

newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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Pension plan

AGM approves contribution hike

Need seen for rape courses

The federation will urge the Ministry of Education to join it in developing and implementing programs to educate students about rape and sexual assault.

An executive recommendation to this effect was endorsed by the Annual General Meeting after delegates heard two of their colleagues describe experiences with students who have been victims of sexual assault.

Olwyn Kalaidzis of Abbotsford said the recommendation was long overdue. Several of her students have been raped, she said, and others are victims of incest: 'Unfortunately, rape also exists in the home.'

She said teachers and counsellors need in-service programs to help them deal with rape victims and to identify community resources that can provide legal, emotional and medical help for students. Students from junior-high up also 'desperately need' to be instructed about these resources and about self-defence.

A Saanich delegate also reported experience with rape and incest victims. 'As teachers we're often the first people to whom students will turn for support and advice,' she said, 'and we owe them the understanding they need to cope with the physical, psychological and social ramifications of this crime.'

She said teachers need authorized programs 'so that we don't have problems with individual school boards and/or the Ministry' when they try to implement them.

Teachers must work with police and community agencies to develop programs, she said; otherwise these agencies might develop programs of their own that teachers couldn't support.

'Teachers and students must be involved,' she said, 'if we're to realize a basic right: freedom from aggression for all members of society.'



Job for RA

Budget cuts likely as fee set at \$176

During debate on setting the fee, executive member Doug Steinson walked to a microphone and suggested double the fee 'and get more members active,' or half the fee. But there were no takers.

Intensive debate centered on what percentage of the mean salary of BCTF members should be used to calculate the fee.

In a nutshell, your fee next year will be \$176, which is .86% of \$20,447, the estimated mean salary of BCTF members. No allocation need be made to the reserve fund which has reached its objective by a transfer, in 1976-77, of all the money from the quality education fund.

The AGM passed recommendation 39 that has set an objective of a \$300,000 cash surplus for the three-year period ending June 30, 1979. If the objective of a cumulative cash surplus of \$200,000 is achieved by June 30, 1978, all that is required in 1978-79 is an additional \$100,000.

The objective of a surplus budget is to eliminate borrowing for annual operating expenses.

Given a fee set by the AGM at \$176, and a cash surplus fund also set by the AGM, the BCTF next year faces a projected shortfall in its operating budget of \$434,776.

One problem, therefore, is that while the membership spoke on setting the fee, the membership did not say what services to pare and what programs to cut to meet a half million dollar shortfall in the BCTF budget.

A part of the answer probably will come from a questionnaire

filled in by delegates on program priorities currently being reviewed. But the main task to balance the budget will fall on the shoulders of GRs at the June Representative Assembly, already expected to extend to a fourth day, while they comb the programs to find the half million dollars needed.

Finding the half million dollars will be no easy task. The salary component of the BCTF budget is roughly 57% with an additional 25% of the budget accounted for in maintenance type programs. The other 17.5% of budget involves leading edge type programs such as negotiations and arbitrations, pensions, education finance, and the whole range of professional development programs.

General secretary Bob Buzza told the AGM that, given inflation, the BCTF required a fee of .92% or \$188 simply to maintain services at this year's level.

The finance committee's position of .88%, or \$180, was not placed on the floor at the AGM. At this fee, the shortfall in the budget would be \$331,976.

Doug Smart, Prince George, moved an amendment to set the fee at .88% but never got the opportunity to close debate. He says there was 'very little debate on the amendment and somebody moved the question very quickly.'

The finance committee says the fee last year at \$157 was 'artificially low' because of the AIB rollback in salaries that meant a \$5.50 reduction in fees and the fact that no money was needed for the reserve fund.

B.C. teachers may soon be paying an average of \$10 a month more into their pension fund.

This would be an increase in the basic contribution rate and would be in addition to the average \$10-a-month hike that took place April 1 to finance cost-of-living adjustments in pensions of teachers already retired.

The combined effect, if the provincial government agrees, is that teachers would pay a total of 7.5 per cent of their salaries into the pension fund: 6.5 per cent in basic contributions (up from 6 per cent at present) and 1 per cent for 'indexing' or cost-of-living adjustments (up from .5 per cent on March 31).

Changes in federation policy to permit the increases were approved by delegates to the Annual General Meeting, but only after protracted debate.

The changes were recommended by the federation's pensions committee, chaired by Bill Topping, as a result of its extensive discussions with the Commissioner of Teachers' Pensions. If the proposed changes are implemented — and this would require approval of the provincial cabinet and the legislature — the government would pay 8.5 per cent toward basic pensions and 1 per cent for indexing.

The government thus would be paying a total of 9.5 per cent, compared to the teachers' 7.5 per cent.

The pensions issue will be debated again at next year's Annual General Meeting. By then it is expected that the Teachers' Pensions Act will have been amended and the changes in the teachers' and the government's contribution rates will have been settled.

This year's convention referred to the 1979 AGM the pension committee's recommendation that the fund be strengthened by building it up to the 'intermediate funding level' identified by actuarial consultants as the level needed to sustain benefits.

The total contribution needed to achieve this level, they said, is 15 per cent of teacher payroll (apart from indexing).

The argument that the provincial government should assume the larger share of this contribution arises from the recognition that in the past it had not paid its full share toward teachers' pensions.

In 1971, before the federation's celebrated one-day pensions strike, the government was paying

less than 4 per cent into the fund, while teachers paid 6 per cent, second vice-president Allen Garneau reminded the delegates. The strike persuaded the government to increase its contributions to match those of teachers.

Up to 1971 the government's total payment was \$37.9 million less than the teachers' contribution, the pension committee said. Interest would bring this figure much higher; the pensions committee and government representatives have agreed on a figure of \$75 million as representing the government's 'shortfall.'

The negotiators have asked the government to pay an extra 2 per cent into the fund until this shortfall is made good. This would take several years.

Much of the debate at the AGM centered on the government shortfall, which had initially been erroneously calculated by the pensions committee at \$26.9 million before interest, rather than \$37.9 million.

Burnaby delegates, who had set up their own local pensions committee to study the question, contended that the \$37.9 million with compound interest would today be worth \$101 million, rather than the \$75 million accepted by the federation's and government negotiators.

They argued that members could not be sure they were getting a good deal and should approve no increase until the next AGM.

Supporters of the pensions committee argued that if the federation did not accept the deal, Victoria might unilaterally force teachers to pay 7.5 per cent or even more as basic contributions.

Polar positions in the debate were taken by Don Olds of Hope and Allen Garneau.

'What you're suggesting,' Olds told the pensions committee, 'is that we cut back our take-home pay by .5 per cent. That's the kind of arithmetic that the people at the grass-roots level understand. . . . I'm not going back to my membership and tell them I voted for their take-home pay to get chopped.' He threatened to demand a recorded vote on the issue.

Replied Garneau: 'I don't mind going back to my people and saying, yes, I think I took another half-percent out of your payroll. . . . but I think I just guaranteed you a better future when you retire.'

Al Blakey (first vice-president-elect) said he had voted in the executive committee against bringing the pension deal to this year's convention. He said he was 'not necessarily opposed to the content' of the pensions committee's recommendations, but that the membership had not had sufficient time to study them.

President Pat Brady said there had been ample time for study. The matter had been discussed by two Representative Assemblies.

Peter Minshall, outgoing first vice-president, urged support of the recommendation. He said it established an important principle: that the government would pay a larger share of pension costs than the teachers. The federation should not allow the chance to establish this principle to evaporate.

He noted that several delegates were wearing tee-shirts with a picture of a turtle and the legend, 'You only make progress when you stick your neck out.'

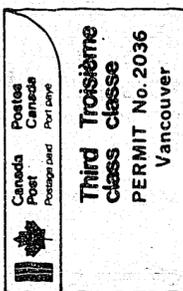
'Now,' he urged the delegates, 'stick your necks out and take a good deal when you see it.'

Jim MacFarlan, Burnaby, countered that 'Peter's got the wrong part of the anatomy stuck out.'

'When a government of used-car dealers makes you such a deal you can't refuse,' he said, 'it seems to me it's time to take a second look.'



Fergusson winner inside



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

Arbitration may be best thing for next year

We want a cost-of-living increase plus a share in productivity.

