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BCTF opposed to teacher aides teaching

The BCTF has moved quickly to prevent the misuse of teacher aides who have been performing professional tasks specifically in areas of one-to-one teaching. remedial teaching, and small February 3 and 4, the Executive Committee clarified the Federation's position on auxiliary school personnel and com-

municated this policy to all members, school boards, the Minister of Education, and other interest groups.

The problem has come to a head because of LIP grants — the group teaching. Meeting on federal government's local initiative program money now being used by some school boards in the province.

BCTF president Adam Robert-

Inflation may wipe out teachers' salary gains

Teachers' 1973 salary schedules will be up an average of 8.9 percent over 1972.

How does this compare with other significant indicators such as increases going to others, growth in the economy and rising prices and taxes?

Many contracts are to be opened in 1973 or are not yet available. However, data for the first quarter of 1973 covering 109,000 employees under major B.C. contracts show an average increase of 9.0 percent.

The biggest agreement expiring in 1973 is the pulp industry agreement covering over 10,000 employees. Traditionally pulp workers have tried to match the I.W.A. coast forest agreement, covering 28,000 employees, which sets the pace for most of the organized workers in B.C.

The coast forest agreement provides 9.3 percent to journeymen and 9.4 percent to base labour in 1973.

It is difficult to say at this time how well the 8.9 percent increase will match the general growth of the economy although if most projections are correct, most of the increase will be consumed by prices and taxes.

Most forecasts for 1973 are calling for increases in real productive wealth of about 6 percent with prices up just under 5 per cent. (The consumer price index was 5.1 percent higher in December 1972 than a year earlier with food prices up 8.6 percent.) Assuming that the 3 percent Vietnam, 3751 Selkirk Street,

TAX TIPS We asked Stuart Fraser, C.A., a partner in Rudd, Goold and Elliott for some comments on the 1972 income Tax Returns. This is the first of a two part series. Next edition, we will carry the second part that deals with taxable capital gains, child care expenses and moving expenses. (see p. 4)

surcharge on income tax is not reapplied in 1973 and that there are no other changes in tax legislation. the 8.9 percent increase to teachers would likely be utilized as follows:

Negotiated increase Increased income tax 2.4 Higher consumer prices Available for increasing living standards 1.8

The recently announced federal income tax reductions should leave slightly more income in the hands of earners.

On the other hand if the general price inflation reaches the current rate of increase for food prices — 8.6 per cent, then, in the absence of tax cuts, teachers would have a reduction in their real disposable income of about 2 percent.

Rebuild

hospitals

hospitals and all district hospitals

of North Vietnam had been targets

of direct bombing attacks by the

U.S. government. The committee,

organized to help in medical aid,

will send the proceeds to the in-

ternational committee of the Red

Cross in Geneva to aid all Vietnam.

Vancouver 9.

son told members of the Representative Assembly meeting February 15, 16 and 17, that the BCTF had tried to obtain from Manpower the list of LIP projects in education particularly the job definitions, but had been unable to

Jim Killeen, past president, was able to secure the list through the offices of the Canadian Teachers' Federation from Manpower in Ottawa.

There appear to be 504 LIP programs in BC accounting for millions of dollars of which 84 are related to education. The list is being analyzed at present.

There were three basic concerns over the use of teacher aides:

unqualified people are teaching children.

• qualified teachers should be paid according to the salary schedule negotiated.

teachers should be involved in the selection of aides with whom they are to be associated - and the Executive found the teachers in two specific situations were not being consulted.

Teacher aides could provide valuable assistance to teachers in schools in such areas as checking pupil attendance, securing and distributing supplies and books, collecting and recording money, decision.

marking workbooks and marking exercises that may be checked by use of an answer key.

However, the aide cannot legally teach. The Public Schools Act states: 'No person shall be employed as a teacher in any public

Members may face a fee hike next year.

The finance committee recommended an increase from the present 0.9 percent (\$92) to 0.94 percent (\$107.50) However, the RA disagreed and will recommend to the AGM a fee of .99 percent which would set the fee at \$112.50.

Members of the Assembly were unhappy about a possible operating deficit next year.

Fees are based on a percentage of the mean salary of all B.C. teachers as of September, 1972. estimated by the finance committee to be \$11,406.

The Salary Indemnity Fund is expected to incur a deficit of about \$140,000 in the current year. The committee recommended that the additional 0.04 percent per member be allocated in 1973-74 to offset the deficit.

The AGM will make the final

school unless he holds a teacher's certificate of qualifications issued to him by the Department of Education, or a letter of permission . . .'

MARCH, 1973

The Executive believed that no dilution of that standard should be permitted.

Unemployed teachers are being hired at below scale on LIP grants to serve as teacher aides in some districts. The BCTF position is that unemployed teachers should be hired at the going rate; that more teachers should be hired to reduce the pupil-teacher ratio; that only recognized certificated teachers should be in charge of a classroom; and that more teacher aides should be hired to relieve teachers of non-professional tasks.

