



Past President Bill Broadley, left, presents Fergusson Award, highest honor BCTF can bestow, to this year's winner, former president Adam Robertson, a pioneer of exemplary teaching practices, while Mrs. Robertson beams with pride. See story on page 5.

John Denniston photo

# newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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APRIL 10, 1979

## Easing of tax burden now merely voter-bait

By George North

Finance Minister Evan Wolfe's pre-election "sunshine budget" would have gone a long way toward easing the burden of school taxation for local property owners.

Unfortunately, that budget is now in limbo. Premier Bennett dissolved the legislature before it could deal with the budget, and its array of goodies is now no more than election bait.

The budget would have implemented two major measures that the BCTF has been promoting for almost a

year, through Operation Fairtax. These were an increase in the provincial homeowner's grant and the removal of the costs of operating B.C.'s community colleges from their local school districts.

The promised increases in the homeowner's grants — \$100 for all homeowners — actually went beyond the Fairtax proposals. Fairtax had called for an increase of \$70 (from \$280 to \$350) for homeowners under age 65, and \$40 (from \$480 to \$520) for senior citizens.

The \$100 increase would have virtually wiped out school taxes for most B.C. homeowners. At current taxation rates the \$380 minimum grant promised by Wolfe would just cover the average school tax on a \$50,000 house.

Removal of \$23 million of college costs from the school boards' budgets would have cut an average of 1.7 mills from last year's school tax levels.

Direct grants to school boards, in the proposed budget, would have gone up only by \$21.4 million, an increase of 5.16 per cent over last year's \$415.6 million total.

The effect of the increase in direct grants would have been to restrict the increase in the basic school mill rate to 1.25 mills. This would have been .68 mills less than the 1.93 mills that Education Minister Pat McGeer earlier predicted would be necessary.

Wolfe's budget would have set the government's 1979-80 basic levy — in effect, the provincial education tax — at 41 mills, or \$41 dollars per \$1,000 of assessed property value. Proposition Fairtax called for a cutback in the basic levy to 39 mills.

## Vacancies listed

Numbers of teachers have asked the federation to provide information about job vacancies in the province. As a service to members, the BCTF Newsletter Editorial Advisory Board agreed to publish known vacancies, free of charge, in the Newsletter for as long as the strike at Pacific Press lasts.

For the information of interested members, a page of vacancies has been published in this issue. Other vacancies, will be listed in subsequent issues, if the need continues.

## Non-partisan role

# Federation will make education key election issue

By Jim Bowman

The BCTF will take an active part in the May 10 provincial election — but in a non-partisan way.

The federation will attempt to make support of public education a significant issue in the campaign and will publicize the education policies and records of the major political parties for the guidance of members.

But political action will be primarily the responsibility of teachers and their organizations at the constituency level, where the ballots count.

The federation's approach to the election was adopted by a special meeting of the Executive Committee April 7, on the advice of the provincial Political Action Committee and an advisory task force consisting of the full-time table officers and members of staff.

The executive decided to urge local associations to inject the issue of public education into the campaign in their constituencies.

The major educational topic to be addressed, the Executive Committee suggests, is support for quality education to meet the needs of all children in B.C.

To that end, the executive said, the issues that must be addressed are local control of education, support for the public schools by those charged with governing the provincial system, and more equitable sharing of the costs of public education.

The executive is asking all local associations to establish a telephone network to ensure that teachers, their families, friends and supporters turn out to the polls on election day.

Regional workshops to assist local association presidents in organizing their own campaigns are being conducted

this week by staff members, the provincial Political Action Committee, and members and members-elect of the Executive Committee.

The executive has also authorized grants to assist locals and to finance a limited media campaign. The Representative Assembly will be asked to charge these expenditures against the Reserve Fund.

The next edition of the BCTF Newsletter will outline the records of the current Social Credit government and its NDP predecessor on educational matters.

It will also contain the education policy statements of the four major parties.

To get further clarification of party policies on issues of concern to teachers, the table officers will attempt to meet all four party leaders as soon as possible.

"This is an important election for teachers and for education in this province," President Pat Brady said. "Teachers need to make the candidates and their fellow-voters aware of their concerns before election day and to obtain commitments from the candidates on specific issues."

Brady said a study of the 1975 election results showed that "in many constituencies it would not require much of a swing to affect the results for both major parties."

"I know that teachers can be relied on to study the issues, particularly those that affect education, and to assess the candidates," Brady said. "We want to assist them by outlining the educational issues, publicizing the party records and priorities, and establishing a network of teacher voters."

The federation's initiatives was launched at a press conference today (April 10).

