

## Summaries of Lake-Lehman contract positions

### Teachers ask for 9%, shorter workday

Unresolved issues proposed by the association included five-year agreement, lengthening the teacher's work day from seven hours 30 minutes to seven hours 15 minutes; posting of positions, revision of credit reimbursement to all bargaining unit members will be entitled to reimbursement of courses at 100 percent of cost; and improved dental portion of health care insurance to include prosthetics rider of 100 percent of prevailing fee.

Also, improve income protection plan to provide benefits of 66 percent of the monthly salary, life-time accident benefits, sickness benefits to age 65 after the 60th calendar day of disability; allow the option of accumulating personal leave days to a maximum of five or to have all unused personal days be added to their respective unused sick leave at the end of the year.

Provide president of association and/or his or her designees total of 12 days per year to attend conferences, etc. related to maintenance of collective bargaining and increased number of days by two days each year up to 20 days by 1993-1994; allow one self-directed preparation day per day; provide vision insurance plan; early retirement incentive policy; sick leave bank with association establishing rules and regulations; members not be required to perform non-instructional duties primarily, but not limited to in-school duties whenever possible; long term substitutes be included in the bargaining unit; a committee to review elementary and secondary class sizes for each grade level; each non-member of the association be required to pay a Fair Share fee; provide for increased dollar differentials between all columns in the new salary schedule; additional columns beyond the Bache-

lor's columns in units of six and divide the first two blocks of 12 credits beyond the Master/Master's Equivalency into units of six as well as adding three additional columns of six beyond the MS/ME+42 over the life of the agreement; reduce the number of steps to 14 over the life of the agreement; increase the 1988-1989 salary schedule by 9.4 percent the first year and second year, 9.3 the third year; 9.3 the fourth year and 9.2 the fifth year.

Adjust extra-curricular activities salary schedules to eliminate inequities; add to the extra-curricular schedule the number of current and/or assistant coaches in each sport/activity as well as increase the number as listed; and add to the extra-curricular agreement as well as those existing positions listed that are filled by members who may or may not be receiving remuneration.

### Board offers 7%, wants management control

School Board Proposals given to the Fact-Finder were willingness to accept a five year agreement if not burdensome to taxpayers of the district; teacher work year 1989-90 187 days; 1990-91 188 days; 1991-92 189 days; 1992-93 190 days. Teacher work day revised that the day shall consist of eight hours exclusive of a duty-free 30-minute lunch period, schedule to be determined by the superintendent; faculty and other meetings-teachers may be required to remain at the end of the work day without additional compensation for the purpose of attending faculty or other professional meetings four days each month. Such meetings shall begin no later than

15 minutes after dismissal and shall last no more than 60 minutes.

Posting of positions should be a management prerogative and the superintendent should be allowed the discretion to fill such vacancies; no change in income protection since Lake-Lehman and Tunkhannock only schools with income protection plan; no change in personal day since provision same as surrounding school districts; drop demand for leave to association president.

Teachers in the district receive preparation time, no legitimate justification to include such proposal in agreement; early retirement

plan is present policy of school board, no reason to include in agreement; eight of 12 districts in I.U. 18 do not have sick leave banks; non-instructional duties is part of school day for which payment is made and what is done is a management prerogative.

Part-time employees should not be treated the same as regular bargaining members; class size is not an issue since it is a management prerogative; a public employer should not decide whether its employees should pay dues in order to keep their jobs.

Salary proposal-increase 6.99 1989-90; 7.05 1990-91; 6.95 1991-92; 7.01 1992-93; and 7.03 1993-94.

### Fact-finder's report leans toward teachers

DiLauro in setting forth his findings recommended the five-year agreement from Sept. 1, 1989 - August 31, 1994; school day of 185 per year remain the same; the current teacher's school day remain as it is since it is similar to surrounding schools; recommends that teachers do not remain extra time as proposed; that the superintendent continue to have the authority to assign teachers to positions as it is now in contracts.

