

# Newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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A discussion group at the fourth annual Status of Women Conference, September 24.

## Women in teaching

### Indicators show inequality

Although women comprise 54 percent of the teaching force in the province, they are still unevenly distributed through the school system.

A recent Indicators of Equality survey prepared by the Status of Women Committee shows that male teachers still dominate in the secondary schools and at principal and vice-principal levels.

Of 16,712 elementary teachers in the province, 11,279 are women, while their numbers decrease to 3,675 of a total of 11,678 in the secondary grades.

Only a very small proportion of the school system's principals and vice-principals are women — 139 of a possible 2,031.

Twenty-four of B.C.'s 76 school districts have no women in administrative positions.

Because of their predominance in the elementary grades, women tend to make less money, have less unassigned time and more class size violations than male teachers, according to Status of Women staff person Pearl Roberts.

Roberts stated that one of the main reasons female teachers earn less than their male counterparts is that many of them have 'minimal educational qualifications.'

'Many women entered teaching without realizing that it would become a long career. Now they find their income is

essential, and also inadequate.'

Financing a complete university education has been difficult for many women since they do not earn as much money in summer jobs as male students, she added.

Roberts recommended several solutions: paid educational leave; elimination of lower salary categories; interim salary categories; payment of fees for summer school, correspondence, and winter sessions courses with funds available first to the lower certification levels; financial assistance (above fees) to attend summer school and interest-free loans from school boards.

## Society proposal for commission okayed

The Executive Committee agreed to establishing a society for the purposes of conducting a Commission on Education.

Suggestion for forming a society as a likely vehicle for launching a commission had come from a meeting initiated

by the BCTF with other interested groups in Vancouver, September 17. The society, if it is formed, will determine terms of reference for a commission, raise money, and authorize expenditures for the commission.

The Executive Committee further is prepared to make a substantial contribution to the society.

Bob Reilly, chairperson of the task force formed to get the Commission on Education underway, reported to the Executive that participants at the September meeting had expressed gratitude to the federation for initiating the program.

'The thing I came away happiest about,' Reilly said 'is that people are talking to each other. It's astounding that members of these organizations didn't know how to reach each other.'



B.C. teacher Ken Haycock is the first teacher to be elected president of the Canadian Library Association.

## Manitoba case positive for B.C.

### Nemetz to review Supreme Court ruling in teacher dispute

In a 5-4 majority decision, the Supreme Court of Canada has ruled that the Manitoba government does not have proper legislative authority to apply federal wage guides to its employees.

B.C. Supreme Court Chief Justice Nemetz was waiting for this decision before making his ruling on the BCTF appeal made last January.

The Supreme Court of Canada quashed an order issued by Anti-Inflation Board Administrator Donald Tansley who had rolled back a pay increase, ordering that \$300,000 in overpayments be paid to the federal government.

At the time of the BCTF action, Chief Justice Nemetz had indicated he would reserve judgment until the Manitoba case, which had some similar issues to the B.C. case, had been determined. Counsel for the BCTF and the provincial government would then be given an opportunity to make further submissions.

#### AIB tinkering

Chief Justice Nemetz has now invited all the B.C. counsel involved to submit their views as to the effect of the Supreme Court of Canada decision on the case before him. Written views are to be in by October 31, and the first week of November has been set aside for additional oral arguments.

BCTF lawyers are following up.

In other salary news, BCTF president Pat Brady reacted

strongly September 26 to news that federal Anti-Inflation Board officials were considering changing the rules in the guidelines while teacher negotiations are underway.

Brady called on the federal government to abandon the program if it's not working, 'but don't start tinkering now to make it look as if it is working.'

#### Rough justice

The AIB version of justice is that wage increases shall meet pre-set government guidelines if price increases soar well above the control figure.

At issue is a 'basic protection factor' that was built into the legislation October 1975 to protect employees' basic purchasing power. The basic protection factor is intended to allow a percentage increase in each of the three years that would equal the increase in the cost of living.

