

# The Heppner Gazette-Times

Morrow County's Home-Owned Weekly Newspaper



October 22-28			
	High	Low	Precip.
Tues.	59	43	21
Wed.	59	42	04
Thurs.	66	48	01
Fri.	61	34	01
Sat.	71	38	
Sun.	69	35	
Mon.	53	26	

VOL 103 NO 44 WEDNESDAY

Heppner, Oregon 25° OCTOBER 30, 1985 8 PAGES

by the City of Heppner



## Makeup or not we're still the same kids

Preschoolers at All Saints Episcopal posed for the camera Monday morning in make-up which they were trying on to prepare themselves for Halloween. Georgia Van Winkle, teacher at the preschool explains that the children learned that they would still be the same person although they

dressed up and put make-up on their faces. This exercise helps to prepare them to "not be scared" when ghosts, goblins, witches and other strange-looking creatures appear on Halloween.

## SSC Task force formed

On Thursday afternoon, October 24, the City of Boardman and the Port of Morrow hosted a meeting to organize a task force to "study, support and lobby for location of a superconducting super collider (SSC) research center proposed by the U.S. Department of Energy. Boardman has been identified as one of three potential sites in Oregon to be considered for this facility, said a city of Boardman spokesperson. Several other states are also vying for this facility.

The group selected an "executive committee" to direct the task force and named seven persons to sit on the committee. Art Kegler, President of the Boardman North Morrow Chamber of Commerce; Alan Donnelly, President of the Hermiston Chamber of Commerce; Joe Burns, President of Hermiston Development Corporation; Jack Strege, Portland General Electric; Gale Brill, Boardman Mayor; John Bristow, lone and Morrow County Planning Commission; Matt Doherty, Port of Morrow.

The Executive Committee shall select their own chairman and will appoint standing committees to handle public information and relations, fund raising, budgets and technical reports. The first Executive Committee meeting will be Monday, Nov. 4 at Dodge City in Boardman.

Over 45 persons representing numerous regional agencies and interests were present at this initial meeting.

Following the October 24 meeting, County Counsel Mike Oths described the SSC as a monstrous particle accelerator which the federal Department of Energy plans to build.

The project will require 50-60 miles of tunnel ten feet underground. It will employ approximately 3,000 permanent employees and have an operating budget of \$400 million per year. A project which could potentially double the county's population deserves serious atten-

tion, Oths continues, although the odds are 25-1 that the Boardman site will not be approved.

Although Congress has not yet approved funds for the project, 12 states including Oregon have expressed interest and are in the process of choosing their most favorable site to submit for approval.

Criteria which a proposed site must meet include access to a great deal of water and availability of land acquisition. The consulting firm of CH2M Hill has been evaluating the Oregon sites and Oths said that at last Thursday's meeting, sentiment was that their study of the proposed N.E. Morrow-western Umatilla site near Ordinance did not go into enough depth and that the site would be even more favorable if additional factors were considered.

Lack of access to large areas of population was listed as a draw back to the Boardman site, but Oths said that the CH2M report failed to consider the proximity of the Tri-Cities. Scientists coming to the research oriented facility will need support facilities from large population areas, he said. "People working on the project need to be happy in the area," so the task force is first charged with finding out what additionally can be done to polish Boardman's image.

## M.C.G.G. sets annual meeting

Jan Mauritz from the French grain trading firm, Louis Dreyfus will be the featured speaker at this year's Morrow County Grain Growers Annual Meeting Monday, Nov. 4.

The annual meeting will be held at the fairgrounds in Heppner, beginning at 6:30 p.m.

Babysitting will be provided for those with young children.

## Factfinder named in contract negotiations

Thomas Levak, a Lake Oswego attorney, has been selected as an independent arbitrator and factfinder in contract negotiations between the Morrow County School District and the district's teachers. He has had experience in labor and arbitration work in both the public and private sector.