## AGM elects more militant slate

By John Hardy

Teachers elected a more vocal, militant slate to their Executive Committee at this year's Annual General Meeting.

Candidates who were elected to office generally called for a hard-line approach to problems facing education, particularly with the provincial government, and their call for militancy touched a responsive chord in a membership that has been frustrated by attacks on teachers.

The problems facing education became the issues of the election, problems such as declining enrolment, centralized curriculum, shift in the tax burden to the local community, and a desire for aggressive leadership from the BCTF.

The issues were clear, candidates were saying, but the federation's approach over the last two years has failed to effectively resolve them.

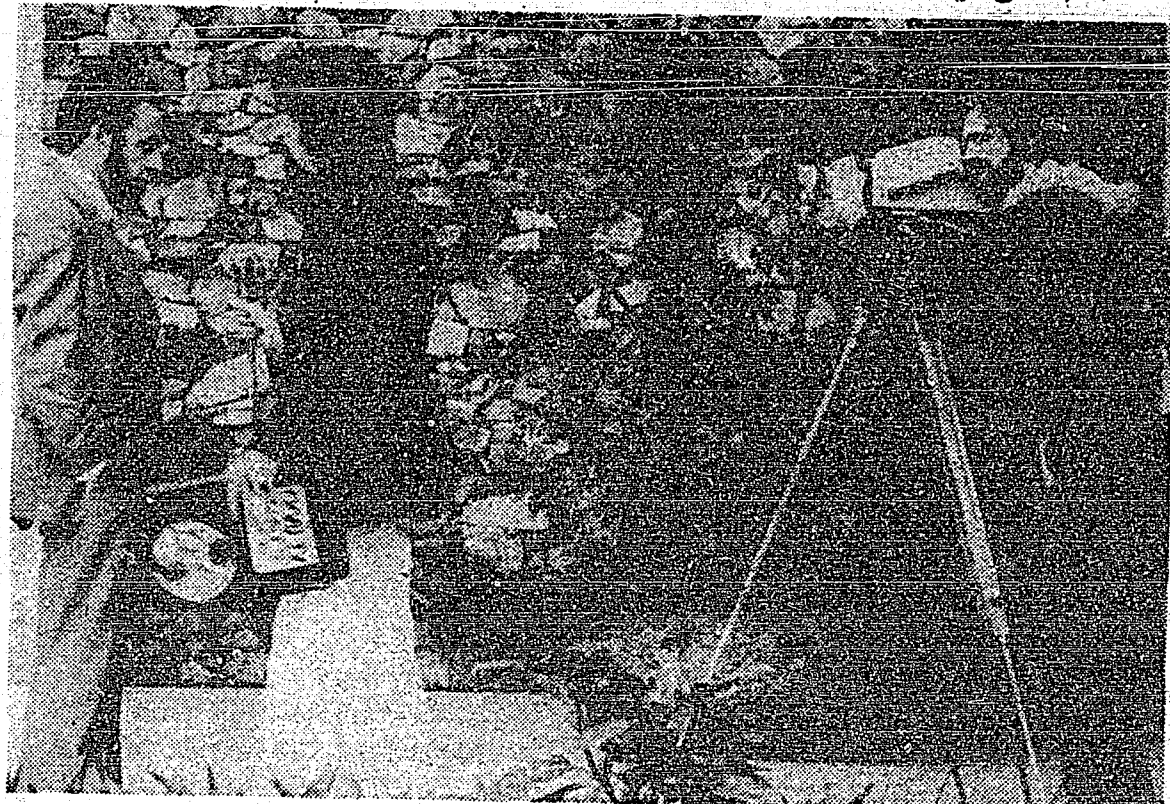
Al Blakey, elected president, said teachers seem to be a

target for every ill in society, "and it's time that was stopped."

Delegates agreed and swept Blakey into the president's office on the first ballot with a vote of 401. Allan Garneau came second with 201 votes and Ken Smith third with 67.