Brady says that this section seemed to give some assurance of fairness and equity but the AIB officials are apparently trying to eliminate that safeguard.

What went wrong with the supposed control of costs for energy and food? Price increases on these two items are the main cause of the Anti-Inflation guidelines being out of joint. The problem is not increases in wages.

We reject any attempts to make ad hoc changes at this stage in the program.

## Help in trustee elections

The B.C. School Trustees' Association (BCSTA) has just released an educational information guide for new teachers and interested members of the public — particularly those who are considering running for election as school trustee this fall.

The kit, titled 'Citizens' Guides to Education in British Columbia,' includes pamphlets on: The role of School Boards, Education Terms, School Trustee Elections, School District Employee Relations, The Public Schools Act, School District Funding and Education Associations in B.C.

Copies of the kit are available at no charge through the BCSTA office, 1155 West 8th Ave., Vancouver, V6H 1C5.

#### Back payments

B.C. School Trustees Association President Cliff Adkins welcomes Education Minister Pat McGeer's recent announcement that B.C. will receive \$80 million in federal back payments for education.

In the BCSTA Newsletter, Adkins said the association has been fighting for this since 1973, when it discovered B.C. was the only province not receiving 50 percent funding for Grade 12 or Grade 13 from the federal government.

According to a ministry press release, B.C. has received less on a per student basis under the 1972 fiscal arrangements than any other province.



Bert Wales, young fellow above, is enjoying a second career helping teachers in retirement, and just as important, helping teachers plan for retirement. Story page 4.

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# Members' voice

## Planning time

On September 28, Richmond Senior Secondary teachers, in an exercise on professional development, visited the elementary schools of the district and brought their impressions together in rendezvous.

Many valuable observations were made in a score of different fields, but the most important of all concerns working conditions of our elementary colleagues.

I refer to 'No time granted for course planning.' From one end of each week to the other, these elementary teachers are faced constantly with classes; yet they produce, over all, admirable examples of instruction — TEACHING, in most instances, the very fundamentals we take for granted.

What kind of blind obstinance would deny granting necessary time for course-planning to any and all teachers? In this age of the

approaching '80's it is incredible that teachers should be expected to perform adequately without at least one period free for planning in each seven taught.

Calculating on two-thirds of B.C. teachers, we may find openings for some seven hundred new teachers who are currently sitting around the province looking for jobs; whom, if employed, would provide the one free period (in seven taught) needed by all, whether elementary or secondary. What on earth are we waiting for?

Yours truly,  
Ivor J. Mills,  
Richmond.

## Let's join together

I am quite disturbed by the recent letters on the committee appointments.

Sensationalism, i.e., the September 22 Newsletter, only serves to enhance the obvious split bet-

ween certain factions within our federation.

Surely by now, those who are knowledgeable of executive decisions when it agreed to decentralize its own control of funds for in-service activities and local organizational support to local associations.

If the Representative Assembly agrees with the Executive, no longer will decisions on grants be made by a centralized bureaucracy but rather by the professionals involved in the programs.

Grants would be provided to local associations as a right, the amount independent of the number of activities, school board contributions, or size of local fee.

Accountability for the proper use of funds will rest with the local association.

The Executive Committee received a paper from Professional Development Division representatives Mike Zlotnik, Roy Hanaghan, and Elaine Darnell, at its meeting September 30 and the recommendations will now go forward to the Representative Assembly with Executive endorsement.

The present method of giving grants, the executive agreed, is confusing, inequitable, restrictive an inefficient. Wide-spread dissatisfaction exists with it. Comments received from local Associations ex-

## Executive decentralizes grant structure

pressed concern over the inadequacy of the BCTF Professional Development grants, restrictive regulations, and a need for greater emphasis on local professional development.

The paper prepared by the PD division said that the collection of existing BCTF procedure statements and the chronicle of decisions on grants do not represent a 'system' which can be understood and used by most members.

