

Minister disrupting system



ADAM ROBERTSON
BCTF President

These are difficult times. Events affecting education have moved rapidly as the Minister of Education has made one ill-timed announcement after another, bringing confusion into the system. So that you may be informed of BCTF activities, here is a summary of events.

1. On the 108

The Minister of Education announced his intention of reducing education costs by amending the finance formula from 110 to 108 percent, a damaging blow to education by the Minister. Teachers remain strongly opposed to the formula, whatever the percentage, because its objective is to standardize and reduce costs rather than to meet the educational needs of children in British Columbia. To problems already created by the formula will now be added other problems that will hasten the process of deterioration in education. Nor has the Minister of Education made any effort to concern himself with these matters.

Following the announcement of the proposed cut-backs in spending, a planning group of local presidents and Executive Committee members was appointed to prepare a campaign designed to make the public aware of the deterioration in educational services that will result. The campaign was approved at the October 23-24 meeting of the Executive.

To be successful, the program will require a great deal of hard work by teachers, and I am confident that teachers will give the effort required.

2. On the 6.5

In a careless manner the Minister, with his focus on inputs and outputs in dollar terms alone, disrupted the process of collective bargaining. With an announcement that whatever the salary increases were gained, he would share costs only up to 6.5 percent,

the Minister attempted to destroy collective bargaining throughout the province.

Negotiations were at a stalemate in the province for a period of two weeks. The Executive Committee held a special meeting on November 4, devoted to a discussion of appropriate BCTF responses to the budgeting restrictions announced by the Minister. Fortunately, the Vancouver school board had withstood pressure from the government, and had agreed to honor its commitment to the 8.94 percent salary increase. This development, together with a report to the Executive Committee from the Agreements Committee, indicating that local associations could and would continue to negotiate through existing legislation, made unnecessary any special action on the Minister's salary announcement.

Two years ago there were 53 arbitrations. Last year, thanks to negotiations carried out in good faith, there were only two. This year, as a result of the Minister's unwarranted intrusion into collective negotiations, 53 of the province's 77 school districts are committed to arbitration; only 24 districts have settled or have agreements-in-committee.

The cost of the Minister's intrusion in terms of human and financial resources cannot be measured. But there can be little doubt that the BCTF has had to shift valuable resources from professional activities to contract negotiations.

3. On tenure

Changes in the tenure regulations will be made during the coming session of the legislature. The BCTF has presented a brief to the B.C. Government's House Standing Committee on Education and Social Welfare.

4. On pensions

A brief has been submitted on pensions to government following instructions from the Annual General Meeting.

Arbitrations test 6.5 ceiling

Fifty-three of the province's 77 school districts were committed to arbitration and 24 districts had settled or have agreements-in-committee as of Monday, November 15.

Of the districts that had settled, most of the settlements were based on projected increases to other districts.

Eight districts established actual increases ranging from 8.9 percent in Vancouver (3,003 teachers) to 7.4 percent plus fringe benefits in Prince George with approximately 800 teachers.

Williams Lake	7.76
Smithers	7.79
Merritt	7.87
Burns Lake	7.65
Vancouver	8.89
Qualicum	7.60
Prince George	7.41
Quesnel	7.5

In their recent round of negotiations the Prince George teachers and board agreed on a salary and bonus package with significant improvements in fringe benefits.

The 1972 Prince George Agreement provides for School Board payment of two-thirds of the premium on the BCTF salary continuance plan, 100 percent of the premium on the new BCTF-BCSTA Group Life Insurance Plan, 100 percent of the premium on the MSA Extended Health Benefits Plan, car allowances for 70 school principals and vice-principals.

Salary scale adjustment is 7.4 percent.

Teachers subsidize system

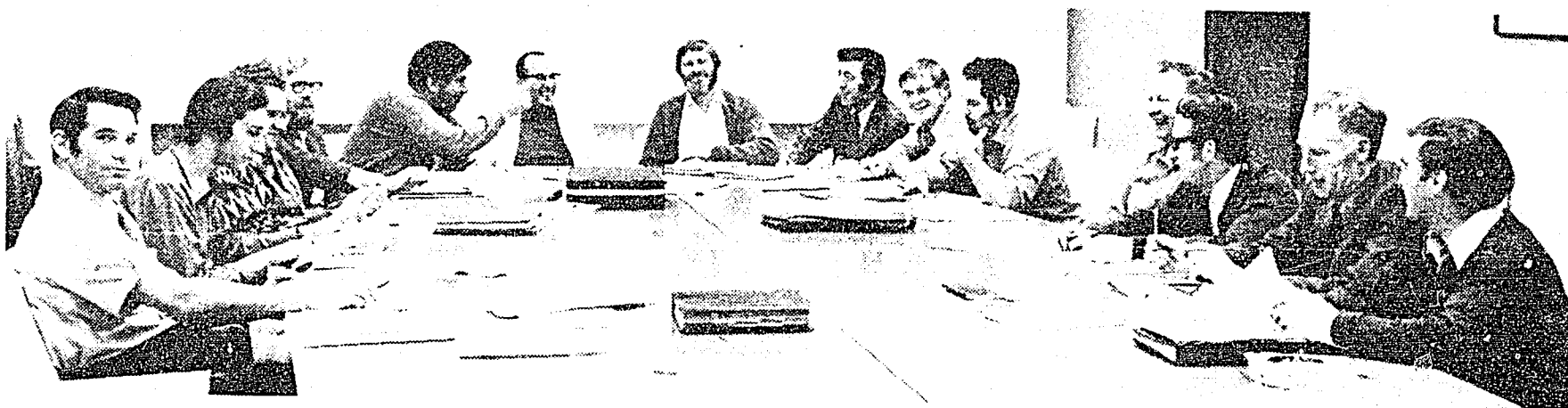
To prevent deterioration in the educational program, Fort Nelson teachers have decided to subsidize the system.