The Assembly restored policy 20.E.13 deleted by the Executive Committee February 3 and 4, with an amendment. The policy now reads: 'That the BCTF maintain a flexible position with respect to the determination of non-teaching functions to be performed by auxiliary school personnel, and encourage trials or experiments involving the imaginative use of such personnel in our public schools.'

The BCTF will back any local association experiencing difficulty with the misuse of teacher aides.

Standard achievement tests

SACU means straight jacket

Salesmen peddling external school leaving secondary examinations are pressuring Vietnam teachers individually to have their product accepted in the school. SACU, the service for admission

to colleges and universities, which says it represents departments of education and universities across the country, has prepared subject Vancouver has had a tag day for achievement tests at the Grade 12 medical aid for Vietnam, and in level with the ultimate objective of case you missed it, donations can expanding to the Grade 9, 10, and still be sent to: Medical Aid for 11 levels. SACU has been developed to produce and sell "Canadianized' versions of the A letter from the organizing ETS test battery and similar committee explains that as of multiple-choice tests of aptitude September 1972 all 26 provincial and achievement.

The Canadian Teachers' Federation, fearing the standardization of curriculum and the rigidity which would occur if these tests were adopted nationally, took a firm stand at its general meeting in July 1971 and has reiterated this position continually since then.

The BCTF Executive Committee in May 1972 said that the use of any kind of external secondary school leaving examinations would be incompatible with the practice of the schools accepting responsibility for determining whether or not its students had met graduation requirements.

SACU has set up committees of teachers and university personnel in each province to prepare sample test questions and work out procedures for administering the test. All BCTF members are urged not to participate with or cooperate with SACU in preparation of test materials or in the administration of such tests in the schools.

'SACU represents all of those things which we have consistently opposed,' says BCTF president Adam Robertson, 'standardization of curriculum, rigidity, restriction individual realization, restriction on the individual

creativity of teachers and a denial that students have varying needs in terms of the curriculum."

Norm Goble, secretary-general of the Canadian Teachers' Federation, says in most provinces the schools have just escaped from the straight-jacket of provincial

exams which froze curricula, distorted school programs and inhibited experiment and reform, besides committing the offense of judging students on a one-shot exam performance, only to have · SACU come along with the same

(Continued on Page 4)

Political climate unique Adam tells Assembly

have learned to think negatively, constantly striking out against edicts, BCTF president Adam Robertson told the Representative Assembly.

Now, he said, teachers seem unable to switch from a negative to a positive position, one that reflects a faith in the future.

Robertson said the political climate existing in B.C. probably is more favorable for education than anywhere else in North America. 'We have never had a better opportunity to measure up as a professional body. This is our chance to make a major contribution to education in B.C.

He said any time anything develops affecting teachers that needs a meeting with the Minister, within 24 hours the Minister had always made provision for the meeting.

'This is so different from days of yore. It has been a unique experience for representatives of the Federation to sit down with a Minister knowledgeable and familiar with what's going on out there.'

'Teachers of the province are waiting for expression of positive leadership from this Represen-

For the past 20 years teachers tative Assembly and from the Executive Committee in the organization' he said.



Adam Robertson

'In a few words I have indicated a deep personal concern for the future of this Federation,' Robertson said. 'I see this Federation as a house divided against itself. I see this Federation divided at nearly all levels. And as I near retirement this causes me great anguish.'



Three top teachers received Honorary Membership in the BCTF at the RA. Chatting before the ceremony are I. to r., Wilf Graham, retired superintendent Richmond, Earl Marriott, retired superintendent Surrey and Frank Levirs, retired Superintendent of Education.

Membership compulsory, in single organization

The Task Force on Membership qualification issued by the evaluate the quality of service of has recommended that the BCTF Department of Education who is its members and to effect seek compulsory automatic appointed or employed to give disciplinary control in cases of

BCTF continue as a single service in a public school. Memorganization for teachers in B.C. bers of the task force are Dale public schools.

any person holding a valid and Slater, (chairman) and Stan Evans subsisting certificate of (staff)

Nanaimo hosts Courtenay

serious effort to break away from the traditional approach to lawyers indicate that the teachers' conventions according to recommendations of the task force Lewis Phillips, convention committee chairman.

In May 1971, Courtenay teachers Professional Act. The most atheld a successful 'outdoor' con- tractive feature of such legal vention at Miracle Beach. In Dec- status is that it could be conember 1972, they tried something new — Courtenay teachers were matched with those in Nanaimo by grade and subject interest so that one professional had an opportunity to observe another.

Classes were dismissed one hour earlier in Nanaimo to allow teachers from both districts to sit down and evaluate the day's proceed-

Out of it, says Lewis Phillips, came the opportunity for teacher and administrator to see another system at work. The exchange of educational attitudes and ideals, he suggests, might very well lead to an improvement of teaching standards and service to students.

