

Teachers, trustees, gov't sit down together



Meeting with Education Minister Eileen Dailly in Victoria were, (l to r) Frank M. Reder, executive director, BCSTA; Jack V. Smedley, president, BCSTA; Pat Walsh, vice-president, BCSTA; Charles D. Ovans, general secretary, BCTF; James MacFarlan, first vice-president, BCTF and Adam Robertson, president, BCTF.

By ADAM ROBERTSON, BCTF President

Early in September, representatives from the BCTF and the School Trustees Association met with the Minister of Education Eileen Dailly. The meeting turned out to be a very frank, warm and completely different affair from those of the last two decades.

We discussed mainly two topics with the minister: the first concerned the classroom situation and the emergency needs of some school districts in relation to class sizes; the second concerned those services cut out through lack of dollars — counselors, libraries, and remedial programs — all needing government action now.

The minister assured us that steps would be taken immediately to relieve serious problems in staffing, and that she had in fact asked school districts to submit, in writing, these problems for her consideration.

It is vital, of course, beyond these urgent submissions, that the minister is not besieged with requests from local associations but rather that the BCTF is recognized as a spokesman at a provincial level. We assured the minister that all approaches will be made through the proper channels.

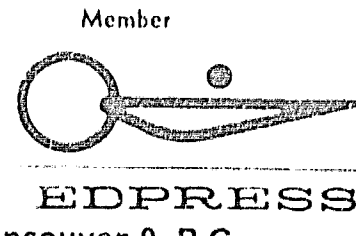
We didn't ask for the moon: the minister didn't offer it.

No doubt there will be hard bargaining later, but for the present, the minister recognizes fully the hardship that certain districts are under because of the restrictive formula of last year. We found her very aware of teacher-trustee problems in this province.

Perhaps the most heartening thing about the meeting is that teachers, trustees and government could sit down together and discuss these problems in an open and frank atmosphere for the first time in many years.

Finally, my thanks to those of you who have communicated to me your thoughts on my article in the last Newsletter under that title 'Let's not bobble it.' I was pleased to find a general agreement that we have the opportunity today to indicate very clearly that our first and foremost concern is for the future of our children.

I have been very encouraged by the response of teachers to my proposal that we concentrate our energies to foster and promote the cause of education.

Editor
JOHN HARDY

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

Comment

The season of bargaining is on us. The teachers' case for increase is much stronger than many seem to realize.

We have gone through a period that has seen a heavy injection of political elements into bargaining. Voluntary wage guidelines, a relentless anti-labor, anti-bargaining media campaign, restrictive legislation and a hostile government all have had their effect. We seem dangerously conditioned to accept less.

No group of teachers have felt the pressure quite so severely as those on maximums and once again we are hearing trustee proposals to hold down their increase.

Yet for the past three years the group at maximum have received a lower percentage increase than journeymen in any of the basic industries — and journeymen receive the maximum salaries in the basic industries. Not only are journeymen rates outpacing the growth in maximum teachers' salaries, but journeymen also reach their maximum in half the time it takes a teacher.

Nothing could be more damaging to the economic interest of all teachers than the continued sellout of maximum scales because the maximum salary is the salary for the greater part of a career teacher's working life.

It is vital for teachers to recognize that they have the strongest case for salary increases than they have had for more than a decade. The growth of the national and provincial economies is at the highest rate in years. The economic evidence is clear.

But what is not clear is whether the teachers are determined to insist that 1973 salaries be based on the economic evidence rather than the political rhetoric of these past few years. Once that question is resolved, bargaining will proceed to a satisfactory conclusion.

	1970	1971	1972
Journeyman rates in industry	7.8%-10.3%	9.8%-11.4%	8.9%-10.0%
B.C. Teachers' Median Scales			
PA Masters maximum	6.6%	7.4%	7.6%
PB maximum	6.9%	7.5%	7.6
PC maximum	7.3	7.6	7.6
EA maximum	7.3	6.9	6.9
EB maximum	7.5	7.5	7.5

Of course we're a union — for quality education

In the latest issue of the **BCTF Newsletter** the main article on page 8 is an excerpt of an address by the immediate past-president of the Canadian Teachers' Federation, Mr. Ron Fredericks. If I didn't know Mr. Fredericks I would suspect he was joking. I think he is not.