Agreement was reached between the Fort Nelson teachers and board giving the 55 teachers an 9.8 per cent salary increase this year but the teachers will forego the increase from January to June.

Fort Nelson Agreements Chairman, John Kelly said in a joint statement with the board, that the board and teachers found themselves in a unique position whereby the board could not afford to retain the number of teachers necessary to maintain the existing educational program.

'The problem is primarily the result of the provincial education finance formula which is not adequate for a district this size,' Kelly said.

'Extra staff are necessary to provide essential courses for small numbers of students,' he said.



Provincial Agreements Committee met October 30 and said, in response to the Minister's edict of 6.5 percent, 'ignore it' to local associations' negotiating committees. The committee directed local chairmen to negotiate on evidence and prepare for arbitrations. From left to right: Mike Zlotnik, staff; Brian McMorran, Central Mainland; Skip Bergsma, North Coast; Dave Vawter, North Central; Jurd Kirby, staff; Harry Pearson, Chairman, North Island; Malcolm Mactavish, South Coast; Earl Jorgensen, West Kootenay; Nolen Peters, Okanagan; Ed Prkachin, Metro; Doug Steinson, Fraser Valley; Bruce Watson, staff; Bob Peach, Island South; Don Creamer, East Kootenay.

Learning Conditions

Survey has many uses

Those learning conditions questionnaires cheerfully filled out by teachers all over the province have served a useful purpose in identifying violations of the minimum criteria, according to the learning conditions committee which met October 29-30 at the BCTF building.

The 14-member committee recommended local learning conditions chairmen keep the questionnaires until December 1 or longer by direct arrangement with the BCTF office to enable them to identify problems other than direct violations of the class size and time criteria.

Eventually they felt the questionnaires could be used by the BCTF as a basis of sample studies of problems that go beyond the class size and time criteria.

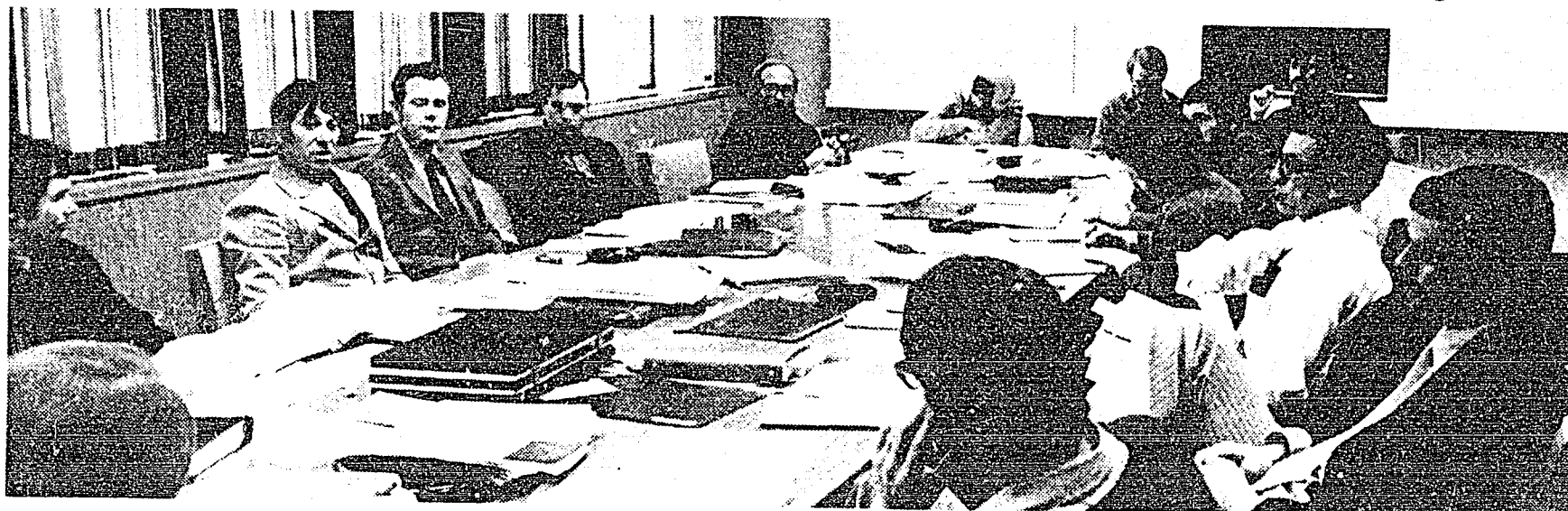
Co-ordinators will make every effort to ensure that questionnaires have been completed and returned and that all violations of the minimum criteria have been investigated and appropriate action taken.

Jim MacFarlan briefed the committee on the Executive's action in creating an inter-divisional task force to direct the officers involvement in learning conditions efforts.

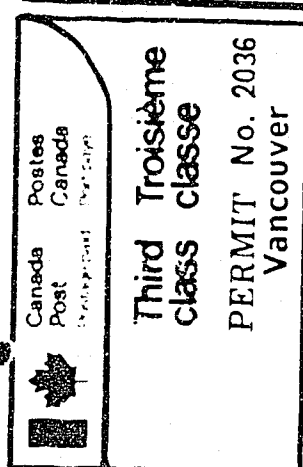
Members of the task force include MacFarlan as Chairman, Mrs. Cull of the Professional Development Division, G. R. Kirby of Economic Welfare and J. Allan Spragge, who is attached to the Economic Welfare Division with specific responsibilities for learning conditions. Spragge's position is a temporary one, MacFarlan said, pending the return to active duty next May of F. J. Cairnie.

Reports of each Co-ordinator indicate the numbers of violations of class size criteria do not appear too great for local committees to

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Learning Conditions Committee met October 29-30 and pooled information from around the province. From left to right: Barry Jones, Metro; Dave Fletcher, South Coast; Jake Fast, Peace River; Bud Fulton, South Vancouver Island; Ken Gardner, Fraser Valley; John Powell, Okanagan Valley; Jim Cairnie, staff; Ralph Sundby, Metro; Derek Best, North Coast; Bill MacLeod, East Kootenay; Logan Morrison, West Kootenay; Don Currie, North Central; Dale Kelly, North Vancouver Island; Jim MacFarlan, Chairman.

