

Board retirement gratuities may cost \$30-M

Costs for retirement gratuities for Halton Board of Education staff are predicted to be more than \$30-million by the end of the century.

That prediction plus a recommendation to set up a reserve fund to cover part of the cost was tabled by staff during Thursday's board meeting.

The \$30,716,625 price tag covers the gratuity for caretakers, clerical and other staff as well as all Halton teachers.

Trustees' reaction to the 15-page report ranged from a desire for clarification and a justification for the recommendation to an illustration that one group of

teachers could earn more in their first year of retirement than in their final year of employment.

Milton-Halton Hills trustee John Bradley and Burlington's Bill Priestner wanted a simply worded justification for the recommendation to "establish a reserve which will partially fund future liabilities".

One concern held by Ontario Secondary School Teachers' Federation President Ron Ness is that teachers "become the whipping boys for that money". He had, however, "no pro-

blems in terms of the basic concept."

Georgetown Trustee Barry Shepherd failed in his bid to pressure the staff to establish "an average retirement pay". "How do teachers compare with the rest of society?"

"Under the current scheme of things it's possible for a teacher to earn more in the first year of retirement than in the last year of work," observed Burlington Trustee Cam Jackson when the staff was unable to produce precise figures for Shepherd.

Controversy flared

between the board and OSSTF during this year's contract negotiations concerning the gratuity. The board tried to drop the paragraph from the agreement. Teachers succeeded in keeping in the document.

Most of the \$30,716,625 cost for the present retirement gratuity—\$24 million or so—is aimed at high school and elementary teachers. The balance is for secretarial, clerical and custodian staffs.

Retirees get one gratuity payment. For a person to be eligible, he must be employed by the

board for at least 15 years.

Since retirement gratuities have been paid in Halton, starting 11 years ago, \$1,829,378 has been paid to 285 people.

If the report is adopted during the board's next meeting, the retirement gratuity program will be reviewed every five years. That is a feature which OSSTF President Ness finds important.

Some of the assumptions contained in the report are sources of concern for some trustees and OSSTF.

Priestner observed that calculations of mill

rates do not assume the eventual change by government to market value assessment.

OSSTF president Ness questioned the assumption that all employees of age 45 years or older will retire from the Halton board by the turn of the century. An employee may change jobs and relieve the board of the need to pay the gratuity.

And not all employees are eligible for retirement gratuities, according to Ness. He used the example of the eight secondary teachers who retired last year. Three of them were not eligible.

The early retirement of teachers is advantageous to OSSTF and the board, said Ness. He noted that when a teacher retires at age 55 or less, he is not going to get the retirement gratuity of someone waiting until he is 65.

Other teachers who may not be eligible for full retirement gratuity are one from private industry—for example shop teachers—who join the profession late in life.

Such teachers may not have all 200 days sick leave in the bank or the 15 years service for the gratuity.



Ultra Mild
There is absolutely no other cigarette quite like Medallion.

Warning: Health and Welfare Canada advises that danger to health increases with amount smoked—avoid 1st cigarette. Average per cigarette: 1mg "tar", 0.1mg nicotine.

Krantz ...

(Continued from page 6)

Department and has been a member for 20 years. He is a past executive member of the Milton Chamber of Commerce, and a past executive member of the Ontario Police Governing Authority.

In addition to sponsoring many community activities, he has sponsored a dart team, euchre team, fastball team, shuffleboard team and an industrial hockey team.

He states in his platform he will concentrate on a "proper ratio" of industrial to residential assessment and will look at more senior citizen facilities.

Mr. Krantz states that in addition to a pool, he is looking for more provincial and federal funding for recreational programs such as Wintario and New Horizons grants.

The protection of farmland is a part of the platform, as is stopping further exploitation of lands for pit and quarry extraction.

"I think what must be done is, we have to get the council which is elected on Nov. 10 working as a unit again.

"I don't think we have had that in the past two years and that is mainly the reason I'm running for mayor.

"We have to have proven leadership in business and community affairs," he said.

Sheridan growth continues

Enrolment in full-time post-secondary programs at Sheridan College is up by 9.4 per cent this year.

Final enrolment figures for the 1980-81 academic year were released by Vice-President of Administration Barrie Wray, at a meeting of Sheridan's Board of Governors on Wednesday, Sept. 17.

Including late registration figures, the total number of full-time post-secondary students attending Sheridan's eight campuses is 5,489, compared with a final figure last year of 5,016. The breakdown by campus is: Oakville 3,251; Brampton 1,791; Credit Valley 204; Lorne Park School of Crafts and Design 168; and Milton 75.



GO with GUS AGAIN
GUS GOUTOUSKI REGION

MILTON Y LATE FALL PROGRAMS

"Something for Everyone"

Starting the Week of **NOVEMBER 10, 1980**

PRE-SCHOOL COURSES

KINDERGYM / KINDERCRAFT COMBINATION (3-5 years)

KINDERGYM
A fun-filled period for your lively preschooler. Physical activity will be encouraged through structured exercises, free play and the use of specially designed equipment.

