

newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

Vol. 16 No. 6

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NOVEMBER 16, 1976

Controls brought down prices?

By ANNETTE CROUCHER AND JOHN HARDY

The price of natural gas to consumers will increase by 20% next year.

Oil prices will likely rise by 15% early in the new year.

Ferry rates have doubled and car insurance has tripled.

Yet George Mussallem, Social Credit member for Dewdney, could say in one speech that 'wages are outstripping costs and prices of services,' that controls have 'brought down prices' and 'ferry prices had to be raised in order to cover operating costs.'

Sparks were flying and emotions ran high at the Maple Ridge Teachers' Association sponsored AIB rally in Haney Monday afternoon, November 1. About 150 people came to hear the views of government and labor representatives, as well as the views of teachers regarding the AIB and the control program.

Mussallem got himself tangled because the provincial government excused its crown corporations from price controls before it signed with the federal government.

Simma Holt, heckled

throughout most of her speech, told teachers to stop their 'wailing' as most earned between \$11,000 and \$22,000 per year, which completely missed the point of free collective bargaining rights for teachers.

Her confusion showed through when she said there were no teacher salary rollbacks on a retroactive basis. Legislation, she said, was passed in December. She insisted the AIB legislation has been effective only since June 1976. 'Why should we have to pay back wages from January 1976?' she asked. Then she told teachers to 'get the facts' if they really want to teach their children good balanced politics.

Len Stair, CUPE National Representative, told Holt to 'check her legislation.'

Stair charged that all the AIB is doing is creating unemployment by stifling the business community. Workers, he said, are the victims of inflation and the first victims of AIB rollbacks.

'I believe the government realizes it has made a mistake

but doesn't know how to get out of it,' said Stair, and warned that the government 'had better find a way to get out of it fast.'

'Do you think the labor movement is going to forget these inequities? No. Labor is going to want these inequities made up. Think in terms of three years — that's a lot of making up.'

Eric Wood, IWA, said teachers are doing the right thing in contesting the rollback because to change something retroactively is 'something a dictatorial government will do.'

'We intend to fight hard to maintain the right of free collective bargaining. If we don't have this right it will be the first step down the path to dictatorship.'

Robert Wenman, Progressive Conservative, felt the program was unfair to teachers. So did Dennis Cocke, NDP, who advised people to become politically active and knowledgeable about the controls.

AIB called fog machine

Thorough debate between government and the public is necessary if monetary and fiscal control are not satisfactory in dealing with inflation BCTF Economic Welfare Director Jurd Kirby told an Anti-Inflation Board rally.

Speaking to the Maple Ridge Teachers' Association sponsored rally in Haney, November 1, Kirby gave the teachers' views on the AIB.

Kirby said that in effect, all the controls have done is cloud the fact that there were changes in the economy anyway.

'The whole thing becomes a giant PR gig to make the government look like they were doing things that were going to happen anyway,' Kirby said.

'I am of the opinion that the AIB is merely a giant fog machine, handing out decisions and covering the real reason for these decisions.

Publicity is used to maintain that myth.'

Kirby said teachers are not arguing the fact that higher prices means somebody has to pay.

What they don't like is the government's remedy to the problem. 'We think it an arbitrary single answer,' said Kirby.

'It is extremely naive for anyone to think that there is a simple one solution to an economic problem, and this is what the controls claim to be.

'If an economic program is properly administered and explained to the people then they will be prepared to pay,' Kirby said.

He feels the controls are taking away Canadians' right to democratic group decision-making and that the government, in 'fudging the rules,' is promoting a lack of respect for law and order.

Teachers settle before deadline

Delta and Cranbrook have agreed upon settlements the Executive Committee was told at its meeting November 5 and there were indications that other districts would soon settle.

By weeks end, 30 districts affecting about 11,000 teachers had settlements or agreements in committee. Of these, 13 are in the neighbourhood of 10%, the other 17 settlements based on the AIB guidelines.

The deal at Delta provides for a qualified 10% across the board scale increase less the cost of increased board payment of dental premium, plus other revisions. Teachers and board will meet to prepare a joint submission to the AIB requesting approval of the amount over the guidelines, with the board paying the full guideline amount as of January and the remainder on a retroactive basis upon receipt of AIB approval.

Cranbrook teachers accepted a 1977 agreement providing for the 'maximum under the guidelines' with no figures specified.

