?
3/17/97	VM/EF	Breast Cancer in the Bay Area
3/24/97	LH	Future of Electricity in Age of Deregulation
3/31/97	EF/VM	Juvenile Justice Overhaul - San Francisco
4/7/97	JC	"Rescue Muni"
4/14/97	LH	Bay Bridge Design
4/21/97	VM	The Making & Unmaking of Whiteness (JC h.)
4/28/97	SS	UCSF-Stanford Hospital Merger
5/5/97	JC	Working Overtime in California (JC h.)
5/19/97	VM/EF	49ers Stadium
6/2/97	RL	Devolution, Its Effect on Social Pgms
6/9/97	VM/EF	Activism and the Queer Identity
6/16/97	LH	State of the City
6/23/97	CE	Bank Branch Closings
6/30/97	SS	Welfare to Work: Effects on Trade Schools
7/7/97	MI	SF Waterfront Development

May 16, 1996

Msie Mooney
SEIU Local 790
Fox Plaza
1390 Market Street, Suite 1118
San Francisco, California 94102

Dear Ms. Mooney:

I am the Union shop steward for KALW, the radio station that you represented for a short period of time. We are facing serious problems and I am turning to you for a second opinion.

Our former manager Jerry Jacob often stated that it was his intention to remove KALW from Civil Service. Even though Mr. Jacob is no longer manager, we know that he remains in constant communication with Enrique Palacios, who is in charge of overseeing KALW. Mr. Palacios appears to be carrying out Mr. Jacob's mandate by instructing our current manager Rose Levinson not to fill any vacancies that may occur. KALW has no civil service lists in effect for any permanent positions (i.e. station manager, program manager, chief engineer, and announcer/operator). Currently, the station manager, the program manager, and one announcer/operator position are vacant. These positions are currently being filled by temporaries and consultants. Mr. Palacios is currently conducting a campaign to terminate our chief engineer and it's likely that this position will soon become vacant as well.

We have asked Ms. Levinson to request Civil Service to proceed with an examination for the 3535 announcer/operator position, but she refuses to cooperate. She has stated that it is counter-productive for the station to have civil service positions and that she will not allow the current announcer vacancy to be filled on a permanent basis so long as she is general manager.

I am appealing to you for your help and want to know what can be done to stop this insidious effort to remove KALW from civil service and thus by extension from union protections. I have had several conversations with our business agent Patti Tamura, who tells me that the union can do nothing. Is this true? I am concerned that if we continue to stand by and do nothing, we will wake up one morning and find KALW completely staffed by temporaries and consultants.

Exhibit P, page 1 of 2

Letter to Josie Mooney continued

I believe that if the union allows KALW to be removed from civil service, this will set a bad precedent for the rest of the San Francisco school district. For example, what if Mr. Palacios decided to remove the cafeteria workers from civil service? What if he mandated that any future vacancies in the cafeteria department were to be filled by temporaries? Would the union stand by and let this happen?

My day time phone number is (510) 527-2198. I'd appreciate any help you can offer in this matter.

Yours,

JoAnn Mar
KALW Union Shop Steward

cc: Leland Yee

Exhibit P, page 2 of 2