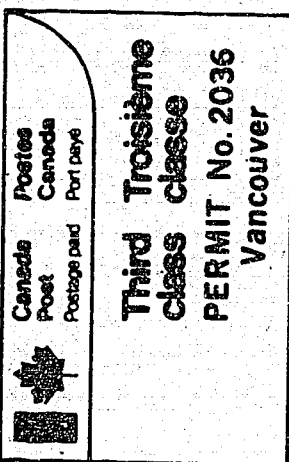
Other candidates taking office included Larry Kuehn (Kamloops), first vice-president; Allen Cornes (Alberni), second vice-president; and members-at-large Lynda Coplin (Delta); Terry East-

(Continued on page 6)



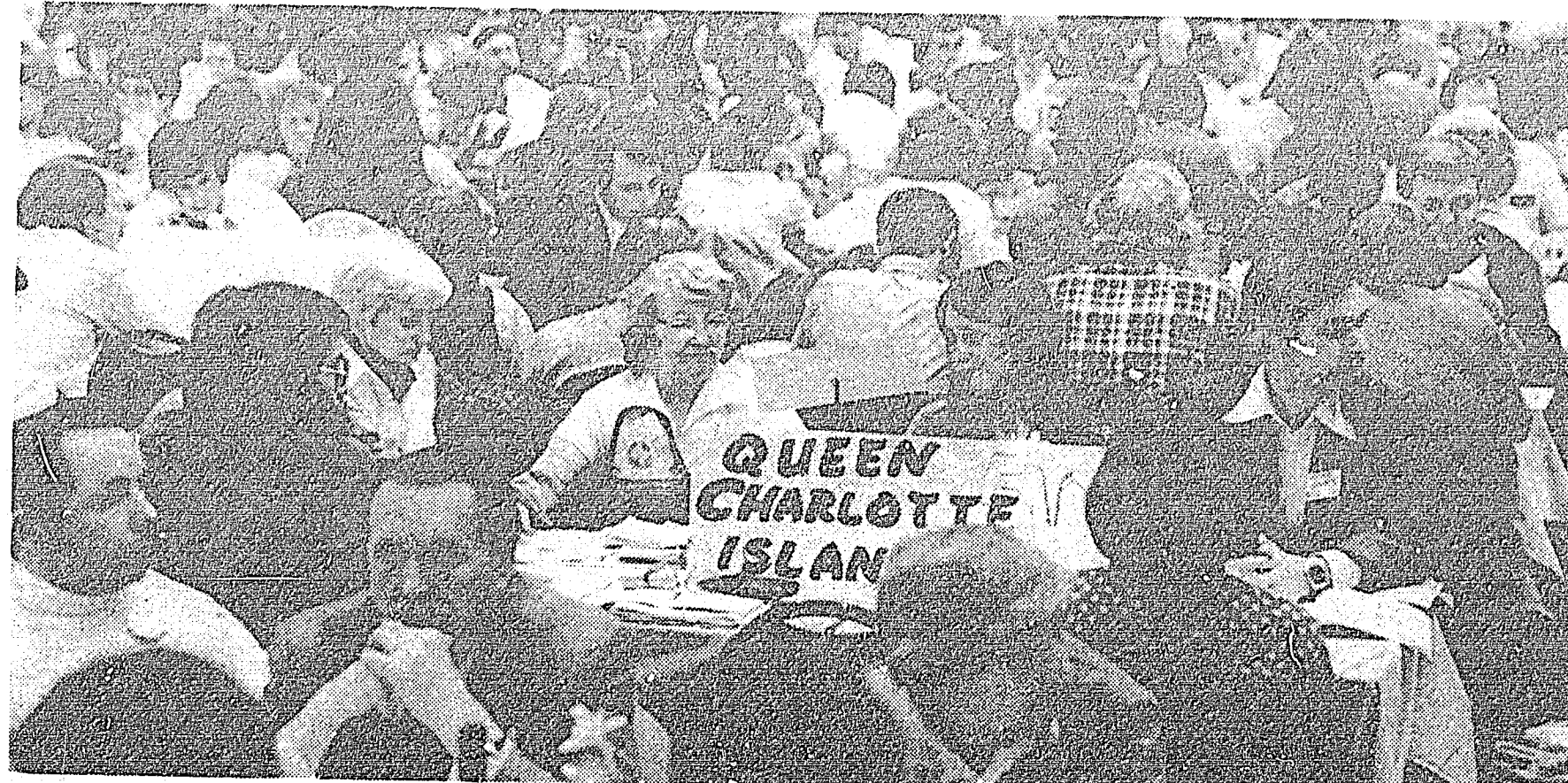
John Hardy photo

Setting a high profile from the start, President-elect Al Blakey gave many media interviews after his election. This one is with Shane Lunney of CKVU.



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





Queen Charlotte Islanders, surrounded by a sea of delegates, ponder mass of reports, resolutions and recommendations that faced delegates at last month's Annual General Meeting. One of three invited speakers was Dave Kandal, right, president of B.C. School Trustees Association.

## Letters

### TV . . .

I write to comment on the recent elections for executive of the BCTF. It is apparent that all those who were elected, with the exception of Doug Smart of Prince George, were members of the Teacher Viewpoint group and were part of a TV slate of candidates.