'The first requirement is for the BCTF' to determine principles and premises of the basis for a system of grants,' says the paper. Further, the paper goes on, there is no point in engaging in costs of grant administration unless significant results are achieved through the grant structure.

The paper goes on to list principles to guide the development of a grant system for in-service education, for local organizational support, and for regional and provincial conferences. Also, the paper deals with grants for PSAs and for BCTF training programs.

The October Representative Assembly will be invited to recommend changes in the basic principles or model, or offer more specific direction during a discussion of BCTF grants.

The two-day conference featured discussions, zone meeting and workshops. Pearl Roberts, staff person, opened the conference with a presentation on 'Indicators of Equity' which demonstrated the distribution of women teachers across the province in comparison with their male counterparts, followed by former BCTF co-ordinator Nora Grove who outlined the progress of the women's movement over the past few years and the direction it is presently taking.

The other key address was given by Julia Goulden who, in her speech on 'Political Action,' urged delegates to seek out and confront issues and to learn to use lobby groups effectively, especially at the provincial level. She said the basic issues confronting the women's movement remain. Though some progress has been made in the past few years, women still have a lot more to do. 'Women won't seriously effect the center of the system until we are part of the system in large numbers.'

## Youth unemployment hot topic

# Minshull raps ministry for blaming schools

BCTF Vice-President Peter Minshull expressed the federation's concern that the school system was being blamed for youth unemployment at the September 19 meeting of the Deputy Minister's Advisory Committee held in Richmond.

Minshull, in addressing the Deputy Minister, said that youth unemployment is common throughout the world.

'Surely economic conditions and the age distribution are the most significant factors affecting youth employment,' he commented. He added that there should be a broad approach to the issue rather than a narrow one.

In reply, Dr. Hardwick stated that the Ministry of Labour was responsible for manpower forecasting but had not yet developed a mechanism to deal with such matters. However, plans are currently underway for such a program. He suggested that the term 'marketable skills' mentioned

by Minshull was not singular; 'If students have several skills they will have better opportunities.'

The discussion on employment skills was one of many held during the meeting at Douglas College. Other topics covered related to the Inter-Ministerial Youth Committee, funding for special education classes, Learning Assessment Program and the teaching and preservation of Native Indian Languages.

Inter-Ministerial Youth Committee This committee, represented by the Ministries of Health, Human Resources, Education and Corrections, has received approval of processes to handle children who are in a serious crisis situation; where they are emotionally disturbed, but not seriously enough to be institutionalized or jailed.

One person in each of the 13 Human Resources areas will be the central person responsible for the region with the assistance of 13 local committees. Children needing short-term care may be placed in acute care hospitals equipped with programs utilizing the resources of the four ministries involved. Special Educational Class Funding BCSTA members reported that special grants would not become effective until January 1 for those school districts setting up new special classes. Apparently this is not a new policy. In response to a query from Alan Nichols, Hardwick explained that new legislation provided that school boards may be required to pay tuition fees for children at Jericho and other provincial schools, but that no change in actual practice would become operative this year. He added that districts charged in this manner would

be able to include these pupils in their figures for provincial grants. Teaching and Preservation of Native Languages Pat Brady, BCTF president, said the federation was reviewing its policies about native language instruction as several problems had been brought to the federation's attention. He asked Hardwick if the Ministry would consider a special restricted license for Indians brought into schools to teach the Indian culture and language. Hardwick replied that while the ministry was 'encouraging the employment of Indian aides and home-school co-ordinators to work with qualified teachers, teaching is a profession. A qualified teacher working with the help of an Indian aide will generally provide a better level of language training.'

He added that he believes non-teachers should not have primary responsibility for the classroom, but would be willing to consider letters of permission under special circumstances.

Learning Assessment The Learning Assessment Program, according to Dr. Hardwick, should not become predictable in terms of topics covered, which would lead to teaching for exams. He feels that the role and function of LAP in relation to the core program and the overall impact on instruction are matters for continuing discussion.