His thesis is that the majority of teachers "want the things that economic security can bring" and that to embrace professionalism is a backward step — it will only weaken our power structure. "We do not do the really important things in life. We have a service to sell. All that we receive from society depends on the selling of our services." He contends that we should "end the silent debate of the professional versus the unionist. We are unions and we should be proud of it."

Of course we are unions, and we can be proud of our achievements in that area. But that is only half of our concern. I am convinced that most of us, as teachers, are just as interested in the quality of the education our students receive. If we were not, we would not be concerned about class sizes,

Notice for librarians

Librarians are alerted by Mrs. Baker of the Better Business Bureau that all is not well with the Discount Book Store on Dunbar. The store, which offers incredibly high discounts, is the proud owner of a thick file at the office of the Better Business Bureau.

Librarians are advised to contact Mrs. Baker at the Bureau for more details before making purchases.

curriculum development, in-service for teachers, provision for a variety of students' learning rates.

It would be much simpler for us all to simply punch the clock and collect our pay cheques. Indeed, if we diverted all the energies we now expend on such things as curriculum development and optimum student groupings into efforts with strictly self-interested objectives we might strengthen our political power and increase substantially our earnings.

But I think Mr. Fredericks does not read accurately the feelings of most teachers.

"Unionism" and "professionalism" are descriptive terms — they need be neither pejorative nor commending. The strength of Canadian teachers' organizations lies in their dual role: they are unions and professional associations. We could have two associations, like the doctors: one to determine professional standards and to promote the cause of education (which includes the educational welfare of students) and the other to look after the economic and social welfare of teachers. There are good reasons for having two such associations — there are also good reasons for maintaining only one association to carry out both functions.

Mr. Fredericks' article concludes with "We have to understand clearly what we are and what our chief purpose is. . . . It is not that simple. We have not one chief purpose but two chief purposes: the professional and the union."

David L. Janzen
North Vancouver

Three students win awards

The B.C. Teachers' Federation has awarded \$500 scholarships to three students in the province.

An award of \$1,000 is given annually by the Federation to the son or daughter of any active, retired or deceased member of the BCTF. Called the Charlesworth Memorial Scholarship, it is named in honor of the late Harry Charlesworth, first General Secretary of the BCTF.

Basis for the award is academic ability with some consideration of need. It is available to secondary school graduates proceeding to a post-secondary institution.

This year the scholarship fund was increased so that three equal awards could be made.

The three winners are Deirdre Lockerby of Salmon Arm, Trudy Cameron of Abbotsford and Alexandra Doyle of North Vancouver.

A cheque for \$500 has been sent to each of the winners. At the time of the 1973 BCTF Annual General Meeting an illuminated scroll and the best wishes of the assembled teachers will be accorded to them.

Deirdre is the daughter of Audrey Lockerby, a librarian at South Broadview Elementary in Salmon Arm. Her ultimate aim is to become a medical doctor. A bright student, she graduated with straight As from secondary school.

Trudy Cameron, of Abbotsford, also graduated with straight As, from the Abbotsford Senior Secondary School where she participated as a member of students' council, a member of the science club and was active in badminton, skiing and cheerleading.

Her grandfather, George Griffin, formerly of Vancouver, was a pioneer in the BCTF and was instrumental in the formation of the Teachers Credit Union.

Sandy Doyle is the daughter of Alexander Doyle, a teacher at John Oliver Secondary School, Vancouver. A top student at Argyle Secondary School, she participated in an amazing number of school and community activities. She too 'ans to be a doctor, and will take pre-medicine at SFU.



TRUDY CAMERON



SANDY DOYLE



DEIRDRE LOCKERBY

LETTERS TO THE EDITOR

Dear Sir:

President Adam Robertson's comments in the September Newsletter entitled 'Let's Not Bobble It' are positive and encouraging. I thank him for them.

Last June was the bleakest June — professionally speaking — that I have known in my thirty-four consecutive years in the classrooms of British Columbia and Saskatchewan. But, as President Robertson states — what a difference a day makes!

For me, September 5, 1972 was as full of new hope and aspiration as was a September day in 1938 when I stepped in front of my first class in a little country school house on the prairies. I agree. What a future for education in B.C. if we do indeed 'move forward with the government where its actions merit our support, and criticize it when we know it has acted unwisely in establishing certain educational policies or practices.'

If our first and foremost concern remains as President Robertson states it should — a concern for the future of our children, then surely lines of communication will remain open. I'm optimistic about the future.