Evaluations show that most teachers found the experience worthwhile and over 200 teachers in the two districts indicated that they intended to pursue ideas which had which he may belong. come out of the convention. In fact, 'The College of Physicians and 400 displayed a willingness to participate in a convention of this type at another time.

'I would like to thank the district superintendents, the school boards and the teacher associations of Courtenay and Nanaimo, without whose support and active cooperation the convention could not have taken place,' Lewis Phillips

ten members in good standing.

For President:

Hutton, Gordon (Delta)

Kelley, Don (Burnaby)

Powell, John (Kelowna)

Slater, Kelly (Kelowna)

Walmsley, Don P. (Hope)

General Meeting.

McDonald, Neil (Kamloops)

Tearne, Jack (Nicola Valley)

Ross, James D. L. (Greater Victoria)

Vant, Maude (Vancouver Secondary)

Worledge, Frances (Vancouver Elementary)

Further nominations may be made from the floor of the Annual

tuition or instruction or to ad-It also recommends that the minister or supervise instructional Gregory, Maureen Kennedy, Bob Membership provisions apply to Reilly, Don Walmsley, Kelly

The task force spent the majority of its time examining membership options and the extent of membership. BCTF policies, they say, have membership implications in areas of competence, entry into membership, Code of Ethics, categories of membership and economic welfare.

exploring a Teachers' Profession-Courtenay teachers have made a al Act. Preliminary investigation and consultation with BCTF would operate most effectively if embodied in a Teachers' structed in such a fashion as to allow the Federation considerable authority to define the responsibilities and obligations of membership and determine the routine of Federation operation without the necessity of petitioning the Legislature for consideration of

> The RA agreed to further exploration in pertinent areas of BCTF policy as well as the study of the suitability of their implementation in a Teachers' Professional Act.

The task force rejected the concept of a dual organization.

They referred to the B.C. College of Physicians and Surgeons to which every member of the medical profession must belong and the B.C. Division of the Canadian Medical Association to

Surgeons exists to ensure the public of quality medical service. It is not a members' protective organization. Its strength lies in the complete authority given it by provincial statute to control admittance requirements to the profession with the attendant influence of this on the qualifying preparation program for doctors, in the complete authority it has to

27 candidates for office

REPORT OF THE NOMINATING COMMITTEE

Nominations for office are governed by the provisions of Section 9 of the

Constitution and By-Laws. Candidates may be nominated by (a) the

Nominating Committee, (b) a local association or district council, or (c)

incompetence and unethical

Much of the strength of the present BCTF could be destroyed in establishing a two organization structure. The task force is of the opinion that we could obtain as much success in achieving Federation objectives through a combination of compulsory membership and statute authority to discipline members for unethical behavior and incompetence as we would under an organization pattern similar to that of the medical profession. Consideration would also have to They were also interested in be given to a licensing board on which the profession would have adequate representation.

A dual organization would result in much duplication of administration thus reducing the resources which could be devoted



Bob Reilly argues definition of membership at RA. Beside him are Don Walmsley and Bob Buzza, RA chairman, standing.



Caught in a pause of the complicated budget session, Executive Committee members Bill Broadley, standing, Bill Karny, left, and Gary Onstad, right.



During the debate on membership, Ray Skelly, NDP MLA for Alberni and a GR for Courtenay. Comox came out with an attention-getter when he said, 'This party . . . '

Teacher aides

VSB tackled for lack of consultation

Pursuant to Section 9 the following nominations are submitted to the 'We bungled and I admit it,' John Wormsbecker told the Executive Committee February 3 regarding MacFarlan, James D. (Burnaby) the lack of consultation between Mullen, Terry (Prince George) teachers and board officials over

Wilson, Robert M. (Lake Cowichan) the matter of hiring teacher aides. Wormsbecker, head of education For First Vice-President: and assistant superintendent of the Broadley, G. William (Greater Victoria) Vancouver School Board along Onstad, Gary S. (Burnaby) with board chairman Dr. Peter For Second Vice-President: Bullen, in response to Adam Robertson's invitation came to Janzen, David (North Vancouver) McColl, William (Peace River North) describe to the Executive Committee, the local initiative Pearce, B. Ellen (Mission) programs, and how they were Skelly, Ray (Courtenay-Comox) initiated within the Vancouver

Uzelac, John (Vancouver Secondary) system. Winstanley, John (Grand Forks) For Members-at-Large: They argued communication has (Note: Four positions to be filled — three 2 year terms, one 1 year term. to go two ways and that they felt Biakey, Allen (Vancouver Elementary) communication to the board had Campbell, Mike (Abbotsford) been too negative from the Campbell, Neil W. (Cowichan) teachers' groups. 'We would like to Forbes, Colin R. (Mount Arrowsmith) solve problems before it becomes a confrontation,' Peter Bullen said. Fuller, Frank L. (Sechelt) 'We want to do it with your help. Glass, Dorothy (Campbell River)

> They also reaffirmed that the policy of the Vancouver School Board is to consult and involve teachers. Also, they said, it was not the board's policy to hire professionals in a cheap way.

not against you, and we are sorry

this has happened.'