Concern was expressed at the Executive Committee meeting that locals were ignoring the October Executive recommendations that teachers should not accept any process that recognizes the present arbitrary wage controls.

Bruce Watson, Economic Welfare, reported that a great number of associations were wanting to settle. There was, he said, a carrot and stick argument with the AIB being used as a background threat to reduce board offers.

In response to questions by some Executive members, Watson argued that staff was operating on the instructions of the Executive Committee but that the locals were making up their own minds.

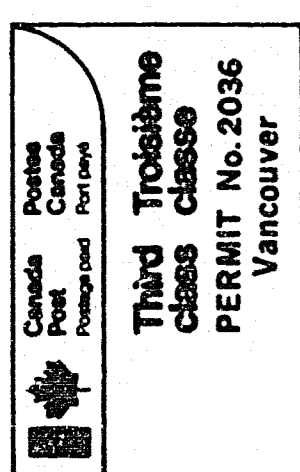
(Continued on page 2)



Representatives of government and labor formed the panel at the Haney Rally.



Asking questions at the Haney rally.



IF UNDELIVERED, return to 2235 Burrard St., Vancouver, B.C. V6J 3H9

October recommendations

Reject arbitrary wage controls completely

1. Teachers should not accept a two-year agreement (1976 and 1977).
2. Present controls and their application make it impossible for teachers to carry on any effective form of collective bargaining. This means teachers will not be able to hold increases contained in 1976 contracts nor establish suitable increases for 1977.
3. No teacher group should accept any process that recognizes the present arbitrary wage controls.
4. Teachers must give up any apparent short-run advantages that might be gained by accepting any facet of the wage control program, i.e. no teacher association should sign a two-year averaging proposal with its school board.
5. Political opposition in all its ramifications is the only route to the return of collective bargaining rights.
6. Teachers should actively oppose the wage control program in every way possible. Teachers should harass and obstruct the bureaucratic operation of these controls.

Minshull supported

Dear Sir:

I certainly concur with that part of Peter Minshull's letter wherein he asks for an accounting of our 25%-plus increase in fees, supposedly collected to fight the anti-inflation regulations. I take this stand because I feel the extra fees are onerous, that the extra monies voted on at the 1976 AGM were the result of a political left-right factional dispute, and that the resultant BCTF anti-inflation fight has been a complete farce.

(Hopefully, saner heads will prevail at the next AGM, and that our fees will return to their previous low level.)

Let's have an accounting! Sincerely yours, Wm. George Gardner, Learning Conditions Chairman, Campbell River

LC reporting criticized

Although your October 28, 1976 headline accurately quotes me as saying that the learning conditions program is the 'best program ever', the paragraphs immediately following your heading seem to be casting doubt on the validity of my statement. Why?

More locals are becoming involved in learning conditions activities. More teachers are volunteering their assistance to support the program. The Declaration has been successful in making our membership aware that we, the teachers of B.C., are a unique group. Lawyers, doctors, other professionals, trade union members; all these groups have been granted some due process in law: the rights to redress alleged wrongs.

Until The Declaration of Basic Learning and Working Conditions was adopted by the 1976 AGM, most teachers lacked this right. There is no provision for handling griev-

Members' Voice

ances in the Public Schools Act and, unlike doctors and unionized workers, we do not come under the protection of the Labour Code of our province.

In a period of wage rollbacks and other reductions of service in the public sector, we teachers will need all the protection we can get.

You can help by continuing to emphasize the positive features of the program, not by accentuating the statements of those few members who seem to view the LC program as an attack on their private domain. Fortunately, when the budget vote was taken, we were able to see how few in number those critics were. Please assist us by encouraging support for our program and ensuring that 1976-77 is definitely our 'best program ever.'

Thank you.

Gordon Sanborn, Co-chairperson, Learning Conditions Committee

CLC not rejected

The October 18th edition of the Newsletter, contained a most disturbing quotation attributed to Bill Broadley. He was quoted as saying, 'The teachers of B.C. have rejected the tactics used by the CLC on the October 14th Day of Protest.'

At our October 5th General Meeting, the Surrey Teachers' Association rejected the AIB salary ruling with an overwhelming majority vote. We subsequently decided, by a clear majority, not to officially participate in the Day of Protest.