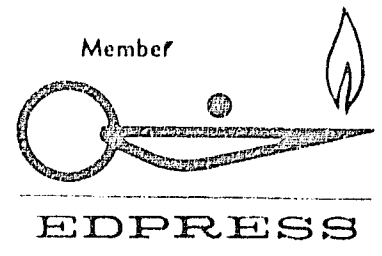


2-C

Resource Center,
BCTF Office.

IF UNDELIVERED, return to 2235 Burrard St., Vancouver 9.

Editor
JOHN HARDY



105 - 2235 Burrard Street, Vancouver 9, B.C.

Ominous developments

By J. T. CLARKE
CBC broadcast

The other day a schoolteacher friend of mine was complaining about feeling more tired than ever before at the end of a day. Age had nothing to do with it for she is quite young. The reason is that she now has 40 pupils to teach, which is a bigger class than she's ever taught before and 10 or 12 more than a teacher can handle efficiently.

This is an ominous development in view of current unemployment problems among teachers. The B.C. Teachers Federation estimates about 500 are out of work and, although the School Trustees Association doesn't think there are that many, there's no dispute that there is unemployment.

This unemployment complaint has been sprung upon us after years of teacher shortages. The children of parents who were themselves born during the postwar baby boom have just about passed through the school system. This means school populations are levelling off and it ought to have brought about a balanced teacher supply. But the trouble is that many school boards are also not re-hiring as many teachers as they used to. And the result is that teachers like my friend have to try to handle 40 children instead of 28 to 30 at the most.

There's no question our school system in B.C. is undergoing a thorough financial trimming. Split classes, for instance, instead of being progressively eliminated, are becoming entrenched. The tendency, according to some teachers, is to put one group of difficult children with a group who are known to be good independent workers. The presumption is that the teacher will be able to spend more time on the difficult children without harm to the others. But many of the better students suffer under the bad influence of the difficult ones, with bad results for both.

Split classes, classes with 40 pupils, heavier and heavier work loads for teachers aren't the ways to improve efficiency. It may be necessary in our present economic difficulties to pull in a bit. This could even be a blessing, for some of the best educators believe the system could be made more efficient and now would be as good a time as any to try to improve it. But reducing the teaching staff and simply loading more work onto them without much thought about the way they teach and the kind of extra work they're being asked to do isn't making the system more efficient.

The trouble is that the improvisations teachers now have to make to get through may become accepted as "methods." These inefficient methods may become the tools for handling the school population increases predicted for the late 1970s and 1980s. If they do, the school system can only decline further and the penny pinching of 1971 will look like false economy.

By J. T. Clarke,
CBC, Sept. 29 Broadcast.

Mr. Brothers is looking for trouble

Province editorial

Education Minister Donald Brothers' attempt to limit teachers' salary increases to 6.5 per cent this year puts everyone — including the provincial government — in a difficult position.

Many British Columbians are ready to applaud anything that will help to stabilize costs and prices. But it is hard to justify income restraints on any one segment of society.

Mr. Brothers said that any increase above 6.5 percent will not be considered a shareable cost by the government. This would be more tolerable if the government had similarly limited all the various enterprises to which it contributes financially.

This now embraces many fields — medicare, hospitals, electrical power, the provincial railway, municipal governments, universities and so on. It is a far wider grouping than the provincial civil servants who, as Mr. Brothers notes, are limited to 6.5 percent. It would show the government was genuinely interested in broad restraint.

The 6.5 percent edict puts school boards in a tight spot. They had agreed to base teachers' salaries in the various districts on a formula based on the wages in other occupation groups. The teachers had gone along with this idea as a means of achieving reasonable and uniform settlements instead of the usual protracted haggling that had gone on throughout the province every year.

Now Mr. Brothers says his policy was adopted after proposals for a "highly inflationary and unrealistic" 8.9 percent increase for Vancouver teachers. He declares it is unrealistic for teachers' salaries to try to keep pace with those in industry. Why this is so he doesn't say.

He must know that his edict will drive to arbitration many school boards that were willing to abide by the formula. If arbitration boards award increases higher than 6.5 percent the school districts will have to find the extra money themselves, a move local taxpayers are not likely to applaud.

Trying to make education the whipping boy for the inflationary sins of the whole economy is discriminatory and unfair. If it inflames teachers to some form of intemperate revolt the government will have only itself to blame.

Unemployed teachers

Membership proposal

By FRANK ROEMER

The Executive Committee and the Representative Assembly passed a number of motions concerning the problem of unemployed teachers, one of which caused much debate in both the Executive Committee and at the Representative Assembly. The controversial motion is: "That the unemployed teachers be advised that the BCTF is prepared to

recognize the UTA (Unemployed Teachers' Assn.) as an affiliate organization of the BCTF, subject to the approval of its Constitution."

While all members of the Executive and Representative Assembly are concerned about unemployed teachers, the narrow margins by which the motion was carried in the respective groups and the fundamental divisions in the debate suggest that institutionalizing unemployment

among teachers was not an entirely popular decision.

Perhaps a more acceptable solution to the problem is to be found in our present Constitution.

Specifically, section 3.1 states: "Active membership may be granted on application to the Executive Committee and upon payment of a fee according to the scale of fees then in force, in accordance with section 5.1."

It is clear that the Executive Committee has the power to grant active membership. The only restriction is that the member pay fees in accordance with 5.1 and 5.2.

Section 5.1 defines the membership year, defines the conditions whereby a teacher is "deemed to be in good standing" and describes several procedures whereby teachers can pay their fees.

Section 5.2 assigns to the Annual General Meeting responsibility for setting the annual fee.

The Executive Committee may then grant Active Membership to any person, whether the person is a teacher or not.