The presidents of the Vancouver locals, Al Blakey and John Uzelac,

as well as members of the 'Project one-to-one' will create 30 in Vancouver schools in a teaching recently arrived immigrants.'

One of the LIP grants was to Another 50 jobs are to be created provide tutors. The Executive felt by the 'Teacher Aides For Learit was indulging in semantics to ning Assistance Centers' grant of tutoring and teaching.

candidates would be that of the principal of the school involved: people on LIP projects.

Executive Committee, were jobs at a cost of \$77,220 to 'set up a concerned however that these tutoring program in the Vancouver teacher aides were just one more school district for children and attempt by the Vancouver School teenagers with learning Board to place para-professionals disabilities . . . concentrating on

discuss the difference between \$128,700. People hired for this will 'provide remedial and tutorial Both Bullen and Wormsbecker instruction to people with learning claimed that responsibility for problems.' There are other grants interviewing and choosing of which will also hire teacher aides.

Vancouver recently was tabbed 'The ultimate responsibility for with the highest ratio of pupils to learning is in the hands of the teachers in all of Canada with the professional.' However the exception of Newfoundland. distinction between tutoring and Vancouver teachers insist that the teaching was never made clear. pupil-teacher ratio be reduced by Vancouver is now hiring 98 hiring more teachers, not by hiring teacher aides.

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

JOHN HARDY



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

Legal costs hot debate at RA

One of the hot items debated on 'In no way can we suggest that made at each new development. the floor at the Representative there is a price for justice,' he said He said he would expect that if

As delegates probed for explanation, the debate was punctuated with cries of rip-off and marked with a desire to find some means of control for legal costs.

Pat Brady, Prince George, led off debate, drawing on Executive Committee minutes from October 14 to January 12.

'Under what authority has the Executive Committee changed BCTF policy on payment in legal aid cases? What is the estimate of future legal costs in this case? At what rates will Mr. Young's solicitors be paid? If Mr. Young loses his appeal to the courts, will the BCTF be likely to be responsible for the legal costs of the school district?' Brady argued that the Executive Committee should pay only costs of the appeal He noted that for a board of reference case in Victoria involving two teachers, the solicitor

Assembly was the legal costs for 'but we can make a value John Young's case proceeded to judgment on whether we are being the Supreme Court of Canada the gouged or not. I think each and every member must consider the facts before making that decision.'

BCTF president Adam Robertson said that the BCTF had referred John Young to two solicitors but that John Young had expressed no confidence in the lawyers.

'I explained that the BCTF would allow another lawyer, but only to the extent of BCTF solicitor's fees,' Robertson said.

However the Executive Committee considered a motion that the BCTF should agree to the scale of fees proposed by John Young's solicitor, a motion tabled until the president could have discussion

charged had they handled the case. mary practice to negotiate with a

Robertson assured members of Committee and a decision was

with Young's solicitor. Robertson said that when he contacted John Young's lawyer to commensurate with what the negotiate the fee, the lawyer BCTF solicitors would have replied that it was not his custo-

the Representative Assembly that charged \$300 per day. However, he in the events of the past few said, John Young's lawyer's fees months of the John Young case were \$55 per hour, or \$500 per day, each step was considered whichever is greater plus dis- separately by the Executive

March 20 deadline for Fergusson nominees

Nominations for the Fergusson award shall be made annually to Memorial Award, the highest the Federation member (or exaward the BCTF gives, have been member who is no longer eligible

bursements and expenses.

honor the memory of G.A. made, in the judgment of the Fergusson who, at the time of his trustees, an outstanding condeath in 1928, had long been looked upon as one of the most outstanding teachers in B.C.

The conditions provide that the Federation member or by any

Video tape booklet available

They can be booked in advance,

without charge to the borrower, available from the Resources Burrard Street, Vancouver 9, B.C.,

for membership), or to a member-The award was established to association, who or which has tribution to education. Nominations of candidates for

the award may be made by any local association of the Federation.

Each nomination should be the work for which the award is claimed and supporting evidence The BCTF Resources Center has should also be sent. Meritorious published a small booklet on video work on behalf of the Federation of tapes available from the Center. any local association may rightly be included.

Nominations must be received who is expected only to pay return by the General Secretary, at the postage. Copies of the booklets are Federation Office, 105-2235 not later than March 20, 1973.

same conditions would apply. The Executive Committee

minutes referred to by members of the Assembly state on October 14 that John Young's 'legal aid costs be paid subject to scrutiny of such costs by the Federation's solicitors.' On October 24 the minutes state that Young was told 'that the cost of such legal assistance would be available at the same rate as would have been charged had the BCTF solicitor's handled the case.'

