

# Survey Shows Teachers' Pay Gives District Drawing Power

By EMORY DANIELS

The proposed teacher salary schedule, expected to be ratified by the Board of Education Monday night, places Farmington Public Schools in a highly competitive position with other districts to lure new teachers and retain instructors already on the payroll.

A representative sampling of salary schedules ratified by 11 districts in Oakland County to see how the new salary schedule for Farmington stacks up.

All 11 have teacher contracts ratified for the 1968-69 school year. The minimum and maximum salary steps for bachelor and master's degrees were supplied by Region 7 (Oakland County) of the Michigan Education Association.

The study shows that the total salary package agreed upon by the Farmington Schools negotiating teams is \$479 higher

than the average total package for the 11 districts. Farmington and Pontiac are the only districts of those surveyed whose total package is higher than Farmington.

MORE SIGNIFICANT, however, is the superiority of the Farmington schedule at the maximum levels of the scale. The \$11,100 maximum pay for

teachers with a bachelor's degree is higher than eight of the other districts with only Ferndale, Oak Park and Madison Heights doing better. The Farmington teacher's maximum pay is \$185 higher than the 11-district average.

Farmington fares even better at the top level of the scale with its \$12,350 for a maximum master's pay. Only

Pontiac was higher with a \$12,604 top salary and Birmingham was even. The other nine districts were below Farmington's ceiling. Farmington's master's maximum pay is \$479 higher than the average of the surveyed districts.

This gives Farmington an important edge in hiring experienced teachers with advanced college training. The edge also has the effect of encouraging teachers currently on the payroll to remain in the system, which should result in a lower annual turnover.

Robert Neuhauer, head of the Farmington Education Association negotiating team, explains most of the team's efforts were directed at the top of scale in a concerted attempt to raise the maximums.

He noted the district does not have any serious difficulty hiring beginning teachers and the team felt it more important to fatten the maximum levels to encourage staff members to pursue education further.

The pay raise was a 10 per cent across the board hike with the top two steps at the masters level a little higher.

THE COMPETITIVE edge drops considerably at the minimum levels of the pay scale. Only Waterford and Novi have a lower starting salary than Farmington's \$6,800. Hazel Park is the same and five other districts are only slightly higher. Districts with unusually high starting salaries are: Ferndale, \$7,000; Oak Park, \$7,100; and Madison Heights, \$6,925.

Farmington falls \$68 below the 11-district average for starting salaries. The district is not in bad shape, however, since only three can offer significantly higher starting salaries.

The gap widens at the minimum level for teachers with master degrees as Farmington is \$104 short of the average. The only districts which cannot match Farmington's \$7,350 are Waterford, Novi and Walled Lake. Pontiac is only slightly higher with \$7,388 but the other seven have a comfortable margin.

Districts with highly competitive minimum master's pay are: Hazel Park, \$7,700; Madison Heights, \$7,625; Oak Park, \$7,650; and Ferndale, \$7,625.

Of the 11 districts polled, there is not a single district whose total package is that much above Farmington's for a significant drawing edge.

Districts with competitive salary ranges are: Ferndale, \$7,000 to \$12,200; Birmingham, \$6,900 to \$12,550; Oak Park, \$7,100 to \$12,300; Madison Heights, \$6,925 to \$12,150 and Pontiac, \$6,850 to \$12,604. Farmington's range is \$6,800 to \$12,350.

## Prep Pep Hep



PEPPY — North Farmington's cheerleaders (above) for the 1968-69 school year are (row 1, L to R) Pam Kidd, Lynda Borden, Debbie Joergers, Debbie Spencer, and Glenda Kubit. (row 2, L to R) Linda Oldershaw, Vicki Saliba, Laurie Morden, Jean Patrick, and Karen Kirby.

Farmington High's pep leaders (left) are (from front and L to R) are Nancy Taylor, Carol Bradley, Julie Lindholm, Linda Shelly, and Barb Aggdon.

## Council Names New Treasurer

A Farmington Township resident has been named as the City Treasurer of Farmington.

Tuesday night the Council approved the appointment of Mrs. Doyle (Winona) Woods, 47, of 26015 LaMueira.

The position carries an annual starting salary of \$8,400. Mrs. Woods will begin her duties Sept. 23 as Deputy Treasurer. She will become City Treasurer on Nov. 15.

The present city treasurer, Kathryn Colter, will resign Nov. 17 after almost 20 years of employment with the city.

Mrs. Woods has an estimated 20 years experience in bookkeeping, accounting and business management. She is a graduate of a Detroit business school.

Award presented by the Farmington Business and Professional Women in 1955. A member of the Farmington Soroptimists, she was charter president of that group.

The Woods have resided in Farmington for the past 16 years. They have two daughters, Judy and Nancy.



WINONA WOODS

## Plan To Combat Floods

Arrangements have been made with the Oakland County Road Commission to reditch the north side of 10 Mile Rd. west of Orchard Lake this week.

That is one of the steps taken to combat the flooding conditions in the Bel Air subdivision as reported by Farmington City Manager John Dinan to the City Council Tuesday night.

