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<b>CHICLETS GUM</b> 6-PACK Peppermint, Fruit and Assorted ..... <b>73¢</b>	<b>ALLBEE B-COMPLEX</b> with VITAMIN E & 600 mg. VITAMIN C PLUS IRON 100-CT. .... <b>\$4.28</b>	<b>WILLIAMS Letric Shave</b> 7 oz. .... <b>\$2.89</b> 4 oz. TENDER FACE ..... <b>\$1.99</b>	<b>Donnagel</b> ANTI-DIARRHEAL MEDICATION 4 oz. .... <b>\$1.49</b>

## OCC still talking with 2 unions

Five of seven work units have contracts with Oakland Community College.

The board of trustees ratified a pact approved Labor Day by the 300-member OCC Faculty Association, an affiliate of the Michigan Education Association. OCCA is the largest unit at the four-campus college.

HERE IS the status of other talks, according to college spokesman George Carlsson.

Negotiators are close to a tentative agreement for 17 public safety officers who are members of the Fraternal Order of Police.

Negotiations will resume Sept. 16 with Council 25 of the American Federation of State, County and Municipal Employees (AFSCME), which represents 204 "classified" workers — clerks, audiovisual technicians, graphic arts workers and other paraprofessionals. Next to the faculty, classified employees are the largest bloc at the 716-employee college. Three-year contracts have been

worked out with two other unions — 100 maintenance workers covered by AFSCME Council 25 and the 10-member Local 547 of the International Union of Operating Engineers.

Two non-union groups have arrived at working arrangements with the college — 52 support staff workers (mostly middle managers and technical people) and 34 administrators.

OVERALL, THE faculty contract is worth 5.5 percent a year for each of three years. One major change was to reduce the number of seniority "steps" from 20 to 15. Pay raises are higher for the bottom of the scale than for the top. Salary schedule for top of the scale faculty members is: year ended Aug. 31, \$43,987; this year, \$45,349, up 3.1 percent; fall of 1987, \$46,574, up 2.6 percent; and fall of 1988, \$48,374, up 3 percent.

About 65 faculty members — the largest single group — are at the top of the seniority scale.

## OCC 'Transitions' seminars to start

Individuals who need direction, support and career assistance will have an opportunity to participate in Oakland Community College's "Transitions" seminar this fall.

The free program is designed for displaced homemakers, divorced or separated women, single parents and people seeking employment in a non-traditional area.

The six two-hour workshops that comprise the seminar will begin the week of Sept. 15 at all four OCC campus locations.

A tuition reimbursement program is also available to those who decide to enroll in vocational education classes at OCC, and who meet grant eligibility requirements.

Individuals who have already participated in OCC's "Transitions"

seminar may consider "Transitions II." This new six-week seminar is a continuation of the first series of workshops. It will place emphasis on self-assessment, job readiness, resume preparation and interviewing skills.

"Transitions II" will meet for the first time at the Orchard Ridge campus at 10 a.m. Thursday, Sept. 18.

To register for "Transitions," contact the program coordinator at the campus of your choice: Joyce Sachs at the Auburn Hills Campus — 853-4267; Elizabeth Anderson at the Highland Lakes Campus — 360-3067; Joan Maloney at the Orchard Ridge Campus — 471-7745; and Judy Hewett at the Royal Oak Campus — 967-5725.

## 'Innovation' series to start on Sept. 18

A new non-credit course entitled "Innovation Training" will be offered by Oakland Community College's Business and Professional Institute for the first time this fall.

During a series of eight sessions, participants will explore the innovation process, as well as creative problem solving. Strategies both to generate and to implement ideas for application on a career and personal level will be featured.

"Innovation Training" will be offered at the Orchard Ridge Campus

from 7 p.m. to 9:30 p.m. on Thursday evenings from Sept. 18 to Nov. 6.

The Orchard Ridge Campus is located in Farmington Hills at I-969 and Orchard Lake Road.

For information or additional details, call the Orchard Ridge Community Services Office at 471-7520.

Instructor is Natalie Halpern, a Detroit-based communication and creativity consultant. She teaches at Henry Ford Community College, and has taught at Oakland Community for a number of years.

## EMU panel sees teacher shortage

Citing a critical national need for more and better teachers, the state's Commission on Creative Strategies to Solve the Educator Crisis announced 13 recommendations to avert future teacher shortages. The recommendations are all aimed at assuring educational excellence.

The commission presented its recommendations before Eastern Michigan University's Board of Regents, which last December asked the 26-member group to examine the educator crisis.

"A special effort must be made to respond to the drastic teacher shortage facing education. Nothing short of a comprehensive action plan to attract, educate and retain talented teachers will suffice," the panel said.

THE COMMISSION utilized current research and literature on teacher and administrator preparation and development; examined outstanding programs and approaches for the recruitment, preparation, professional development and retention of talented educators and administrators; studied commissioned educational papers and special presentations, and national and state education reform reports; and consulted with national and local education experts, researchers and university staff and faculty.

The commission recommended working with EMU, already the fourth-largest producer of educators in the United States, to aid in the implementation of the commission's 13 strategies. Where no direct national action is recommended, the commission asks that EMU serve as a national model.

THE COMMISSION recommended:

- A National Institute for Educational Leadership at EMU to conduct interdisciplinary field-based research and conduct national conferences and seminars.
- A Professional Development

Center at EMU to expand and house programs already offered through the University, as well as develop new teacher development programs.

• An Administrative Development Center to provide special programs and development activities for administrators and managers.

• A National Teacher Registry for the placement of teachers and administrators.

• EMU "satellite centers" at targeted community colleges to provide dual enrollment opportunities for students and academic counseling to ensure pre-requisite completion prior to teacher program enrollment.

• Strengthening of future teacher organizations in secondary and middle schools, with emphasis on encouragement of minority and disadvantaged youths.

• A more rigorous teacher education program at EMU, including the use of proficiency exit examinations in major and minor fields.

• A teacher induction program to improve beginning teacher's performance and increase retention.

OTHER RECOMMENDATIONS:

• A quality guarantee program to demonstrate confidence in education graduates and programs and, when needed, provide remediation for teacher preparation deficiencies.

• An experimental program to prepare degree personnel from business, industry, education and the armed services, to teach in critical areas of the predicted teacher shortage.

• An interdisciplinary doctoral program in learning systems at EMU.

• A service bureau to identify and disseminate information and approaches to stimulate more linkages between the educational and corporate/industrial sectors.

• Baseline support to EMU's College of Education to ensure a strong and firm foundation upon which to meet the challenges ahead.