This explains Maureen MacDonald's withdrawal after the first ballot. Doug Smart's strong showing had disrupted the TV steamroller, and she and Terry Eastman were left of the slate to compete for the one office remaining, along with a number of independent candidates.

Rather than split the vote between the two TV candidates and allow the possibility of an independent getting in, Ms. MacDonald (who had the least number of votes of TV candidates, although running well ahead of the independents) threw her support behind Terry Eastman by her withdrawal.

Well, there is nothing wrong

with belonging to an organization to gather political support at an AGM, but I ask teachers to consider two implications of TV's actions.

Delegates, by and large, did not know who the TV candidates were. Although this organization had put out a newsletter on the first day of the AGM in which they outlined their platform, they did not list the names of their candidates. Nor were their candidates announced at any public meeting.

TV prides itself on open meetings to which anyone (who happens to know where the meeting is being held) can go. But decisions on who is going to be a candidate are made behind closed doors, by TV's steering committee. The gasp of surprise which greeted Maureen MacDonald's withdrawal indicated that most AGM delegates were unaware of the TV slate and her position on it.

### . . . or not TV?

In response to Mr. Collins's remarks about candidates, we are sure that all candidates are independent and that every candidate was encouraged by some colleagues or friends to offer their services on the BCTF executive.

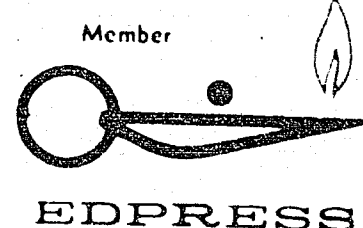
Teachers' Viewpoint meetings, contrary to what Mr. Collins would have you believe, are open to any interested BCTF members and were advertised both in our newsletter and on the AGM hotel notice board.

We were not aware that a "platform" was outlined. If Mr. Collins refers to the fact that issues were raised and discussed openly, that present

BRITISH COLUMBIA TEACHERS' FEDERATION  
105 - 2235 Burrard Street, Vancouver, B.C. V6J 3H9

**news letter**

Editor  
ARNIE MYERS



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. Letters to the editor and signed articles contained herein reflect the views of the authors and do not necessarily express official policy of the BCTF. Unsigned articles are the responsibility of the editor.



## Needling not meant as criticism: McGeer

Education Minister Patrick McGeer pledged himself at the Annual General Meeting to become more positive in his public utterances about the B.C. public school system.

The minister made the promise in response to a question from Past President Bill Broadley during a question-and-answer session following the minister's speech to the delegates.

"Mr. Minister, as you observed at the beginning of your address, the International Year of the Child has begun," Broadley said.

"To commemorate this year could you, in your comments about our public schools, emphasize the thousands of excellent practices in those schools and become, like this federation, at least as staunch a defender of those schools as a critic of their inappropriate practices?"

"The answer is yes," McGeer replied, to the delegates' applause.

"When?" Broadley asked.

"I think we could start right now," McGeer said. "I think I've made it clear that we're very fortunate in Canada to have the educational system that we do have . . .

"But there's one thing for which I make no apologies, and that is the demand and the urging to achieve new standards of excellence. And I suppose of all the ministers of education in B.C., I have pressed for an improvement of those standards. We cannot fail by raising expectations and by the improvement of excellence in our system.

"And I would not want you people here to misunderstand this urging, this restlessness for improvement, to be mistaken as a criticism of you or your profession. I admire and respect what you do.

"But there is nothing but good can come from your efforts and from mine to make this system of education even better than it is. We're going to be better, our youngsters are going to be better, society is going to be better if we work

harder to challenge every single youngster in our system."

In his speech McGeer announced the beginning of a new program for the early identification and treatment of children with learning disabilities. McGeer said these children, no more than 1 to 2 per cent of the student population, were "children of relatively normal intelligence who, because of what might be termed cross-wiring problems, are unable to learn in the normal manner. Often they can be helped if a correct diagnosis and prescription for learning can be provided."

McGeer said that, acting on the advice of a committee of specialists, he would establish early identification procedures for children with learning disabilities in kindergarten and grade 1.

He said he would also establish two regional centres where children identified in the classroom as having learning disabilities could have the diagnosis confirmed and treatment prescribed.

He said his ministry will also support the Children's Diagnostic Centre as a centre for special expertise in this field.

He said his ministry has heard teachers' concerns about the need for in-service education for teachers of these children and that negotiations are now under way to provide both short-term summer-school programs and university credit courses for them.