June was a month of reactionary, radical and militant thinking within our profession. Thank God for a September that brought a change in governmental environment wherein we can now hope to function with wise and positive reasonableness.

Thanks, Mr. President for your warning of the danger of becoming overly anxious for immediate gains. Let's back up and look at ourselves and our federation and then move forward for meaningful gains for education in this province. Less than a year ago we were pushed into a corner where our profession was stripped of its dignity to the very core. We could have lost all.

After what we've been through, LET'S NOT BOBBLE IT.

Yours truly,
F. J. LACINA
North Vancouver

Dear Sir:

I have just returned from a year's teaching on exchange in England.

The exchange enabled me to immerse myself into a totally different environment. For a year I had to adopt the methods, values and attitudes of the English people.

As a result I have returned with a better perspective on our own problems, able to distinguish more clearly the significant from the trivial in politics and education; I returned refreshed, with a new enthusiasm for the job and with

new ideas to try out; I have a deeper appreciation for the benefits of Federation membership, now that I have seen how weak teachers are in a land where there are 16 teachers' unions and yet a quarter of the teachers don't belong to any professional body at all.

But teachers leaving in future on exchange should be warned of the cost of living in England, which is now as high as in Canada. The withdrawal of income tax privileges forced us to adjust our level of expenditure in the middle of our exchange year, but should not prove crippling for future Canadian teachers on exchange, who will not be budgeting on the assumption of an income tax rebate, as we were. After all, Canadian teachers earn twice as much in net income after tax as do their counterparts in England.

Yours truly,
JOHN O. CUTHBERTSON

Dear Sir:

I would appreciate having a small portion of your valuable Newsletter to portray and hopefully project actively into the minds of all teachers in the BCTF an idea which has plagued my mind for some time.

My idea is simply this. Let us, as members of the BCTF, temporarily freeze all the funds collected for the 'one-day's-pay-fight-the-government fund' and transform it into a 'humanitarian fund'.

The disposition of this fund would be decided upon by a special committee recommendation. It could take the form of special assistance to Native Indians or Eskimos in our province; the mentally retarded pupils; aid to libraries; assistance to education in developing countries, etc.

Thanking you for kind attention to this letter, I am hopefully looking forward to action from the members of the BCTF.

Yours sincerely,
MILTON P. GIBSON
Sooke

Labor affiliation

Members of the Task Force on Labor Affiliation will be undertaking a series of meetings with local associations to facilitate a decision by the Representative Assembly on the question of affiliation in time for the 1973 Annual General Meeting.

Members of the task force are also examining the implications of entering into an affiliation with other employee groups in the public service sector.

Frank Fuller, a member of the task force, reminded the Representative Assembly that his group was waiting for invitations to carry out the series of meetings with local associations.

BCTF seeks membership restored

The Representative Assembly in September voted to request the provincial government, on an interim basis, to restore automatic membership on the same basis as it applied before the 1971 sitting of the Legislative Assembly. Earlier the Assembly studied a report on membership options, reprinted elsewhere in this Newsletter.

After receiving the report, the GRs opted to have no final decision made on the type of membership in the BCTF until information on the various alternatives have circulated to all teachers.

Accordingly, a membership task force will be struck to provide a report for the consideration of the winter session of the RA on the possibilities concerning membership. From there, it will go to the 1973 AGM for finalization.

The original motion, that no decision be made until information on various alternatives have been circulated, was carried 46-41.

It ran into conflict when a second motion, requesting the provincial government to restore automatic membership as it was before, was entertained by the chair. However, chairman Bob Buzzza accepted the resolution because he said it contained a time factor.

Pat Brady, Prince George, challenged the chair, but the chair was sustained and the second motion was put to the vote and carried 46-39.

The BCTF, therefore, will seek automatic membership restored on an interim basis while the membership discusses the alternative types of membership possible for the organization.

Included in the Task Force's work was a study of the following resolution referred to it by the BCTF Executive: 'that the Department of Education should transfer control over entry into the profession to a division of certification to be established by the BCTF.'

The Committee concluded that it might be possible to achieve for the profession control over teacher certification provided only:

(1) that recognition was given to the fact that education is a public service and that the public interest in education should be protected by the political authorities; and,

(2) that the term 'teaching profession' be interpreted broadly so as to include not only certificated personnel now eligible for membership in the BCTF but also persons professionally qualified for teaching employed outside the K-12 public school system.

