

Did S'craft Faculty Gain Any Power?

analysis

By DENNIS L. PAJOT
Which side gained by the month-long teacher strike at Schoolcraft Community College?

Goals of the combatants are forever undetectable, both because they were masked during combat and because they are since being guarded in jealous hope of "making the most" of the actual results.

Spokesmen for the Faculty Forum did reveal several points of contention after the strike began, but these may have been balloons for public consumption and adversary confusion.

"The Board of Trustees remained so tight-lipped that actual goals can only be guessed."

"THE MAIN issue is not money. We are demonstrating for the professional security and the academic freedoms we now have. The board's proposal is to take these away," proclaimed the Faculty Forum when it threw up the picket lines.

"At issue," it was stated in the same written memo, are:

• "Job security." The faculty claimed the trustee team proposed that it be able to fire probationary teachers without naming cause and that poor classroom evaluations from divisional chairmen (faculty members) and deans should be minimum protection. The faculty also claimed the proposals sought to remove limitations on good and adequate cause of firing full status (tenure) teachers.

• "Divisional Chairmen." The faculty claimed the trustee team proposed to replace elected faculty chairmen with administrators.

• "Civil Rights." The faculty claimed the trustee team proposed "special restrictions on freedom of speech and political activities for teachers."

• "Academic Freedom." The faculty claimed the trustee team proposed that "no controversial material will be introduced into the classroom and the administration will determine what is controversial."

More than once, faculty spokesmen declared that they would be willing to accept terms of the previous contract on these issues.

ONLY ON THE "civil rights" issue did the faculty win a clear-cut victory. If, in fact, the issue was conceded, no language appears in the final contract modifying any constitutional civil rights.

On the "job security" issue, the new contract gives probationary teachers a right to demand a hearing before the board of trustees. This is new. Full-time employees retain the state tenure law guarantee to demand compulsory arbitration.

On the "divisional chairmen" issue, the faculty could not negotiate elimination of six newly-hired administration "area directors" but did retain duties for 21 "department heads" elected by the faculty "to assist the appropriate administrative officer" for certain functions.

The faculty claimed the trustee team proposed to replace elected faculty chairmen with administrators.

... said delved into the possibility of a two-year contract. The tentative agreement which the trustees had rejected had been for one year only. Faculty negotiators claimed that's all that was asked for in formal sessions, although they admitted that their own pre-strike publicity had admitted that duration of the contract was an issue.

No additional contract issues were revealed, even though the Faculty Forum boasted a public information meeting. The meeting was characterized, instead, by speeches of Democratic office seekers and criticism of the college trustees and administration.

Marathon bargaining sessions between members of both teams late in the fourth week of the strike hammered out the final two year contract.

This time the faculty took its ratification vote first and gained acceptance, 88-29, on Friday. The trustees met in special session on Saturday and ratified the agreement, 5-1 with one abstention.

TERMS OF the contract which never became an open

dispute included a half-million dollars in salary increases over two years for the 156 faculty members.

Raises were given in each of the two years on a progressive scale ranging from \$400 to \$2,300 the first year and \$300 to \$1,000 the second, with teachers of longest standing in the profession receiving the largest boosts.

Master's degree holders with six years experience, for example, gained a \$1,600 boost for 1970-71, from \$11,000 annual salary to \$12,600; and a \$900 boost for 1971-72, to \$13,500 annually.

Most Schoolcraft instructors are master's degree holders. If they have been with Schoolcraft since its classroom doors opened in 1964-65, they would be at this level or higher.

At the top of the scale, teachers holding a master's degree or more plus 10 years experience received raises of \$2,600 for 1970-71 and \$1,100 for 1971-72.

ALSO, THE NEW contract spells out membership composition of the college curriculum instruction committee. Although the duties and res-

possibilities of this committee had been covered in the old contract, its membership was left up to the college president previously.

Now the contract states, in part, that the 20-member committee shall have eight administrators, 10 department chairmen (faculty) and two students. The administration can seat four of its area directors, and the faculty must seat four department chairmen from the vocational technical area and four from the liberal arts area, one from student services and one selected ad hoc. The college vice president for instruction retains chairmanship.

These provisions reflect the Faculty Forum's desire to play a larger part in college decision-making.

Quoting from the 1968 North Central Association accreditation report, which mentioned low faculty morale, the Forum contended that greater faculty participation in running the college could improve that situation.

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Realtors To Gather In S'field

Dr. Patricia Shontz, columnist, commentator and writer for the Detroit News - will speak on "1971: Limping Laggard or Galloping Gopher?" at the seventh annual forum of the Realtor boards of metropolitan Detroit.

The session will take place from 8:30 a.m. to noon Wednesday, Oct. 7, in the Raleigh House, Southfield.

Sponsor of the educational, informational and business forum is the Metropolitan Detroit Council of Real Estate Boards. It's composed of the western Wayne - Oakland County, Birmingham, Dearborn, Detroit, Down River, Monroe, Macomb County, Pontiac, Rochester and South Oakland County Boards of Realtors.

Also speaking at the gathering will be Robert S. Curfiss, board chairman and chief executive officer of Ely-Cruikshank Co., Inc., New York City realtors.

Tickets are \$5 and may be obtained from the Western Wayne Oakland County Board of Realtors, 11877 Beech-Daly Rd., at Plymouth Rd., Redford Township, 48229. The phone is Kc 1-6700.



MR. WHOODINI will again be on hand to entertain young and old alike at the showing of new models at Beglinger-Massey Oldsmobile-Cadillac, Inc., 684 Ann Arbor Rd., Plymouth, on Tuesday evening, Sept. 29. Besides entertainment, treats will also be provided for kids and parents. The firm will show its new cars through Saturday, Oct. 3.



ED FREEH JR., of 14695 Bradner, Plymouth, has been promoted to vice president of Garling Real Estate. He will continue to serve as manager of the Plymouth-Livonia branch of the firm. He has sold more than \$1 million worth of real estate for the last three years. The Garling Plymouth office is at 199 N. Main.

AIP Sets 2 Meetings

The American Independent Party will hold a pair of membership meetings Monday, Sept. 28, in the Odd Fellows Hall at 20911 Inkster, Farmington.

Hector McGregor, AIP candidate for Congress in the 19th District, will chair the meetings, which will begin at 10 a.m. and 8 p.m.

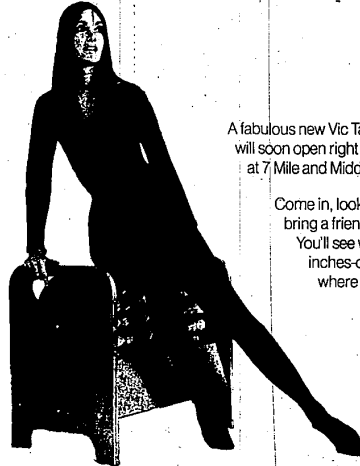
State leaders of the AIP are expected to be speakers, McGregor said.

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