Later, in reply to Frances Worledge of VESTA, McGeer indicated his ministry would provide special aid for school boards that feel unable to hire additional teachers to meet the needs of mainstreamed children.

"To the extent that a special need for in-service training and the particular need for extra teachers to do a job (exists), because those who are already there can neither be trained to do the job nor have the special qualifications that may be necessary, yes we will," McGeer said.

**Brady says:**

## Teachers can correct any deficiencies

If there are deficiencies in the educational system, teachers can correct them, BCTF President Pat Brady told delegates at the opening session of the 1979 Annual General Meeting.

Social and economic problems are spilling over into the school system and producing a loss of public support for public education, schools and teachers, Brady said.

Young people are disappointed that education no longer guarantees them the "golden key" to success — "however they measure that." They face the paradox that many people are living better than ever while others with the same excellent education and skills are unemployed.

Their disappointment "opens the way for a great barrage of flak — much of it directed against us," Brady said. Public education was well supported while the economy was buoyant, "but there are now signs that the growth expectations for the system cannot be sustained indefinitely, at least not without some major new developments in our technology or the discovery of new sources of cheaper energy."

"It's not surprising, therefore that a major component of the system — ours, the educational component — should be critically examined in order to determine if its services can be changed in ways that would assist to overcome current economic and social disruptions."

Brady said teachers should accept the challenge and pursue this examination with enthusiasm.

"Our questioning of the educational system should first address the problem of providing fundamental learning skills to the young," he said.

"If the system is found to be wanting in this area, teachers should act forthwith to correct the deficiencies. We have the power to do so in each one of our classrooms."

But beyond this, he said, teachers should be willing to co-operate with business, industry, unions, government, the professions and other groups in examining the whole educational system.

It is the complaints of unemployed young people, women who can't find jobs outside the home, and those declared "redundant" by industries and governmental services that fuel the forces of restraint and put "negative, backward-looking people" into political power, Brady said.

It is worth considerable effort by every teacher, he said, to dispel criticisms of the school's failure to produce literate graduates, to fix responsibility for the development of skills in young people, to establish the total societal responsibility for the creation of jobs, and to develop an understanding that money spent on children who don't fit the system is an investment that will save money in the long run.



Pat Brady

## Post-AGM thoughts of the president

Another Annual General Meeting has come and gone.

In the flurry of debate and elections, in the thicket of reports, recommendations and resolutions considered by the AGM, it's easy to overlook the contributions made by our staff, and by the members of our many committees and task forces, the dedicated volunteers whose efforts keep our federation inching toward its goals. To all of these individuals we extend our thanks.

I want to congratulate the new officers elected by your representatives — Al Blakey, who will succeed me as president; Larry Kuehn, who moves up to first vice-president; and Al Cornes, our new second vice-president — and to welcome the new members-at-large who will join our Executive Committee July 1: Lynda Coplin, Terry Eastman and Doug Smart.

I also want to extend my thanks, and yours, to those executive members who have served us so effectively and who will not be with us in the coming year: Past President Bill Broadley, Second Vice-President Ken Smith, and Members-at-Large Doug Steinson and Phil Van Seters.

The outgoing members of the executive must, I think, take satisfaction in what they have seen our federation achieve during the past year. For example:

- Strengthening of our 79 local associations, through provincial support in the form of grants for local organizational development, in-service and public-relations programs;
- The substantial success of our Proposition Fairtax, which has resulted in a promise of removal of the costs of community colleges from the local tax rolls, and a \$100 increase in the provincial home-owner grants to offset school taxes;
- The enthusiastic acceptance of Project TEACH, which has provided new classroom skills for 440 members through 26 courses;
- The development of our cadre of Professional Development Associates; working teachers who have provided 80 workshops for their colleagues this year;
- Increased funding for our 23 Provincial Specialist Associations;
- The establishment of a two-week Christmas break;

### NATO visit

By Ken Aitchison

Teachers of social studies have a chance to visit Brussels and Paris this fall.

The trip will be a one-week visit, under the auspices of the Canadian Teachers' Federation, to the North Atlantic Treaty Organization (NATO) and the European Economic Community (EEC) in Brussels, and to the Organization for Economic and Cultural Development (OECD) in Paris.

A group of up to 17 Canadian teachers will leave Canada Sept. 29 and return Oct. 7, the day before Thanksgiving.

Costs of the trip will be the responsibility of the individuals participating, but NATO will reimburse participants half of the round-trip air fare and will pay a per-diem living allowance for up to three days in Brussels.

Individual participants may be able to persuade their school boards to support part of the costs.

Spouses are excluded unless they are valid teacher nominees selected to participate.