It would, of course, be possible for the Federation to make active membership open to all persons recognized as professionally qualified teachers without regard to place of employment. It cannot be assumed, however, that significant numbers of those who have traditionally been excluded would rush to join if membership were made open to them.

The Committee noted that long standing controls exercised by the medical profession have come under political challenge, not only in British Columbia but elsewhere. It has been openly stated that the same kinds of controls granted freely 50 or more years ago would in today's political climate never be approved by any legislature.

Up until fairly recently medicine as a personal service gave rise to a doctor-patient relationship such that even payment of fees was a strictly private matter. The public interest was deemed to be protected by measures designed to prevent quackery. Laws were passed to make quackery or mal-practice a criminal offense but otherwise it was assumed that control over entry into medicine and over medical practice could safely be left to the doctors themselves who would protect and enforce them out of self-interest.

In other words the assumption was that private interest and self interest would coincide. No one is very sure any longer that this even was a valid assumption, any more acceptable than the proposition that what's good for General Motors must be good for the country. There seems to be general agreement that questions of public interest should be decided by public rather than private authorities.

MEMBERSHIP

A task force on membership presented to the Representative Assembly in May 1972 a report dealing with long term considerations related to the goals of winning for the teaching profession control over conditions of entry and professional standards.

A second report presented to local association presidents and to the Represent-

tative Assembly in September deals with membership options open in the immediate future.

Both reports are reprinted here so that members will have background information when the matter of membership is up for discussion at local association meetings.

Alternative options now available

The following are the options that seem to be practically open in the immediate future:

(1) Request the government to restore the legislation providing for automatic membership that applied until 1971.

(2) Request the government to restore automatic membership as it applied until 1971 but make provision within it for a "write-out" clause permitting any teacher at the beginning of any school year to advise the Federation that he or she wishes to withdraw from membership.

(3) Request the government to support new legislation to govern collective bargaining between teachers and school boards. Such legislation could include a provision that where the majority of teachers in any school district held membership in the Federation the local association would bargain for all teachers and the school board would collect and remit to the Federation the amount of the annual BCTF and local association fees payable by members and non-members alike. (This would involve acceptance by government of the agency fee principle in terms of which non-members who benefit from the work of the organization should pay their share of the costs of operating the organization.)

(4) Ask the government to support a Teaching Profession Act such as now exists in some provinces of Canada, this Act to make provision for the rights and obligations of teachers, including the obligations to accept and abide by standards of professional conduct established by the profession and to pay fees set by the organization.

NOTE: Some combinations and variations of the four options listed above are possible. For example:

(a) Along with options 1, 2 or 3 there could go a request that school boards be required to deduct from teachers' salaries the amount of BCTF and local fees. (Fee deduction at the source is required now in some provinces.)

(b) Option 1 or 2 could be set as the immediate objective and option 4 the long-range one. In other words the Federation could ask for restoration at the 1972 session of the Legislature of the automatic membership as it previously existed, and indicate also that it intended to make recommendations later for a new Teaching Profession Act to be considered by government as legislation to be placed before the 1973 sitting of the House.

Comment:

Every social organization is and must be concerned with income security. Income security can be provided through any of the options listed above.

Professional organizations are also concerned with adopting, maintaining and enforcing standards of professional conduct and practice. Option 2 provides income security only.

Automatic membership such as prevailed until 1971 gave the Federation income security and also considerable control over professional conduct — its Code of Ethics.

WHO MAKES UP THE TEACHING PROFESSION?

The NEA answers this question through the following table:

2,000,000	teachers in public elementary and secondary schools
200,000	teachers in private elementary and secondary schools
300,000	administrators, supervisors, consultants, researchers, and other specialists in public and private elementary and secondary schools
800,000	professional personnel in higher education institutions
100,000	professional staff members in professional organizations in government offices of education, in accreditation offices, and in private agencies with educational programs.
3,400,000	This is the sum total of the teaching profession.

cont'd on p. 4

Ontario teachers tackle control of profession

Agreement has been reached by both parties to dismiss a lawsuit against the B.C. Teachers' Federation. Solicitors for Byron Barker, Victoria, and Esther Hall, New Westminster, advised the BCTF that their clients were willing to settle out of court and to permit outstanding political action accounts to be paid.