That was the message from Kerry Gibbs, agreements committee chairperson, to the Annual General Meeting. He said that teachers should aim for significant increases in salary next year. Gibbs said that teachers have suffered a reduction in purchasing power because they received increases lower than many other workers during the anti-inflation program. He said teachers must take a strong stand this year even though some unions have settled for four or six per cent for 1979. Our advice to the locals is that we probably won't be able to get the settlements at the bargaining table but may be able to get them through arbitration. We think the

future looks a little brighter with arbitration. Gibbs did not expect the school boards to be happy about the tactics teachers would be using but he warned that if locals do not support the tactics teachers would fall further behind in salaries. Delegates to the AGM had a number of concerns about the agreements program. Lynn Hamson, Coquitlam, wants the BCTF to gather information on the Public Sector Employees Council for the spring Representative Assembly. The PSEC was established at the initiation of the provincial government and is expected to seek conformity of compensation levels for public sector employees. Bob Rosen, Surrey, charged that

the federation is 'painting a picture of a difficult year in bargaining, but the executive shrugs. Where is the political strategy, he asked, from the agreements committee and the executive committee other than 'defeatism.' First vice-president Peter Minshull later replied that it was the executive that had the responsibility for political action. He said the RA had instructed the executive to return to the previous procedures and that the executive hoped to get back to a productivity and cost-of-living increase through regular negotiations. If the teacher bargaining process is interfered with in any way, Minshull said, the agreements committee is to meet right away. He noted that the CLC assessment is that their members are not ready to fight for higher settlements and therefore going back to the old salary bargaining process seemed to be the 'best bet.'

Rolli Caccioni, of Central Okanagan, raised a question of how well structured the BCTF is to make agreements the number one priority for the coming year. He suggested the membership does want agreements as a number one priority. Pat Brady, president, suggested the AGM should set agreements as the number one priority.

No joking matter

I am writing in reference to a letter published in the February 16, 1978 issue of the BCTF Newsletter, 'Deer teacher, please excuse,' written by Dr. Emile Lize. Dr. Lize is 'hoping to produce an anthology of amusing notes from parents, such as absentee, lateness, delinquent assignment excuse notes, etc.' I find Dr. Lize's proposed project to be a tasteless endeavor, to say the least. It is also a cheap and cruel mockery of people who, for whatever reason, have difficulty in expressing their feelings. It is an opportunity for smugly superior 'professionals' to laugh at the weaknesses and incompetence of others. It indicates an attitude of disrespect and amused condescension towards parents on the part of Dr. Lize and other educators who might make contributions to the book and who will buy copies of the publication.

It can be good to laugh at fallibility if the fallible person is included in the joke. Dr. Lize does not allow this opportunity for the parents involved. I feel that what he is attempting to produce is both unfair and unkind. Not only is he having a laugh at the expense of others, he is hoping to publish a book on the hilarity, and profit from it.

I feel that an attitude such as Dr. Lize's request seems to reflect, should not be condoned by a BCTF publication, and I object strongly to the fact that a letter such as his was printed.

Cheryl Church
Prince Rupert
(and 21 colleagues)

Lize replies

We should, all of us, teacher, parent, student or whatever our walk in life, in this beautiful country of ours (where we are all free to express our opinions) learn to laugh at ourselves.

As far as the personal insinuations contained in your letter, as an educator I never allow myself to enter into this type of polemic. Only The Lord can know our real intentions.

I prefer to keep you smiling with the thought of Volume II, which will deal with teachers' amusing notes, mistakes on report cards etc. As a preview, here is an example which I came across recently from a teachers' association invitation to their annual conference: 'all members welcome — uninvited guests \$50.00 each!'

Emile Lize.

The March 3-4 meeting of the executive committee approved the following recommendation of the agreements committee: (a) That the general objective of negotiations this year be the negotiation of increases that will protect purchasing power and provide a measure of real gain; i.e. basic protection from inflation plus a share of productivity growth. (This position assumes that in the economic conditions in which negotiations will be carried out, there will be little likelihood of

any catchup in either the general compensation package or allowance schedules for losses incurred during the wage control period.) (b) That local associations be encouraged to give particular emphasis to: 1. informing their members of the general objective for this year and the difficulties associated with its achievement; 2. setting up their bargaining committees in time for them to make preliminary plans before the summer break.'

Summer courses set

Central Okanagan Teachers' Association is offering credit and non-credit courses for teachers in Kelowna again this summer. Courses are available in physical education, art, music, mathematics, drama, science, learning assistance, kindergarten programs, teaching the gifted child, and the center approach. All instructors will be practising teachers with extensive experience and outstanding expertise in their fields. The association offers a money-back guarantee of satisfaction. Deadline for registration is May 31. Enrollment in all courses is limited and registrants will be accepted on a first-come basis. Details of courses and registration procedures are available from John Mandoli in Kelowna, phone 765-8104. Further information will also appear in the next issue of the BCTF Pro-D Bulletin, due out in mid-May.

Let's get practical

In all the talk about declining enrollments and the subsequent unemployment among beginning teachers, I have not heard of many practical ideas being offered for discussion. Here are a few, offered for this purpose: (1) Compulsory retirement at 55 for all those with 35 years of service, or when 35 years have been completed. (2) Voluntary retirement at 55 for those who wish to leave, but can't because of too few years of teaching. Compensation could be offered in the form of a yearly bonus not to exceed \$3,000, say, or the difference between a beginning teacher's salary on the same scale, and 60% of the retiring teacher's salary averaged over the previous five years, whichever is the lesser. Details could very easily be worked out for this or any other formula, and school boards would save money. (3) Teachers to be hired on renewable contracts for 5, 10, 15 or 20 years of service. This would allow those who found the job unsuitable to bow out gracefully, if they so wished. This kind of contract is available in other institutions. There's no reason why pro-rated pensions could not be offered, too. Others must have ideas on this subject. Let's get them on the table. No profession can tolerate a preponderance of older members. Let's pension them off equitably. The fact that I'm one of them does color my views.

E. Addicott,
West Vancouver.

Get rid of S/W

There are many of us who desire the elimination of the Status of Women Committee from the BCTF. We know that the membership as a whole are not in favor of being associated with the Status of Women. We therefore desire that via a secret ballot the voice of all members of BCTF be heard in this matter.

The size of their ever-increasing budget, \$76,000 last year and over \$86,000 this year, makes this a justifiable concern.

The latest project of S/W of which we are aware, namely the student/teacher conference on

sexism and student rights held at the Charles Tupper School in Vancouver on Feb. 24, is an example of flagrant disregard for the image of teachers as a whole and of women teachers in particular.

This conference, purportedly sponsored by students but in reality totally engineered by S/W, was nothing more nor less than a day of inflammatory brainwashing of students, mainly female students, with reasons for, and methods of, conflict, confrontation and protest. Fortunately this conference was partially exposed to public view with its seminar topics of (1) assertiveness training, (2) high school women's studies, (3) dating, relationships, marriage and divorce, (4) students: the powerless majority, (5) rights of working women, (6) rape relief, (7) women and the law, (8) women and media, (9) racism and the law, (10) students and human rights. The reaction of knowledgeable, intelligent educators and citizens ranged from very deep moral concern to justifiable indignation. We repeat our call for a referendum on this very vital issue. Write to us at this address, Box 3035, Langley, B.C. V3A 4R3.

Lila O. Stanford,
Delta.

S/W replies

The Committee does not agree that the membership as a whole are not in favor of being associated with the Status of Women. Support for the program has been demonstrated through AGM endorsement of Status of Women recommendations, Representative Assembly approval of the Status of Women budget, and program statement, and the resounding defeat of the 'Umbrella Motion' to amalgamate the program with other BCTF programs.

Lynda Coplin, Chairperson

Coverage sought

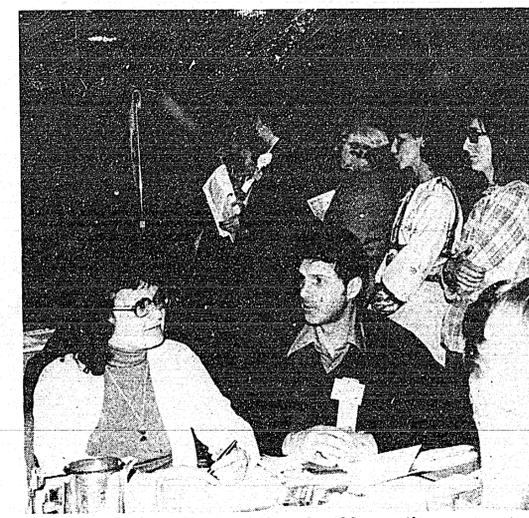
The B.C. Home and School Federation is to be commended for its many activities in support of quality education. They responded quickly when the government announced its increase of five mills in the basic mill rate levy. I would hope our members would be kept informed through this Newsletter of the fine work being done by the many parents and teachers in the Home and School Federation. Betty Griffin, Burnaby.

Schools not all bad, McGeer admits

The minister of education seems to have heard the request from federation officers for a more positive approach to education.

Earlier in the month, BCTF officers told the provincial cabinet there are many excellent aspects of public education that government should be promoting rather than attacking. Dr. McGeer, in his opening remarks, took care to refer to some of the excellent teaching that he had observed in his travels to schools around the province.