KINDERCRAFTS
An arts and crafts program designed to stimulate the child's imagination through experimenting with a variety of medias. These include paint, paste, dough, odds 'n' ends and much, much more.

CREATING TOGETHER (1½-3 years)

A time for parent and child to share new experiences in art, movement, music and play. Each week a different theme is adapted (e.g. colour, taste, texture and more) in order to provide opportunities for creative expression.

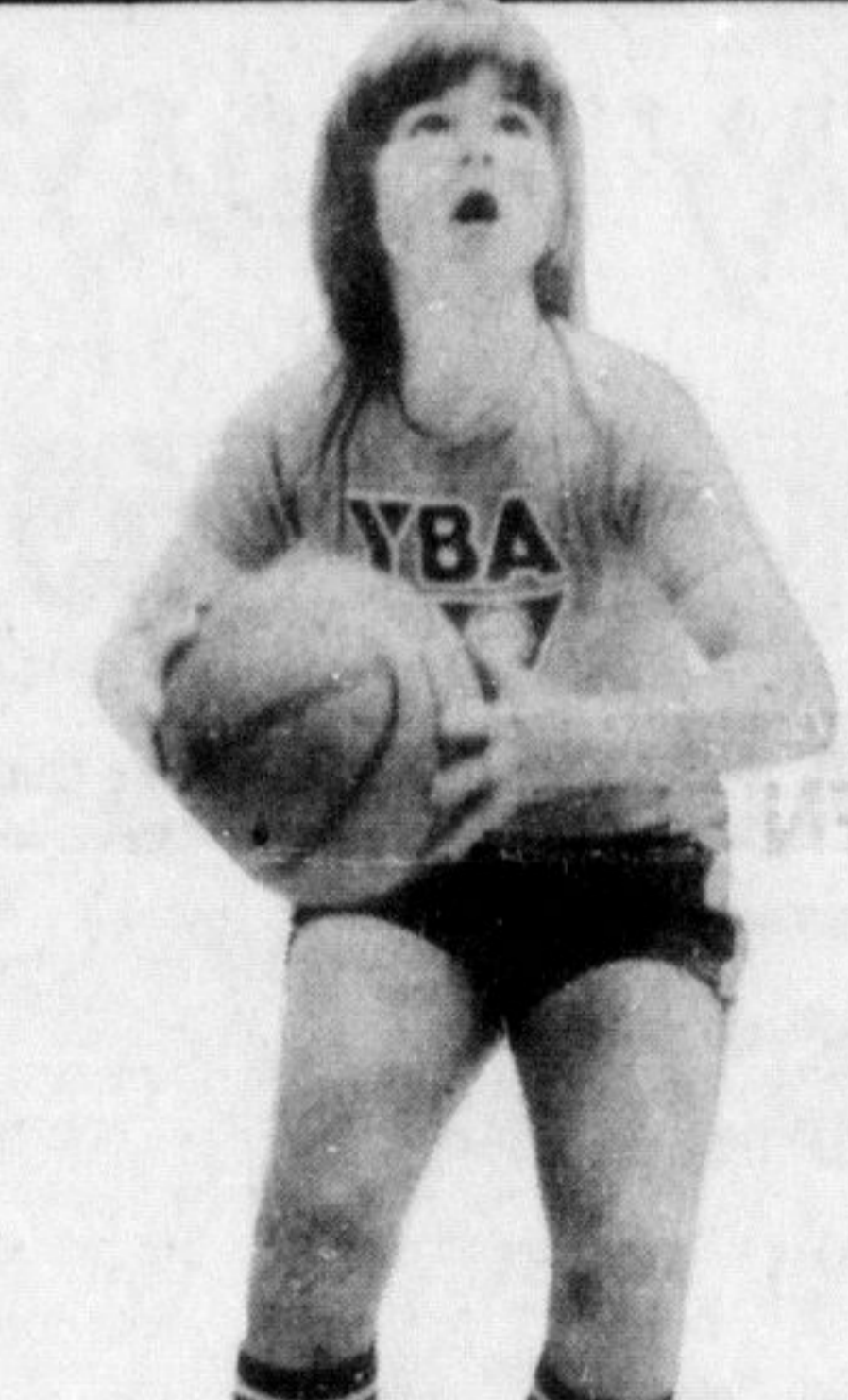
THE GINGERBREAD HOUSE: CHRISTMAS COOKING FOR KIDS

We will prepare for the festive season, holiday goodies your little one will be thrilled to serve to your family, friends — Santa Claus and his reindeer too!

THE SUGAR PLUM SHOPPE:

Let "Visions of sugar plums dance through their heads." A Program designed to prepare your child for the Christmas festivities while you finish that last minute shopping and prepare for Christmas at home. Christmas stories and songs, decoration and gift creating will all be part of the Program. Each day will have a different activity plan. Register for all or as many days as you like.

CHILDREN'S COURSES



YBA YOUTH BASKETBALL ASSOCIATION FOR BOYS AND GIRLS (8-15 years)

Just sign up — no tryouts!
YBA is the best thing to happen to Basketball since the 'Y' invented the game in 1891.