The Representative Assembly moved that all levy monies be returned immediately to members.

An injunction, granted last June to Barker and Hall, prevented further collection of the levy and froze other Federation activities aimed at removing Socreds. The BCTF had collected \$1,116,000 at the time of the injunction.

BCTF president Adam Robertson said he was pleased to see the action dropped. 'We should all be looking forward in a positive manner and leave these disagreements behind us,' he said.

Form letter violates ethics

A form letter for *Time* magazine signed by an A. A. Harvey is circulating the districts and is in violation of the BCTF Code of Ethics.

The letter says that teachers could earn up to \$200 a semester by suggesting to a student that he purchase a subscription to *Time* magazine along with his texts. Participating students are then sent the bill for the weekly issue.

The letter has circulated province wide; copies of it have been sent in to the BCTF office from Windermere and from Lake Cowichan. Teachers are advised that they should not respond to offers of this kind.

Returning the levy money will be a complex administrative problem, members of the Representative Assembly were told, and those problems would be multiplied if the decision had been to return only unexpended levy money. Instead the BCTF will return the full levy payment to each member.

A memo explaining problems and procedures for return of levy monies has now gone to local association presidents. Anticipated date for commencing repayment is November 20 but there could be a delay for those cases where identification of levy payer is difficult. Be patient.

A proposal to create a governing council for the teaching profession in Ontario by the Ontario Teachers' Federation had cold water poured on it by the provincial government.

The proposal suggested that the profession have authority to set qualifications for entrance to the profession, decide who is admitted and discipline its own members.

Ontario Teachers' Federation president Ian Fife stressed repeatedly that framers of the proposal are highly conscious of the trend towards involving the general public in their affairs, e.g., doctors and lawyers.

The report originally suggested

including, on a 19 member advisory council, one representative each from the provincial government, home and school groups, the Ontario School Trustees' Council, teachers' colleges, faculties of education, community colleges, school board administrative officials, student council presidents from teacher colleges, organized labor and the business community.

However *Intercom*, the Ontario teachers' newspaper, reports that the education minister warned teachers that the trend of his government and others in Canada is to reduce the autonomy of the existing professions. He held out little hope that the trend would be reversed for teachers.

Retired teachers coffee party

By A. G. SMITH

COFFEE PARTY — The Retired Teachers' Association is holding its Annual Coffee Party on Saturday, October 21st, 1972, from 11:00 a.m. to 2:00 p.m. in the Library Auditorium (5th floor) of Vancouver City College, Langara. The party is open to paid-up members of the Association.

PENSIONS — The Association now has two representatives on the BCTF Pensions Committee: Mr. J. Davy and Dr. B. E. Wales. They are working very closely with the BCTF Committee to rectify inequities, to combat inflationary loss of purchasing power and to improve the position of short-term retirees.

R. R. SMITH MEMORIAL FUND — Members of the BCRT Association who require assistance

or who know of someone who may need assistance, should contact Miss G. Harford, 758 Petts Road, Richmond (277-8039), or Mr. A. Hutson, 4049 W. 27th Ave., Vancouver 8, (224-7522). In Victoria, Mr. F. Willway, 3151 Glen Lake Rd., Victoria, (478-3106). In Kamloops, Mr. K. Knapp, 652 Dominion St., Kamloops, (372-6184).

INTERMEDIATE CARE HOMES — Our Executive has been unable to find a solution to this problem other than to subsidize, where necessary and on a temporary basis, retired teachers who are in need of financial assistance.

THE EXTENDED HEALTH BENEFIT PLAN is working satisfactorily. Retired teachers deal directly with M.S.A.

Science symposium

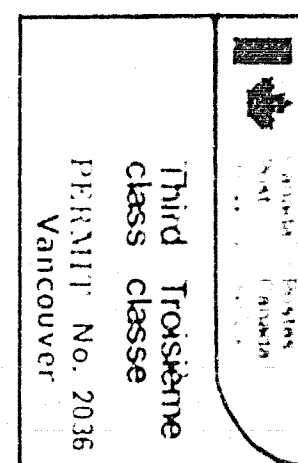
The regional meeting of the International Science Education Symposium will be held at Port Moody Junior Secondary, November 17 and 18.

Major themes will be environmental education — an interdisciplinary approach (with special emphasis on out-of-school education for the metropolis; and accountability and evaluation in science education.