Application forms are available from the BCTF office, and must be returned to the office by May 16.

## News Briefs

If more than 17 teachers are recommended by their provincial teachers' organizations, CTF will make the final selection.

### Librarians confar

Chuck Davis, Vancouver newspaper columnist and science-fiction buff, will be a featured speaker at the B.C. School Librarians' Association spring conference May 3-5 at the Vernon Lodge Hotel in Vernon. Dr. Gerald Brong, Washington University, will be the keynote speaker.

Pre-registration fee is \$40 and late registration fee is \$45. For registration forms write to P.O. Box 332, Vernon V1T 6M3.

### Homecoming

Mountain View Elementary School is planning a Golden Homecoming for May 7-11, 1979 and is trying to locate as many students and teachers as possible.

Anyone knowing the addresses of these former teachers is requested to contact the school or Mrs. M. Kydd at 700 Robinson Street, Coquitlam V3J 4E8 (Phone 936-7924).

- A decrease, small but actual, in the pupil/teacher ratio, in spite of growing political and economic counter-pressures;
- The holding of a successful symposium on curriculum development;
- The establishment by the Ministry of Education, at our urging, of new advisory committees on curriculum, which give more of our members opportunities to influence what is taught in our classrooms;
- Salary increases averaging 7.85 per cent, plus fringe benefits including, in many districts, new or improved dental insurance plans.
- Completion of a study, jointly with the B.C. School Trustees Association, of the use of sick leave by B.C. teachers;
- Creation of a new management structure which will allow the staff of the BCTF to serve us better.

This year, for the first time, your Executive Committee placed before you a leadership report in which we drew attention to what we saw as key issues facing the federation, and which we hoped would focus the attention of the AGM on these issues.

I believe this leadership report served its purpose well. The AGM did in fact endorse most of the Executive Committee's recommendations set out in the report, in many cases without amendment.

- These recommendations included:
- A statement of goals for professional development;
  - A statement of professional rights and standards of practice for teachers;
  - Policy on publicly funded private schools;
  - Policies on declining enrolment;
  - Recommendations dealing with learning conditions and grievances;
  - A statement of appropriate educational and support services for all children, including those handicapped children who are being "mainstreamed" into regular classrooms; and
  - Changes in membership policy.

The AGM also accepted the recommendation of the BCTF Pensions Committee and the Executive Committee for a major change in the funding of our pension plan which will help to ensure that our pensions are available when we need them.

And rather surprisingly, the AGM adopted *without debate* the continuing priorities recommended by the Executive Committee:

- "(a) To increase public support to ensure adequate funding, enough teachers, and appropriate resources to meet the needs of children; and
- "(b) To support and extend local autonomy in determining and responding to the educational needs of children."

Rhetoric and factionalism sometimes obscure the genuine accomplishments of those you elect each year to guide the destinies of our federation. You should be aware of those accomplishments, and I believe that you and I can be confident that those members who are leaving the Executive Committee this year will continue to work as energetically as ever, at the local level, for the improvement of public education.

### African openings

The International School of Tanganyika Ltd. requires experienced teachers and administrators. The school is an independent day school catering to the children of the international community in Dar es Salaam.

Successful candidates would be required to take up duties in August 1979. Contracts are for two years and are renewable.

The positions to be filled are those of head teacher, principal (secondary school), principal (upper elementary school), secondary school teachers of English, French, mathematics, ESL, science and music, and elementary school teachers of pupils aged 5 to 11 years.

Classroom teachers must have at least three years' experience, and experience with ESL pupils is an advantage for those teaching the elementary grades. Married teaching couples are invited to apply.

Interested members should contact Ann Dahl at the BCTF office for more particulars about the positions, the school, salaries and benefits, and application forms.



# Delegates move to strengthen pension fund

Delegates to this year's Annual General Meeting approved a significant policy change designed to strengthen the Teachers' Pension Plan.

The AGM approved a new funding level for the plan, which would be met partly by an increase of 0.5 per cent in teachers' contributions. The current rate for the basic pension is 6 per cent.

