

# Township Amends Its Police Manual

By EMORY DANIELS

FARMINGTON The Farmington Township board has apparently learned a few lessons in the revised art of conducting trial-board proceedings.

The board was not pleased with the way the appeal hearings for Detective Sgt. Earl Teeples were conducted. Trustees felt the hearing was too long, too irrelevant and too public.

The hearing dragged on for days before Teeples was exonerated and each day trustees learned another lesson. The lessons were compiled last week and written into an amendment for the police manual.

THE FIRST change made was to eliminate the possibility of a public airing of the grievance by specifying that the appeal shall be heard and decided in private.

The next change was to name the Township Supervisor as chairman of the appeal hearing. Previously, the manual did not mention who would preside over the hearings. (In the Teeples case, Supervisor Curtis Hall voluntarily stepped

down as chairman since he was a party to the discipline and Trustee Fred Lichtman chaired the hearing.)

Another important change concerns the scope of testimony to be allowed. The amendment reads: "Only evidence directly connected with said appeal shall be heard."

During the Teeples hearing, trustees were aggrieved that the testimony included mention of four brutality allegations not directly (in their opinion) related to the allegation Teeples talked to prosecutors about.

One phrase added reads: "The decision of a majority of the Township Board hearing the case will be carried out by the Chief of Police or the personnel director."

A PARAGRAPH in the manual which was deleted by the amendment reads: "The decision of a majority of the board hearing the matter, shall be final and not reviewable by any court and shall be binding upon the employee and the township alike and no officer of the township, nor the board shall have any power to alter it."

One line in the amendment was deleted by the board after discussing its necessity. That

line provided that "Such hearings shall be held at a convenient place away from the township offices."

In Section II, "Responsibilities of Each Rank," a new paragraph was added regarding the Police Officers Association. Previously, no mention of the POA was in the manual.

REGARDING THE POA, the manual now states:

"All patrolmen of the police department shall have the right to organize and join the Police Officers' Association. However, no patrolman shall be required to join such an Association."

"All command officers shall have the right to form their own collective bargaining unit. No command officer shall be a member of the Police Officers' Association. Membership in any association shall be voluntary."

It was explained that "command officer" is defined as including the ranks of corporal and above.

Both amendments passed unanimously after an attempt failed by Trustee Chuck Williams to allow the hearings to be held in public if the employee so wished.



JOHN A. McDONALD has been named assistant general superintendent of A & P's Detroit division. McDonald started with A & P in Saginaw as a store clerk. He served in various store capacities including store manager and produce specialist while in that area. He moved to the Detroit area in 1969 as supervisor. He presently resides in Farmington with his wife, Marie, and his son, John.

## Elsie Schick Killed In Auto Mishap

FARMINGTON

A 65-year-old Redford woman was killed Aug. 12 in Farmington Township after her car struck another vehicle at Middle Belt and ran a red light.

Mrs. Elsie Schick of 13456 Garfield, Redford, died in Botoford Hospital forty minutes after the mishap. According to witnesses, Mrs. Schick was driving south on Middle Belt and ran a red light.

Mrs. Schick's 1966 Chevrolet struck a 1965 Dodge driven by Mrs. Helen Kuzmanovich of 3010 W. 13 Mile. Mrs. DeLoria McHugh, 71, who lives with Mrs. Kuzmanovich and was a passenger in the Dodge, was treated at Botoford for injuries. Willy Schick, husband of the deceased, was treated and released.

## Torch Drive Chiefs Named

FARMINGTON

Five area chairmen have been named to assist in enrolling, training and directing volunteers for the 31st annual United Foundation Farmington campaign.

Mrs. Richard G. Guertin of 21515 Waldron, Torch Drive division chairman for East Farmington named the area leaders, who are:

Mrs. J.C. Hitchcock of 30069 Fiddlers Lane; Mrs. S. Shan Griffin of 23816 Brookplace; Mrs. William Kayko of 28094 Wildwood Trail; Mrs. Edna Andrews of 91045 St. Francis; and Mrs. Harry R. Kansman of 23258 Floral.

The 1969 Torch Drive will raise money for the 1970 operating expenses of nearly 200 health and community services in the Wayne, Oakland and Macomb areas supported by the United Foundation.

# Request Mediation For Teacher's Pay

By HOWARD KOHN

FARMINGTON Farmington teachers have asked for state mediation in contract negotiations. The state mediator is expected here for the next contract meeting Monday.

The request was made unilaterally by the Farmington Education Association.

"It is our contention that progress is no longer being made," explains Roger Allen, FEA president. "This is the usual procedure to take when the positions get solidified."

NEGOTIATORS must be able to reach compromise in the next two weeks if contracts are to be signed by the strike date.

The state mediator will have no power of enforcement. The FEA voted in spring to strike if a settlement wasn't reached by Aug. 31.

Last week the bargaining units began preliminary debate on salary.