Acknowledged as a leader in the



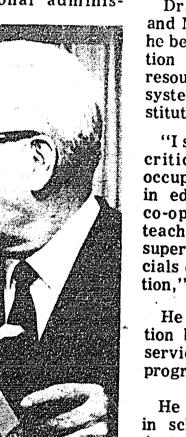
New dean, John Andrews once handled teacher negotiations in the Okanagan and served as a president of the Howe Sound Teachers' Association. He talks here with retiring dean Neville Scarfe.

Andrews named dean of education

Kamloops, has been named dean of UBC's Faculty of Education.

Dr. Andrews, who is currently assistant director of the Ontario Institute of Studies in Education. will succeed Dean Neville Scarfe as head of the UBC Faculty on July 1. His appointment was approved by the University's Board of Governors on February 6.

study of educational adminis-



Dr. John M. Andrews, a native of tration in Canada, Dr. Andrews is a well-known scholar in the field of organization theory as applied to

> He has held important academic posts in the Departments of Educational Administration at the University of Alberta and Ontario Institute for Studies in Education. He earned his Ph.D. degree in educational administration from the University of Chicago.

Dr. Andrews, 46, who holds B.A and M.A. degrees from UBC, says he believes that a faculty of education should be an educational resource for the entire school system rather than purely an institution for teacher training.

"I see a faculty of education as a critically important resource, occupying a strong leadership role in educational matters, working co-operatively, not only with teachers, but with trustees, school superintendents, and other offi cials of the Department of Education," he says.

He also sees a faculty of education being deeply involved in inservice and continuing education programs for teachers.

He was a teacher and principal in schools in Squamish, Salmon Arm and Woodfibre. Active in teacher affairs, he served as a salary negotiator for teachers in the Okanagan and as president of the Howe Sound Teachers' Association.

Ten teachers chosen for Project Overseas

Ten BCTF members have been Fihi; Arthur Adye, Comox to The BCTF finances its participants accompanied by a description of 1973 helping their colleagues in developing countries.

Each summer the various provincial teachers' organizations send teachers to conduct in-service education or leadership courses for teachers in developing countries. The program, Project Overseas, is planned and administered by the Canadian Teachers' Federation.

The 10 B.C. teachers selected

non, Chilliwack to Ethiopia; Leon Fund. Mendoza, Montrose to Ethiopia; Terry Mullen, Prince George to Fihi; Dennis Ross, Langley to BCTF policy is to send as many Fihi; Albert Street, Vancouver to new people as possible each year to Ethiopia; Arnold Toutant, Kam- give more of its members who

West Vancouver to Ethiopia.

No salaries are paid, but the are: Erica Krohman, Vancouver to are paid by their organizations.

selected to spend the summer of Ethiopia; Roger Fox, Prince from the William R. Long George to Fihi; Frances McKin- Memorial International Assistance

Although a few BCTF members have participated more than once, loops to Thailand and John Watt, want to participate in the project an opportunity to do so.

The Canadian Teachers' Federaexpenses of the Canadian teachers tion will be contacting the participants directly.

Letters to the Editor

Dear Sir:

government regulations pertaining imposed this unjust procedure? to teachers who begin to teach for a school district are undemocratic.

When a teacher signs his contract to work in a school district, he knows that after the first month he may at any time be placed on Dear Sir: probation. During his probationary period which lasts until the end of the school year, June 30th, he may be fired anytime after 30 days'

Teachers may be placed on probation by the school board only after consultation with the District Superintendent of Schools. Upon dismissal a teacher may have a right, under the school law, to consult his superintendent and principal to discuss reasons for their harsh actions.

At no time does a teacher during the first year of appointment with his school board have the right to obtain an impartial appeal held by an independent authority to justify these administrative decisions. To simply say to a fired employee that he can discuss with his employer reasons for such cruel treatment is not only frightening and humiliating but an insult to one's intelligence.

The teacher in question may have several years of teaching experience with satisfactory inspection reports. Still, he must suffer through this nerve-racking process which could ruin his reputation and career overnight.

Where is the fairness of so-called At present the provincial democratic legislators who have

* * *

Yours very truly, Richard Mark. Sparwood

I have just received two of your publications and I am at last opinions regarding Mr. John Young. I have heard Mr. Young's

flamboyant descriptions of the 20.E.13. By whose ridiculous excellence of his former school. and I have heard visitors to the school, and some staff people, agree that it has some excellent attributes. I am pleased that some principals are brave enough to risk some failure in order to achieve organization have I been a improvements.

Mr. Young is far from the only one, however, and certainly not any more successful than some others who are not quite so anxious for notoriety. When Mr. Young was fired, I felt

it was right and proper that he should be defended by the BCTF. but when the court decided against him, I feel he and he alone (as far as the members of the BCTF are concerned) should carry on any further litigation.

Otherwise we are saying that 23,000 teachers support Mr. Young's activities (all of them!) in Campbell River, and I know this is

would not support many of Mr. Young's statements and methods. Chairman Peter Bullen concluded Yet the last Newsletter had items about Mr. Young on four pages, by rough measure, 130 column inches, including another picture. Is he the only news in education in B.C.? Almost two pages out of four pages of news, or out of eight pages, four of which are entirely the financial sufficiently disturbed to voice my report. The cost is high, but the priorities are ridiculous.