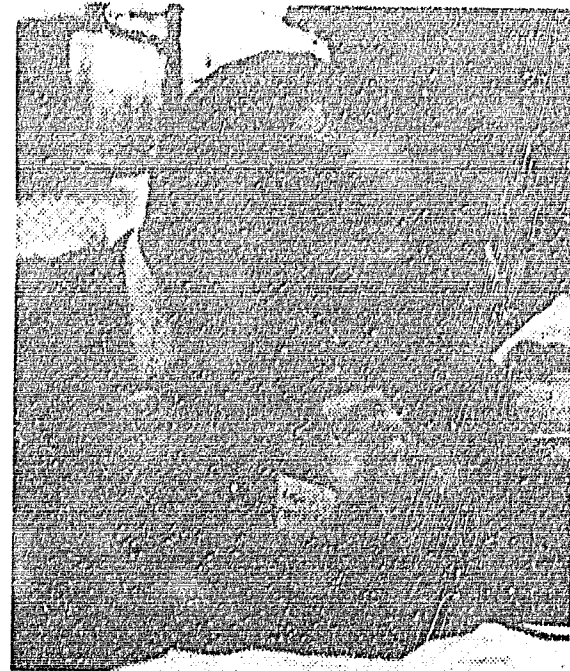
The balance of the money required to meet the new funding level would come from the provincial government. Under present circumstances the government contribution would be 8.5 per cent of teacher payrolls. This amount would vary over the years but would not drop below the rate paid by teachers.

The new funding level and contribution rates are now BCTF policy but still require approval of the cabinet and the legislature before becoming effective.

In addition to their contributions toward basic pensions, both teachers and government would continue to pay 1 per cent to finance the indexing of pensions to keep them in line with increases in the cost of living.

The cost to teachers of this new deal would be approximately \$2.4 million a year, or about \$83 per teacher.

The new policy was put forward by the BCTF Pensions Committee, with the endorsement of the Executive Committee. It was preferred by the delegates to an alternative plan proposed by the Burnaby Teachers' Association.



Bruce Watson, Ella Clarke

Under the Burnaby plan both government and teacher contributions for basic pensions would have been left at 6 per cent (plus 1 per cent for indexing).

However, the government would have had to put up approximately \$200 million, based on 1976 statistics, in order to create an account equal to that of the active teachers.

In addition the government would have been required annually, as it is now, to make up any shortfall necessary to guarantee all pensions then being paid for the life of the pensioners.

The BCTF Pensions Committee plan was put forward as "the best obtainable at this time."

Burnaby delegates argued that the issue should be settled not on the basis of what the government might accept but on the basis of "what we consider right."

Despite its complexity the

pensions debate held the attention of AGM delegates for almost three hours. The meeting faced a clear-cut choice: acceptance of either plan would automatically eliminate the other.

Burnaby delegates lost their fight to have their plan, contained in Resolution 123, considered ahead of the Pensions Committee's proposal (Recommendation 41). However, session chairperson Tom Hutchison allowed the Burnaby group considerable leeway in presenting their arguments during discussion of Recommendation 41.

The debate was an example of the AGM's ability to give a serious hearing to both sides of an issue of significance to all members. Commented President Pat Brady: "It was one of the best AGM debates I've heard in 19 years."

The crux of the issue was the level of funding necessary to guarantee teachers' pensions into an uncertain future.

Public-sector employees' pension plans generally are causing considerable concern to their members. Most — like the B.C. Teachers' Pension Plan — do not contain all the money needed or have a contribution rate high enough to meet their commitments to all their members.

One point on which all parties — the BCTF Pensions Committee, the Executive Committee, the Burnaby group and the government — were agreed was that the present method of funding the B.C. teachers' plan is inadequate.



Streb Collins

J. G. Paterson, a consulting actuary retained by the Pensions Committee, had advised that the plan be funded at least to the level recommended by the committee and that full funding would be preferred: that is, accumulation of enough money to pay all claims by both active and retired members in the unlikely event that the plan should be wound up.

This would mean major increases in contributions for both teachers and government.

The Pensions Committee did not consider full funding necessary. Instead it agreed with the government that the funding of the plan should be raised to the lowest level considered acceptable by the plan's own actuary, Sam Eckler.

This intermediate funding level would be enough to completely finance pensions for new teachers over their working lifetimes, to pay the interest on the unfunded commitments to teachers now

working or already retired, and to hold this unfunded liability to a constant percentage of future payrolls.

Ella Clarke, chairperson of the BCTF Pensions Committee, said this intermediate level of funding would ensure the continued payment of pensions, stabilize teachers' contribution rates into the future, and assign more of the costs to the members who would benefit from the plan.

Streb Collins, chairperson of the Burnaby pensions committee and the author of the alternative plan, argued that the intermediate level would not sufficiently protect teachers' interests. The intermediate level, the Burnaby group contended, was really the bare minimum needed to shore up the plan and "we may in future regret having accepted this minimum as our policy."

The BCTF Pensions Committee has been negotiating with government on a change in the plan's funding level for two years. It has reached an agreement-in-committee with the retiring commissioner of teachers' pensions on the intermediate level of funding.