But an unemployed teacher cannot afford fees.

However, section 5.3, Absentee Members, states: "Members in good standing who are on leave of absence for the purpose of further study shall be retained as members in good standing without payment of fees during the time they are thus engaged."

A group of teachers can remain as Active Members and not pay fees.

It therefore could be argued that a clause could be added to the Constitution along the lines of 5.3. It might read: "Members in good standing who become unemployed shall be retained as members in good standing without payment of fees during the time they are unemployed."

The addition of this clause would grant the unemployed teacher all the rights and privileges of membership in the BCTF and the local association, and help resolve a number of thorny problems that would be created by a separate organization affiliated with the BCTF.

For example, it is not clear that a member who has been fired for misconduct could not be a member of the Unemployed Teachers' Association. It would be clear by the addition of this new clause that the member had to be in good standing, i.e. complied with section 5.1 in the past. The teacher in the example cited may not be "deemed a member in good standing" by the Executive Committee and therefore may not be granted active membership.

Present UTA membership falls into seven categories: — holders of interim or permanent certificates who moved from one district to another

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Schoen commission on tour

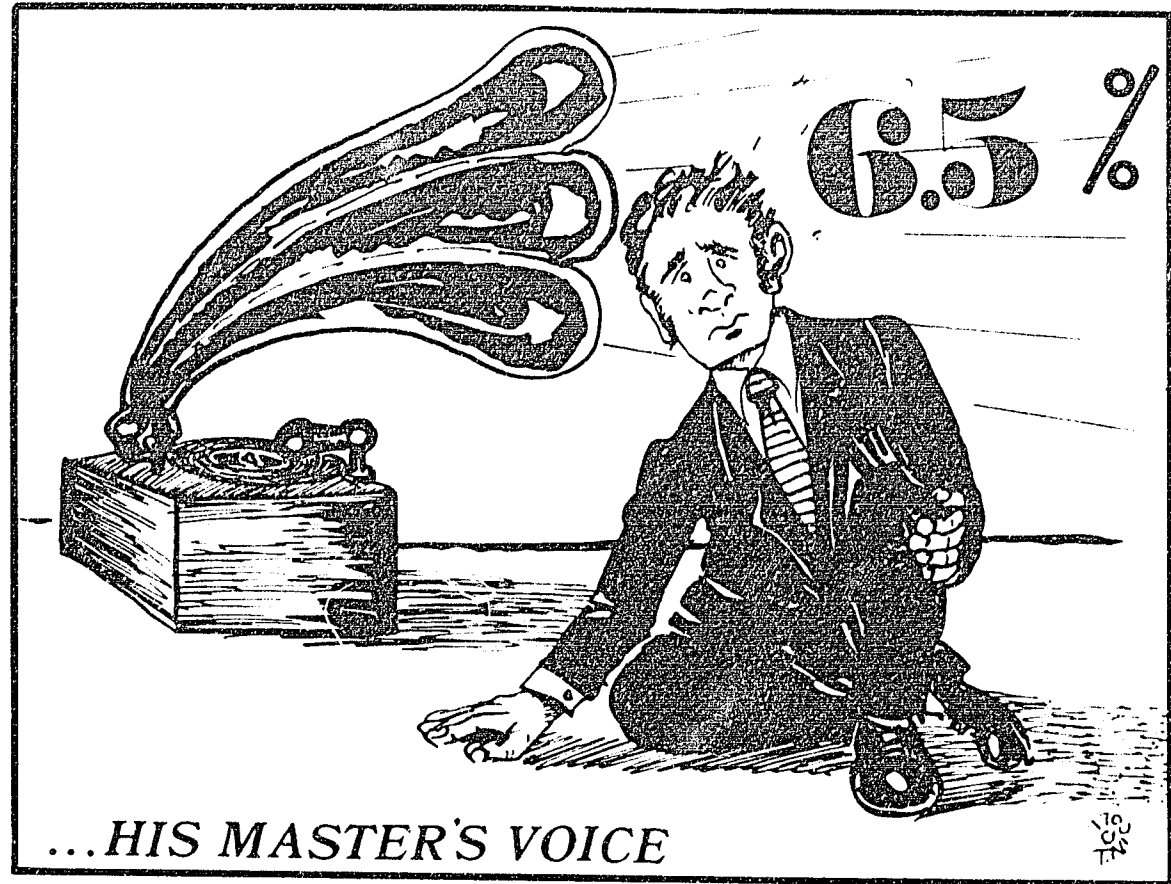
A commission on the Public's Role in Education is holding a province-wide series of hearings to uncover attitudes toward public education and assess the kinds of involvement people desire.

Chief Commissioner is Catherine Schoen, President of the 10,000 member Parent-Teacher Federation. Bill Stavdal, from the Victoria School Board is Secretary to the Commission and Dr. H. A. Wallin of UBC is a consultant.

Forty-one regional commissioners will provide community liaison for the Commission as it visits 20 B.C. centers between November 15 and December 11.

Mrs. Schoen made a request to the 1970-71 Executive Committee for funds, and at the time of the

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Unemployed teachers

Task force sees hope in federal program

Unemployed teachers can be employed for related professional tasks in connection with the implementation of an environmental education program according to the Task Force on Environmental Education.

The Task Force made the recommendation for hiring unemployed teachers when it discussed the Local Initiatives Program, a job creating plan for the period November to May initiated by the Federal Government.

Financial support in the form of contributions will be given to local organizations and citizens groups to assist them in mounting projects which will contribute to the objectives of the Local Initiatives Program. Federal contribution will be based on the level of prevailing wages and the skills required in each project but will not exceed an average of \$100 per man week.

In addition, the Federal Government will contribute up to 17 percent of labor costs or operating costs for example, materials, supplies, rentals, equipment, etc.

In the meantime, the Unemployed Teachers' Association submitted three projects for the Vancouver area under the Local Initiatives Program.