> The bulletin about LIP grants and teacher aides deletes policy reasoning did the BCTF decide to stop maintaining a flexible position and encouraging trials or experiments? Isn't this what the John Young thing is all about? What kind of a schizophrenic member of for so long (a volunteer member, no less!).

> > Mrs. Nancy M. Peter Burnaby

> > > Joe Staff (1971)

4630—51st Street

Dear Sir: I think the worst features of the John Young Period in B.C. education are coming to an end.

* * *

Welcome to any correspondence from teaching teachers concerning these points. Sincerely,

I know of 19 on our staff who in a letter to every teacher and principal, Vancouver School Board

> tunity also to bring to your attention some remarks I made at the last Board meeting and are fully endorsed by the rest of the Board. "I stated that even if it was a correct deduction from the findings of the Board of Reference in the John Young case, "that a teacher or principal must resign if he or she wishes to criticize publicly the policies of the school board". such a deduction does not apply in this school district. Far from it; we hope and expect that every policy of the Board will be debated and criticized both privately and publicly and we consider such to be part of the professional responsibility of every teacher. Further, if any teacher, group of teachers or

come and say so to the Board. "Education in Vancouver is too complex a system to be guided by anything but good professional responses to local needs developed within the broad directions of an

in our City."

school, has any ideas for changing

policies, they are encouraged to

encouraging Board. "I hope these remarks show the direction in which we of the Board are looking and that together we can continue to improve education

Lesson aids

2007 CITY PARK: SIMULATION GAME by Maurice Reveryrand, 8 p. Designed to develop an understanding of the relationship between civic governments and the public. 20c.

9220 CARIBOO GOLD RUSH photos chosen by Ralph Moyle, 12 "I would like to take this opporp. Ten archive pictures (8½x7") with some information about each. A sketch map showing the Cariboo Wagon Road and the Barkerville area is included. (Note LA No. 2065

page 20 of the current catalog.)40c 1001 WHAT IS A NEWSPAPER? 11 p. A learning activity package designed to familiarize the learner with newspaper terminology, and to aid him in an objective approach to newspaper reading. 25c.

8006 HOW TO FIND WORDS IN A DICTIONARY, 8 p. A learning activity package for primary pupils. 18c.

5851 A FIELD STUDY OF A SUPERMARKET by D. Wagg, 5 p. A series of questions designed to develop an understanding of the advertising and salesmanship used by supermarkets for secondary students. 13c

6487 CHEESEBOARD by R. H. King, 1 p. 3c

6020 CANDELABRA by R. H. King, 4 p. 10c 4038 INVESTIGATING MAG-

NETS AND MOVING CHARGES by G. R. Gore, 21 p. A follow-up unit for investigating Moving Charges, suitable for junior secondary science as an alternative unit in electricity. Student guide, but Peter Bullen elementary teachers may find VSB Chairman ideas in it. (Copyright.) 50c

Lower tax real measure of status

By MIKE ZLOTNIK

I.H. Asper, a Winnipeg lawyer, tax consultant and leader of the Manitoba Liberal Party expressed some interesting views on profes sional status and taxation in the Globe and Mail, January 5.

Specificial-Asper dealt with the significance of a recent federal court decision upholding the right of several doctors to incorportheir ate practices to



reduce income tax.

The plan described by Asper works this way:

A doctor or other professional would incorporate a management company, owned by himself, or his wife and children or some sort of family combination.

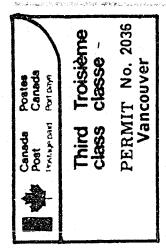
'The company would then enter into an agreement to provide the doctor with premises at a fixed rent, provide equipment for a fee, lab service or what have you, as well as provide a staff for reception, technicians, accounting and so on. For all these services a fee would be charged equal to what the doctor would pay to a stranger for these services.

'The fee to the management company would reduce the doctor's income, at his top bracket, which might be over 60 percent, and be taxed as 25 percent in the family company.

'As well, the company could reduce its income by hiring his wife as manager at a reasonable salary. This would qualify her to contribute to the Canada Pension Plan for sufficient years to, in effect, double the family social security at nominal cost.

'All in all, good tax planning.' 'This decision,' Asper goes on to say, 'should motivate doctors, lawyers, architects, engineers and other professionals to examine their financial affairs to determine whether or not there is room for a personal management corporation in their future.

Teachers do not qualify. For taxation purposes teachers are treated like other wage and salary earners. Too bad! Because Asper is telling us that the real measure of professional status is the economic advantages — such as lower rates of income tax — which favored status confers.



PTMS call to meeting

TAKE NOTICE that the Annual General Meeting of Provincial Teachers' Medical Services will be held in the Waddington Room of the Hotel Vancouver, Vancouver, B.C. on Monday, April 23rd at 10:30 o'clock in the forenoon.

