

# 'A Penny Saved Is A Penny Earned'—?

A salary increase for teachers in the Ravenswood City School District—termed a “penny increase” by one board member and a morale boost by a teacher representative—was continued until the next meeting, pending figures on aggregate cost and comparable raise for other district personnel.

Craig Snasdell, assistant superintendent in charge of business services, was asked by the board of trustees at last week's meeting to report back on the total cost of a \$5 increment district-wide, and a comparable raise for other personnel.

The motion was the result of negotiations last June, at

which time the district agreed that in the event of a budget surplus over \$200,000, and after considering reinstating deleted items, 50 per cent of the remaining excess would be put toward additional teacher salaries.

And the teachers were holding the board to it.

Snasdell told the board that the surplus was \$253,000, and deleted items represented \$52,000, leaving \$1,000 for salary raises.

Chairman Mario Regalado suggested reinstatement of shelving and book items totaling \$18,500, which would allow \$16,750 for salary increases.

“I don't think \$16,000 is significant as a raise,” commented trustee Harry Bremond, “I don't believe in giving a penny increase and this is exactly what we're talking about.”

Before the board also were comparative figures on salary schedules of surrounding school districts prepared by the Teachers Salary Committee.

Chairman of the committee, Gerald Vallem, a teacher at Garden Oaks School, told the board that in terms of the number of steps required to reach maximum salary, the district ranked 17th out of 19 local districts. He said other teacher arrived at a greater maximum in a shorter amount of time.

“I agree it's a token raise,”

he said, adding, however, that “it's more than it sounds like. . . it will help us catch up. We've fallen behind and continue to fall behind,” he said, quoting figures on increment which last years placed the school district 38 out of 73 rated, now down to 46th place.

“It will be even further down when the others get some increase.”

Vallem concluded that the increase—any increase—would be a favorable morale factor, well beyond the figure involved.

“I cannot think of any significant reason why we should deviate from the motion made” in the original teacher commitment, commented Bremond.

“This is not a morale knocking factor or a morale boosting factor. We're talking about dollars and cents and we don't have that much money for a morale booster,” he concluded. “I don't want to vote on a raise as a morale factor.”

Trustee Syrtiller Kabat said that the board “in good faith” should consider all the deleted items totaling \$52,000 before addressing itself to salary increases.

Disagreeing, trustee Dr. Andrew White, Jr. said that it was the board's responsibility to adhere to its commitment unless there were “overriding budgetary factors.”

## More About: Election

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California School Employees Association was filed by San Francisco attorney Richard H. Perry.

Preparing affidavits for the district showing cause why hot-food vending is legal is San Mateo county Deputy District Attorney Howard Gauthrop.

Gauthrop told the Post the petition by the employee association is based on a section of the education code containing a phrase that cafeteria service and food prepar-