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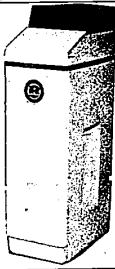
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Teacher negotiations

(Continued from page 1A)

says, "but we probably don't rank as high in terms of per capita income. Salaries have been increasing dramatically in the Detroit metropolitan area, and cost of living is around seven per cent."

Teachers have lost ground in terms of purchasing power on a year-to-year basis, he adds.

Coleman points out that Farmington teachers are coming out of a one-year agreement which included a six per cent salary increase. He adds that the salary schedule in terms of increments represents 4 1/2 to seven per

cent increases for those teachers below the top steps.

"The total increment cost to us would be around three per cent because a lot of our people are at the top of the schedule," he says.

Coleman believes proposed increases in insurance and other fringe benefits must be considered in the total economic package.

"The FEA is proposing a longevity clause that would give people with 15-20 years—\$1,000; 20-25 years—\$1,500; and 25-30 years—\$1,750. They're also proposing increases in life insurance, long term disability, optical insur-

ance, and dental care insurance plan improvements."

The district is proposing an 11th incremental step which would provide about a \$400 increase for those teachers at the top of the current scale, he said.

TIME LIMITS on layoff notices are being considered also.

Current contract language designates a 45-day notice for teacher layoffs, while the district is proposing a two week notice at any time.

"That could put people in jeopardy at the drop of a bucket," Ringstrom says.

"We want to maintain what we have, and we haven't asked for any more."

Changes in federal unemployment compensation laws have forced the district to take a look at layoff time, Coleman says.

"Under the new law effective Jan. 1, 1978, if we lay off teachers without reasonable assurances that they'll be returned to jobs in the fall, we have to pay unemployment in the summer," he explains.

"Obviously people who are not recalled are due unemployment in the summer. Our concern is that some method be worked out in order that a person who is returned to work doesn't receive additional money other than what he or she contractually hired for."

There are two ways to accomplish that, Coleman says, either through

two-week layoff notices or through pro-rated deductions once a person is called back from leave.

Seniority is another issue raised at the contract table. Current definition of seniority is length of service with the Farmington School District. Teachers are proposing that seniority be determined by length of teaching service in the district, which would eliminate former administrators from stepping into the teaching ranks with full seniority.

"I can understand that they're trying to protect people within their unit, but we have a responsibility to all our employees," Coleman says in explaining district opposition to the change in seniority terms.

Proposals for early retirement incentives are also being considered as negotiations step up before the start of school.

FEA negotiating team includes Ringstrom; FEA president Ken Barry; Chairman Tom Gearhart; Mike Horner, Sammie Nemode, Tom Chranowski, and Dave Bloom. Both upper and lower grades are represented on the team, Barry says, and the negotiators are elected by the membership.

School board negotiators include Coleman; Jack Butler, Harrison High assistant principal; Donald Keen, Dunckel Junior High principal; William Mason, Power Junior High assistant principal; and Dick Close, Kenbrook principal.

Bloomington honors two

Frances Deborah Hughes, 31940 Nottingwood, and Bradley James Mc Lampy, 22496 Heathersett, both of Farmington Hills, and Thomas Emery Batching, 20409 Merrilyn Court in Farmington have been named to the second-semester dean's list at Indiana University Bloomington.

They were honored last April at the University's traditional Founder's Day program on the Bloomington campus, which recognizes both academic achievement of the undergraduate students and teaching excellence of the faculty.

To make the dean's list, students must earn a 3.5 grade point average (4.0 is perfect) or better (3.3 for University Division students) in a minimum of 12 hours of course work.

I'm Back in Farmington!

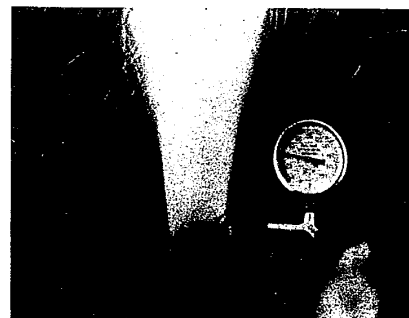
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