In a reading class in Cherryville, Dr. McGeer said he heard a teacher treating a group of students in a reading class to the 'finest class presentation I have ever heard. Students and teachers in Salmon Arm were working extremely hard and enjoying it.' And in a Vancouver school where there were 'no less than 37 different mother tongues amongst the students,' Dr. McGeer said it was a 'pleasure to watch new Canadians successfully being given the extra teaching and understanding that they badly needed.'



McGeer... questioners kept him overtime

To local taxpayer

Cost of 5 mills is \$104 million

The provincial government's announced intention of increasing the basic education tax from 37.5 mills to 42.5 mills would add \$104 million to the local property taxpayers' bill for public-school education costs in 1978.

Put another way, the proposed basic mill rate increase would reduce the government's share of basic education costs to about 37.5%, with school districts picking up 62.5% through local taxes. On the estimated \$840 million shareable basic education program, the province would pay \$315 million, leaving \$525 million to be raised through local property tax. Last year the ratio was 55.3% local (\$421.5 million) and 44.7% provincial (\$340.9 million).

The dramatic shift in funding responsibility would come about if the full 5-mill provincial tax increase is applied to assessments that went up by \$1.1 billion. With the increase in assessment values for 1978, each mill will raise an additional \$1.1 million. Thus the original 37.5 mills would raise \$41.25 million more than in 1977. The 5-mill increase adds a further \$61.7 million to the amount local taxpayers must raise before the government's grant formula takes effect.

To restore sharing of the basic education program to the same percentage level as last year would

He has been to Comox for educational television programs, to Prince George and Kamloops for special educational facilities for the deaf, and 'these were all special experiences for me because it represented professionalism above and beyond the call of duty.'

He had praise for English teachers — 82% of the students who wrote the B.C. government scholarship examinations at the January sittings achieved an acceptable passing standard. 'I am delighted to be able to commend publicly all concerned.'

And he had a good word for the Commission on Education. Dr. McGeer said that he is taking a keen interest in the Commission, and that if carried out in an unbiased way, the Commission will

enhance the reputation of the profession immeasurably.

His main area of concern was with curriculum responsibility. For the last five years, Dr. McGeer said, the system has been without the necessary regulations to guide school boards in locally developed courses, textbooks, and supplementary readers. Without the regulations, many boards interpreted the legislation to mean that they could, in fact, replace prescribed materials and courses with their own locally developed courses.

He said regulations have now been written to clarify the authority of boards to approve locally developed courses, textbooks, supplementary readers and other instructional materials. 'Our initial document suggested that school boards and teachers would be required to return to the use of prescribed textbooks only when a course and text have been prescribed by the lieutenant governor in council. Your executive took exception to this position, along with the BCSTA, and requested that we reconsider and allow for local boards to vary prescribed courses under a number of conditions.'

The logical presentation of their arguments and my desire to have people competing with good ideas and programs in the area of curriculum, have led to a change in policy which will allow for local boards to vary prescribed texts under certain conditions.'

Later, during the question period, Stan Watchorn, Kitimat, asked if the ministry supported locally developed courses in line with the federation's policies, and Jim Carter, from the ministry, said there was 'full support for locally developed courses — there was no change in that procedure.'

Dr. McGeer said that he hoped the process of consultation used in the curriculum area would be strengthened and extended. He said it would require trust and co-operation but the process that has begun is 'good for children and good for the profession.'

In the more general areas, Dr. McGeer said the introduction of the core curriculum has had a good effect upon education and the

government to assume at least the same overall share as last year by removing college costs from local taxpayers and reducing the basic levy or increasing the Homeowner Grant.

However, in response to a question from Linda Wilson, Vancouver Secondary, on the balance between provincial and local sharing of the basic levy, Dr. McGeer replied: 'Madam, there is only one taxpayer.'

In a quick rejoinder, Kelley assured him that he would hear from the teachers of the province on the matter.

Velma Haslin, VESTA, asked about provisions for the bright child and Dr. McGeer replied funding would be there to the extent funding was required.

Since people were only allowed to ask one question the answer had to serve as Terry Eastman, Langley, found out quickly when he asked one of seven questions, which turned out to be the only question he asked. He wanted to know if it were appropriate use of public funds to pay for independent schools when teachers were not required to be certified, and the curriculum was not stated. Bill 33, the minister replied, represents government policy and he said the government considers it wise economic and wise social policy to spend the money.

Jack Gilmore, Burnaby administrators, returned to the question later, asking if the private schools with their restrictive admission policies would be getting a higher per cent paid for operating grants than the public schools? The minister categorically rejected that private schools would be competing with public schools for money, saying the public schools would get the same amount

public is pleased with the result. The learning assessment program, he said, has become more a part of the regular activities of schools and has been effectively used at both the provincial and local levels to monitor programs.

While there has been remarkable progress in the schools to deal with the less able youngster, Dr. McGeer said he was still troubled that the bright student is not being challenged sufficiently. He said he did not want to lose what meaningful programs have been devised for the less able student but that 'we must find ways of making it "matter" for all students to work hard and strive for excellence without destroying the progress we have made in educating the less able youngster. It is not an easy problem and we will be seeking solutions with you.'

On promotional policies that have been in the news recently, Dr. McGeer said that all skill and content areas should have, as a basis for moving to the next level, objective data which may be used by the classroom teacher to determine the capacity of the student to perform at that level. 'I am not suggesting that there be one rigid standard for each course in each grade against which promotion should be measured, but I am suggesting that a consistent set of overall standards should be available throughout the province.'

He noted that mathematics teachers have now developed an Algebra 12 standardized test that will be administered and marked by classroom teachers this June. 'It is my belief that we will achieve most of the advantages of standardized testing by placing an examination in the hands of the teacher — while at the same time avoiding the pervasive effects of a single external examination that passes or fails students.'

'I am pleased tonight' to announce that an order in council has gone forward to increase the days available for members of the RA from five to six and for the executive from nine to ten.'

Minister faces questioners

After the speech, Dr. McGeer answered questions, a first for a minister, in a question period initially called for 15 minutes but extended to 45 minutes.

Don Kelley, Burnaby, got in the first question, asking what extra support the ministry was prepared to provide to help maintain exceptional students in the mainstream of regular classes.

'I'd like to know what your specific suggestions are,' replied Dr. McGeer. 'You're the professionals in the system and we look to you for leadership in that regard.'

In a quick rejoinder, Kelley assured him that he would hear from the teachers of the province on the matter.

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Education Minister Pat McGeer

On unemployment, Dr. McGeer said that the ministry was not looking for anybody to blame, 'least of all teachers.' He said a series of pilot projects is underway for secondary schools students to enable them to gain employable skills, and advanced placement in apprenticeship and college career programs.

'Definite progress is being made and I hope to be able to table a report in the near future which will point to exciting new directions. A satisfying area for me has been the degree to which we have been able to extend the consultation process with your executive. I have met with your table officers for two or three times through the year for informal discussions regarding mutual concerns.'

'At a recent meeting with Pat Brady, I was able, for the first time to understand the problem some of you face with regard to attendance at the three Representative Assembly meetings when only five days were available in the regulations.'

'I am pleased tonight' to announce that an order in council has gone forward to increase the days available for members of the RA from five to six and for the executive from nine to ten.'

with or without assistance going to private schools. 'We now have all costs of independent schools in B.C.,' he said, and these costs vary only slightly with public schools. The so-called elite schools cost the same amount to run as some of the poverty-stricken independent schools. Very close in operating costs. Those costs are substantially below the costs of the public schools.'

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Letters to the editor must be signed by and bear the address of the writer. The Newsletter may edit letters for brevity, clarity, legality or taste. Articles contained here-in reflect the views of the authors and do not necessarily express official policy of the BCTF.

EDPRESS

Brady reports on progress toward objectives

'In my opinion, one of the major functions of the president's report to the Annual General Meeting is to comment on the stewardship of the organization as undertaken by your executive committee in the preceding year,' explained Pat Brady in his opening remarks, Sunday evening of the AGM.

His speech, therefore, followed a plan of explaining what the executive had set out to do, what had been achieved, and what remained to be done.

And what the executive set out to do, he said, were the seven objectives developed at a planning session last July. These included an emphasis on local activities, on focusing efforts, and regular contact with other educational organizations.

'Using these objectives as a general guide, specific problems, issues, and tasks were identified as important or in need of further action. Our shift of emphasis away from the central body has meant that we have paid more attention to the needs of local associations.'

Brady stressed that the work of strengthening locals would be going forward under a Joint Review Committee formed to clarify responsibilities for implementing programs requiring joint action at the provincial and local level.

Also during the past year, he reported, a small locals conference had been held, workshops from the PD division offered, and a record number of grievances attended to.

Considerable effort was expended in agreements because of restrictive and adverse conditions under the Anti-Inflation Board. For the coming year, Brady anti-

ipated much more realistic results when teachers present a case based on real economic factors.

