

Denied

FEA grievance on seniority clause heard

By Casey Hiers
staff writer

A union grievance involving seniority issues in a teacher transfer was denied by a 4-3 vote of the Farmington school board Tuesday night.

According to the Farmington Education Association teachers' contract, the board decision is final and cannot be appealed for further arbitration. This is the second such grievance ever brought to the board level, union officials said.

Former East Middle School teacher James Weston was selected for a counseling position at Frews Middle School over Mary DeMatteis, a teacher at Warner Middle School, who also applied for the position and had more seniority than Weston.

Union leaders said DeMatteis should have gotten the job based on seniority language in the current contract with the district, and filed a grievance on her behalf.

The issue was brought immediately to the board level and a hearing was held during a special meeting Tuesday.

VOTING TO deny the grievance were trustees Helen Ditzhazy, Janice Rolnick, R. Jack Inoh and board President Helen Frew. Dissenting were trustees Susan Remels and

... It is certainly unfortunate for the employees that the board has decided not to uphold the language of the contract.

James Abernethy. John Cotton was absent.

The board made its decision at a regular meeting following the hearing. Trustees did not discuss the matter before taking a vote, although several made comments and asked questions during the hearing.

FEA Executive Director Zan Alley said she was disappointed with the vote. "I am extremely disappointed that the board of education has denied the grievance," she said in a prepared statement. "The contract was mutually agreed to through negotiations between the FEA and the board of education, and it is certainly unfortunate for the employees that the board has decided not to uphold the language of the contract."

The grievance and board decision comes as FEA and district negotiators are preparing for upcoming contract negotiations — the first teacher contract under the district's new administration of Superintendent Graham Lewis.

Representatives from both the school district and the union said negotiations have not yet been scheduled. Alley said contract language issues raised in Tuesday's grievance would definitely be brought to the bargaining table.

THE FEA brought a grievance in 1980 involving the addition of a gifted coordinator position, which the board decided was not a vacancy so the seniority issue did not apply. The issue was clarified during negotiations the following year, Alley said.

Another similar grievance was brought in 1983 but was handed at a lower level.

When the district fills a vacancy within the bargaining unit, it can consider only five items, according to the union. These include "seniority, outside teaching experience, certification, qualifications" (clarified by other parts of the contract) and "highest degree held by the applicants."

When applicants are certified for

a job, "seniority rules," Alley added. All positions covered by the collective bargaining contract are treated equally, except when different qualifications are noted in the contract, Alley said. No additional qualifications are required for counseling positions.

DESPITE THE seniority issue, the district chose Weston because he had previous counseling experience. An attorney for the district said he felt the contract language provided "flexibility" for the district in considering such items as previous experience.

"What the question becomes is whether the administration in all cases can only look to the five criteria . . . or whether other criteria should be considered," the attorney said.

He also raised issues currently being considered by the Michigan Court of Appeals of whether a teacher should get additional tenure for areas such as counseling.

Trustee Inoh said the "outside teaching experience" criteria listed in the contract could refer to teaching experience outside of a particular job, not outside the district.

"The administrator made the decision based on what he thought was important," added Robert Coleman, director of employee relations for the district.

Men, if you're about to turn 18, it's time to register with Selective Service at any U.S. Post Office.

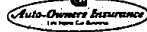
It's quick. It's easy. And it's the law.

How can you be rewarded for good driving after 55?


No problem.

Auto-Owners gives you a Good Driver Discount if you're age 55 or over. So instead of reducing coverage or raising auto insurance premiums when you mature — Auto-Owners rewards you with a discount!

Just ask your "no problem" Auto-Owners agent to tell you how a good driver discount can be no problem for you!



The No Problem People
Frank Hand
Insurance Agency
20793 Farmington Rd.
Farmington • 478-1177



CLIFFORD ROBERTS

★ Also Offering Long Term Leasing on all Makes and Models

DAILY RENTALS
as low as **\$18.95** per Day With The Ad

'87 BUICK CENTURY
Weekly & Monthly Discounts Available

DICK SCOTT LEASING, INC.
798 Ann Arbor Road
(N.E. Corner of Main and Ann Arbor Rd.)
Farmington, Michigan
LOCAL: 451-1220
DETROIT: 963-2202

*Must be 21 years old and have valid drivers license.