Naming of a factfinder is the third step in the negotiation process and, from the management perspective, is "nothing to get excited about." Jack Liles of the Oregon School Boards Association who has been representing the school board, points out that theoretically the issues could be resolved at any time and an agreement reached. "We just haven't got it together yet."

The teachers and the District have been trying to reach a contract agreement since Nov. of last year.

Now that a factfinder has been named, the district and the teachers are preparing reports to present to Levak at a 10 a.m. December 2 public hearing at the School District office in Lexington.

Levak will have 30 days following the hearing to prepare a written report with recommendations for settlement on each issue in dispute. The school board and the teachers union then have five working days from the time the report is mailed to notify the Employment Relations Board whether they accept the recommendations or reject them.

Undecided issues which teachers will list in the factfinding report are salaries, retirement, fair share, vacancies and transfer, and "just cause" for dismissal.

Both Bill Jacobson of the Oregon Education Association, negotiator for the teachers, and Liles agree that one of the major issues where they disagree is the distribution of salaries. The total dollar amount difference is slight; the district has offered a 26 percent increase over three years and the teachers have proposed a 28.5 percent increase.

Because the salary schedule is non-competitive compared to other districts, Morrow County is not able to compete when hiring new employees, explains Liles. The district is trying to increase the base salary to be competitive in hiring new employees and also provide a cost of living increase to teachers already in the district in order to, in the Board's opinion, "treat all district staff members fairly."

Jacobson says that the teachers want a larger percentage of increase to go to long-term teachers as well as increasing the starting salary. He says that when the salary issue and an issue labeled "just cause" are

settled that the other issues should "fall in line." Teachers are not asking for anything new, Jacobson says, but want to maintain the language in the present contract which gives them "protection from arbitrary and capricious actions of the board." He says the proposal which teachers received from the district would remove the "just cause" clause for dismissal (firing during the school year) of permanent and probationary teachers (those in the first three years of employment with the district) or the non-renewal of a contract for probationary teachers because such matters are covered by the fair dismissal law.

Jacobson further contends that the fair dismissal law (due process) governs only the manner in which a dismissal occurs, not the reasons why it occurs. "Just cause," he says

makes the board do right or prove a reason for its actions, which helps eliminate dismissal or non-renewal for reasons such as personality conflicts. Disciplinary actions must be appropriate under "just cause," he says, a teacher could not be fired for being late one day, but would have to demonstrate a pattern of being late before he could be fired.

It is the teachers' position that some dismissals in Umatilla and Morrow County in the last two years prove that the "just cause" works. Two teachers in the Morrow County district have faced dismissal by the board; one is still within the district and the other is not.

"Just cause" is a primary issue for the teachers which is difficult to compromise because there is no gray area, Jacobs says. Either the language of the current contract is maintained or it isn't.

On the other hand, Liles says that the district has the right by statute to dismiss or non-renew probationary teachers for "reasons which it deems sufficient." The "due process provision" makes it difficult to non-renew contracts for permanent teachers, so the "just cause" clause is not necessary. The district has that latitude under law and merely wants to regain that which it contracted away several years ago.

"Just cause," he said, would apply to teachers with tenure (permanent teachers) which would make the dismissal process more rigorous, requiring the district to prove that rules which the teacher knew about were violated. Regaining the right which statute guarantees is a major issue for the district, he concludes.