Recommended reimbursement for credits as follows-1989-90 75 percent; 1990-91 80 percent; 1991-92 90 percent; 1992-93 95 percent; 1993-94 100 percent; recommends that vision coverage is becoming more common in district collective bargaining so it should be extended to association members but board must be given an opportunity to provide for increased costs involved, so he recommends that the Pa. Blue Shield Penn Vision II Option 2 plan or its equivalent be provided free of cost

to bargaining unit members effective 1991-92 and the same 100 percent coverage be extended to dependents effective the fourth year 1992-93.

Recommended that the income protection plan remain unchanged in the contract; recommends that the language two personal days remain unchanged; current language on leave remain as it is; recommend the board include in the contract preparation time in similar language as Crestwood District; early retirement should remain as it has been in last three contracts; no reason to include sick leave bank in contract; recommends that non-instructional duties be limited to one specific duty.

Recommended that long term and part time substitutes language proposed by the board be adopted; rejects association's proposal on class size management; recommends that employees can be required to pay a fair share fee as dues; after a thorough analysis of

information provided on salary increases he recommended the following-1989-90 9.0; 1990-91 9.0; 1991-92 9.0; 1992-93 9.1; and 1993-94 9.2; and also recommended that the number of steps in the salary schedule be reduced from 30 to 17 effective the 1989-90 school year and that a B.S. 12 column be added in the 1990-91 year and a MS/ME + 18 column be added in the 1992-93 year; recommended that the salary of extra-curricular personnel be adjusted in accordance with the annual percentage increases recommended herein but the balance of proposals should not be included because it is difficult to set up objective standards to make comparisons between different sports and/or other activities that would lend itself to eliminating so-called salary inequities. These are the decisions to be made with the number of sports, activities, participation and the board should be allowed the discretion to add or subtract personnel as it sees fit.



LEVINSON'S OBSERVE SUKKOT - The Levinson family of Dallas observe Sukkot, their time of Thanksgiving, annually. Above, Atty. and Mrs. Howard Levinson and their children, Jeffrey and Nancy, eat dinner inside the Sukkoh built on their deck. (Photo contributed)

### Local family builds 'sukkah' for holidays

The Jewish holiday of Sukkot (soo-coat) began Friday evening, October 13. Sukkot is a time of thanksgiving, a time to thank God for all the earth's bounty, the food we eat, the earth, the sky, and our good health to enjoy it. It is also a time to remember how the Jewish people lived in the desert for 40 years after leaving Egypt.

The Hebrew word for both is sukkah; the plural is sukkot. Many Jews build a sukkah in their yards

or on their apartment balconies, to commemorate this holiday.

Attorney and Mrs. Howard Levinson and their children, Jeffrey and Nancy of Dallas, celebrate sukkot every year by eating in their sukkah, if the weather permits, they sleep in the sukkah. The roof of the sukkah must be covered with natural things, branches, cornstalks, etc. and be open enough to see the sky and the stars. Paper chains and pictures

made by the children adorn the sukkah's walls. It is a time to be happy and rejoice in life's blessings.

Shavertown Lumber built the sukkah to Susan Levinson's specifications and Jimmy Phillips and Rick Keast put up the sukkah for the Levinsons for the last several years. The Levinsons bought the cornstalks and pumpkin decorations from Parsons Produce on Memorial Highway.

### PennDOT says it can't afford to sell Pioneer Avenue to Kingston Township

By SCOTT A. DAVIS  
Post Staff

A plan labeled "a dead issue" by Kingston Township earlier this year came up for discussion at the supervisors' meeting Wednesday night.

Kingston Township has been attempting to reach a deal with the Pennsylvania Department of Transportation to purchase Pioneer Avenue so that the township could better service the roadway, especially in the winter months when

the road is known to be left in a dangerous condition, according to Township Manager Jeffery Box.

The deal the township is seeking spells out that if purchased, PennDOT would first complete costly repairs to the road. The snag mentioned Wednesday was that PennDOT said it does not have enough money to do the repairs, which would total over one million dollars.

Charles Mattei, P.E. of PennDOT, told the supervisors that the cost to do necessary drainage

repairs on Pioneer Avenue is too high, but offered two options for the supervisors to consider.

One option is to spread the project out over a four year period, allowing the state time to come up with the funds.

The second would be to seek funds from the county road maintenance budget. This option, however, is highly competitive according to Mattei.

Mattei told the supervisors he would contact them in a few days about the options.

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