The FEA is asking for wage hikes of 15 to 20 percent. The board of education has offered increases of two to three per cent.

However, school board negotiators will go into Monday's meeting armed with several counter-proposals which are likely to bridge part of the gap.

The FEA has issued two similar salary packages thus far, the board of education has issued one.

LAST YEAR'S starting and maximum salaries were: \$6,800-\$11,100 (Bachelor's), \$7,350-\$12,550 (master's) and \$8,000-\$13,200 (ed. specialist).

The school board is proposing \$7,000-\$11,100 (BA), \$7,550-\$12,750 (MA) and \$8,200-\$13,400 (ES).

The teachers are asking \$7,984-\$13,038 (BA), \$8,633-\$14,749 (MA) and \$9,400-\$15,516 (ES).

Previous bargaining units have settled around 10 per cent.

Past negotiators have also solved serious wage differences in the final few weeks before strike dates.

But Allen says that's no guarantee a settlement will be reached in time this year. "The burden is on the board," he says, "they must take some responsible steps rather quickly."

LEROY BARTMAN, chairman of the board's bargaining unit, is optimistic about settling though he doesn't discount the possibility of an impasse.

The FEA may take a stand on the maximum master's salary. Allen says he doesn't want to go lower than \$13,900-\$14,000 — a jump of almost 15 per cent.

Of area suburban contracts already signed, Grosse Pointe has the highest MA at \$14,118. Dearborn, Trenton, Wyandotte, Ecorse and Oak Park are in range directly below Grosse Pointe.

"We have always had a top competitive salary for our

MA's," Allen exclaims, "and we intend to keep it."

The board has also favored MA salaries substantially higher than BA salaries to encourage teachers to seek the higher degree.

EVEN IF sides agree on money, however, they both still have 10 other contract articles to iron out. Three of the 10 have been thorny issues:

● Class size — Teachers want absolute limits placed on class sizes. The school board does not.

"We believe it's educationally sound and necessary to have limits," Allen argues. "We are willing to compromise on the exact numbers, as long as they don't get ridiculous, but we can't go along with any escape clause that will render the limits useless."

Farmington schools do have a class size average of 18-20, only slightly higher than the proposed FEA quotas. "We feel that the variables are uncontrollable in assigning classes," Bartman explains. "The board doesn't want to be hamstrung."

In an apparent compromise move, FEA has proposed a teacher aide be hired for any class exceeding its maximum by 10 per cent — instead of establishing a second class.

● Teacher evaluation — The teachers want a sophisticated departmental system but don't want department heads to evaluate teachers. The board wants either no department system or one with teacher evaluation.

"We have suggested department chairmen be consulted only on matters of a teacher's technical competence since some fields are so advanced no principal could be expected to know everything," Bartman says.

FEA fears departmental heads with evaluatory duties might not be legally eligible to remain FEA members. "We could lose many of our pillars," Allen notes.

Bartman argues the contract could be written to avoid the eligibility problem.

● Binding arbitration — The teachers want it, the school board doesn't.

Binding arbitration would force both sides to accept the ruling of a third neutral party if a contract wasn't signed by a definite date.

## Realtor News



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GERALD BARR  
Asst. Manager  
Livonia-Plymouth Office

Mr. Gerald Barr is a sincere and dedicated member of the B. F. Chamberlain Company. The effort he has expended, along with his willingness to assume responsibility, has earned him an advancement to assistant manager of our Livonia-Plymouth office. His background before coming into Real Estate was in aircraft tooling industry.

Mr. Barr is a veteran of the United States Marine Corps, serving during the Korean War. His hobbies include many do-it-yourself projects, and an interest in sports cars.

He is a real go getter, but at the same time, very considerate of his fellow workers and always willing to donate his time to come to the assistance of the newer people in the office.

Advertisement

## Hayes To Attend

FARMINGTON

William R. Hayes of 32570 Shadyridge, Farmington, assistant vice president of the Bank of the Commonwealth, will attend the Graduate School of Banking at the University of Wisconsin to be held Aug. 17-30.

## Joins Sorority

Shelly G. Ludwig, daughter of Mr. and Mrs. Herbert G. Ludwig, 29430 Middle Bell, Farmington, has been initiated into Alpha Xi Delta sorority at the University of Michigan.

## IT'S TIME TO BOWL

TEAM AND INDIVIDUAL OPENINGS

MEN: Monday 9:15 p.m. Men's Junior House 4 to team over \$3.50 per point.

Thursday and 7:00 p.m. averages 750 to 850

Friday

WOMEN: Wednesday 9:15 p.m. any average

Friday 12:30 145 average and up \$500 1st. Place.

Day leagues every morning & afternoon. Free nursery.

MIXED: Wednesday 5:15 p.m. 4 to team

Saturday 7:00 P.m. 4 to team

JUNIORS: Saturday 2:30 p.m. Beginners ages 7 to 11

Sunday 12:30 Teen Classic boys over 145 and girls over 115 average.

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