Two men face murder charge

Continued from Page 1
conspiracy brings a penalty of two years to life in prison or a \$10,000 fine, or both.

PHENEY ORDERED both held without bond in the Oakland County Jail pending a preliminary examination in 47th District Court.

Farmington Hills police were called to Hunters Ridge — west of Orchard Lake Road, south of 14 Mile — at 11:10 a.m. Saturday following a report of a shooting by 14 Mile. Murphy said.

When police arrived, they found Chapman lying on the grass outside an apartment on Hunters Drive. "We found the victim on the ground. He had been shot (once) in the left temple," Murphy said.

Chapman had been the chauffeur for an elderly apartment resident for about five years. Just before the shooting, he stopped at the Hunters Ridge gas station and spoke with the guard and a postal employee. He was on his way to his employer at



Parko Tipton

the time of the shooting, police said.

Residents told police that prior to the shooting, they saw a small silver car — driven around the complex as though lost. The car had entered the complex through a back gate rather than the guardhouse gate off 14 Mile, Murphy said.

Residents then heard what sounded like gunshots. No one saw the shooting. But witnesses said they saw a young man leaning over the victim, "holding what appeared to be the victim's wallet," Murphy said.

WITNESSES TOLD police they

then saw the man get into the silver car.

Shortly after, West Bloomfield Township Officer John Baligian, patrolling in the area, saw a car with its hood up at the side of southbound Orchard Lake Road, not far from Hunters Ridge. The car apparently had broken down and the four-way flashers were on. It matched the description of the silver car seen earlier at Hunters Ridge, police said.

"They (the occupants) were still there. They were trying to get the car going," Murphy said.

In the car, investigators found clothing matching the description of that worn by the man seen leaning over Chapman. They also found a revolver and Chapman's wallet on the back seat. Two of the car's occupants were arrested in connection with the shooting. The money believed taken from Chapman was recovered, Murphy said.

A third occupant of the car, a 48-year-old Detroit woman, was re-

leased but is now being sought, Murphy said.

IN LIGHT of recent reports of robbery involving teens and young adults along Orchard Lake Road, Farmington Hills Police Chief William Dwyer stressed that the shooting was considered "an isolated incident."

"It is not indicative of any crime problem in Farmington Hills. The victim and suspected perpetrators were all from Detroit. It's an unfortunate incident. But it is in no way related to any problems we have had in the past on Orchard Lake," Dwyer said.

Services for Chapman will be at 11 a.m. Friday at Pleasant Grove Baptist Church, 15651 Dequindre, Detroit. Burial will be at Westlawn Cemetery, 31472 Michigan, Wayne.

Arrangements were made by the James Cole Home for Funerals, Inc., 2524 W. Grand Boulevard, Detroit

GEE WHIZ WE LOVE KIDS GET AWAY FOR A WEEKEND OF FAMILY FUN!

\$65 plus tax

PACKAGE INCLUDES:

- DELUXE ACCOMMODATIONS (One Free Cot Available Per Room)
- COMPLIMENTARY BREAKFAST FOR KIDS 6 AND UNDER
- COMPLETE USE OF HOLIDOME RECREATION AREA
- TWO COMPLIMENTARY TICKETS TO THE MOVIES AT TWELVE OAKS
- FREE GIFT FOR EACH CHILD
- 2 FREE GAME TOKENS PER CHILD

RESERVATIONS REQUIRED
477-4000

Available Fri., Sat., Sun. thru 6/30/87



Holiday Inn
38123 W. 10 Mile Road
at Grand River
Farmington Hills, MI 48024

Minister is elected

The Rev. Mark P. Jensen of Farmington Hills has been elected to a two-year, eight-month term by the Olivet College board of trustees.

Jensen is senior minister at North Congregational Church in Southfield, a post he has held since 1980. He is a board member of the Michigan Ecumenical Forum and the Christian Communication Council of Metropolitan Detroit Churches, co-chairman of Southfield Martin Luther King Task Force, and member and secretary of "Wranglers," an ecumenical clergy organization.