'We appreciated the support of many locals through telegrams, letters and briefs to government.'

Improve communications

He said the executive has worked hard the past year to bring about 'badly needed improvements' in communications with other education agencies.

'We now have frequent discussions of mutual problems with table officers of the B.C. School Trustees Association on such areas as sick leave, local autonomy, texts and resource materials.'

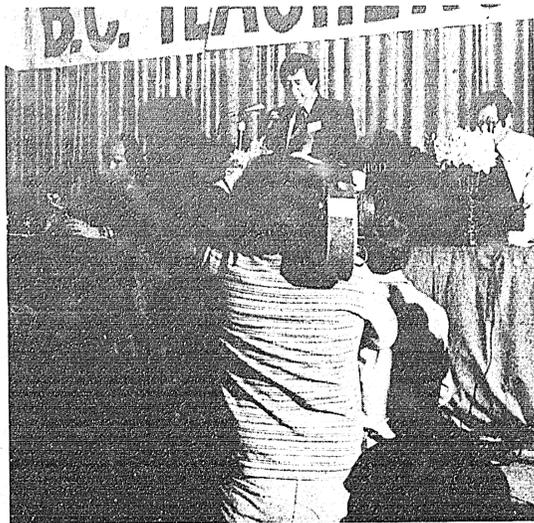
'We have increased our input to the decision-making processes of the provincial government through our participation in regular meetings of the Deputy Minister's Advisory Committee and by meeting directly with the Minister.'

'We have expressed our dissatisfaction with the government's attitude toward education directly to the provincial cabinet.'

Another achievement of the past year was the formation of USER, the United Society for Education Review in B.C. 'The commission will begin its studies and public hearings in the fall, and it could have a significant impact on the future of education in this province.'

'We're told by the Minister of Education that our graduates can't find and keep jobs because they have no marketable skills. It's folly to suggest that the school system can predict what skills will be required in the future.'

What lies ahead? First there are the critics. 'You can hardly open a newspaper or a



TV cameras zoom in on President Pat Brady

magazine, turn on a radio or TV without some critic assailing teachers or attacking the educational system, our schools our students and our graduates. 'Our education system is not designed to 'fit people in', Brady continued. 'Schools should not swing with changes in the economy. The students' objectives are paramount; we cannot afford to return to a system of pigeon-holing people. In addition to critics, teachers also face issues of declining enrollments and declining optimism in the economic system.'

Declining enrollment

'Both of these factors lead to a naive assumption — reinforced by the Minister and the news media — that schools will have fewer students and, therefore, require fewer dollars.'

Declining enrollment has become a crisis in some provinces, Brady said, but B.C. will have a decline less steep and shorter in duration than anywhere else. 'In a few years most of our classrooms will be as full as ever.'

'In the meantime we have a problem. There will be dislocations within the system. Some districts, particularly in the lower mainland and on Vancouver Island, will face severe enrollment drops. Some classrooms, some schools will close.'

'But consider this: as a percentage of the B.C. provincial budget, elementary and secondary education costs have declined from 19.6% in 1971 to 14.5% in 1976.'

'Moreover, B.C. ranks at the very bottom of the 10 provinces in total education expenditures per capita of the labor force, as a percentage of personal income; and as a percentage of gross provincial product.'

Increasing controls

Brady said he took strong exception to the sharp shift in funding of public school education from the government to local taxpayers. 'We call on the provincial government to raise the Home Owner Grant, to proclaim the Colleges Act, and to reduce the 42.5 mill basic levy.'

'We also take strong exception to the increasing trends toward centralization,' Brady said and cited examples of school promotion policies and regulations aimed at tightening control on curriculum.

'We are not prepared to sanction any ministerial policy which attempts to put all of us and all of the children into tight little boxes. That type of action runs contrary to the whole concept of education.'

Nor would teachers accept total determination of texts and learning materials by someone sitting in Victoria. 'We have told the Ministry that the draft regulations designed to eliminate any local determination of appropriate texts and resources are not acceptable.'

Reject centralization

'We have indicated that teachers, working with their local school boards, must continue to have the right and responsibility to determine the needs of the students and find learning materials suitable for those children.'

'We have rejected and will continue to reject any moves to take away local school board autonomy and the professional rights of teachers.'

'The message was clear — I hope it got stuck in the right ear.'

Brady called on teachers to let the public know about the excellent services teachers offer to students in B.C. 'Potentially, the best communicator we have, the best and most knowledgeable person, is the individual teacher interacting with individual parents and groups of citizens in his or her own sphere of influence.'

'You are proud of what you are doing, I'm proud of it also. Let us stand up and say so!'

'In closing, I would again ask you, and the thousands of members of our organization who are not with us this evening, to make the effort to preserve the truly worthwhile changes that we have managed to bring about in education during the last decade.'

'We do not always defend the status quo, but we must maintain our position of the child-centered school.'



Bill Broadley and Betty Leitner ... 'full scoop'

One of the abiding highlights of the B.C. Teachers' Federation Annual General Meeting is always the presentation of the Fergusson Memorial Award, the highest honor teachers can bestow on one of their own.

This year was no exception with the Fergusson Award going to Florence E. (Betty) Leitner, a Castlegar teacher.

Presentation traditionally is made by the immediate past president of the B.C. Teachers' Federation, this year Bill Broadley, and the name of the recipient is not given until the closing part of the address which tends to build up expectation.

The presentation to Betty Leitner, the 46th recipient, was done with dignity and emotion that befits this high honor.

Bill Broadley reminded delegates of the basis for the annual presentation. G. A. Fergusson was an outstanding teacher whose judgments and opinions were respected and whose fair mindedness won him the absolute confidence of all with whom he came in contact.

He said Fergusson was one of the first of thousands of teachers who 'have made and continue to make the BCTF a strong and powerful force for the improvement of education in this province.'

Fergusson's finest achievement, said Broadley, came from his efforts on the UBC Senate to bring about the establishment of a summer school at UBC where teachers could upgrade their qualifications. Just one week before his death in 1928 the UBC Board of Governors approved the regulations for a summer school.

Betty Leitner, said Broadley, follows in the Fergusson tradition of fairmindedness and sound judgment.

'By example of her life in Castlegar our 1978 recipient has been a model of what teachers should be like.'

She has served teachers as a member of the Castlegar and District Teachers' Association where she showed leadership and good judgment during the formative years of the local association.

Numerous colleagues in Castlegar speak of the support and advice given freely in time of need, especially in their

beginning years of teaching. Her enthusiasm and encouragement have been important to many beginners in the profession.

Her special area of competency is in the teaching of reading. Locally she has served as a resource person for teachers of English at all grade levels. Provincially, she has been invited to other districts to share her expertise and knowledge.

The language skills that the students learn in class have been exhibited at the local Kootenay Festival of Arts. Since the late 1940s, Mrs. Leitner encouraged her students to compete in the speech / art section.

Castlegar teachers say her work, before her retirement two years ago, with students' clubs and extracurricular activities did much to build and maintain a tremendous school spirit that exists at Kinnaird Junior Secondary School.

Ted Rogers, her principal, described her as 'competent, reliable, and involved.'

'Her energy level and resultant output was terrific — she could put to shame teachers half her age,' says Rogers.

Rogers says Mrs. Leitner's work extended well beyond prescribed hours: daily, her noon hours were spent helping with learning difficulties, sponsoring clubs, and evenings and weekends were spent preparing students for the West Kootenay Speech — Art Festival.

Respected by students, parents and teachers because of the teacher she is, Betty Leitner is wise and her counsel was sought by many. 'Students and parents know how genuine she is and respond in kind. Teachers envied her teaching ability,' says Rogers.

Alice Anderson, a notary public in Castlegar, first made Mrs. Leitner's acquaintance thirty-six years ago when they both started teaching in the old Castlegar elementary school.

She says that Betty Leitner 'has put her talents as a remedial teacher in the developmental program for readers to exceptional use, not only in her own district working

with local teachers, but throughout the North American continent. She has been recognized as an authority.'

Claude Bissell, a retired district superintendent of schools, says that Mrs. Leitner gave dedicated service constantly characterized by deep concern, intelligent understanding, and creative skill in analyzing and meeting the need of individual students.

'She is, in my professional opinion, an outstanding creative teacher who loved her work and consistently gave excellent service.'

Another district superintendent, G. C. Lynd of Peace River North, calls Mrs. Leitner 'one of the most dedicated professional teachers with whom I have had the privilege of being associated.'

And from a former pupil, Bill Oleski, now a teacher at Stanley Humphrey Secondary School, comes the following: 'I do not recall Mrs. Leitner exercising any punitive measures against her pupils. There was no need; we respected and admired her. Her patience, kindness, and sincerity radiated through the classroom.'