One project provides recreation and continuing education for adults presently or previously under mental health care. The other two are for children and teenagers in low income areas, and include recreation and cultural enrichment, English language instruction, and educational services for those with learning problems.

Spokesman for the UTA says community centers and school boards are co-operating with the projects and have granted use of facilities.

The Task Force on Environmental Education urges local associations to consider the program so that appropriate steps may be taken to provide employment for unemployed teachers in connection with the implementation of an environmental education program.

Final date for receiving submissions is January 31, 1972. Additional information on the program may be obtained from Ralph Shaw in Kamloops or John Church of the BCTF staff.

BCTF pays full salary for teacher

A teacher is receiving full salary from the BCTF while his case is before the courts.

He was dismissed from his employment last June and the dismissal was upheld by a Board of Reference.

(A Board of Reference is a quasi-judicial body. The chairman is a member of the legal profession nominated by the Chief Justice of BC; the BCTF and the BCSTA each nominate one member.)

Following the Board of Reference decision, the Executive Committee instructed BCTF solicitors to proceed immediately with an appeal. In addition, the Executive authorized full salary for the dismissed teacher to be paid by the BCTF and to be reviewed January 31, 1972.

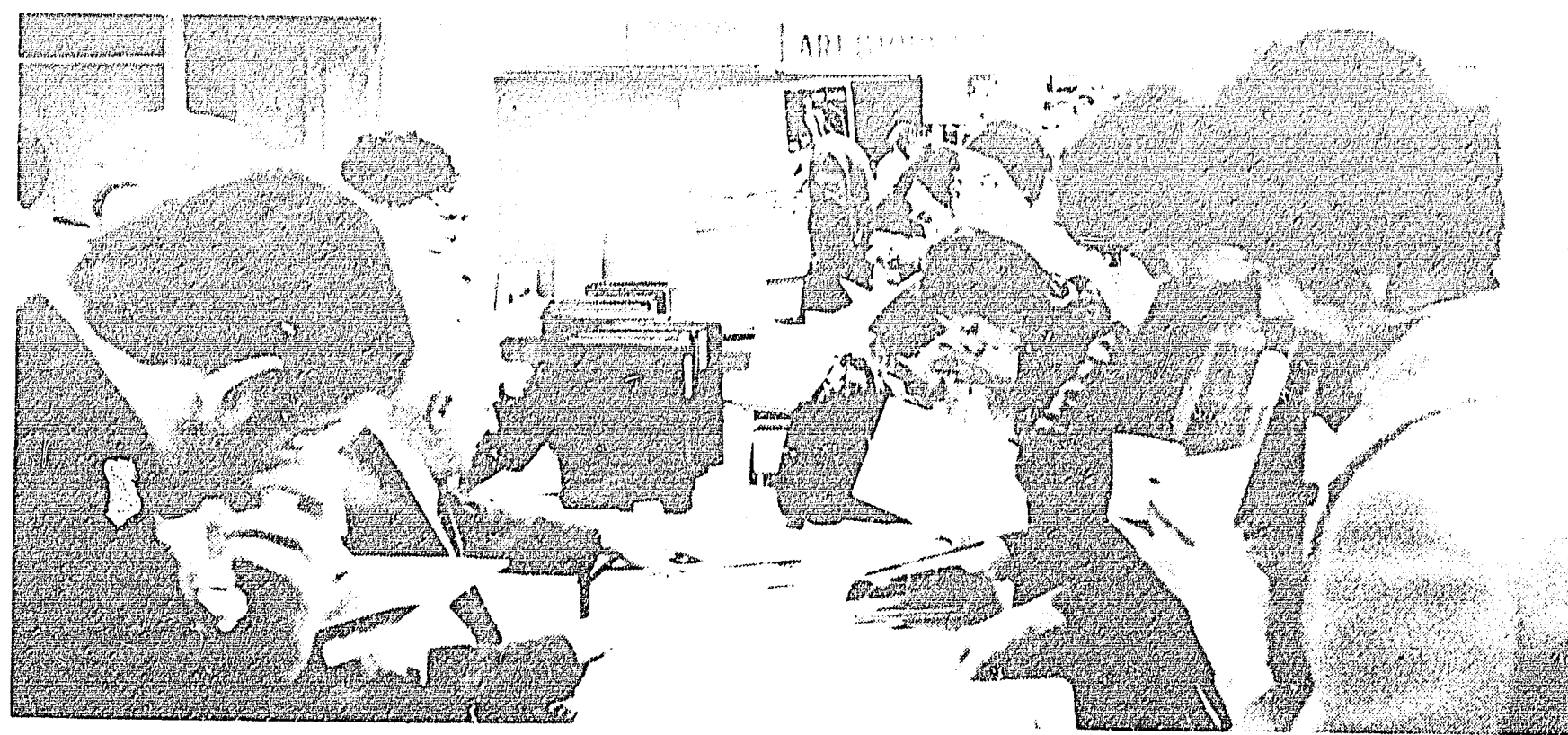
The Executive is concerned that no legal stone be left unturned in an effort to challenge the outcome of this case.

In the second case, a teacher had been found not guilty of assaulting a student by a civil court and BCTF solicitors were consulted to see if there were any legal avenues open which could be used to reverse an earlier decision to uphold dismissal by a Board of Reference.

In the opinion of the solicitors, no further legal action was open.

However, the teacher contacted a Vancouver lawyer who agreed to a reappraisal for the fee of \$100, which the Executive agreed to pay.

To date, the BCTF has paid \$3,276.00 in legal aid for the teacher. The teacher was advised that the BCTF will accept responsibility for no further legal action by him without prior consultation and approval by the Executive Committee.



Shirley Cox, at the far end of the lines, takes lesson aids to teachers' conferences.

Ombudsmen for legal aid

A Task Force on Legal Aid has recommended the formation of a three-member committee of ombudsmen.

Each ombudsman would be a BCTF member, but not a member of the BCTF Executive Committee, Representative Assembly or staff.