TAKE NOTICE that the following items of business will be discussed and dealt with at the above meeting.

1. It is intended to propose the following Resolutions as Extraordinary Resolutions:

(a) That the Constitution and By-laws of the Provincial Teachers' Medical Services be amended by deleting from Article 3 paragraph 1 of the By-laws the following words:

"and such persons as may be appointed pursuant to paragraph (b) of clause 2 of this section."

(b) That the Constitution and By-laws of the Provincial Teachers' Medical Services be amended by deleting Article 4.

paragraph 2 of the By-laws and substituting therefore the

"2. Twenty (20) members in person or represented by proxy, including five (5) members of the Executive Committee present in person, shall constitute a quorum at any meeting of the members of the Association. If within half an hour from the time appointed for the meeting such a quorum is not present the members present shall be a quorum provided that they include at least five (5) persons who are members of the Executive Committee, and provided that the number of members present who are not members of the Executive Committee exceed the number present who are members of the Executive Committee."

2. General Business.

DATED at Vancouver, British Columbia, the 2nd day of February, A.D. 1973.

Lambert to Chilliwack conference

BY ORDER OF THE EXECUTIVE COMMITTEE, PTMS

Dr. Wallace E. Lambert, professor of psychology at McGill University and author of the St. Lambert Study on Bilingual Education will be presenting his findings to the Chilliwack teachers' convention March 2 and 3.

Raymond E. Fulford, convention organizer, says there is growing acceptance of total immersion French from kindergarten through into general revenue, will hen-Grade 2; 'Chilliwack has been fortunate in becoming acquainted with one of Dr. Lambert's most outstanding achievements — the St. Lambert Study on Bilingual Education. With Canadians across Fulford, 45345 Wells Road, R.R. the country becoming increasingly No. 4, Sardis, B.C.

aware of the benefits derived from bilingual competence, Professor Lambert's appearance Chilliwack will be of particular interest to B.C. educators.'

Education Minister Eileen Dailly said recently that federal funds which have been available for some time to help with teaching French, but which in the past went ceforth be made available to school boards which apply for support grants.

People interested in the convention should contact R.E.

Interest from PTMS assets to BCTF Assistance Society

By MARG WATSON

Long before medicare was a reality, teachers in B.C. enjoyed medical insurance protection through their own group, the Provincial Teachers' Medical Services. When government medicare arrived, the PTMS remained in the business for a short time as a licensed carrier for the scheme.

When MSA assumed the operation, PTMS was left with about \$250,000 in assets, but a void of responsibility. An attempt was made initially to provide an extended health benefit plan to teachers, but without success.

At a special general meeting on September 25, 1970, the board of directors was asked to reconsider a plan to use PTMS funds for lowcost housing. The board found the idea to be impractical. Members at the April 1971 AGM heard of new plans to provide assistance to teachers suffering hardship through illness or poor health.

Since November 1971, the BCTF Assistance Society comprising eight members each from the BCTF and the PTMS have provided assistance of a benevolent nature to members and retired members of the BCTF.

The BCTF Assistance Society receives \$5,000 each quarter from earnings on PTMS capital investments. It is administered through the Economic Welfare Division of the BCTF.

The board of PTMS is aware that PTMS must be ready at any time to return to the medical field should the need arise. However our chief concern is to maintain our efforts toward the BCTF Assistance Society.

Membership in the PTMS at the present time are those who were

members in 1970 and who paid a \$1 sustaining fee. Any member of the BCTF (active or retired) is welcome to become a member of the PTMS. Contact: PTMS, 2235 Burrard Street, Vancouver 9.

From page 1 SACU

disadvantages plus the notorious vices of the multiple-choice examination.

It seems to be impossible, according to Goble, to get the point across to the management of SACU that the kind of standard achievement test that it is marketing is disreputable, discredited and obsolete. 'Such tests may appeal to the nostalgic. the authoritarian, the tidy-minded. but they are bad for education, and anyone who knows anything about education knows that,' says Goble.

'SACU embodies the universityoriented traditions of the old Ontario Grade 13 and the academic high schools of the Maritimes. It has a directing Board which represents, in equal numbers, the admission offices of universities and the middle-management level of the departments of education.

Departments of education policy-makers are lukewarm in their support. So are most of the universities — not all, because some of the more traditionallyoriented welcome the possibility of using the tests to select the type of student most likely to fit well into the existing system. This would reduce the financial risks involved in admitting talented young people who may drop out after a year or two, leaving empty places that are increasingly hard to fill.'

By STUART FRASER, C.A.

\$12,000

There have been many words written on the intricacies of the 1972 Income Tax Act and one gets the feeling that very little is understood by the layman and that with luck April 30 will never roll around this year. Everyone should have received a 1972 return by now, so what we would like to do is approach it in simple terms. By process of elimination we will leave the more complex aspects such as capital gains to the last. Hopefully few will need to read through to the end as it can be very soporific subject matter.