Representatives present at the September 9 meeting were: Dr. W. G. Hardwick, Deputy Minister; R. J. Carter, Ministry of Education; Dr. N. Mickelson, Joint Board of Teacher Education; A. Nichols and G. Willison, B.C. School Trustees Association; Pat Brady, Bill Broadley, Allen Garneau, Peter Minshull, Bob Buzza and Bill Allester, BCTF.

## From the editor's corner

### Attendance improving

By John Hardy

'A conference is being organized for next spring to deal with the problem of poor public school attendance, Education Minister Dr. Pat McGeer announced tonight to constituents in his home riding of Vancouver-Point Grey.

Dr. McGeer said that pupil absenteeism has remained at about 7% of enrollment but shows no sign of improving.'

Ministry of Education News Release, September 22, 1977

Attendance has been showing a steady trend of improvement, with one year of exception, for the past seven years. (See table below)

Teachers would agree with McGeer that non-attendance has always been a concern, in fact, as responsible professional teachers have, in conjunction with school boards, been taking steps to reduce (elimination is not possible) the rate of non-attendance.

Success for these programs show in the trend upwards in attendance from the Minister's 'Report on Education.'

Optimum attendance, according to industry ranges between 87 and 93%. The provinces' schools, with attendance at 93%, seem to be doing very well.

Reaction from Metro area school board representatives to the Minister's cry that absenteeism had 'soared' indicated they were unaware of any dramatic increase.

One trustee, Margaret Andrew, chairman of the Vancouver School Board, said 'I do not know where McGeer gets his figures from.' Clearly not from his own reports.

The point is that it doesn't help for a Minister of Education, responsible for the well being of schools, to attack and lower the esteem of those same schools in the mind of the public. It doesn't help confidence in the schools when the minister's propaganda organ, 'Education Today' headlines '35,000 absent each day.' It doesn't help the credibility of 'Education Today' in the minds of teachers, either.

If the populace grows at the word 'welfare,' it will also grow in response to the word 'absenteeism' and 'discipline.' It's the politics of populism rendered respectable by an

elitist serving as the minister of Education. Loss of public confidence in public schools is a direct result.

Teachers will be willing to work towards positive solutions to any problems in absenteeism.

Teachers already have. Teachers have been modifying teaching styles and practices so as not to discourage students and drive them away from school. Smaller classes have helped. Interesting and practical 'optional' courses for non-academic programs, in conjunction with modifying practices and styles, have tended to make schools more pleasant places.

Teachers have been active in the social area, improving co-operation with other social agencies such as the public health, welfare and probation officers, all geared to helping children with problems get 'sorted out' and back into 'mainstream' of life in the school.

There are factors related to attendance too complicated to deal with in this article but that have to do with such matters as parents taking holidays at times different than the school holidays, students working at seasonal tasks, schools encouraging senior students to take responsibility for attendance, the tendency for recurring illness especially among younger children, and even that old demon, Asian flu.

What we have here is irresponsibility on the part of the school, says the minister, but we say its irresponsibility on the part of the minister to blame the schools especially when his own reports do not bear out his alarms. He would have been better advised to call for the conference in the spring, as he has done, without all of this noise.

Average Daily Attendance for B.C. schools 1969 to 1976:

1969-70	90.9%
1970-71	90.4%
1971-72	90.05%
1972-73	89.68%
1973-74	91.9%
1974-75	92.4%
1975-76	92.69%

## S/W reject 'umbrella' cover

The Status of Women Committee strongly rejects a move within the federation to integrate their program with other social action programs under an 'umbrella cover' and intends to fight against it.

Status of Women Chairperson Linda Coplin, in addressing the fourth annual Status of Women Contacts' Conference September 24, said that an 'umbrella' concept would involve 'taking those programs that some teachers believe are only social issues, such as racism, sexism, and authority and responsibility and placing them beneath one cover — an umbrella cover.'