Each ombudsman would be appointed for a period of at least four to five years and he or she would have equal status on the committee.

The task force, set up to study and clarify all procedures related to section 20 of Policies and Procedures, consisted of Mrs. Kory Regan, Ken McPherson, Norm Schulberg and Len Traboulay. They noted that the BCTF legal aid program appeared to be serving the purpose for which it was designed. "Teachers under pressure," they said, "were well

represented, and matters of principle affecting the BCTF in general are pursued with vigor." However, the task force described the present process as a one-sided model of the adversary system in which the appellant argues his case before 56 judges of the Representative Assembly. "No one," they said, "presents the position of the Executive Committee with equal fervor," and they said 56 judges make for a ponderous court.

The task force also felt the ombudsmen could be recipients of all complaints and grievances from individuals or associations regarding actions (or lack of actions) of BCTF officers, staff or any branch of the BCTF.

The recommended free choice of counsel by a teacher, and a broader view of legal aid for teachers.



Kory Regan and Ken McPherson present ombudsman idea to Representative Assembly

"Without question the teacher should be provided with counsel in all legal actions arising from his teaching situation," they said. "The task force recommends scrutiny and study of all court actions affecting teachers to determine whether or not some form of liability insurance should be contemplated to protect against loss of earnings and adverse judgements."

In their report, the members of the task force indicate an interest in extending benefits to include legal advice on any matter affecting the teacher. This advice, they say, would not be restricted to matters arising from a teaching situation. Details of procedures and approximate cost estimates will be obtained before any commitment is made.

The recommended procedures, that would apply to actions initiated by local associations or individuals and that they say should provide effective communication and assured action.



Instant music, Rolf Harris calls it, shown here with Eunice Sidwell at the PITA conference.



... made from materials at hand



... if he doesn't talk?



Multi-talented art teacher, Bob Borsos of Haney, demonstrated puppet making and a variety of art teaching techniques to standing room only audiences, see opposite, at the PITA conference.

Lesson aids praised

A Manitoba principal has praised BCTF publications, particularly Lesson Aids, in the recent edition of the *The Manitoba Teacher*.

Principal A. J. Shewchuk says, "I am familiar with some of the publications of the British Columbia Teachers' Federation and believe that they are very useful for teachers. Some of these publications are prepared lesson plans and subject area fields and some of my teachers who have seen them believe that they are excellent."

Nova Scotia, Saskatchewan and Manitoba have bought materials from BCTF Lesson Aids and are reproducing them giving credits. Manitoba has bought 650 catalogues for the schools.

Sales in Lesson Aids from September 1970 to August 1971 were up 46.6 percent over the previous year for a \$56,387.00.

Shirley Cox, supervisor for the division, who developed the new catalogue and has been instrumental in pushing Lesson Aids into prominence, says the division fills about 4,000 orders a year. "We have 707 Units in the catalogue," she says "and 117 units have been discontinued with 62 new units added."

Latest addition LA 2387, is "Consumer Education," 24 pages — 60c.

It is a package containing a section for the teacher, a section for the student and a bibliography. Shirley Cox says 11 themes are used in the development of the course on Consumerism.

"The teacher's section includes a brief discussion of each theme as well as a list of resources and some general suggestions for surveys and research, while the student's section includes suggested activities for each theme and a sample survey," she says.

Primary bash a success

By LORNA ROBB

The usual high attendance at the Provincial Primary Teachers' Conference acclaimed this year's meeting another tremendous success.

Nine hundred persons, from Fort St. John, East Kootenays, and Vancouver Island, and at least 50 other districts, packed into Burnaby Primary Teachers, and they left no doubts as to their capabilities as such. Provincial Coordinator was Alice Hayman, with president Jeanne Moutray officiating in the General Assembly. Guest speaker was Allan Emmott, who talked on the Conference theme "Probe the Potential."

Sessions began Friday at

ternoon, and continued through Saturday, October 15 and 16, in Brentwood Park Elementary, and Burnaby Central Secondary School. This year's hosts were the Burnaby Primary Teachers, and they left no doubts as to their capabilities as such. Provincial Coordinator was Alice Hayman, with president Jeanne Moutray officiating in the General Assembly. Guest speaker was Allan Emmott, who talked on the Conference theme "Probe the Potential."



Jim Young, Burnaby principal hosts the primary teachers conference banquet. He is accompanied by K. Warm, Miss Kay Collins, and Mrs. Marion McDonald, chairman of the conference.

Music teachers in short supply

By WARD EBY

"The greatest demand in the province today is for well qualified, personable music teachers," said Jim Kirk, Coquitlam Music Supervisor, at the B.C. Music Educators' Convention where more than 700 assembled November 6th in Centennial School.

"The only curricular field where a person has absolutely no worries about getting a job is in music," he said.

The convention brought together such outstanding names as Doreen Hall, the Canadian expert in the Carl Orff method of music education; Mary Helen Richards, presenting her new program "Education Thru Music" in a one-week workshop; Cole Biasini, one of the main instigators of the Manhattanville Music Curriculum; and Irvin Cooper, the foremost authority on integrating boys in a junior secondary choral program.

"Teachers turn out en masse to attend sessions where they find there is good material for classroom use," Kirk observed. He said teachers have not been adequately prepared for teaching music in schools. "About the only way that we can accomplish an upgrading of teacher qualifications is with this kind of convention," he said.