While it is probably correct to say that some of those voting not to participate were 'rejecting' the CLC tactic I

don't think it was fair of Bill to attribute that motive to all those who decided against participating. Some may have thought the protest would be futile; some may have been uneasy about associating with an externally directed protest; some may have objected in principle to political strikes; some were, no doubt, guided by the BCTF executive and held divided opinions!

Surely the negative vote on the protest was that only, not a rejection. I am concerned that the single faceted interpretation can only harm CLC-BCTF relations. The enemy chosen to reject is the AIB, not the CLC!

Yours truly, Peter Thomson, 1st Vice-President, Surrey Teachers' Association

Values people pluralists?

The BCTF and the Value Schools Movement have something in common. They both envisage education modelled on the values that they espouse. The difference is that the Value Schools people seek to have certain schools which they as the public own designated as Value Schools. The BCTF, on the other hand, seems unable to tolerate pluralism in the educational system and, therefore, has mounted a campaign of vilification against the Value Schools Movement. Yet it is precisely vilification of teachers and schools that I see as the chief weakness of the Value Schools Movement. If the BCTF has nothing against vilification per se, why does it oppose the Value Schools people?

How can an organization have endorsed The Declaration he asserts that The Declaration is getting closer to grassroots support. Teachers are being consulted, he says, and they are beginning to see what they can achieve.

How can an organization

'concerned with the continuing deterioration of national standards of morality and the lessening of public control of the school system' be considered dangerous? If they are frightened people, as Bill Broadley has said, what has the BCTF done to build bridges to them except to react hysterically?

Yours truly, Gerald Janzen, Kelowna

Protest group criticized

Sir:

The signs read: 'Out To Fight Controls' the date of the picture was Oct. 14 and the signature of each sign was 'BC TEACHERS.'

How did this little group of protesters get away with such actions as signing 'BC TEACHERS' when they could not possibly represent the 83% of the BCTF who had voted against such action before Oct. 14?

Surely this 83% represented a solid NO even to participation in a protest march? And how could some Executive members endorse a march after such a final 'NO as that?' We were quite aware of the possible rollback.

We know that even the Executive had put through the referendum and SHOULD have taken it as the final word.

H.R. Charter, Vancouver

Sabbatical denied

Dear Sir:

In 1976 the QCDDA negotiated a sabbatical leave clause in their contract. This part of the contract was, according to the local association, "legally broken" by the Board.

The sabbatical leave clause stated: that 'the Board will grant sabbatical leave to one teacher from the district who has taught at least five (5) years in School District No. 56.'

A full sabbatical leave had been granted in 1975. However, in 1976 the Board refused to grant sabbatical leave to an applicant who fulfilled all the prescribed conditions as laid out in the policy and contract. Further, the Board claimed that they were opposed to the whole idea of sabbatical leave and would not grant it in the future.

The local association considered that the contract had been broken and that legal action against them should be taken. When the local association challenged the Board through contractual grievance procedures, the Board referred the teachers to the Public Schools Act. This states that "A Board may grant at its discretion leave of absence to a teacher..." The QCDDA contract stated that leave will be granted. Consultation with lawyers and staff of the BCTF Economic Welfare strongly indicated that the QCDDA would most likely lose in court, and that legal action was inadvisable.

The QCDDA paid for an independent arbitrator who failed to see that discrepancies could exist between a contract and the Public Schools Act. The contract also passed through the Economic Branch of the Federation and these inconsistencies were not realized.

Teachers who agree to serve on agreements committees as prescribed by federation policy cannot be expected to function as legal experts. A contract has been negotiated, mutually signed, arbitrated and is now apparently contrary to law.

Yours sincerely, David Suffrin, Vice President QCDDA

What does 'with a view to establishing' mean?

by John Hardy

The 1973 AGM instructed the BCTF Task Force on Labor Affiliation, as it was then called, to continue discussions with other employee groups in the public sector with a view to establishing a Council of Public Employees in B.C.

There is a confusion over what 'a view to establishing' means in the motion.

There were two recommendations at the 1973 AGM, one called for establishing a Council of Public Employees in B.C., the other establishing liaison with the CLC and the B.C. Federation of Labour for a period of one year prior to considering direct affiliation with the B.C. Federation of Labour. Affiliation was amended out of the motion, leaving liaison as the operative word.

During debate, an amendment asking for a referendum ballot was ruled out of order, but was carried as a separate resolution stating 'that each and every member be given the opportunity of voting by referendum ballot prior to any affiliation of the BCTF with labor.'