The new committee would then come under the heading of 'Human Rights' or 'Status of People.'

Coplin told delegates that there have been several instances in different local associations in the past few months of a move to disband the Status of Women Committee and return it into a broader program.

'I feel this would be a regressive step,' she said. 'We (Status of Women) presently have a budget of \$80,000 — which works out to \$2.20 per member per year. We have used that budget effectively over the past five years.'

'The Racism and Authority and Responsibility Committees each have their own budgets and I'm sure a combined committee wouldn't receive a combined budget.'

'We would end up with a budget cut instead,' she added.

Her other main concern over a combined committee was the work load increase she felt was

inevitable in dealing with so many diverse areas of human rights.

'Right now we have a full-time staff person who works an average of 60 hours a week on Status of Women business alone.'

'This work load will at least triple in volume if our program is joined with the others.'

'Whoever was chosen to head the new committee would find it difficult to deal effectively with such a large area. Contact people and committee members would have to carry an even heavier work load than they do now.'

'To create effective changes in all areas of human rights, each section should have its own program,' she concluded.

Coplin urged Status of Women members to fight against any move towards an umbrella committee.

She advised them to discuss the situation with their local presidents, GRs and the provincial executive; to put their names in for delegates to the RA and AGM and to keep informed on what's happening throughout the province.

BRITISH COLUMBIA TEACHERS' FEDERATION  
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newsletter

Editor  
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MELANIE WEATHERBEE, EXPRESS

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 herein reflect the views of the authors and do not necessarily express official policy of the BCTF.

## Actuary says boost pension contributions

By Bruce Watson

Current economic, demographic and political developments have brought pensions into the arena of public debate. The article in The Vancouver Sun of October 3, 1977, although talking of all B.C. public sector pension plans, gave special emphasis to the teacher plan.

In determining what aspects of the current debate need to be dealt with it may be useful to review the developments of the past 10 years. After this review the processes now ongoing will be discussed.

Years 1969 to 1971 In order that the Teachers' Pension Plan would better fulfill the prerequisite for a sound, attractive and supportable pension plan, the 1969 Annual General Meeting approved 10 major proposals to government for legislative action.

The 1970 AGM adopted a resolution directing the Executive Committee to hold a referendum to seek authority for "work stoppages or other sanctions" if no satisfaction were obtained from government on the pension issue. Also the AGM directed that three additional items be added to the requests.

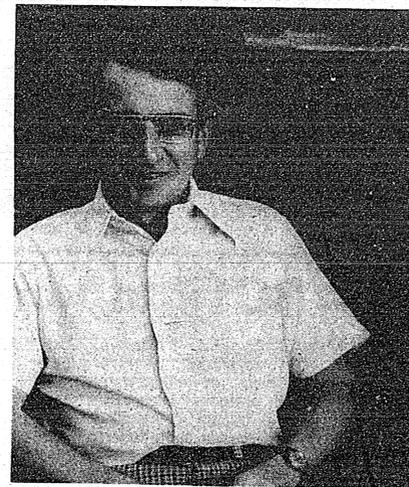
In October 1970, the teachers voted 88% in favor of strike action. At the same time the government indicated that changes would be forthcoming in early 1971.

Bill 4 was introduced on January 22, 1971 and contained significant improvements to the pension plan. However, inadequate adjustments were made to the pensions of retired teachers and a day of protest was held on March 19, participated in by most teachers in the province.

Amendments of 1973 October 1972 saw another major submission to government and amending legislation was introduced in April 1973.

These amendments again contained significant improvements and overcame, to a large extent, the deficiencies and inequities within the Pension Plan which had not been recognized by the 1971 amendments. In summary, the following improvements were implemented.