Betty Leitner came to the platform surrounded by the applause from more than a thousand colleagues at the convention center in the Hotel Vancouver last week.

'On occasions such as this,' she told the assembly, 'ridiculous things come into your mind. I keep thinking of a poem, fading into antiquity, about an old woman talking to her dog — "Can this be me?"'

'I have no wit or wisdom to offer you. Perhaps one thought. I used to like to stand at the door of my classroom when my boys and girls came in and I was always happy with their eager "What are we going to have today?"'

'It seemed to me that each of them was holding an ice cream cone. I was supposed to fill it.'

'You know, that was the best image I have ever had, because some days, when I was feeling tired, or a little frazzled, I would always think of that empty cone and something would say to me: "Come on, you, a full scoop. And I truly believe that if we are always conscious of how easily we can cheat our pupils, we never will."'

Preferential hiring of women stirs debate

Delegates to the 1978 Annual General Meeting wrestled for hours with the sticky problem of how to provide a better deal for women without at the same time discriminating against men.

Specifically, the delegates were debating an affirmative-action recommendation from the executive committee aimed at redressing the balance of the sexes (currently 85 per cent male, 15 per

cent female) on the BCTF administrative staff.

The recommendation called for 'preferential treatment' for women applicants for jobs until a 'representative balance' is achieved. This would include encouraging women to apply for future staff positions, granting interviews to a 'significant number' of women, and 'giving special consideration to potential as well as proven abilities of female candidates.'

Supporters of the recommendation contended that throughout society, for thousands of years, men have been given preferential treatment. It's time, they said, to give women a small break.

They said that women job applicants are often at a disadvantage because they don't have the paper qualifications to match their male competitors. This, they said, resulted from a Catch-22 situation: women aren't allowed to build up expertise and experience in jobs because they don't have enough experience to get the jobs in the first place.

To overcome this barrier, they said, the federation must seriously consider the potential for development that women candidates offer.

No one challenged the supporters' claim that the male / female balance on the staff is skewed or that women have been unjustly treated in the past.

What seemed to bother some delegates was the demand for preferential treatment. It was seen as reverse discrimination.

The most outspoken opponent of the original recommendation was Tony Geoghegan of Princeton. He argued for selection of staff members on merit alone. If the resolution passed, he asked, would the federation next move to 'proportional representation for Jews, Catholics, Protestants, etc.?'

Later he said: 'The proposers of this in effect are asking me to say in the classroom, "I deplore discrimination against East Indians or Indians of local origin or Newfoundlanders or anyone. However, I do support discrimination in favor of women against men under certain circumstances."'

'I cannot have that schizophrenia in the classroom,' he declared. 'A practice is either basically bad or basically good.'

The impasse was broken by a substitute motion proposed by Prince George delegate and GR, Owen Corcoran. In its final, reworked form, the motion read: 'That in an endeavor to establish

and maintain a representative balance of males and females on the BCTF administrative staff, hiring practices for such positions shall include:

1. Stating in advertisements that "Female and male applicants are encouraged to apply";

2. Interviewing a significant number of women; and

3. Giving particular consideration to potential as well as proven abilities of female candidates.'

The Corcoran motion was eventually carried.

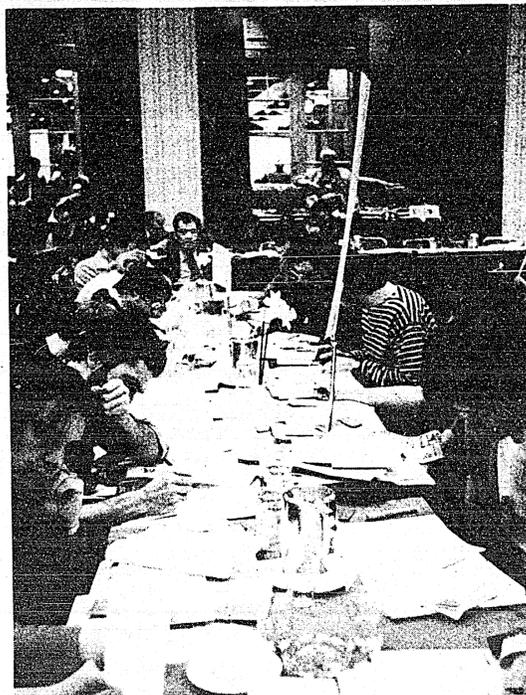
Commented Elsie McMurphy, Saanich, 'I think this finally says what it was we really wanted to say. In our local... many teachers felt uncomfortable (with the original recommendation). They agreed there was an imbalance that needed to be redressed but the idea of preferential treatment in hiring made them uneasy. (This is) a moderate and sane way of getting at the problem.'

In a related debate, the AGM approved a recommendation that the BCTF defend the right of women, regardless of marital status, to be employed on the same basis as men.

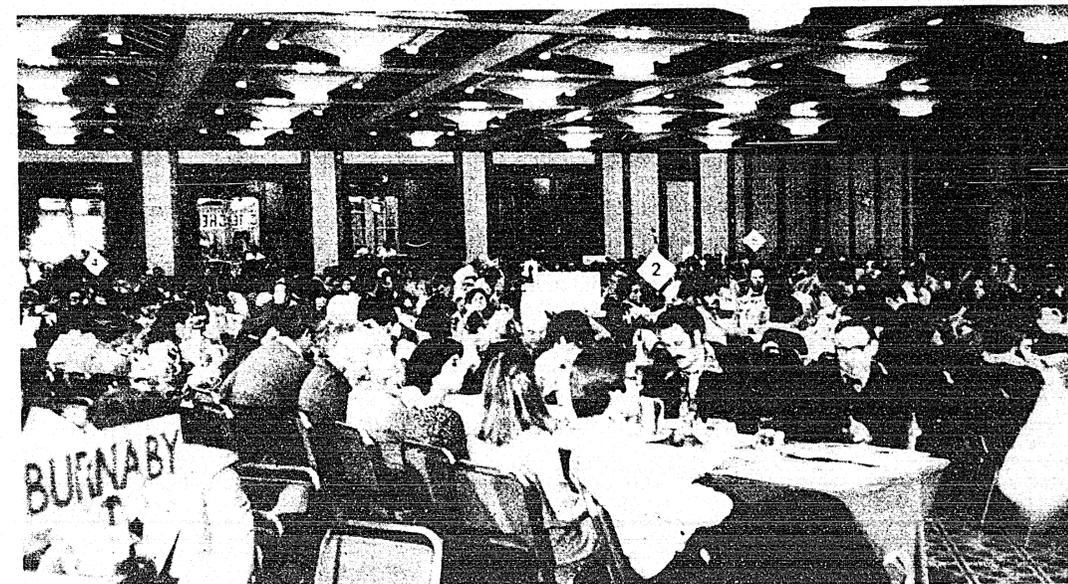
Supporting the motion, Lynda Coplin, chairperson of the federation's Status of Women Committee, said that in times of economic decline and high unemployment women historically have been the first to lose their jobs.

In the last period of high teacher unemployment — 1971 / 72 — she said the number of female teachers employed dropped sharply while the number of male teachers employed actually increased. A similar threat to women teachers is shaping up today, she said.

An amendment proposed by Menno Wiebe of Delta was ruled out of order. It would have made the recommendation read: 'That the BCTF defend the right of all teachers, regardless of sex or marital status, to have equal employment opportunities.'



Delegates scan Reports and Resolutions



Long hours of debate occupied delegates for four days of spring break

Pension statements

The Commissioner of Teachers' Pensions has sent to all school board secretary-treasurers statements for teacher employees showing their contributions and service under the Teachers' Pension Plan up to December 31, 1976. No statements were prepared for teachers who had no service in 1976 or who first commenced to contribute to the Fund in 1977.

School board secretary-treasurers have been requested to distribute these statements.

If you have not yet received a statement, please take the following steps:

- Enquire of your secretary-treasurer to ensure he has distributed the statements, or
- enquire of your former school board if you have changed school districts since December 31, 1976, or
- if still no receipt, write the Commissioner of Teachers' Pensions, Parliament Buildings, Victoria, V8V 4R5, for a copy.

If there is any error in your statement, please advise the Commissioner of Teachers' Pensions in writing.

PLEASE KEEP THE STATEMENT FOR REFERENCE PURPOSES.

Meet your Executive Committee for 1978-79

Four new member faces will be seen at the Executive Committee table in the new school year.

Pauline Galinski, Powell River, Tom Krall, Nanaimo, Steve Norman, Vancouver, and Gerry Retallick, Richmond were elected members-at-large. They replace Allen Blakey, who was elected first vice-president; Ken Smith, Kamloops, elected second vice-president; Julia Goulden who was defeated in her bid for the presidency; and Gail Neuberger, who resigned from the executive.