## Proposed salary schedules

School District offer  
1985-86

Teacher's proposal  
1985-86

STEP	School District offer					Teacher's proposal						
	BA	BA+15	BA+30	BA+45	MA	MA+30	BA	BA+15	BA+30	MA	MA+30	
0	15,563	15,752	15,942	16,131	16,320	17,367	15,420	15,607	15,796	16,171	16,547	17,208
1	16,035	16,230	16,425	16,615	17,206	17,800	15,803	16,075	16,270	16,656	17,043	17,724
2	16,522	16,723	16,923	17,116	17,727	18,245	16,359	16,557	16,758	17,156	17,554	18,256
3	17,025	17,232	17,438	17,653	18,265	18,978	16,850	17,054	17,261	17,670	18,081	18,804
4	17,540	17,755	17,968	18,184	18,819	19,547	17,355	17,566	17,779	18,201	18,623	19,368
5	18,073	18,311	18,552	18,799	19,459	20,134	17,876		18,312	18,747	19,182	19,949
6	18,622	18,873	19,128	19,386	20,078	20,730	18,413		18,861	19,309	19,758	20,547
7	19,184	19,449	19,718	19,991	20,681	21,361	18,965		19,427	19,888	20,350	21,164
8	19,765	20,045	20,327	20,613	21,305	22,001	19,534		20,010	20,485	20,961	21,799
9	20,375	20,667	20,962	21,261	21,964	22,683	20,120		20,610	21,099	21,590	22,453
10		21,292	21,599	21,910	22,625	23,357			21,228	21,732	22,237	23,059
11		21,937	22,256	22,579	23,307	24,047			21,865	22,384	22,904	23,747
12		22,602	22,933	23,268	24,007	24,757			22,526	23,056	23,587	24,460
13		23,287	23,629	23,975	24,725	25,485			23,208	23,748	24,289	25,185
14		24,002	24,355	24,712	25,472	26,242			23,900	24,450	25,000	25,904
L-1					27,063	28,546					28,119	29,101

All teachers who have been credited with 18 years of experience in the District, including allowable transfer credit and who have been at the top step of either of the final two columns of the schedule, are eligible for the L-1 step.

## MCSWCD annual meeting is Nov. 5

Included in this week's paper is a special section on the 1985 annual meeting of the Morrow County Soil Water Conservation District. The meeting will be held Tuesday, Nov. 5 at the Lexington Grange Hall starting at 6:30 p.m.

## CBEC annual meeting set Nov. 7

The 41st Annual Meeting of Columbia Basin Electric Cooperative, Inc. will be held at the Condon Grade School Play Shed in Condon, on Thursday, November 7. Registration will begin at 5 p.m., dinner at 6 p.m. and the business meeting at 7 p.m. This meeting is for the purpose

of electing two directors for a three year term and a ballot on seven proposed by-law revisions.

A special program at the meeting will celebrate the 50th anniversary of rural electrification. "Everybody will like it," assures Co-op Manager Fred Toombs.

## PMH offers to x-ray Halloween treats

Pioneer Memorial Hospital will be x-raying all Halloween candies and fruits, as a free service to the members of the Heppner, Lexington and lone communities. The staff of Pioneer Memorial Hospital is concerned about the welfare of our residents and would like everyone to have a safe and happy Halloween.

Those who are interested in this service, should go to the lobby of the

Hospital, between the hours of 5 and 10 p.m., October 31.

"Pioneer Memorial, in providing this service, accepts no responsibility for any omissions or oversights. Many, but not all foreign objects of various natures will not show upon x-raying. Therefore, we cannot be held responsible for any omissions or oversights," says hospital administrator, John Hempel.

## Fillies try for district title on home court

Winning the Columbia Basin Conference volleyball championship last Saturday at Boardman gives the Heppner High School volleyball team the right to host the first round of the OSAA Class A volleyball playoffs this Saturday at Heppner against Pine Eagle. Game time is 7 p.m.

Heppner earned the playoff spot winning two of three games from the Sherman County Huskies. Sherman County also earned a playoff spot by later defeating Riverside High School in the CBC tournament.

This marks the first time HHS has won the CBC championship and the second time into the state playoffs. In 1978, Heppner earned second place in the CBC and traveled to Enterprise where they were elimin-

ated from advancing by the Savages.

The winner of Saturday's contest will travel to Portland, November 8 and 9, for the eight-team state tournament to be held at Child's Center on the University of Portland campus. The first game for the winner will be at 5 p.m., Friday, November 8.

Admission charges for Saturday's contest between Heppner and Wall-owa will be \$2.50 for adults and \$1.50 for all students. No passes will be honored.