But what does 'labor' mean? Does it mean the B.C. Fed. or does it also include the Council?

The important thing to note

about the direction given by the 1973 AGM is that it authorized liaison with CLC and the B.C. Federation of Labour and, at the same time, authorized the task force to continue discussions with employee groups in the public sector to establish a Council of Public Employees in British Columbia.

Following this direction, says George North, the Labor Liaison Task Force has been actively promoting the concept of a council and in fact, was largely instrumental in reviving interest in the idea. The group has interpreted 'with a view to establishing a council' as meaning the BCTF would be part of the council formed, 'You can hardly be father of a council and then not belong yourself,' says North.

But a motion passed at the last Representative Assembly would indicate that you can. The RA authorized a referendum of the membership on the question of participation in the council. What can happen, therefore, is that the membership through referendum may decide not to join a Council of Public Employees that it was instrumental in founding. All of which leaves the Labor Liaison Task Force more than a little upset in as much as they have actively been working to get the council established.

Womens' slide-tape available

A slide-tape presentation is now available for use in schools or with community groups. The presentation includes statistics and background information on the economic situation of women in Canadian society and shows how the schools contribute to the problem. An outline of the BCTF Status of Women program is also included.



Anne Rowles, lawyer, left and Kathleen Keating, articling student, right, led the Women in Law sessions sponsored by VESTA Status of Women and the Vancouver School Board.

The presentation was introduced at the October Status of Women Contacts' Conference, and was very well received. All district contact persons have a copy of the slides and the script. In addition, the BCTF Resources Center has two copies of the presentation.

Please contact your local S/W representative or the Resources Centre if you would like to borrow the presentation for a staff meeting, teachers' workshop, community group, or classroom unit on sex stereotyping.

Course Selection

A recent Instructional Services Circular (28.9.76) notes that more and more schools are making home economics and industrial education available to both boys and girls. The circular reminds principals that the Human Rights Act is designed to prevent the placement of students on the basis of sex in particular classes. The circular lists what would be valid criteria for placement of pupils and concludes with this important statement, 'selection cannot take place on the basis of sex alone.'

Department satisfied learning is taking place

The first phase of the Ministry of Education's province-wide learning assessment program has concluded that achievement by students in the British Columbia school system in the English language arts is satisfactory, but that some areas of weaknesses do exist.

The three reports resulting from the assessment program conclude that on the basis of a reading test administered to 35,000 grade 4 students, students appear to be performing at a satisfactory level in such areas as basic vocabulary, understanding parts of words, identifying the main idea of a paragraph, applying logical reasoning skills and understanding product labels. The only major weakness noted at the grade 4 reading level was in the use of the dictionary.

On the basis of an essay written by a random sample of 38,000 grade 8 and 12 students and marked by a group of experienced teachers, it was found that students are strong in communicating their basic ideas but weak in the mechanics of writing. This would indicate that higher priority be given to improving writing skills.

Grade 8 students were found to be able to maintain a point of view, organize and use acceptable vocabulary and use acceptable handwriting while their weaknesses include the clarity and structure of sentences, spelling and punctuation.

At the grade 12 level the researchers indicated that students were able to maintain a point of view and use acceptable vocabulary and handwriting. The weaknesses were identified as sentence structure, development of paragraphs and maturity of expression.

The learning assessment reports were prepared for the ministry by a team of University of Victoria researchers headed by Dr. Peter Evanechko. The lack of province-wide information describing what is being learned in the schools and the quality of that learning was a major concern to many educators and the

Teachers are terrified of testing

By Joe Harrison

Iran into my old friend Pat in the Parliament Buildings again. 'How's the Education Department shaping up?' I asked.

'The teachers are terrified,' he answered.

'I heard about those Sacred Convention resolutions, the strap and cir - -'

'No, No! Testing, the teachers are terrified that we will release results of our testing program and make invidious comparisons.'

Glancing over his shoulder he answered, 'Dictionary skills, grade fours are weak in dictionary skills. But we're going to beef up our teaching, especially dictionary skills.'

'Well I suppose with ICBC

and AIB, even the kids are confused. I guess the return of the strap will fix things up.'

'There are a lot of people in the BC Penitentiary who wouldn't be there if they'd got the strap and learned their dictionary skills,' he continued. 'Anyone that says a child shouldn't get the strap is just chicken livered.'