The new BCTF Executive Committee for 1978-79 is: Pat Brady, Prince George, president; Allen Blakey, Vancouver, first vice-president; Ken Smith, Kamloops, second vice-president; Bill Bradley, Victoria, past-president; members-at-large: Phil Van Seters, Duncan; Doug Steinson, Chilliwack; Larry Kuehn, Kamloops; Pauline Galinski, Powell River; Tom Krall, Nanaimo; Steve Norman, Vancouver; Gerry Retallick, Richmond.

BCTF second vice-president during the past year, Al Garneau, did not seek re-election.

Re-elected as president of the BCTF, Pat Brady defeated his only contender, Julia Goulden, by a vote of 385 to 281.

Elected first vice-president, Allen Blakey upset incumbent Peter Minshull by a vote of 342 to 312. Second vice-president-elect, Ken Smith, handily defeated his opponents by garnering 337 votes to Marjatta Chapman's 282 and Ben Thomas' 43.

Following are excerpts from the pre-election speeches of the successful candidates.

Pat Brady

Reiterating the theme of his president's address to the AGM, Brady emphasized the need of listening to grass roots opinion and supporting small locals throughout the province.

Through visiting many rural locals during the past year he had become aware of problems, situations and views on federation policy, held by the grass roots of the profession.

An expansion of this activity was planned by both himself (if re-elected) and BCTF next year, he said.

"I would also like to see more emphasis on upgrading our professional competency within the BCTF," he said.

He told the convention that recently the BCTF had sponsored a group of 20 "outstanding teachers" from across the province in a training program to assist their colleagues in teaching strategy.

"It is a start only, coupled with a project called Project Teach, which has been approved in principal by the executive, it will show the public our commitment to our professional responsibility."

Brady said he would press for more involvement by the PSAs in the areas of PD and curriculum development.

"Energetic, capable people are in those PSAs. They're willing to participate and we need to facilitate that participation. We need to tap that reservoir of talent."

Brady said the declining enrollment program is developing and is being strengthened.

"I would like to see more staff time and dollars allocated to the program."

Again Brady referred to the assistance given by local presidents and assured the convention that central office would continue to offer assistance to locals in helping to solve the declining enrollment problem.

"There is no magic formula" for dealing with the problem, he warned.

Referring to agreements he said that in the coming year the federation would have the opportunity of negotiating without the arbitrary constraints of the AIB.

He gave his support to both recommendations dealing with

sick leave, and revisions to the pension plan.

"Communication and co-operation are two way streets," Blakey told delegates. "I am quite willing to communicate and co-operate with the Minister of Education by utilizing the declining enrollment situation to reduce class size and make available to children the resources that are necessary for their education."

"I am equally prepared to communicate and co-operate with government in ensuring that curriculum content and resource material are determined as close to the classroom as possible."

Blakey told delegates they had not had many victories in their appeals to the Minister of Education.

"Dr. McGeer has his own agenda and it is quite contrary in many important respects to ours. He is proceeding with that agenda and winning with that agenda," he said.

"Dr. McGeer is using confrontation tactics but he's not finding anyone to confront," Blakey said. "It is time we accepted this reality and time we developed a strategy that will deal with that reality."

"I'm not suggesting we should run out and play David to the government's Goliath," he said, but suggested the BCTF recognize the economic and social pressures working "against us." He pointed to cutbacks and centralization.

"We must develop the power to counter, and when necessary or advantageous, confront — just as the minister does," he suggested.

Ken Smith

The two cornerstones of the teachers' professional organization are education finance and BCTF finance, Ken Smith told delegates.

"Both of these items limit and control the extent of what we do," he said.

"Money for schools is a prime determinant of educational quality," Smith told his audience. "It controls salaries, working conditions, class size, facilities, resources, our teaching expertise through quality and quantity of preservice and inservice education. It controls curriculum development and the breadth of curriculum offerings."

"Money makes the schools go 'round'."

Turning to the impact of the provincial government shifting the school tax emphasis to the local tax base, Smith said the BCTF should turn over more of its resources to convince the government to pay its share.

"I think we should do this through discussion and through co-operation with the B.C. School Trustees Association."

"We must ensure that the public is clear on how we see this issue."

Smith also emphasized the need to encourage and listen to both rural and urban local associations. He said encouragement of local associations to assume effective leadership roles should be one of the major BCTF priorities.

"Politicians, whether local or provincial, listen best when their constituents speak."

Steve Norman

Public education is not in a mess, Steve Norman told delegates.

"If the public understood the situation facing the classroom teacher there would not be the sharp pendulum swings in educational problem solving," he predicted.

Norman said that the more removed from the public school system an individual is, the more severe the problems of education seem.

"The teachers of British Columbia must reach out to the public and inform them of the

many strengths and the few weaknesses of our educational system," he said.

Norman said the federation must do more to help in the development of a competent local structure within the BCTF.

"Programs must be developed to train teachers to become experts in such things as bargaining, brief writing and organizing," he said.

The BCTF must be seen to be a part of educational decision-making, not simply another self-interest group constantly reacting negatively to change, Galinski told delegates.

"I believe that the processes our federation uses must be simple, direct and understandable to all members if membership support is to be expected," she said in referring to unity within the BCTF.

Increased pressure must be applied to the provincial government to amend present policies in the areas of financing and curriculum.

"We must be flexible enough to adjust our approach to suit the problem at hand. No one approach works for all problems."

Galinski said the present BCTF committee structure is adequate to 'meet and defeat' threats which 'are contrary to the expressed needs of our membership and the children we teach.'

Galinski gave as her priorities: class size, easier access to PD grants for local in-service, sufficient release time provisions to enable officers of small locals to serve their members better, and finally more planning and marking time for elementary teachers.

"We must develop the power to counter, and when necessary or advantageous, confront — just as the minister does," he suggested.

Tom Krall

Divisiveness within the federation was dealt with by Tom Krall.

"We must begin with credibility within our own membership," he told members.

The public could not be expected to find teachers credible if suspicion ran through the organization.

"Our basic principles of education are surely as one. Are we not all concerned with the growth, development and sense of self-worth in our students and the welfare of our membership?" he asked. "If this is so, let us in a united manner direct all our energies towards those goals," he urged.

Having credibility within 'our own organization will give us the trust to pursue BCTF goals,' he urged.

Such credibility, he said, would give the federation the strength to resist 'those in the Ministry of Education who would resurrect a powerful central body' that would control all aspects of education in the province.

Gerry Retallick

Over-indulgence in confrontation breeds polarization, Retallick warned delegates and went on to outline five major issues the BCTF would be facing in the coming year.

Declining enrollment, centralization of authority, pensions, agreements and accountability were the issues, as he saw them.

On declining enrollment: "With the help of our ProD and LC committees we must develop programs to reduce class size, broaden the public concept of a teacher, and create positive learning conditions for gifted youngsters and those with learning disabilities, thereby creating positions for what may be surplus teachers."

On centralization of authority: "We must enlist support of other groups within the educational community — parents, trustees, students, who actively protest the centralization of authority, by

demonstrating to them the negative effects it will have upon the system in general and the students in particular."

On pensions: "I support wholeheartedly the recommendations of our provincial pensions committee."

On agreements: "I support a return to a fair and equitable bargaining system for teachers. But this will not just happen. We must devote the time and energy necessary to bring it about."

"It must become a major priority with all 30,000 of our membership."

On accountability: "We must be accountable on two levels — ideologically and financially. Ideologically, those who lead must be both responsive and responsible to the total membership. Our funds are not limitless and we must use those we have to generate the greatest good for the total membership."



Tom Krall



Steve Norman



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Pauline Galinski

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Elected last year, Kuehn told that AGM "I want to place positive emphasis on some things which make me proud to be a member of the federation."

He said: "Lowered class size, salary increases over the years, decent pensions, political action which has bettered conditions for teachers and education, are only a few of these things."

Declining enrollment

By WES KNAPP
BCTF staff

With 54 out of 75 school districts in B.C. experiencing a declining enrollment, it is becoming critical that local associations embark on a publicity campaign on the effects of declining enrollment. A \$12,000 fund is available from the BCTF to assist locals in a campaign to inform a local audience of the effects of declining enrollment in the local school district. However, only one local has drawn upon the fund.

The fund is an interim measure only and is expected to be increased when the new budget is submitted to the spring RA.

Locals are urged to consider ways in which they might use this money to conduct an information campaign about declining enrollment. Some suggestions are:

- Newspaper or radio ads announcing public meetings to discuss declining enrollment.
- Brochures and pamphlets on current school programs.
- Surveys to determine unmet educational needs.
- Articles in local newspapers about potential cutbacks in school programs.

The Kamloops Teachers' Association has already drawn on the

fund to send a four-page flyer to 24,000 homes in Kamloops. The flyer emphasized special-needs requirements in Kamloops schools and the disastrous effect budget cuts would have on special programs.

