## Retirement plan eases decision for teachers

come, Coleman said. The new plan al-lows those who contribute 4 percent of their earnings to base their benefits on an average salary over the best three years of income.

FOR EXAMPLE, an employee whose average salary of their best five years is \$10,000, would multiply that amount times the benefit rate of 1.5 percent amount, multiplied by the

years of service to determine what per-centage of their salary they would ment provisions and have planned for receive in pretinement. An employee with 30 years of work service would be the expected hiring of new teachers, are expected by the retirement. Under the wiplan, the employee average salary would be increased by year period, Coleman said. The secont contract settlements with system period, Coleman said. The secont contract settlements with the year period, Coleman said. The secont contract settlements with system period, Coleman said. The secont contract settlements with system period, Coleman said. The secont contract settlements with system period, Coleman said. The state of the state Legisla. The state Legisla.

ture's parsage of the improved retire-ment provisions and have planned for the expected hiring of new teachers, Coleman said.

outside teaching experience and in-creasing qualifications for teachers, are designed to help the district attract-the best qualified teachers to replace those who are now expected to retire, Coleman said.

But it's not that simple when school districts are faced with declining en-rollment; fewer college graduates in education and a migration of these graduates to other states which are not experiencing declining enrollment to the degree occurring in Michigan. "There's going to be a lot of competi-tion among districts to get good teach-ers," Coleman said. In district's where teachers are old-er, the effect of the new retirement

plan will be even greater than in Farmi-ington where officials estimate the av-orage age of tachers at 47. District with more teachers who are eligible to reture will be faced with a need for hir-ing new teachers to choose from." "There will be people for elementary positions. But it's going to be more difficult (to find teachers) for the spo-clift areas in secondary." Coleman said.

FOR EXAMPLE, three positions are now open in the Farmington schools. One position is for a vocal mn-sic, English teacher. Two other teach-ers are needed who are special educa-tion certified and can teach industrial. arts.

the orthogeneous and can be an indemtail, aris, a be most difficult arcs of senses and comparises, Cohemandia di-"Trying to find isomerone to teach physics is like finding a needle in a bay-stack," he said. Also difficult to find are substitute teachers who are certified to teach cer-tain subject on the secondary level. -"It's almost impossible to find substit-tute teachers in math, selence and in-dustrial arts," Coleman said. "And that's also true in other parts of the country."

## How plan would aid different groups House Bill 4192, digned holo law by Gov. James Blanchard on July 10, pro-ydes several changes to the Michigan several changes to the Michigan the members. • RETIREMENT CREDIT FOR MATERNITY. PATERNITY OF CHEDT FOR MATERNITY OF CHEDT FOR MATE

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thorized Health Maintenance Organiza, ton (HMO) beenlis and coverage may be elected upon authorization of the organization by the retirement adjustment will be present adjustment in the initial been-the department. Effective Jan. 1, 1986 through Dec. 1, 1986, and 1, 1986, through Dec. 1, 1986, and 1, 1987, to contribute 4 partification of the pain by the retirement of the supplemental almout is gravester, and the supplemental eligible for the backdeferred Member I averating a pathet of the difference of the supplemental distributes and the supplemental almout is gravester, and the following additional and the supplemental almout is gravester, and the following additional and the supplemental almout is gravester, and the supplemental eligible for the following additional and the supplemental present end the supplemental eligible for the following additional and the supplemental present end the supplemental eligible and the supplemental eligible for the following additional and the supplemental eligible for the followin

## Beauty commission revived in Hills

Continued from Page 1

Continued from Page 1 "For the most part, it's neally a very well-maintained community, I don't tink it's been an outstanding job, but I tink we've done a good job." Beautification could include paint-ings by local artists on older cement block buildings. "Something that would really en-bance the building," Dolan said. "I can envision a lot of things to ds and to help them do it. We hope to belp the private sector help themselves by giving them ideas."

ideas." Recognition of beautification efforts could include annual awards, the may-or said, "recognition of those who have not only upgraded, but continued to maintain.

maintain. "There's a lot of neat things in this town, we just have to recognize it. It's just time we got back in the business of getting our community up to where we should be and can be."

When it a faile fail is the factor. • Continuation of the city's involve-ment with commercial frontage prop-erty owners along Grand River from Eight Mile Road to M-102, to landscape the of the and improve the appear-ae cof the and improve the appear-ae treel-scape plans along major corridors such as 13 Mile Road, Orchard Lake Road from 1-056 to Eight Mile Road, along Northwestern High-way, at the intersection of 10 Mile Road and Grand River Avenue, at the Intersection of Middlebet Road at Nine-Mile Road and Shiawassee, the Nine-Mile Road and Shiawassee, the Nine-

Farm

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Liberty Ave.

The first time blacks and whites made music together for a national audience was 1936, ac-cerding to Lionel Hamp-ton. He and Teddy Wilson appeared on the Camel Canceum Badie Manu Mile Road at Farmington Road inter-section. • Promotion of Improvement and beautification projects in industrial part areas, among subdivision associa-tion at smaller spot commercial

Identification of community eye-sores, both vacant and developed prop-ertiles, and encouragement of projects of general cleanup and beautification.

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ton. He and Teddy Wilson appeared on the Camel Caravan Radio Hour, sponsored by Camel ciga-rettes, with Benny Good-man and Gene Krupa. That was 11 years before Jackie Robinson became the first black major

league baseball player

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