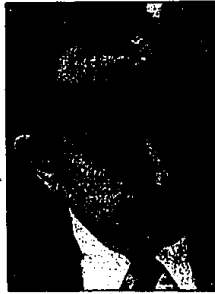




Dr. George Garver
Livonia Public Schools
Salary: \$77,480
Annuity: No
Car: Yes



Michael Shilber
Clarenceville Public Schools
Salary: \$47,500
Annuity: No
Car: For professional use only



Dr. Lewis Schulman
Farmington School District
Salary: \$75,500
Annuity: No
Car: Yes

School bosses: A peek at their paychecks

They are paid more than state representatives and senators. And their average pay packages are slightly more than salaries paid to lawmakers in Washington.

In nearly every district, the pay for a superintendent outpaced averages for the region, state and nation.

Yet, there is a great deal of disparity among what local school boards provide their chief executive officers in pay and benefits, with little correlation between district budget size, student enrollment, longevity or state equalized valuation (SEV), which is one indication of a district's ability to pay taxes.

A SURVEY of 12 districts in western Wayne and Oakland counties shows yearly salaries range from a low of \$47,500 in Clarenceville, which includes parts of Livonia, Farmington Hills and Redford Township, to more than \$93,000 in Southfield. Others districts in the survey included Livonia, Wayne-Westland, Redford Union, South Redford, Garden City, Plymouth-Canton Community Schools, Farmington, Birmingham, West Bloomfield and Troy.

The base salary for school districts in Region 9 (Wayne, Oakland and Macomb counties) was \$55,843 as reported in the 1983-84 survey conducted by the Michigan Association of School Administrators.

In 1984-85, the national average base salary for superintendents throughout the nation was \$58,954, according to Educational Research Service, a non-profit, non-advocacy organization that provides information and data to local districts. The averages vary widely based on en-

rollment, according to an ERS spokesman.

For districts ranging in student population from 10,000 to 25,000, the national average pay for superintendents was \$61,748. For districts from 2,500 to 10,000 the average was \$55,897. For those below 2,500, the average was \$43,747.

The average base pay of the 12 districts surveyed here is \$68,081. The average compensation package (not including fringes) is \$73,608.

SOUTHFIELD SCHOOL chief Carl Hassel tops the list with a total pay package of more than \$93,000. Not all of that is direct salary, however. He gets \$73,140 in pay and for his automobile allowance. Travel expenses are provided.

Hassel, who has been in the Oakland County district for nine years, also receives a \$20,687 tax-sheltered annuity, which is not available until he retires.

Southfield had 8,400 students in the past school year, with a budget of \$47.9 million. The district SEV for the 1985-86 school year is \$1.4 billion.

In contrast, the Clarenceville School District is the lowest in number of students (2,100), budget (\$8.5 million), SEV (\$136 million) and superintendent salary.

MICHAEL SHILBER, who was hired by trustees one year ago, is paid \$47,500. He receives a car for professional use only and medical, dental, optical and life insurance benefits. Shilber, who recently received an outstanding review by trustees, has not yet received a raise for the 1985-86 school year. The Clarenceville post is his first superintendency.

There is a great deal of disparity among what local school boards provide their chief executive officers in pay and benefits, with little correlation between district budget size, student enrollment, longevity or state equalized valuation (SEV), which is one indication of a district's ability to pay taxes.

The Wayne-Westland School District, which has the largest student population of the districts surveyed (19,135), gives its superintendent an annual pay package worth nearly \$93,000.

DENNIS O'NEILL, superintendent of Wayne-Westland schools since April 1984, receives \$71,451 in salary. He also gets \$2,000 for having a doctorate and \$375 per month for a car lease plus \$5,000 for gasoline, oil, maintenance and insurance charges.

ALL OF the superintendents surveyed receive a fringe benefit package that includes medical, dental and optical coverage comparable to what other district employees receive.

The district has an SEV of \$773 million.

Although Livonia Public Schools has the second largest enrollment (17,000) among those surveyed, Superintendent George Garver's total compensation ranks fifth at \$77,480

behind Southfield's Hassel (\$93,000), Wayne-Westland's O'Neill (\$93,000), Troy Superintendent Don Shader (\$78,000) and Birmingham Superintendent Roger Garvelink (\$77,500).

GARVER, who recently began his 12th year as superintendent, also receives an automobile in addition to the other fringe benefits such as health, dental and optical insurance. The district, which includes most of Livonia and the northern section of Westland, also has the highest SEV at \$1.5 billion of those surveyed. Garver administers a budget of \$64 million.

Shader, whose pay package is divided up as \$72,000 in salary, \$3,000 in tax-sheltered annuity and \$3,500 in an allowance for a car, administers a \$41 million budget last year. Troy had 10,835 students last year. It's 1985-86 SEV is \$1.2 billion.

THE BIRMINGHAM School District with 7,905 students last year and a budget of \$45 million, pays its

school chief \$68,500 in salary, \$3,000 in tax-sheltered annuity and \$4,000 for car allowance and expenses. The district has an SEV of \$1.35 billion.

Student population is not the only factor to be considered, however, when examining the salaries of school chiefs.

Although it's one of the smallest in student population (3,595), the South Redford School District gives Superintendent Jan Jacobs a pay package worth \$76,200, which ranks sixth among those surveyed. Jacobs, who has been superintendent in South Redford for the last 15 years, receives a salary of \$67,500 and an \$8,700 tax-sheltered annuity. He receives mileage for trips outside the district.

THE SOUTH Redford District has an SEV of \$360.5 million.

Rounding out the survey were the Farmington, West Bloomfield, Plymouth-Canton, Redford Union and Garden City superintendents' pay.