- Existing pensions were increased by 3% to 6%, i.e., those who retired in 1971 received a 3% increase; those who retired in 1950 and earlier received a 6% increase; those who retired in the years in between received 3% per year of retirement from 1951.
- The difference in the pension calculation between the so called "long-service" and "short-service" teachers was reduced.
- The averaging period to determine the final average salary on which the pension is based was reduced from seven to five years.
- The period of time over which a teacher must contribute in order to have the right to a pension at age 60 was reduced from 20 years to 10 years.
- The portability provisions among the public sector plans were improved.
- The male/female discrimination in the ac-



Bruce Watson, Economic Welfare Division, reviews a decade of pension developments.

tuarial tables for early retirement and for the joint life and last survivor option and between the rights of widows and widowers was removed.

7. The government contribution rate was increased.

Amendments of 1974 The last major change to the Teachers' pensions Act came in April 1974.

1. On July 1, 1974 all pensions in payment as of December 1972 were increased by 12% and those granted in 1973 were increased by 4%. On April 1, 1975 all pensions in payment as of the previous June were increased by 12.4% and those which had been granted between July and December 1974 were increased by 5.5%.

2. As of July 1975 all allowances are adjusted every three months by the full increase in the Canadian Consumer Price Index.

3. All allowances at age 60 or older are calculated on a basis of 2% for each year of service.

4. Teachers with 35 years of service may retire at age 55 or older on a formula of 2% for each year of service.

5. Teachers with 10 years but less than 35 years of service may retire between age 55 and 60 at a reduced benefit level.

6. The final average salary for deferred benefits and for the calculation of the pension after a teacher has been on an approved salary continuation plan is increased between the time of last contribution to the fund and the receipt of allowance by the increases in the Canadian Consumer Price Index.

7. The government commenced in 1975 contributing to the pension plan at a rate equivalent to that of teachers.

A major omission from the amendments was the recalculation of existing pensions. However, a joint study of this problem was commissioned by the government and the BCTF in the fall of 1974 and a report received in the spring of 1975 (Wiggins Report). Discussions were held with the government in 1975 and 1976 but no action was taken pending receipt of an actuary's report on the cost of implementing the recommendations. This was received in June and forms part of the report to the Representative Assembly this October.

Also, a full formula pension (2% per year of service) was not obtained for those teachers with less than 35 years of service and who had not yet attained age 60. Over the past two years discussions have been on-going with government in an effort to achieve success on these two major thrusts together with a number of other changes required to improve the pension prospects of teachers.

Actuarial Valuation — 1977

The last actuarial valuation on the teachers' Pension Plan included the plan amendments to December 1972. The report now in the hands of government is the first report to include the cost factors of the 1973 and 1974 amendments. Although these costs are a concern of government, the Actuary in his report states: "The actuary does not see the increase in the unfunded liability as a threat to the continued payment of pensions to current and prospective pensioners nor to the financial health of the pension fund, provided his recommendations to raise the statutory contribution rates and to improve the financing of the indexed supplements are accepted."

The actuary has not recommended that the unfunded liability in the plan be eliminated; rather he has recommended that steps be taken to prevent it from becoming any larger.

BCTF Actions Shortly after the Actuary's report was received by the government in March 1977 the Pensions Committee met with the Commissioner of Teachers' Pensions and the Actuary. Over the summer a report was prepared for the Executive Committee and Representative Assembly as background to their discussion of the issues.

On September 30 the Executive Committee met for two hours with Mr. J. R. Reid, Deputy Superannuation Commissioner and Actuary and on October 14 the process will be repeated with Mr. W. H. Forrest, the Superannuation Commissioner also present. In addition meetings are being arranged with the Provincial Secretary.

The review of the present pension situation by the Pensions Committee, Executive Committee and Representative Assembly should enable the Federation to revise its pension strategies if such action is required.

# Don't be a mugwump — plan ahead

By Melanie Weatherbee

Many people spend their working years looking forward to the time they can retire to a life of leisure. But when retirement day finally arrives, they find themselves unprepared for their new lifestyle.