OTHER ITEMS included in Dinan's report to the council are:

The connection made by the Road Commission into the city's storm sewer on 10 Mile Rd. west of Powers Rd. will be disconnected.

Dinan explained that the water will be re-routed in an open ditch extending west of Powers Rd. and crossing 10 Mile in the existing culvert which empties into the storm sewer.

The disconnection of the ditch tie-in will slow down the flow of water into the system and provide for possible ponding on 10 Mile rather than directly into the system itself, according to the city manager.

The county has reported that there are currently two culverts under 10 Mile west of Broadway which enter into one sewer outlet.

This should be referred to the Oakland County Drain Office for the possibility of constructing a new storm drain district in the area.

This project would probably be financed under a special assessment district in the county and the cost would have to be divided between the city and township.

DINAN also reported to the council that the City Engineers, John Hiltz & Associates, have started a comprehensive engineering study of the sanitary sewer system in Bel Air.

Hall expects a main part of the discussion to center on the legislature's bill establishing a boundaries commission. Hall says the bill was enacted to eliminate races to the court house by petitioners requesting boundary changes. Under its provisions, he explained, the commission can amend any petition which has been filed which contains serious faults.

An objection raised at the last township board meeting was that the bill's provisions did not cover annexation moves. It was pointed out that if a consolidation question is placed on the ballot for Farmington, all four communities would have to vote "yes" for passage.

Since a "no" vote in either community would deny passage, a veto point is held by each of the City of Farmington, Farmington Township, Quakertown and Woodcrest Farms.

## Rooters Ready For Coming Sport Games

By CANDY LUTZ

Farmington's cheerleaders, like the malmen, will cheer in any kind of weather to lead their teams to victory.

Both North Farmington and Farmington High schools selected their leaders of pep and vitality last spring on the basis of their ability, poise, scholarship, appearance, and voice quality.

FARMINGTON High's cheerleaders, Nancy Taylor, Julie Lindholm, Carol Bradley, Barb Aggdon, and Linda Shelly won the "Most Spirited" award during a summer cheering camp

at Syracuse University. The girls, who have been practicing two hours a week during the summer, earned the tuition for the camp by having a car wash. They have also been selling candy and washing cars during the summer.

During the school year, these spirited misses practice four hours a week after school according to Carol Bradley, an English teacher and cheerleading adviser at Farmington High.

ALTHOUGH North Farmington's rooters have not had formal practices throughout the summer, they have been practicing individually to be "in

shape" for the daily practices during the first week of school.

North Farmington's cheerleaders are: Lynda Borden; Pam Kidd; Karen Kirby; Glenda Kubit; Laurie Morden; Linda Oldershaw; Vicki Saliba; Debbie Spencer; Debbie Joergers; and Jean Patrick.

After the first week of school these girls will practice three hours a week in addition to pepping up the pep club and preparing "Raider Rooter, Ribbons" and pom-poms.

Their adviser, Mrs. Gary Keen, and the girls promise there will be some additional "surprises" during the coming school year.

## today's hot line

### BULLETIN

Four Overland residents who departed Mettetal Airport, Plymouth, on a private single-engine plane Friday for Tampa, Fla., were objects of a search by the Florida Civil Air Patrol this week when their aircraft was reported two days overdue.

Robert Redd, 24, of Plymouth, was the pilot. His passengers included his brother, Edward, of Wayne, plus the latter's wife and the couple's four-year-old son, Thomas.

Civil Air Patrol spokesmen said 16 planes were being used in the search of a 28-mile-wide stretch along I-75 from Valdosta, Ga., to St. Petersburg, Fla. in quest of the missing aircraft.

## observerland

PLYMOUTH—A threatened delay in the opening of Plymouth schools on Thursday morning was averted by last-minute agreement on a new contract between the Board of Education and teachers early Tuesday morning. The agreement will not be submitted for formal teacher ratification for another 10 or 12 days, Ray Homer, president of the Plymouth Education Association, called terms of the new pact "satisfactory."

LIVONIA—Approximately 36,000 pupils and 1,560 teachers were on hand as Livonia public schools opened their doors for the new school term. Enrollment was up some 2,000 students, but teachers probably won't mind in view of salary increases granted under a new contract signed just before classes began. Starting yearly salary for beginning instructors is \$6,800, up \$900 from last year.

REDFORD — South Redford District teachers agreed Tuesday to return to the classrooms on schedule despite not having yet ratified a master contract. A tentative agreement appears certain to be ratified. Reached Saturday, it calls for a base salary of \$6,900 and essentially all other items favorable to the union demands.

REDFORD — Township employees were offered larger raises on the heels of announcement that an extra \$76,000 income is now assured. Reports are that the new offer will be favorably received.

PLYMOUTH—The 13th Fall Festival, a gala four-day celebration, will open here Thursday, continuing through Sunday. Civic clubs and organizations have slated a host of special attractions and events, primarily centered in Kellogg Park. The climax will come with Sunday's annual chicken barbecue, sponsored by the Rotary Club, when more than 13,000 outdoor meals are expected to be served.

## What's Inside

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Redford Nine Has Back to Wall in National Championship tourney where one more loss means elimination. Page 1B.

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