The 1972 return is universal in that there are no longer T1 shorts and T1 generals. It would help if you have your blank return at hand when reading this article. Where there are numbers or schedules quoted, they refer to the actual numbers in the black circles in the return or the extra schedules enclosed.

You will have received T4 slips from your School Districts and the information should be transcribed as follows:

T4 Box Number (c) (d) (e) (f) (g) T1 Reference No. (01) (19) (21) (23) (94)

All salaried income is eligible for the employment expense deduction (04). For salaries of \$5,000 or over enter \$150. Any salary under \$5,000 is subject to the 3 percent limitation e.g. \$4,000 salary entitles the taxpayer to a \$120 deduction at (04). For those taxpayers with T4 income from teaching only, the rest is relatively simple.

(24) Registered Retirement Savings Plan Premiums

You may have contributed to a Registered Retirement Savings Plan in addition to any contributions made through payroll deductions to the Teachers Pension Plan. If you require any information on a Registered Retirement Savings Plan the B.C.T.F. Co-Op will be glad to assist you as they have a plan to which you could contribute.

Such deduction to a Registered Retirement Savings Plan is allowable to the extent that the combined contribution under both plans does not exceed \$2,500 or 20 per cent of year earned income.

For example, assume: Annual Salary

Deduction for Teachers Pension Plan 720 Amount which may be contributed to your Registered Retirement Savings Plan \$ 1,680 Total being the lesser of \$2,500 or 20 percent of \$12,000 \$ 2,400

This \$1,680 must have been paid prior to March 1, 1973 to be eligible as a 1972 deduction.

(25) Annual dues paid to B.C. Teachers Federation

(27) Tuition fees, to be eligible for deduction should exceed \$25 per annum and be paid to a university, college or other educational institute in Canada. The only time that fees are deductible for institutions outside of Canada will be for full time attendance at a University outside Canada leading to a degree. Thus the fees can range from winemaking at night school to aPh.D. and will include actual tuition fees, admission fees, use of library or laboratory facilities, examinations and a certificate, diploma or degree, whether set out separately or lumped together as course or subject fees. It would appear that the only time books come within the definition of tuition fees is when you are enrolled in a correspondence course given by any educational institution in Canada and the cost of the books which form part of the course is included in the overall fee.

Assuming the foregoing to be all one's income and deductions for computing net income, the remainder of deductions used in arriving at taxable income are principally the same as in prior years. If your taxable

income is \$12,000 or less the applicable tax may be taken from the Table and entered in page 1 under summary of tax and credits. If your taxable income is over \$12,000, you will then have the added pleasure of using the detailed tax calculation on Schedule "1".

We have not chosen to go into the overpayment calculations provided for on page 3 relating to Canada Pension Plan and Unemployment Insurance as we feel anything we said would only complicate matters further! For those of you who have the gnawing feeling that we haven't covered all your reporting requirements we will now go into page 2 of the return in more detail. For simplicity we will take the pertinent items and refer to them by the black circled numbers.

(12) Taxable amount of dividends from taxable Canadian corporations Should you have more than one dividend then it will be necessary to list dividends on Schedule "4". There may be some confusion as to the reporting of dividend amounts. Note that the taxable portion of dividends is more by 1/3 than the actual dividend you may have received. If you received a dividend for say \$300 from the paying company during the year then you will note from the pink T5 slip that there will be 2 amounts shown, namely, the taxable amount and the net which you actually received, in this case \$400 and \$300 respectively. Report the \$400 on your return.

By way of explanation "gross-up" is a means of calculating the dividend tax credit. You will see that when you do the detailed tax calculation (note that when receiving dividends you cannot use the tables) that 20 percent of the \$400 would be deducted in computing Federal tax.

This amount would be deducted under Other Deductions on page 2 (28) on the return. There appears to be a tax break for the taxpayer in that the carrying charges would not be deducted from the taxable amount of the dividends in computing the dividend tax credits. Other deductions against dividend income would also include one-half of nay fee paid to an investment counsel.

(13) Interest, other investment income

Again if you have more than once source of interest this should be listed in Schedule "4" in the appropriate area. A word of caution and it is that even though you have lost or even not received a T5 for other investment income the onus is on the taxpayer to report all income received. Merely not receiving a T5 slip does not exonerate you from reporting income that has been paid or credited to you during the year. Carrying charges such as interest apply also to interest & other investment income.

(15) Rental income

For example:

If you have received rents during the year then refer to Schedule "7". The major change this year is that capital cost allowance can only be claimed to the extent that it eliminates net rental income. In other words, you may not claim a rental loss which stems from claiming excess depreciation.

Frame Building cost (not including land) Rents received during year

\$15,000

Taxes, insurance, repair, etc.

\$ 3,000 2,000

Capital cost allowance $15,00 \times 10 \%$ equals 1,500 but limited to \$ 1,000 \$ 1,000

Net rental income

Nil