Instead of enjoying their long-awaited retirement years, some find themselves focusing on the negative aspects of not working; they feel the loss of a satisfying occupation which kept them occupied and in contact with a variety of people; they feel the effects of a decreased income; and they frequently feel alienated from society, unable to fill in the long hours of enforced inactivity.

The BCTF Retired Teachers' Association is working hard to forestall these problems for the hundreds of B.C. teachers approaching retirement age.

This group of volunteers, under the direction of former teacher Bert Wales, encourages teachers to prepare themselves well in advance for retirement and avoid the pitfalls resulting from inadequate planning.

*The worst of work nowadays is what happens to people when they cease to work.*

Chesterton

For the past 30 years the Retired Teachers' Association has been concerned with looking after the well-being of teachers who have already reached retirement age, but during the past year or so it has expanded its programs to include information for active teachers on how to prepare for a productive retirement.

'Planning ahead for retirement is very important' says Bert Wales. 'We are trying to encourage teachers in the 50-year-old age bracket to start looking ahead now.'

The current compulsory retirement age for BCTF members is 65, but teachers have the option of retiring between 55 and 60, with reduced pensions in some cases. Life expectancy figures increase each year, therefore a man or woman can expect to live a considerable number of years after retiring.

'Career teachers can now retire with pensions that offer many options and its worthwhile to look ahead to retirement, not to deny it,' adds Bert.

He advocates making the most out of retirement years and leading a full life, instead of



A busy group of retired teachers mailing information to their colleagues from l. to r., Murray Hockridge, Elaine Gormley, Art Sweet, Bert Wales, Alice Gray. Retired teachers have their own office in the BCTF building.

being a 'mugwump' — 'a bird that flies backwards so it can concentrate on where it has been instead of where its going.'

'Unless you become addicted to golf or something similar, you have a great deal of time on your hands after you stop working.'

Bert himself is a good example of someone who uses retirement time effectively. At 71 he's still active as past president of the RTA and he's continually developing new resource materials for retired and soon-to-be-retired teachers.

Before his own retirement in 1971 he was a Math and Physics teachers and counsellor at Kitsilano High School and later was the Director of Adult Education in Vancouver and Principal of Vancouver Community College.

Several recent studies on retirement planning have recommended placing emphasis on three objectives when looking to the future — 'something to do, someone to love and something to hope for.'

The studies advocate that people plan ahead during their working years to assure financial security, continued good health, growth in per-

sonal relationships and purposeful use of leisure time.

With this in mind, the association has prepared a wide variety of resource material dealing with the social and economic aspects of retirement planning.

Information on the financial and business considerations of retirement such as estate planning, income and expenditure budgeting, effective use of assets, the effects of early retirement on benefits and guidelines on where and when to apply for them, are all available through the Retired Teachers' Association.

It is also preparing literature on the social aspects of retirement — how to develop alternate activities and interests and lists of senior accommodations such as residential and special care centers and services.

In addition, the association will be sponsoring a series of workshops on retirement which will be held throughout the province this fall.

Any teacher interested in obtaining information on retirement preparation should contact the Retired Teachers' Association in the BCTF building. It is open from 10 a.m. until 4 p.m., Monday, Wednesday and Friday.

## Guest Editorial

### People vital to children should be properly paid

Society gives teachers a substantial responsibility. They are entrusted with the care and development of our children who are at a critical stage of life.

So its understandable that teachers feel they should be compensated for that not inconsiderable responsibility. Last week, the BCTF announced it would be taking a hard line in contract negotiations this fall.

And well they should. Caught within the restrictions of the Anti-Inflation Board — as most other people have been — teachers in this province have not maintained their position relative to buying power.

The settlements achieved by the Kamloops and District Teachers Association in the past two years serve as an illustration. For 1976, the KDTA membership was awarded a 12.6 percent salary increase through binding arbitration. The AIB rolled it back to 9 percent. For 1977 local teachers settled for ten percent — and the AIB rolled it back to eight.