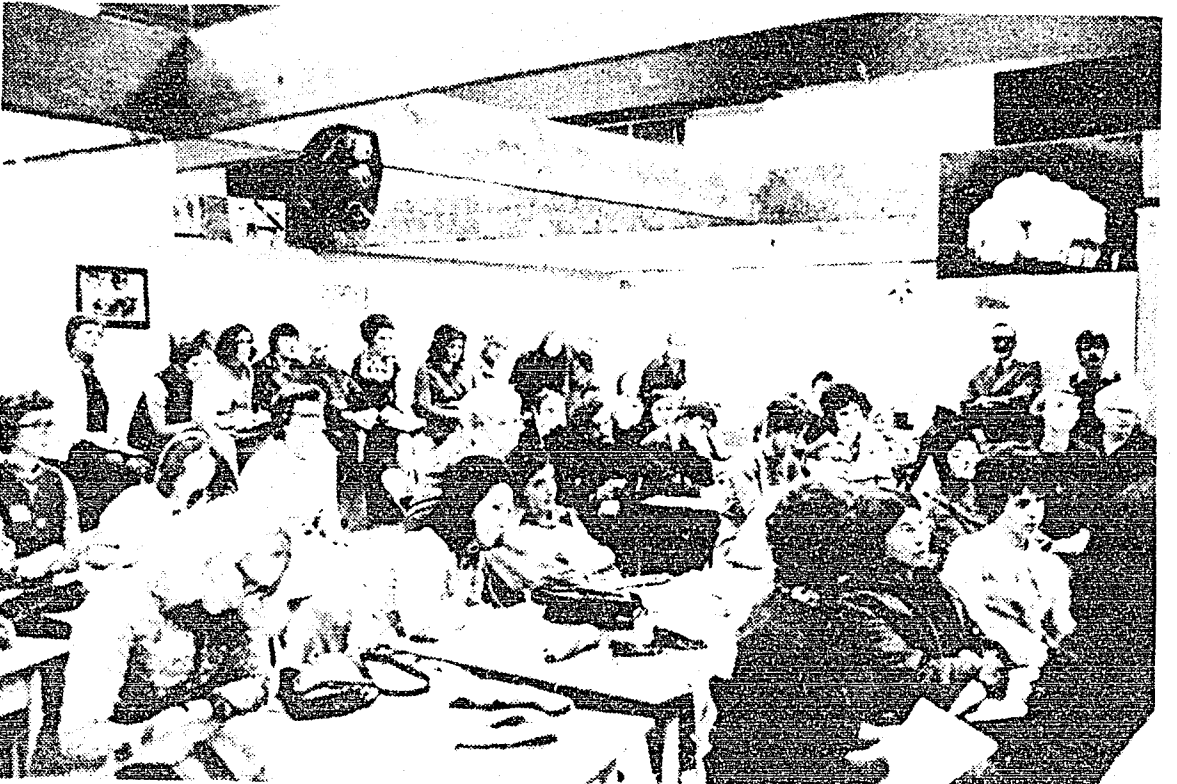
"The BCTF has a professional responsibility to improve the teachers' qualifications, and I feel that there should be a great deal more funds made available to the PSAs and the BCTF should be much more directly involved in the quality control of these conventions."

The department of education, too, says Kirk, should be providing more funds for the purchase of instruments and the construction of music rooms.

"It's pathetic to realize that a lathe for a shop, or a stove for a Home Ec lab can be provided quite readily — the Home Ec teacher never has to go out to sell chocolate bars to buy her stove or pots and pans, but band teachers all over this province are still peddling stuff from door to door to pay for their band instruments," he said.

"The whole child is involved here, and there is no reason why he shouldn't be involved in music every bit as much as he is involved in Home Economics, or P.E., or art, or English," Kirk continued.

Electronic music was represented at the convention by a "synthesizer" known as Electro-comp. There are none of this kind as yet in Canadian schools, but there are more than 100 in operation in the U.S.



Membership proposal

(Continued from Page 2)

- holders of interim or permanent certificates who returned to university without leave of absence
- holders of interim or permanent certificates who left the district to work or travel
- married women teachers who want to return to teaching
- probationary appointees who were not rehired
- university graduates who have never held a position
- teachers on permanent staff who were fired.

LETTERS

Dear Sir:

I would like to express my thanks to the B.C. Teachers' Federation for selecting me for the Charlesworth Memorial Scholarship. It was a very great honor and a very unexpected one. I had to read the letter several times before I could believe it.

I am presently attending Douglas College, and the addition of the scholarship money to my college fund means that I will be able to attend UBC next year. At the moment I'm planning to get my Bachelor of Arts and then take a year of teacher training.

Yours very truly,
'Margaret M. Thorne'

Dear Sir; September 28, 1971

I am writing to thank the British Columbia Teachers' Federation for awarding me one of the three Charlesworth Memorial Scholarships. I was really surprised and excited to receive your letter.

My courses at university are very good but things are starting to get busy. You wished me luck in my future career, but at present I am just taking a general arts course and like so many people am unsure of what I plan to do. There are so many things to do and think about.

Thank you again, truly.
Yours sincerely,
'Mimi Divinsky'

Survey

(Continued from Page 1)

handle, and in most districts local action was reported proceeding normally without immediate need for special assistance.

The time criteria appeared to constitute a more difficult problem. Percentages of elementary teachers having weekly instructional assignments in excess of 1380 minutes ranged from 20 percent in the more favored districts to virtually 100 percent. The percentages in secondary schools were generally lower but still very substantial.

As to the more qualitative criteria of adequacy of physical facilities and appropriateness of teacher assignment, analyses of returns have not yet progressed to the point at which general conclusions could be drawn. Several particularly difficult problems in specific districts were described and appropriate measures of assistance discussed by the committee.

It seems clear that in considering the first four categories there would be little problem granting Active Membership with the addition of the new clause. With the last three categories, however, the Executive Committee would have to adopt a set of administrative procedures that it would apply to an application for Active Membership.

It is of direct benefit to an unemployed teacher to be a member of the BCTF and especially of a local association. The unemployed teacher would enjoy all the rights and privileges of the local association, the opportunity to be personally involved in all of its functions, and the opportunity to be represented by a local association in seeking suitable employment.

In addition, the unemployed teacher would know that, by successful application to the Executive Committee, having met all the terms of acceptance, any stigma attached to being unemployed would be dispelled. The status of the teacher would be raised considerably. Perhaps this new status would help them to become employed.

In the larger sense, through solving the problem of membership of the unemployed teachers, we may develop the criteria and procedures for accepting all members into the BCTF and thus be able to develop as a true profession.