This approach is especially important during these times of hostile attacks on education. Although education has always been sharply criticized, the criticism has become more hostile during the past few years. Adding to the hostility is the perception that increased costs are incompatible with declining enrollments.

Local associations can play a major role in countering this hostility to the schools. By embarking on a publicity campaign that stresses the positive features of our schools, as well as the inequalities that need to be addressed, locals can generate greater support for our schools.

As teachers, it is critical that we not remain silent during these times because if we do, we can count on layoffs and reduced school programs. The Ministry of Education and school boards are counting on the passivity of teachers to bring about cutbacks in staff and programs.

Locals must tackle enrollment problem

The BCTF must be much more vigorous in its approach to the problem of declining school enrollment, staff member Wes Knapp told the Annual General Meeting, but the major thrust of the program will have to be made at the local level.

It's at the local level, he said, "that school board budgets are set and staffing determined, and where close ties can exist between teachers, trustees and parents."

The central federation can provide political, moral and financial support but 'locals must dig in and prevent layoffs or cutbacks.'

Declining enrollment was a central thread through four days of discussion at the AGM. The meeting approved this recommendation:

"That an effective program of action on declining enrollment be established as a BCTF priority; and further, that existing BCTF struc-

Racism program needs support

The B.C. Teachers' Federation is getting little support from school trustees and the provincial government in its campaign against racism in B.C., Gary Onstad told the Annual General Meeting.

Unfortunately the B.C. School Trustees Association and the Ministry of Education have shown little interest and little concern in improving racial relations in this province, he said.

"There still seems to be a see-no-evil, hear-no-evil, speak-no-evil approach to racism that amounts to this: if you deny the existence of racism, maybe it will go away."

The federation's own campaign continues apace, he said. In the last year, 80 racism workshops have been held with students, teachers and student-teachers. The federation's slide/tape presentation, Racism in B.C., has had more than 250 showings and 'has been received with support and enthusiasm by students, teachers, par-

ents, colleges, unions and community groups,' in spite of the fact that it was banned by the Surrey and Langley school boards.

Onstad was reporting for the federation's task force on racism on behalf of its chairperson Ed May, who was in New York attending an Amnesty International conference on racism in South Africa.

Onstad said the task force was disturbed about the forthcoming bicentennial celebrations of Captain Cook's landing in Nootka Sound. It was 'particularly concerned that the Minister of Travel Industry (Grace McCarthy) seemed hellbent on having her party without any consultation with the Moochat tribe who were, after all, there for 4,000 years before Cook.'

He said the executive committee had approved a task force resolution urging the minister to 'include significant emphasis on the

civilization of the indigenous people' and had sent it to Victoria.

The task force was also concerned, he said, about the emergence of a neo-Nazi National Front in Canada. He urged teachers to take a public stand against it.

"Silence on social issues like racism is often taken to mean that you condone it," Onstad said. "Let us never forget that our stance against racism, wherever it exists ... is a lesson for our children, a lesson for the parents of those children, a lesson for the people of the communities where we live and work, and a lesson for ourselves about who we are."

The convention approved a recommendation by the executive committee 'That school boards and the Ministry of Education should develop an equal-opportunity employment policy that will ensure that hiring and promotional practices reflect the multicultural composition of society.'

There is no Ministry of Education, Deputy Education Minister Walter Hardwick told the federation's Annual General Meeting.

He said in response to a questioner that an absence of regulations in the last three years has led to 'a complete fog' over the question of the relative responsibilities of the Ministry, school boards and teachers in curriculum development and related areas.

The Ministry, he said, is 'going through a minefield' in its attempts

to clarify these relative responsibilities. It is proceeding by a sometimes painful process of consultation with the other major parties in education.

"As your executive knows from the meetings they've had with me," he said, "I don't really believe in detailed central control. If people within the local area, given proper information and adequate funding, can do a job, that's fine."

But, he added, "Our job is, in a number of cases, very clearly spelled out by the (Public Schools Act). If people are dropping the

ball, we have to have some mechanism of intervening, in terms of the broad public interest."

He said he had been amused by a story in the March 9 Newsletter which described an attempt by the BCTF executive committee to analyse current Ministry strategy. The majority view of the executive was that the Ministry has no master plan for centralization of control, but that it probably sees itself as trying to bring good management practices to the school system, while seizing on public concerns to strengthen its hand on various issues.

This view, Hardwick conceded, was 'quite astute.'

Hardwick told delegates he is working on a problem of concern to them, the funding of services for children with special needs.

"Mainstreaming" of children with severe handicaps into the public school system is creating problems

utilized as necessary to successfully implement such a program."

The meeting added riders instructing the task force on declining enrollment, which is soon to be named and of which Knapp is coordinator, and the executive committee to implement its action program "with dispatch," and calling for a preliminary report at the spring Representative Assembly and a review of the program at the fall RA.

Knapp said B.C. projections on school enrollments are proving unreliable and this may make the federation's previous optimism 'somewhat misplaced.'

(The federation had been encouraged by an Education Research Institute of B.C. prediction that the enrollment slump in B.C. would end by 1982-83, earlier than in the rest of Canada. However, B.C. Research data published

recently by the Ministry of Education show enrollment continuing to drop until 1988 at the earliest.)

Knapp noted that secondary school enrollment in B.C. began to decline last fall, a year ahead of schedule, and that elementary school enrollment declined by 7,700 students instead of the forecast 4,700.

"So we're becoming very dubious of the enrollment projections in B.C.," Knapp said. "We fear that they may be worse than anticipated."

Despite the declines, he said, the number of teachers in B.C. public schools has increased this year by 322. The average class size has gone down at the primary, intermediate and secondary levels. And the pupil/teacher ratio improved from 18.6:1 in 1976 to 18.12:1 in 1977.

Knapp said local association presidents apparently are sharing

with their colleagues the insight they gained at a special presidents' conference on declining enrollment in January.

The result, he said, is that several locals are tackling the problem with renewed vigor.

The Victoria local is calling on all members to identify unmet needs in the school system, to suggest ways that empty classroom space can be used creatively, and to identify new options for the schools.

The Kamloops local has issued a

four-page flyer to 24,000 homes, outlining the strengths of its school system and showing how they would be threatened by budget cutbacks.

Vancouver elementary teachers are combining with parents and community groups to protect schools. Coquitlam has a task force on declining enrollment, and West Vancouver is about to strike one. New Westminster has had every school in the district present a brief to its school board on how the schools could be strengthened.

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Recommendations and resolutions—how they fared

Legend: Passed (P), Defeated (D), Amended (A), Referred (R), Withdrawn (W).
Those not dealt with are referred.

Resolutions

101. D. Electoral process for administrators.
102. P. Staff involvement in selection of administrators.
103. A-P. Criteria for administrators.
104. P. Five years for supervisors.
105. R. limit support personnel.
106. D. Administrators' salaries.
107. A-P. District in dispute.
108. W. Withdrawn.
- 109.
110. A-R. Executive resignations.
111. A-P. Declining enrollment program.
112. Penalties for businesses.
113. D. Separate locals.
114. D. 20 free teaching days.
115. BCTF staff.
116. BCTF staff salaries.
117. Private schools policy.
118. Centralization of education.
119. Funds for religious schools.
120. Tabled; Francophones.
121. Boycott South African goods.
122. P. UIC maternity benefits.
123. Teachers' instruction time.
124. D. Zonal PD days.
125. A-P. Planning PD days.
126. Public relations.
310. P. Galindo Madrid, Chilean refugee.

Late Resolution 201: From Coquitlam Teachers' Association

That the Executive Committee recommend to the Minister of Labor that the Human Rights Commission be reappointed during the spring session of the Legislative Assembly.

New Resolution 301 Hampson / Crowe (Coquitlam)

That the BCTF Agreements Committee obtain information about the development and operation of the B.C. Council of Public Sector Employers and submit information to BCTF members prior to the Spring 1978 meeting of the Representative Assembly.

New Resolution 302 Andrew / Ash (Coquitlam)

That the Executive Committee report to the Spring 1978 Representative Assembly on its progress in implementing a campaign to fight the imposition of provincial salary controls and on its progress in developing a long-term strategy to remove such controls in the event that they are imposed.

New Resolution 303 Olds / Walmsley (Hope)

(a) That the BCTF embark on a program to evaluate all district superintendents in terms of professional competence and educational leadership.

(b) That the results of such an evaluation be made available to teachers throughout the province.

New Resolution 304 Crowe / Hampson (Coquitlam)

That the BCTF examine the integration of special needs children into regular classes. This examination should specifically include the anticipated closing of Woodlands in 1981, and its effects on students, their families, and the school system.