British Columbia's inflation rate during those two years — 1976 and to date this year has been roughly 12 percent and 9 percent. A salary increase is not only designed to maintain buying power — but also to improve one's lot in life over the years. Obviously the teachers have not even been maintaining their purchasing power.

Further, it must be thoroughly disillusioning for a teacher who must struggle through years of university, gain valuable experience and then watch while other people in the work force without the same credentials pull in much better pay.

The pay range for a teacher in School District 24 is \$11,900 to \$24,800.

The average however is about 18 thousand. To reach that level requires about four years university and six years experience. Down at city hall — we are told that a sanitation worker — a garbage collector — can make 21 thousand dollars a year with a little overtime. Now a sanitation workers' lot isn't that easy — requiring a strong constitution — but really the only skills needed are a strong back and the knowledge of how to slip into a pair of gloves. The base rate for most sub foremen at city hall is 9.23 an hour — based on a 40 hour week, 50 weeks a year — that works out to \$18,460.

The point of all this is — if a labourer is worth that kind of money — a teacher with his or her considerable responsibility is worth much more. If the AIB is going to be around much longer — that has to be a consideration — school boards have a duty to ensure it is — and to see that the people so vital to the development of our children are properly paid.

By Jim Harrison  
Radio CHNL, Kamloops

## BCTF to hire liaison assistant

The BCTF will hire a liaison associate to work in Victoria for a period of six months starting January 1978, the Executive Committee decided at its September 30 meeting.

A proposal given to the executive said that there is a need for the BCTF not only to be perceived as having a serious interest in developments within the Ministry of Education and the legislature, but also to monitor those developments more systematically.

The proposed six-month term appointment it was argued would provide the federation with an opportunity to assess the pros and cons of long term alternatives to meet this need.

In the event that the spring session of the legislature extends beyond June 30, consideration will be given to ne-

gotiating with the appointee to extend the contract to include the entire sitting. Advertising for the position will take place almost immediately with the deadline of October 31 for applications.

Members of the executive arguing against the position suggested that the BCTF as an organization may not have the qualities that apply to a lobbyist.

However, other executive members argued that the federation must have information on a day-to-day basis, as well as having someone who can get teachers access to the person responsible for any subject under discussion at the legislature.

In former years, Stan Evans, then assistant general secretary, used to perform a similar function for the BCTF.

## Broadley nominated

Bill Broadley, BCTF past-president, has been nominated as the BCTF representative to the sub-committee of the Joint Board of Teacher Education that will investigate teacher education in the province.

Other members of the sub-committee are Dr. Malcom McGregor, UBC department of classics (retired); former

liberal MLA Dave Brousson; Jim Carter, Ministry of Education; and Ruby May Parrott of the BCSTA.

Bill Broadley and Sam Fillipoff, chairperson of the BCTF Teacher Education Committee are the BCTF representatives on the Joint Board of Teacher Education, with Jim Bowman, staff attending as an observer.

### Joint Board meeting dates

The Joint Board of Teacher Education Committee will be holding ten public meetings between November and mid-December across the province.

Meeting schedules are as follows:

Thursday, November 3 — Terrace.

Monday, November 7 — Kamloops.

Thursday, November 10 — Chilliwack.

Monday, November 14 — Kelowna.

Thursday, November 17 — Nanaimo

Saturday, November 19 — Vancouver.

Thursday, November 24 — Castlegar.

Friday, December 2 — Prince George.

Saturday, December 3 — Dawson Creek.

Thursday, December 8 — Victoria.

### Women's conference

'Socialization and Life Skills' will be the topic of a Canadian Teachers' Federation's National Status of Women Workshop to be held in Winnipeg November 6-8.

The keynote speaker for the workshop will be Kay Sigurjonsson of the Ontario Teachers' Federation who will discuss 'The hard part begins — New directions for the Women's Movement.'