It's worth serious consideration.

Commission

(Continued from Page 2)

request in June, the Executive questioned the design of the study. The Executive favored a Pilot project in one school district from which a more ambitious survey could follow, rather than a roving commission for opinion sampling.

At the time of a second request for financial assistance in October, the Executive noted the Commission had not redesigned the study and also that the BCTF had already contributed funds to the Commission through the Educational Research Institute of B.C. The request for funds was denied.

'The Executive is concerned about any misunderstanding in this matter,' says BCTF President Adam Robertson. 'Certainly the BCTF favors parental involvement in the schools.'

'We will present a brief on existing policy statements which outline the BCTF views on the public's role in education.' (See footnote.) 'And we encourage local associations to submit whatever they can. Individual teachers, representing themselves, should feel free to appear before the Commission if they want to.'

'While the Executive does not favor the design of this study,' Robertson stressed, 'it does favor more and better ways to involve parents in public schools.'

Footnote: Some statements from Policy and Procedures for consideration: 9. A. 03; 9. D. 02; 10. C. 11; 10. E. 13; 10. E. 05; 10. E. 13; 11. 01; 11. 18; 11. 19; 11. 20; 11. 22; 12. 11; 12. 15; 12. 17; 15. 09; 31. 01 and 31. 03.

Salary Indemnity Fund

Effective Jan. 1, 1972

The BCTF Salary Indemnity Fund was created for the benefit of members who by reason of sickness or disability are unable to teach, and is financed by an allocation of \$5.00 from each BCTF membership fee.

Administration: The Finance Committee of the Federation shall have the power to administer the Fund in accordance with the terms of these regulations, and to make recommendations from time to time, to the Executive Committee, respecting the annual contributions, and benefits, and other matters pertaining to the Fund, and to submit for approval, to such Executive Committee, proposals for changes in the regulations relating to such Fund.

Financing of Fund: The Fund shall be financed by an allocation from each BCTF active membership fee, the amount of such allocation shall be fixed annually by the Annual General Meeting.

Benefits: The scale of benefits shall be set from time to time by the Executive Committee. Commencing January 1, 1972, benefits shall be \$25 for each day a member is eligible.

Members teaching less than full time and paying less than full fee shall be entitled to benefits in proportion that their fee bears to full fee.

The maximum benefit payable to any member in respect of any one accident or illness is \$1875, payable over 75 teaching days. If a member has drawn maximum benefits, the onus is on the member to prove that a subsequent claim is for an accident or illness totally independent of the one for which benefits have already been received.

For Salary Indemnity purposes, the minimum number of teaching days in any month shall be 20.

Benefits shall be payable on the teaching day following termination of 100 percent of salary paid by the School Board as sick leave in accordance with the Public Schools Act and/or the agreement with the local association.

Transition: The maximum benefit payable to a member who had been in receipt of benefits prior to December 31, 1971 shall be \$1875 less benefits already received.

Termination of Employment: In order to be eligible for Salary Indemnity benefits a teacher must continue in employment. Teachers whose employment has been terminated will receive benefits only by special resolution of the Finance Committee.

An exception to this rule is provided when a member's resignation is required to obtain a disability allowance from the B.C. Teachers' Pension Fund.

Salary Continuance: Receipt of benefits from Salary Indemnity does not affect eligibility for or size of benefits from Salary Continuance.

Claim Forms:

All claims for benefits shall be accompanied by a medical certificate and a statement containing such information as may be required by the Finance Committee on its printed application forms, signed by an official of the school board by which the applicant is employed.

All claims for benefits must be submitted for consideration within 30 days from the date the member resumes teaching, or within four months from the date of the commencement of the absence, whichever is the earlier. Applications forms must be returned within 30 days from the date the member receives them.

Information: The Finance Committee is empowered to secure from the Board of School Trustees, or the Department of Education, information in regard to accumulated sick pay, number of days' absence of any member, and other details which the Committee may require in connection with the payment of benefits.

Medical Examination: The Finance Committee shall have the right to require any member who has been paid the maximum benefit claim from this Fund to submit to a medical examination by a physician selected by the Finance Committee, and shall have the right to cancel the member's right to future benefits.

Disposal of Funds: The Federation may, by extraordinary resolution, passed by three-fourths of the members present at a special general meeting called for the specific purpose, or at any Annual General Meeting, dispose of the whole or any part of the monies in the Salary Indemnity Fund as such meeting shall deem to be in the best interests of the Federation, in accordance with the bylaws of the Federation, and the provisions of the Societies Act.

Borrowing Powers: In the event that the sum to the credit of the Salary Indemnity Fund is insufficient to pay all benefit claims at any time, the Executive Committee, in its discretion, shall be empowered to borrow funds to satisfy all claims in full, provided that the total sum raised by such loans shall not exceed \$2 per member.

Limitation of Liability:

The liability of the Federation in regard to claims against the Fund for benefits shall not, at any time, exceed the total amount of monies at the credit of the Fund.

In cases of absences due to an injury covered by the Workmen's Compensation Act, the maximum benefit paid from the Salary Indemnity Fund shall not exceed an amount equal to the difference between the regular salary and any benefit paid under the Workmen's Compensation Act.

Except by approval of the Finance Committee, no benefits shall be paid for any claim submitted in a manner not in accordance with Section 7 of these regulations.

No benefits shall be paid for any claim arising out of an absence due to normal pregnancy.

ATTENTION CURLERS

XMAS OPEN BONSPIEL

Dec. 28, 29, 30

MARPOLE CURLING CLUB

DEADLINE DEC. 10th

ENTRY FORM

TEACHERS OPEN BONSPIEL

Name of Rink -----

Members -----

Address -----

Entry Fee \$40. Cheque or Cash
Payable to D. A. McLachlan, Livingstone Elem.
315 East 23, Vancouver 10
Open to all BCTF members and affiliates, wives and husbands