The program includes 34 different topics, 60 workshops, field studies, and a flea market.

Guest speaker will be Dr. Robert S. Tannenbaum.

For further information contact Mrs. Linda Lewis, 2030 Orland Drive, Coquitlam (936-5917).



Continued from 3

Task force reports on membership control

The composition of The General Teaching Council for Scotland reveals an answer to the Question. The Council is composed of 30 members representing registered teachers as follows:

- (1) five employed in colleges of education, including four (but not more than four) principals.
- (2) three employed in further education centers, including one (but not more than one) principal
- (3) 11 employed in secondary schools, including five (but not more than five) head teachers
- (4) 11 employed in primary schools, including five (but not more than five) head teachers
- (5) plus 15 members appointed by educational institutions and four nominated by the Secretary of State.

The Council keeps under review 'standards of education, training, and fitness to teach' for recommendation to the Secretary of State and establishes and keeps a register of teachers with disciplinary powers to refuse or withdraw registration.

(The Secretary of State, representing the public interest in education, may refuse to act on a recommendation of the Council; in such event he must publish reasons for his refusal.)

The word 'profession' is broadly defined in Victoria, Australia, where the Minister of Education has recently proposed creation of a Teacher Registration Board comprising of three divisional boards (primary, secondary and technical).

The Secondary Teachers' Registration Board would consist of:

- (1) the **Director** of Secondary Education, who shall be Chairman,
- (2) a representative of the Secondary **division administration**, nominated by the **Director-General**,
- (3) two Principals elected from and by the **Principals** of State High schools and Girls' Secondary schools,
- (4) three **teachers** elected from and by classified teachers of the Secondary division who are not Principals,
- (5) one member elected from and by the **professional staffs** (including Principals) of the

Secondary Teachers' College, Monash Teachers' College, La Trobe Teachers' College, Larnook Teachers' College and the secondary section of Melbourne Teachers' College.

(Information concerning the composition of the two other divisional boards is not available at this time.)

It is to be noted that in all three instances — Scottish, American and Australian — the actual or proposed regulatory agencies concerned with registration and certification are so structured as to include qualified teachers employed in teacher preparation institutions and in administrative positions in school board or government education departments as well as teachers who are members of teachers' organizations.

The Committee could discover no instance anywhere where sole control of registration or certification was given to a teachers' organization.

Provision for protection of the public interest in education is either built into the composition of the regulatory agencies or within the statutes governing the creation and operation of the agencies, or both.

There are three related functions that need to be accommodated in any system for decision making related to the establishment and control of professional standards.

(1) **Licensing**: decision making by a political authority to ensure public control of a public service (the authority to say NO)

(2) **Certification**: decision making by the profession to ensure professional control over professional service and over factors upon which service depends:

- (a) initial preparation
- (b) internship
- (c) competence
- (d) continuing education (advancing the profession)

(3) **Performance**: decision making shared by the profession and school boards:

- (a) task structuring
- (b) hiring and assignment
- (c) performance evaluation with accountability:

- (i) to the profession
- (ii) to the school boards.

Unsatisfactory performance as evaluated by the profession could lead to de-certification; as evaluated by the school boards to dismissal, in either case subject to appeal.

The Committee suggests that the BCTF immediately seek for its members the right to share with faculty of education staff decision making powers concerning teacher preparation programs. In particular university studies and student practice should be more meaningfully inter-related so that the student teachers may acquire the know-how they must have if they are to master the demands imposed upon them by the teaching environment.

Similarly internship programs should be planned, designed and implemented as a responsibility of the total teaching profession.

For the longer term, the Committee proposes that the Federation sponsor, promote or support studies designed to clarify teaching functions, to identify alternative staff utilization patterns and to determine what new knowledge and new skills might be offered to teachers through continuing education programs.

In other words, the Committee finds that the profession cannot be advanced by membership policies considered in isolation from all of the many variables that make for professional standing. Membership policies in a professional organization must depend upon a definition of professional qualification.

The Committee sees at this time no need to change existing BCTF membership policies.

It makes no recommendation as to whether the Federation should seek to establish for the total profession control over teacher certification, subject only to licensing powers which the provincial government in one form or another would likely insist on retaining.

Respectfully submitted,
James Carter, Chairman
Marjorie McDonald
Alex Juk
Charles Arthur
C. D. Ovans (staff)