Jensen has served as minister at Rosedale Congregational Church of Boston and at First Congregational Church of Etna in Pennsylvania. He completed course work for a doctoral degree from Andover Newton Theological School.

Topic is guilt

The Women's Resources Center at Schoolcraft College will begin a free four-part series on "Life Without Guilt" at 7 p.m. Tuesday, March 3, in Upper Waterman Campus Center, 1650 Eggenry, Livonia.

"Guilt: Can We Live Without It?" will be the topic presented by Walter G. Brown, director of the Northville Regional Psychiatric Hospital. Participants will learn how to deal effectively with feelings of self-reproach.

The series is free. No registration is required.

FIGHT HEART DISEASE, DIABETES, KIDNEY DISEASE AND BLINDNESS.

Support the American Diabetes Association.

Ⓞ Your hometown voice Ⓞ Your hometown

1986 contributions still deductible.

Make your IRA work harder.

12.23%

PaineWebber's High Yield Bond Portfolio

- Monthly income or automatic reinvestment.
- Suitable for IRAs and Business Retirement Plans.
- Easy liquidity at net asset value.
- Suitable for income-oriented investors.
- Professional money management.

Past performance should not be considered an indication of future results and the net asset value of shares redeemed may be more or less than your original cost. For example, for the twelve months ended February 20, 1987, the net asset value of a Fund share ranged from \$10.43 to \$10.52.

Talk to PaineWebber about your IRA. We offer:

- A wide range of investment vehicles.
- The flexibility to shift your assets as economic conditions or personal needs dictate.
- Experienced Investment Executives to assist you with your investment decisions.

Call Ann Howat at (313) 336-9150. Or mail the coupon.

Thank you PaineWebber

Ms. Ann Howat, PaineWebber
One Parklane Boulevard, Dearborn, MI 48126
(313) 336-9150

Please send me more information on PaineWebber's High Yield Bond Portfolio, and a prospectus which includes all sales charges and expenses, to be held carefully before I invest or send money.

NAME _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____
PHONE _____

© 1987 PaineWebber Inc. All rights reserved.

*This represents the estimated annual yield for the PaineWebber High Yield Bond Fund based on the monthly dividend paid on February 12, 1987 of \$1.26 per share, and divided by the public offering price of \$10.99 on February 20, 1987, which includes the maximum sales charge of 3.5%. Fund yield fluctuates and the actual yield realized by individual shareholders will vary based on applicable sales charges.

... IRA'S ...

WHY SETTLE FOR bank rates as low as 6% or 7%?

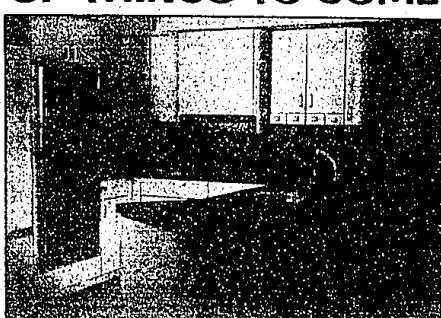
WE OFFER HUNDREDS OF IRA'S, including a wide variety of mutual funds and annuities to satisfy the most conservative saver and the most growth-minded investor.

WHY WAIT? Put your retirement dollars to work today and deduct up to \$2,000 on your 1986 taxes!

350-1080
Ask for MR. STENBERG, Reg. Rep.

MUTUAL SERVICE CORPORATION
Member SIPC, NASD, Inc.

THE SHAPE OF THINGS TO COME



Kitchens by
Newmyer, Inc.

BATHROOMS • KITCHENS • PELLA WINDOWS • DOORWALLS • VINYL WINDOWS

3081 Haggerty Road, Suite 1, Walled Lake
1/2 Mile North of Pontiac Trail

363-8663 648-1220 623-0038
Mon. & Tues. 8:00 am - 7:00 pm • Tues., Wed. Fri. 8:00 am - 5:00 pm • Sat. 10:00 am - 3:00 pm • Evenings by Appt.