In Farmington, Superintendent Lewis Schulman is paid \$75,500 annually. He also receives a car, in addition to other fringe benefits such as medical, dental and optical insurance given to other district employees.

There are 10,270 students in the district, which includes the city of Farmington and most of Farmington Hills and part of West Bloomfield. Schulman, who has headed the district since 1978, administers a budget of nearly \$50 million. The district has an SEV of \$1.2 billion.

SEYMOUR GRETCHKO, who has headed the West Bloomfield School District 2 1/2 years, is paid \$72,000 — \$62,000 a year in salary and \$10,000

in tax-deferred annuity. His automobile and travel expenses are provided by the district.

The Oakland County district, which includes a good portion of West Bloomfield Township and all of Keego Harbor and Orchard Lake, had 4,492 students last year and a budget of slightly more than \$18 million. The 1985-86 SEV is \$490 million.

PLYMOUTH-CANTON Superintendent John Hoben receives a pay package of \$67,836 which includes a salary of \$63,096 and \$4,740 car allowance.

Hoben, who has been head of the district for the last 15 years, administers a \$43.6 million budget. The district, which includes the city of Plymouth, Plymouth Township and most of Canton Township, has an SEV of \$1 billion.

REDFORD UNION school chief Kenneth Erickson is paid \$63,512. He receives benefits given to other district employees. He is paid mileage for trips outside the county.

The Redford Union School District has 6,050 students, a budget of \$20.8 million and an SEV of \$347 million.

Garden City School Superintendent Michael Wilmut receives a pay package worth \$50,197. It includes a salary of \$51,697, a \$5,000 annuity and \$3,500 paid as of July 1. Merit pay of \$2,000 also is available upon favorable evaluation by the board.

The district has 7,325 students and a budget of \$28 million. The 1985-86 SEV is \$234 million.

Being a superintendent is not a 9-to-5 job. Superintendents are expected to attend meetings, participate in school events and represent the schools in civic activities — all without extra compensation.

Program aids children during prime-time hours

By Joanne Maliszewski
Staff writer

Times have changed from the days when mom was at home when the kids finished school.

What in the 1950s was considered a nuclear family — a working father, housewife-mother and a couple of children — has changed. Today, single parents or two working parents raising one or two children is more often the rule rather than the exception.

Like most communities, the Farmington area has not escaped the impact of these changes.

But thanks to the Farmington area YMCA, the Farmington School District and the three-year-old state-licensed Prime Time program there's little need for school-age children to go unattended while parents work.

Prime Time offers a "safe, secure and loving atmosphere" while providing activities and new skills for children whose parents prefer to avoid leaving them unattended before and after school, said Kevin Bush, YMCA director and Prime Time executive director.

Formerly referred to as the latchkey program, Prime Time provided child-care services for 130 children in 1984-85. A higher enrollment of 160 children is expected in the 1985-86 school year, said Sue Brooks, Prime Time's community program director.

"It is not baby-sitting. And it is not like school," Bush said.

Without the program parents who must be at work before school starts and remain at work following the end of the school day have to find someone to baby-sit their children or leave them unattended.

Parents can now take their children to the school they attend starting at 7:15 a.m. until school starts. The program is also offered after school hours until 6:30 p.m., Brooks said.

Most kids spend an average 7-10 hours a week in the program. Parents last year paid \$2 an hour for a child to attend the program.

"That's a small investment to know your child is safe," Brooks said.

Fees are expected to increase this year though by either 25 or 50 cents, Brooks and Bush said.

Prime Time offers more than a professional baby sitter and a place to take the kids.

Staffed with state-certified day-care workers, the program offers activities, games, books and even quiet time so older children can do their homework, Brooks said.

"I wouldn't define it as busy work," she said. "The kids have a choice."

"Each group of kids is very different. It's a real kind of getting-to-know-you thing," said Brooks, adding activities depend on the children involved in the program at a particular school.

Last year, Prime Time was offered in five of

the district's 11 elementary schools — Gill, Longacre, Planders, Woodale and William Grace. In the coming school year the program will be expanded to include Woodcreek and Eagle schools.

What Prime Time can offer children that few baby sitters can is an opportunity for children to develop social skills with other children of varying ages as well as with another adult who is not a parent and not a teacher, Brooks said.

In many cases, whether a child has a baby sitter or goes home and waits for parents to return from work, the TV goes on and the child just sits biding time, Brooks said.

"TV is something that's not offered in the Prime Time program."

"It (the program) is a chance to learn new skills and to be introduced to new things," Bush said. "There's a lot of crafts, group-type games but no TV."

Although the program is based on the latchkey concept, Bush said, it's called Prime Time in the Farmington area because "we believe the time a child spends with our site personnel has to be prime and quality time."

"The staff we look for are just the kind of people you want working with your children," Brooks said. "They make them feel wanted and loved."

The YMCA administers the program, providing staff and equipment while the schools provide the buildings in which to have the program.

LACK OF space for the program has been the major problem, said Lawrence Freedman, assistant superintendent for instruction.

But the program is slowly being expanded as space becomes available at particular elementary schools.

And the program is expanded based on community need. The YMCA and school district send out surveys to parents in a particular elementary school area where the program is not offered.

"If the response comes back and the response is strong enough, they will offer the program," Freedman said.

That was the process used earlier this year leading to the expansion of the program at Woodcreek and Eagle, he said.

When the program started in the 1983-84 school year it was offered only at Longacre and Woodale, Bush said.

"We have progressively moved into other schools based on the needs assessment," he said.

Although the program at first was geared to help primarily single working parents, the program has changed along with the growing change in family structure, Freedman and Bush agreed.

"The program certainly has originated because of the total change in the social and family structure," Freedman said. "It's not just for the single-parent family anymore. In society today sometimes it's necessary for the husband and wife to be out working just to survive."

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