'The teachers say that poor learning results are more related to poor facilities, inadequate learning resources, social conditions, economics, large classes, and so on. But I suppose if everyone is terrified, things will improve,' I

countered.

'Just because we have a disagreement with some teacher leaders, who give bad advice, we won't take our vengeance out on all teachers, because teachers are our greatest ally,' said Pat.

'That's very reassuring. The Premier said something similar, I think. By the way, Pat, what are we testing next? 'Citizenship,' he whispered nervously.

'That ought to scare the hell out of them!' I said.

Yours truly, J. Harrison, Madeira Park, B.C.

Joe Harrison is a BCTF representative on the Joint Committee on Evaluation and a member of the Professional Development Advisory Committee.

One grievance resolved on Gulf Islands

A grievance problem with a dust extractor at Gulf Islands Secondary School has been resolved after the BCTF Executive Committee November 6 backed teachers' demands to have a solution by November 9.

Had the issue not been resolved the Executive authorized the services of the teacher be withdrawn.

A second grievance, concerning noise issuing from the foundry metal shop, is to be remedied by November 29 or the services of the teacher will be withdrawn.

Teach in Britain?

Three Canadian teachers will be employed by the Commonwealth Institute in London, England, to speak to students in British schools about Canada.

Application forms and additional information are available from the Employment Information Service at the BCTF office. Applications must be returned to the BCTF by January 10.

The foundry section of the metal shop has, when operating, a noise factor exceeding permissible limits. The problem is three years unresolved.

One of the grievors, Mr. W. L. Neish, has suffered a hearing loss probably as a result of the noise factor. It is estimated that it will be three weeks' work to complete the renovations of the metal shop foundry.

A Workers' Compensation Board report of February 26, 1975 was never acted on to resolve the situation.

Saskatchewan Pensions

Teachers with prior service in Saskatchewan are reminded that Saskatchewan accepts repayment of pension refunds taken in respect of earlier pensionable service.

Restoration of earlier service may permit teachers at retirement to come under the terms of the reciprocal pension agreements.

Teachers who are now 65 years of age and with a minimum of 10 years of service in Saskatchewan may find it especially advantageous to reinstate. These persons, at retirement, could come within the terms of the reciprocal agreement or could apply for a pension from Saskatchewan.

If age 65 with a minimum of 10 years of Saskatchewan service and already retired but not in receipt of a benefit through the reciprocal agreement, these persons should apply now to Saskatchewan for a pension.

For details write to: W. Sawchuk, Secretary, Teachers' Superannuation Commission, Avord Tower, 2002 Victoria Avenue, Regina, Saskatchewan. S4P 0R7

Survey shows equality does not exist in B.C.

'Equality of educational opportunity within the province must be the first goal. The government's own reading study showed that such equality doesn't exist. And while the minister refused to name the school districts with the lowest performance among students, it was obvious they were the poorer ones.'

FRANCES RUSSELL
THE VANCOUVER SUN
Thursday, November 4, 1976

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ing with a view to implementing changes in the allocation of resources, the modification of curricula, the development of teacher education programs and the direction of future educational research in B.C.

In their reports, the researchers state that it is

the better the reading performance. It was found that after watching for two to four hours daily, performance dropped while after four hours daily, performance matched that of those who watch no television. The survey found that about 50 per cent of the grade 4 population watched three or more hours of television on a school day.

The assessment revealed that students who frequently changed schools scored lower than other students, and that over 25 per cent of the grade 4 students attended three or more schools since grade 1. It was also found that students new to Canada, and who speak a language besides English at home, scored significantly lower than other students. About 16 per cent of the grade 4 population reported they spoke a language other than English before starting school and that English is not the only language spoken in the home.

One of the main recommendations of the over 100 that are contained in the reports is that teachers at the secondary level apportion more time to composition, place more emphasis on writing as a unique subject and assign more compositions.

The study found that about one-third of grade 8 teachers and one-quarter of grade 11 and 12 teachers reported no university training in composition teachings. It urges the faculties of education at the universities to 'ensure that their students acquire appropriate academic backgrounds as well as necessary professional training in oral communication, reading, writing, and children's literature and reading (at the elementary level), and composition, listening and speaking skills instruction (at the secondary level).