Substitute Wording for Resolution 105: From Burnaby Teachers' Association

That the BCTF vigorously seek agreement with the BCSTA and the Ministry of Education to limit the growing numbers of district personnel who are included in the calculation of the pupil / teacher ratio but who do not deal directly with students, and who are appointed to non-teaching positions, by:

1. establishing a moratorium on the creation of new non-teaching positions unless there is a significant increase in the numbers of teachers hired in the district;
2. providing that existing non-teaching positions will be re-examined annually with a view to eliminating the ones that are no longer needed.

New Resolution 308 Novakowski / Eastman (Langley)

That the BCTF Executive Committee develop a campaign to actively oppose any attempts by the Ministry of

Education to further centralize the process of selecting, distributing and prescribing textbooks and other print and nonprint classroom resources.

New Resolution 309 Wiebe (Delta) / Wilson (Vancouver Secondary)

That the BCTF defend the right of all teachers, regardless of sex or marital status, to have equal employment opportunities.

New Resolution 310 Gilmore (Burnaby Administrators) / Kalaidzis (Abbotsford)

That this Annual General Meeting of the BCTF convey to Immigration Minister Bud Cullen our concern over the urgent case of Chilean political refugee, Galindo Madrid, and urge that he be granted political asylum.

New Resolution 311 Fall / Pettegrew (North Vancouver)

That the Pensions Committee be instructed to examine the indexing formula in relation to its economic validity and report to the 1979 AGM.

New Resolution 312 Norman / Crawford (Vancouver Elementary)

That any specific BCTF proposals for major changes in the sick leave provisions of the Public Schools Act be approved by the 1979 AGM before submission to government.

New Resolution 313 Knapp (Richmond) / Pavison (Vancouver Secondary)

(a) That each local association be encouraged to form an active pensions committee or task force to educate and inform the membership in each local about the historical and present developments affecting pensions and in particular to examine the points raised in Recommendation 82, which was referred to the 1979 AGM.

(b) That each local association be encouraged to formulate recommendations to the provincial Pensions Committee.

New Resolution 314 Hampson (Coquitlam) / Peters (Coquitlam)

That the AGM authorize the BCTF to investigate an insurance model for sick leave protection.

New Resolution 316 Hellenes / Warkentin (Vancouver Elementary)

That the BCTF ensure that there is a greater disclosure of information and public involvement with regard to education finance. Withdrawn

New Resolution 317 Hellenes / Warkentin (Vancouver Elementary)

That the BCTF actively seek to have the financing aspect of the Colleges Act proclaimed. Withdrawn

New Resolution 318 Hellenes / Warkentin (Vancouver Elementary)

That the McMath Report be endorsed as a guideline for the financing of education in B.C. Withdrawn

New Resolution 319 Brown / Gagnon (Howe Sound)

That the Ministry of Education should, in conjunction with recognized scholars in the field, develop and implement programs of Native Studies in both the elementary and secondary areas. These programs are to include: (a) the study of both pre-contact and post-contact cultures and (b) the different regional cultures of B.C. Withdrawn

New Resolution 320 Rysen / Hughes (Vernon)

That for subsequent AGMs, committee reports be submitted in printed form with no meeting time allocated for oral presentation. Any time available is to be used for questions only. Withdrawn

New Resolution 321 Hampson / Peters (Coquitlam)

That the Chairperson of the Nominating and Balloting Committee be responsible for advising all candidates for office of BCTF Executive of policy 3.A.04.

Summary of Recommendations:

- 1 P Avoid criticizing colleagues.
- 2 P Deletes obsolete policy statement.
- 3 P Inform teacher before discussions.
- 4 P Deletes obsolete policy statement.
- 5 D Remove ban on campaign propaganda.
- 6 P AGM procedures.
- 7 P AGM procedures.
- 8 P Two-thirds majority for change in standing rules of order
- 9 P AGM business initiated by delegate's motion only.

- 10 P Resolutions distributed before discussion.
- 11 P Names included on late resolutions.
- 12 P Renumbering statement.
- 13 R AGM voting by cards only.
- 14 P Caucus may not bind members.
- 15 P Secret ballot for Executive.
- 16 P Distribution of ballots.
- 17 P Renumber statements.
- 18 P Minor change of wording.
- 19 D Bar non-teaching honorary life members from voting or holding office.
- 20 D Executive term of office.
- 21 P Two-thirds Executive vote to exceed budget.
- 22 P Executive documents for GRs.
- 23 P Change in cross-references in by-law 6.12.
- 24 P Minor change in wording in by-law 8.1.
- 25 P Three-quarters majority to change Code of Ethics.
- 16 P Three-quarters majority for constitutional amendments.
- 27 D To allow non-teaching honorary life members to vote and hold office.
- 28 R Change in cross-references in by-law 6.12.
- 29 P Deletes obsolete policy statement.
- 30 P Co-operation with BCSTA and other organizations.
- 31 P Education finance.
- 32 P Mean salary \$20,447.
- 33 A-P Fee at .86 per cent.
- 34 P 0.2 per cent of salary for SIF.
- 35 P Associate membership fee \$20.
- 36 P Affiliate membership fee \$20.
- 37 D Allocate 5 per cent of fees to reserve fund.
- 38 P Minor change of wording.
- 39 P Objective for 1978-79 cash surplus
- 40 P Retention of auditors.
- 41 R Year of the Child.
- 42 A-P Adopts procedures 23.14 and 23.16 on legal aid.
- 43 P Deletes procedures 23.04 and 23.10 on legal action by members.
- 44 P Deletes old procedure 23.02 on legal aid.
- 45 P Deletes support for higher salaries for superintendents.
- 46 P Deletes obsolete policy statement.
- 47 P Approval to establish statement of professional rights and practices.
- 48 P 1979 AGM to consider statement of professional rights and practices.
- 49 P Deletes requirement that PDAC and Agreements zones coincide.
- 50 P Six-month limit on initiation of ethics cases.
- 51 A-P New procedures for investigation committee (pending report of task force).
- 52 D Adequate learning conditions, matter of ethics.
- 53 P Equal-opportunity hiring policy.
- 54 R To delete terms of reference for school staffing committee.
- 55 A-P Sick leave, insurance or service model.
- 56 P Rape courses.
- 57 P Women's right to jobs.
- 58 A-P Male / female imbalance of BCTF staff.
- 59 P Anti-sex-discrimination programs.
- 60 P Integrated practical life skills courses.
- 61 P Supervisor to discuss learning situation with teacher first.
- 62 P Rewords Recommendation 1.
- 63 P Rewords Recommendation 3.
- 64 R AGM to approve statement of priorities.
- 65 P Tax-deductibility for travel expenses.
- 66 P Temporary membership.
- 67 D Termination of appointments to fill Executive vacancies.
- 68 P Deletes by-law 15 (July 1 start of financial year).
- 69 W 3 per cent to reserve fund.
- 70 P Extends learning conditions declaration to June 30, 1979.
- 71 P Selection of principals.
- 72 P Staff allocate classrooms.
- 73 P 100 students, 3,000 titles, plus 15.
- 74 P Lavatory and shower.
- 75 P Larger grouping if requested.
- 76 P Withdrawal of services.
- 77 P Withdrawal of grievance.
- 78 D Delete 22.C.18 (p. 55), 1 and 3.
- 79 P PSA amended to specify good learning conditions.
- 80 P Pension agreement in committee.
- 81 P Early retirement pensions.
- 82 P Six policy changes on pensions.
- 83 P Pension contribution increase to 6.5%.
- 84 P Statement 31.11 be deleted.
- 201 P Up to 5% to Reserve Fund.
- 202 P 13.F.06 be deleted; 5% annually to Reserve Fund.
- 203 P No allocation to Reserve Fund.



Owen Corcoran, Prince George, preparing to go to the microphone looks to the chair for guidance. That's Al Paterson, right, one of three capable chairpeople who ran the meeting; other two were Frances Worledge and Len Traboulay.

Nobody's been co-opted

Because teachers and trustees have not been engaged in media warfare, something must be wrong, said Dave Kandal, vice-president of the B.C. School Trustees Association at the opening session Monday morning.

'Let me take this opportunity,' Kandal told the AGM, 'to say that nothing is wrong. Neither side has been co-opted. There are differences of opinion but these are not being fought out in the news media.'

Rather, Kandal said, the differences are being worked out in meetings between teacher and trustee officers and these meetings have produced results.

He gave changes in sick leave as an example. Trustees are interested in ensuring those who truly need sick days can get them and teachers are interested in ensuring the beginning teacher has adequate protection.

He said the BCSTA executive would be recommending trustees withdraw from the Public Sector Employees Council because of the costs of membership and because school boards are autonomous.

Kandal concluded that he regarded criticism for avoiding political warfare as 'high praise'. It's not a dream world, he said, and some confrontations will occur but not for the entertainment of the spectators.