

OCC teachers get 5% raise for each of next 3 years

By RALPH R. ECHTINAW
STAFF WRITER

Oakland Community College teachers approved a new three-year contract by a vote of 129-59 Sunday and will get three annual 6-percent raises if the OCC board OKs the pact as expected on Oct. 29.

The lowest pay for a full-time OCC instructor in the new contract is about \$30,000 and will top out at about \$33,000 in the '94-'95 school year, said college spokesman George Cartsonis. The highest level of pay is about \$58,000 now, but will rise to about \$64,000 in two years.

The administration won concessions for the pay raise, however, in that it's now allowed to use part-time teachers for 35 percent of the instruction, up from 33 percent in the last contract. And if the number of credit hours rises 2 percent in one of the next two school years the administration can use part-timers for 38 percent of the classes, Cartsonis said.

In addition, the amount of additional salary full-time faculty can earn for teaching more classes or taking on projects is being pared. They can earn 66 percent of their base pay this year, 58 percent next year, and 51 percent in 1994-95.

Both measures translate into fewer opportunities for full-time teachers who like to earn extra money.

For example, a full-time faculty member who teaches an extra four-credit class of 25 students gets \$2,500 in additional pay for that semester. A part-timer teaching the same class would make no more than \$1,650.

Another big change is that an early retirement policy was written into the contract for the first

time. Teachers with at least 15 years of service may retire with 45 percent of their salary, provided at least 20 of them want to do it in a given year, Cartsonis said. If a teacher stays at OCC for 25 years, he or she may retire with 60 percent of their salary.

Other things in the contract are:
■ three months off without pay for family-related matters.
■ a day off on Martin Luther King day in January when all campuses will be closed.
■ an option to forgo medical insurance for a \$1,000 cash pay-

ment.
■ three tiers of life insurance coverage with cash returned to teachers who opt for the lesser amounts of insurance.
■ 70 percent of one's base in a long-term disability situation, up from 60 percent.
■ the prohibition of smoking in

OCC buildings.
■ the elimination of late registration because telephone registration has become so popular (70 percent of students use it) and walk-in registration has become the de facto late registration.
For comparison purposes, here are the maximum teacher salaries

for other area schools:
At Oakland University: Instructor \$43,690. Assistant professor \$65,000. Associate professor \$73,097. Professor \$76,715.
At Schoolcraft Community College: Teachers with master's degrees get \$50,892. Teachers with doctorate degrees get \$54,014.

See Your
Metro
Detroit
Lincoln-
Mercury
Dealer
Today.

Attorneys sorting out school aid

AP — A lengthy Michigan Supreme Court ruling provides another piece in the complicated puzzle of how much money the state should give school districts, lawyers said late last week as they waded through the 85-page decision.

One of the Legislature's top experts on school finance, Sen. Dan DeGrow, R-Port Huron, said the ruling was encouraging for those backing equity in school funding.

The 4-3 ruling of the deeply divided court focused on how the Headlee Amendment to the state Constitution affects school funding.

Among other things, that amendment requires the state to keep up its share of funding for mandated programs. The amendment sets the state's share at the percentage that was in place when it was adopted by voters in 1978. That means each school district — even the wealthier ones — must get a fair share of state money for mandated programs, the court ruled.

The state had argued that the amendment applied to total statewide figures. The lawsuit was filed in 1990 by taxpayers in 51 school districts. They contended the amendment was designed to preserve the state funding level on a district-by-district basis.

In its ruling released Sept. 29, the high court said the statewide average of state spending on mandated programs should be applied to each district.

However, the court also decided that Social Security payments were required by federal law and weren't covered by the Headlee Amendment.

The state now gives school districts more than \$400 million a year to make those payments, with roughly a third going to the wealthier districts.

DeGrow said that part made the ruling "a good decision for equity," although it was too early to tell what the ruling's total impact would be.

"The key line in the whole long opinion was that Social Security payments aren't covered by Headlee," he said. "What that means is we don't have to pay Social Security to the rich districts or anybody."

DeGrow said that over the past two years, the Legislature has moved to trim the Social Security payments for wealthier districts and use that money to narrow the spending gap between the rich and poor districts.

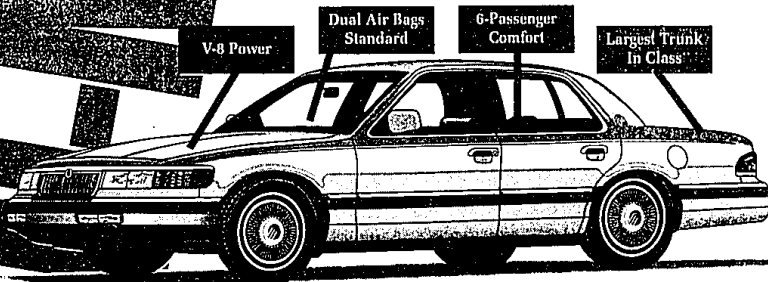
The high court's ruling clears the way for the Legislature to phase out those payments, DeGrow said.

THE 1993s ARE HERE NOW!

SAFETY
SAVINGS
STYLE

-AND-

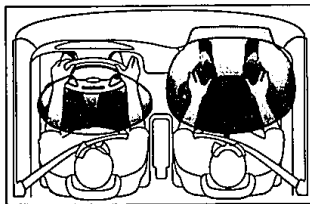
\$1000 CASH BACK



1993 GRAND MARQUIS

STANDARD FEATURES: 4.6-liter V-8 engine • Sequential multi-port electronic fuel injection • 4-speed automatic overdrive transmission • Driver and right front passenger air bag Supplemental Restraint System* • Air conditioner • Electronic AM/FM cassette four-speaker stereo • Tilt steering wheel • Six-way power driver's seat • 21 cubic feet of cargo space OPTION PACKAGE 157A: Fingertip speed control • Power lock group • Electric rear window defroster • Illuminated entry system • Luxury light group • And more

NOW DUAL AIR BAGS STANDARD!



Cash Back*\$1,000
Package Savings*\$500

Total Savings **\$1,500**

HURRY IN FOR BEST SELECTION.

*For Cash Back take new vehicle total delivery from dealer stock by 12/31/92. Savings based on MSRP of package vs. MSRP of options purchased separately. *Always wear your safety belt. **Excludes other Ford Motor Co. vehicles.