The Youth Basketball Association is a league for all boys and girls regardless of their ability, for their parents and for everybody in the community who believes that sport can play an important part in a young person's growth and development.

The programme involves these important components: Participation, Fair Play, Fitness, Basketball Skills, Teamwork and Family Involvement. Players wear a snappy YBA T-Shirt and also receive a Player's Manual and YBA Player Certificate.

GAMES and held at E.C. Drury School Saturday mornings.

PRACTICES are held at Holy Rosary School Monday evenings.

YBA NEEDS ADULT VOLUNTEERS

YBA is a very special YMCA Programme, not only for boys and girls, but for you too. It allows you to participate, in fact it urges you to participate.

The aim of YBA is to help boys and girls learn values. YBA helps boys and girls build confidence in, and respect for themselves . . . and for the components, coaches, and other adults as well.

Your role as a volunteer is to help players by encouraging and giving credit for self-improvement and to share in YBA events with the children. The YMCA will be offering training and materials.

If you agree YBA is the kind of activity you'd like to be involved with, call the 'Y' at 878-8711.

DECK THE HALLS: CHRISTMAS CRAFT WORKSHOP (6-12 years)

Deck the halls with your fine, handmade Christmas Crafts and bring back the true Spirit of Christmas. Mom will be thrilled with a special something designed just for her—and don't forget the rest of the family.

ADULT COURSES

LADIES' FITNESS

Feel better, look better! A total body workout with exercises done to music. Take a break and benefit from a social as well as physical fitness experience.

THE Y'S WAY TO FITNESS

The Y's way to Fitness is an evening fitness programme for men and women designed to help an individual to achieve and maintain a desirable fitness level. Enjoy an evening out and benefit from these well-balanced exercise sessions.

CHRISTMAS CRAFT WORKSHOP

Deck the halls with boughs of holly and your very own handmade Christmas decorations. Included in our craft workshop are wreaths, stockings, centrepieces, parcel decorations and more.

PROGRAM SCHEDULE

COURSE	DAYS	DATES	TIMES	AGES	FEE	LOCATION
Kindergym/Kidercrafts	Wednesdays	Nov. 12-Dec. 17	1:30- 3:30	3-5	\$30.00	Optimist Centre
Creating Together	Mondays	Dec. 1-Dec. 15	10:00-12:00	1½-3	\$10.00	Optimist Centre
Christmas Carols, Crafts & Things	Thursdays	Dec. 4-Dec. 18	10:00-11:30	3-5	\$15.00	Optimist Centre
Gingerbread House	Tuesdays	Dec. 2-Dec. 16	11:00-12:30	3-5	\$20.00	St. Paul's United Church
Sugar Plum Shoppe	Weekdays	Dec. 15-Dec. 23	9:00- 4:00 p.m.	2½-5	\$10.00/day	Optimist Centre
YBA	Saturdays & Mondays	Nov. 8-Mar. 14	Arranged	8-15	\$40.00	E.C. Drury Holy Rosary
Remembrance Day: Accent on Fall	Tuesday	Nov. 11	9:00- 4:00 p.m.	6-12	\$ 9.00	From Optimist Centre
P.D. Day Mother's Movie Madness	Monday	Nov. 24	10:00- 4:00 p.m.	6-12	\$ 8.00	From Optimist Centre
P.D. Day Mystery Trip/Roller Skating	Monday	Nov. 24	8:30- 5:00 p.m.	6-12	\$14.00	From Optimist Centre
Ladies' Fitness	Tues. & Thurs.	Nov. 11-Dec. 11	1:15- 2:15 p.m.	Adults	\$20.00	Trafalgar Square
The Y's Way to Fitness	Mondays	Nov. 10-Dec. 8	8:30- 9:30 p.m.	Adults	\$20.00	Holy Rosary School
	Wednesdays	Nov. 12-Dec. 10	8:30- 9:30 p.m.	Adults	\$20.00	Milton District High School
					*\$30.00	*Both Evenings
Christmas Craft Workshop	Tuesdays	Nov. 25-Dec. 16	9:30-11:30 a.m.	Adults	\$25.00	Lyndberry Farm

REGISTRATION INFORMATION

IN PERSON
Monday-Friday 9:00 a.m.-4:00 p.m.
at the Milton YMCA
Optimist Centre (Lower Level)
311 Commercial Street

BY MAIL
Complete the Registration Form and Mail to:
The Milton 'Y'
P.O. Box 94
Milton, Ontario
L9T 2Y3

878-8711 Milton YMCA Registration Form 878-8711

NAME _____ HOME _____ BUSINESS _____
PHONE _____ PHONE _____

ADDRESS _____ POSTAL CODE _____

CHILD'S NAME _____ DATE OF BIRTH _____ AGE _____

PROGRAM (S) _____ LOCATION _____ DATE _____ TIME _____ FEE _____

_____ \$ _____

_____ \$ _____

Do you require Babysitting for Adult daytime programs? Yes _____ No _____

Would you like to help with preschool or children's programs? Yes _____ No _____