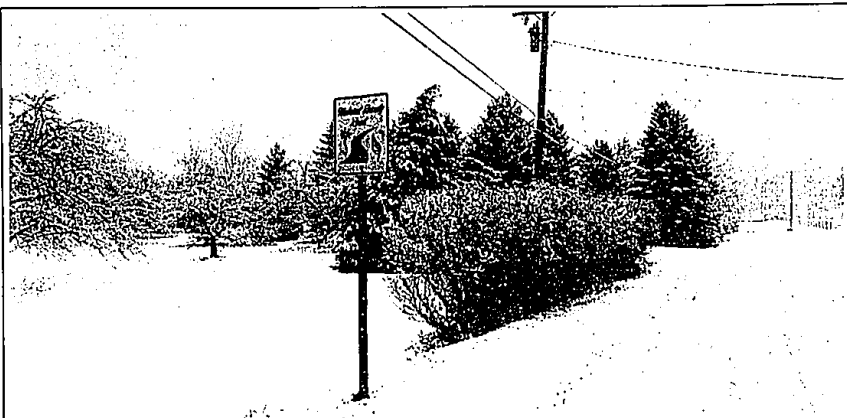




A natural blanket

The first measurable snowfall fell a week ago today — Thursday, Nov. 20. And what better place to snap a picture of winter's best than Farmington Hills' only state-designated natural beauty road — Howard Road, between Drake and Heisted. The stretch is a quiet bit of solitude amid the hustle and bustle of one of southeast Michigan's fastest-growing

communities. Above is a snow-blanketed view of Howard, looking to the east. Despite the early season snow — at a time when motorists are just beginning to acquaint themselves with slipping and sliding — few serious traffic problems were reported in Farmington and Farmington Hills Nov. 20.

RANDY BORST/staff photographer

C'ville teachers approve contract

By Mary Klemic
staff writer

Teachers in the Clarenceville School District have ratified a 6-percent raise and a one-year contract extension.

Members of the Clarenceville Education Association voted 56-42 to approve the agreement Friday, eight days after it was approved by the Clarenceville Board of Education. The contract is retroactive to Sept. 1.

Clarenceville includes parts of Livonia, Redford and Farmington Hills.

"It was a realistic and not unreasonable settlement, based upon the current settlements in (Oakland) County, our expectations, the district's budget and the growing realization that teachers today are asked to know more, give more and do more than ever before and are in general seeking compensation equal to their worth," union president Frank Hickey said.

"It's what we thought we could afford," said Edward Salisz, assistant superintendent of school business affairs.

UNDER THE contract, the entry

level salary for a teacher with a bachelor's degree is \$19,400. A teacher with a master's degree will be paid \$21,186. A teacher with a master's degree and 11 years experience will earn \$26,300. Salisz said this makes Clarenceville competitive with other districts.

An estimated 99 of the 106 teachers in the district are at the top of the scale, Salisz said.

The cost to the district is estimated at \$300,000, or \$50,000 for each 1-percent wage increase, Salisz said.

Also featured in the contract are legal services for all teachers, not just those without health insurance.

NEGOTIATIONS ended Nov. 11. The teachers had been working without a contract since Sept. 1.

A mediator was called in from the Michigan Department of Labor's Bureau of Employee Relations. The mediator was present for negotiations Nov. 4 only, superintendent Michael Shibley said.

Talks have now been completed with all three unions in the district. The custodial, maintenance and cafeteria workers approved a two-year contract earlier this month. The sectorial employees settled last week, Shibley said.

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