Results of the learning assessment program have been sent to each school district. The individual



Don Walmsley

Details of proposed income security plan

The income security plan presented at the May Representative Assembly and again this October is presented here in response to queries coming in to the BCTF office for details.

— Conditions

1. Participation in the plan is compulsory for all active members employed by school boards on a regular full-time or regular part-time assignment.

2. The plan is financed by allocation of a portion of the membership fee of each eligible member, with such portion calculated as a percentage of the actual salary of the member.

3. Those eligible for benefits are those who are disabled, as defined in the present Canada Pension Plan. The definition is as follows:

'a person shall be considered to be disabled only if he is determined in prescribed manner to be suffering from a severe and prolonged mental or physical disability, and for the purposes of this paragraph,

'(i) a disability is severe only if by reason thereof the person in respect of whom the determination is made is incapable regularly of pursuing any substantially gainful occupation, and

'(ii) a disability is prolonged only if it is determined in prescribed manner that such disability is likely to be long continued and of indefinite duration or is likely to result in death . . .

To be in receipt of a CPP Disability Allowance constitutes proof of eligibility for benefits. Where the period of employee contribution to CPP is insufficient to provide eligibility for a CPP allowance, eligibility for benefits is determined through a medical examination and assessment financed by the BCTF.

4. The benefit is a percentage of salary paid during the final period of statutory or contractual sick leave less the initial Canada Pension Plan Disability Allowance (but not including dependents' allowances).

5. The benefit is provided by means of a term certain annuity, purchased on behalf of the disabled member, that will guarantee payment of benefits to retirement age.

6. Term certain annuities are purchased from financial houses capable of making such contracts, with the terms of the contract calling for termination of the annuity payments to the disabled person and reversion of the balance owing to the BCTF in the event of:

(a) death of the recipient,
(b) recovery of the recipient,
(c) the recipient becoming a pensioner under the Teachers' Pensions Act.

7. The annuity includes an annual non-cumulative increase.

8. The annuity is effective as of the day following the expiry of a required waiting period. Where eligibility for benefits is not demonstrated by the end of the waiting period a member will be permitted a grace period during which eligibility may be established.

9. The period of time during which an active member is in receipt of benefits will count for pensionable service credit with the Teachers' Pensions Fund, without contribution.

10. Priority will be given on the dispersal of surplus monies within the Fund to the payment of amounts necessary to retain purchasing power of benefits being paid, over the reduction of premiums paid by members.

— Some observations on these conditions

Condition 1. Compulsory participation is essential to ensure a sound financial base for funding the benefits and guarantee a safe distribution of risk.

This requirement will mean that some members will have to share in a form of protection that they would prefer individually not to have (a statement that may be made of many services provided by the Federation) and a few members, such as

those nearing retirement, will be paying for a service from which they cannot possibly benefit personally (but that too may be said of certain other Federation benefits).

Condition 2. This offers both a fair and efficient means of collecting premiums. The Committee believes that fee allocation for 1977-78 should be 0.5% of salary (to a maximum of \$30,000).

Condition 3. This offers a quick, clear, virtually no-cost means of determining disability.

Condition 4. This provides for a benefit pattern based on salary. Most present plans with insurance companies provide either a 50% or 60% of salary benefit. The Committee initially proposed a 50% of salary benefit; however it has observed that 22 locals have opted for a 60% (or more) of salary benefit and nearly 30% of the membership have that option open to them. The trend appears to favor the higher option, and the Committee supports it.

Condition 5. This outlines the use of a very simple device for ensuring that the income of a disabled member is paid for a specific period of time. The Federation will purchase outright an annuity that will provide a flat monthly amount to a disabled member for a known period of time, i.e., from date of eligibility to date of retirement. Payment is guaranteed, and even if the plan is subsequently changed or abandoned the member disabled during the period of its operation will be assured of benefits.

Condition 6. This provides that any balance left of an annuity in the event of death or recovery be returned to the Federation. The Committee believes the disabled member should be protected during the period of disability but does not accept the view that he/she is entitled to a bonus upon recovery or that his/her estate is entitled to a windfall in the event of death.

Condition 7. This incorporates a cost-of-living increase protection factor (which is easy to calculate in setting up the annuity) to diminish, in part at least, the effects of inflation. The Committee believes that the annual increase should be set at 3%.

Condition 8. Some illnesses or injuries will not create a condition of complete disability within the period of sick leave plus Salary Indemnity Fund benefits (175 days), and a member may not be in a position to prove disability (by demonstrating receipt of a CPP Disability Allowance) until some time after short term benefits end. It is therefore desirable that a grace period be provided. The Committee believes that a one-year period would be appropriate.

Condition 9. This requires recognition of the plan for pensionable service credit. Presently, all but one of our salary continuance plans are so recognized.

Condition 10. This indicates the Committee's priorities regarding benefit improvements and premium reduction.

— Recommendations

The Income Security Committee proposes:

Recommendation 1.

That the BCTF operate a long-term income protection plan based upon the ten conditions described in this Report of the Income Security Committee.

Recommendation 2.

That the Income Security Committee and Finance Committee prepare for the next meeting of the Representative Assembly those resolutions that will need to be adopted by the 1977 Annual General Meeting in order to implement the plan, and that, subject to actuarial study, the following specific figures be incorporated in the 1977-78 regulations:

1. That the fee allocation be 0.5% of actual salary (up to a maximum of \$30,000).
2. That the benefit be 60% of salary.
3. That the benefit be paid to age 65 or retirement if it occurs earlier.
4. That the annual noncumulative increase be 3%.
5. That the grace period for determining eligibility be one year.

Today, schools are better than they have been

Donald Thomas, 'Education's Seven Deadly Myths,' NASSP Bulletin, vol. 59, no. 395, (December 1975), pp. 60-66. Thomas lists the attack on the effectiveness of schools as deadly myth No. 7. Thomas states:

Today the schools are better than they have ever been. The schools are educating more students with a variety of abilities and disabilities than were ever in attendance in past decades.

Nevertheless, critics continue to perpetuate the myth that the schools are no longer effective. They write books about why Johnny can't do anything. They point to the fact that some children graduate without basic skills. They deplore the process which permits some students to graduate without job skills. They compare apples with pears and go bananas over the data.

The truth of this whole matter is that today the graduates of our high schools are more knowledgeable, more skilled (in almost any area) than were the graduates of 40-50 years ago. Today, our youngsters read better, spell better, compute better, do almost anything better than youngsters of previous generations. In the reading area alone, our students read more than any previous group of students. Today young people buy more books than ever. If so many Johnnies can't read why are they buying so much reading material?

The basic fallacy on which this seventh myth is anchored is a comparison of apples and pears: comparing the students in school today with the students in school 50 years ago. In the 1930s only 25 percent of the eligible youngsters were in high school. Today, nearly 90 percent are there. Most of the ones who were in high school 50 years ago were the more able, the more favored students. Those who had difficulty with school work did not make it past the sixth grade. They dropped out of school and worked for the railroad or the coal mines.

If we compare our top 25 percent with the best of the graduates in earlier years, today's youth are superior in every respect — academics, sports, extracurricular activities, political action — name it, and they are better. Even those who are not as able are more capable than the dropouts of earlier years. In a comparison of apples with apples and pears with pears, present students are better than the students of yesterday.

BCTF resource center has trial loan offer

The BCTF Executive Committee approved a trial back-up service to December 31, 1976 for loan of print materials to teachers via their district resource centers. (Members of BCTF committees and task forces can borrow directly from the center.)

Teachers needing print materials should first check the school library, then the district resource centers. If materials are not located, the District Resource Centers can contact BCTF Resources Center for information.

Books need not be requested by author and title; specify a

topic and a selection of materials available can be provided.

Local association presidents have been asked to suggest contact persons for districts without district resource centers.

Audiovisual materials will continue to be lent directly to teachers.

The BCTF Resources Center is a professional library with approximately 7,000 book titles and 600 journals. The materials are primarily concerned with professional matters — there is no curriculum material — but there are

small collections of information on such topics as management, racism and human relations.

A small reference collection (non-circulating) includes periodical indexes, directories, encyclopaedias, etc.

Ten vertical file drawers contain articles, papers, clippings, etc., on a wide range of topics; e.g., ability grouping, community schools, standardized tests, and selection of school administrators.

Loan period for books and articles (the periodical issues do not circulate) is one month.



Burnaby branch of the B.C. Teachers Credit Union was opened officially in October. Shown here is Duane Berkey, president of Burnaby teachers, with credit union president Ken McKenzie, right, and Ernie Simpson, general manager, left.