Provincial Secretary Hugh Curtis, the minister responsible for the plan, has promised to give immediate consideration to the AGM's recommendations. The Pensions Committee hopes to continue its discussions on the implementation of the recommendations with Curtis at an early meeting.

*These facts are worth noting:*

1. There has been a net increase of 5,384 teachers in the public school system since 1972, while enrolment has declined by 14,745 full-time equivalent pupils.
2. Had the pupil/teacher ratio remained at the 1972 level, we would now have 22,055 teachers in the system, 6,031 fewer than is actually the case.
3. Had the pupil-teacher ratio remained at the 1977 level, we would now have 27,620 teachers instead of 28,086, a difference of 466 teachers.
4. The 1978 teaching force declined by 95 full-time equivalent teachers despite a 10,222 decrease in the number of FTE pupils, a ratio of one teacher to 107.6 pupils.

Declining Enrolment that tackle an assumption that fewer students should mean fewer teachers.

If students' educational needs were being adequately met in B.C. schools, the task force argued, the assumption might be valid. But in many instances excessively large classes prevent teachers from attending to the individual needs of students. And teachers lack adequate preparation time to meet the diverse needs of all students.

LC chairperson Marjatta Chapman had earlier told delegates that B.C. would still be some 1,400 teachers short of the profession's basic staffing formula if the PTR were reduced by a further .3 in 1979.

If the PTR is not reduced but stays at the current 17.81, she predicted a loss of 452 teaching positions next fall.

Approved by the AGM was recommendation 7 of the declining enrolment task force:

That the BCTF:

1. reject the assumption that declines in student population will necessarily be accompanied by declines in teaching staff;

2. Maintain that the prime consideration for staffing of schools be that of student needs;

3. resist layoffs of teachers until such time as all the educational needs of students are met;

4. oppose any increase in the pupil/teacher ratio;

5. oppose negotiations with trustees or their representatives at the local or provincial level concerning layoffs and reduction-in-force clauses;

6. insist that local school boards replace any staff lost through retirements, resignations and terminations until such time as all the educational needs of students are met;

7. offer to work with the BCSTA and local school boards to obtain adequate financial support for education.

Recommendation 8 was also approved by the AGM. It states that anticipated decline in student numbers is not a justification for making temporary appointments.

One school district, the task force noted, had 186 temporary appointments for the 89 positions that could be called "temporary positions."

## Adam Robertson

# His aim was to liberate the minds of children

By John Hardy

A highlight of the BCTF Annual General Meeting is always the presentation of the Fergusson Memorial Award, the highest honor B.C. teachers can bestow on one of their own.

The suspense of the ceremony is heightened by a number of traditions that have come into being during the 47 years the award has been presented: the past president gives the award; the recipient is not told he or she is to be honored; and the name is not given out until the end of the presentation.

But there are plenty of clues for a discerning audience. And with a person as well known and respected as Adam Robertson there was little doubt that most would know he was the Fergusson winner for 1979 long before his name was announced by Past President Bill Broadley, who made the presentation.

The award is presented to honor the memory of the late George Fergusson, who at the time of his death half a century ago had long been looked upon as one of British Columbia's outstanding teachers, whose judgments and opinions were respected and whose fairness won him the absolute confidence of all with whom he came in contact.

Broadley reminded delegates that Fergusson was "one of the first of thousands and thousands of volunteer workers who have made and continue to make the BCTF a strong and respected force for the improvement of education in B.C."

"From the first recipient of the Fergusson award, the energetic Dr. Henrietta Anderson, through the decades to the most recent, Castlegar's beloved Betty Leitner, an outstanding group of B.C. educators has been honored," Broadley said.

Describing Adam Robertson as a teacher who has made an outstanding contribution to education on behalf of children, teachers and this federation, Broadley stated that Robertson's prime motivation "has long been nothing more nor less than a love for children."

"By improving the knowledge of teachers, by increasing public respect for federation views, this year's Fergusson recipient has succeeded in improving learning situations for children throughout British Columbia."

## School for parents wins double Hilroy

The teaching staff of Discovery Elementary School in Surrey has been awarded a \$3,800 national and a \$1,200 provincial Hilroy Fellowship award.

Hilroy awards are given annually by the Canadian Teachers' Federation to individual teachers or groups of teachers for innovative educational programming.

Discovery School's award-winning program is a unique school for parents, now in its second year of operation. The school features "open centre" counselling during which couples and their children, in separate sessions, put family discipline problems "up front" by discussing them before a group of teachers and fellow parents.

Two trained counsellors act as discussion leaders during these "family-in-focus" sessions and members of the

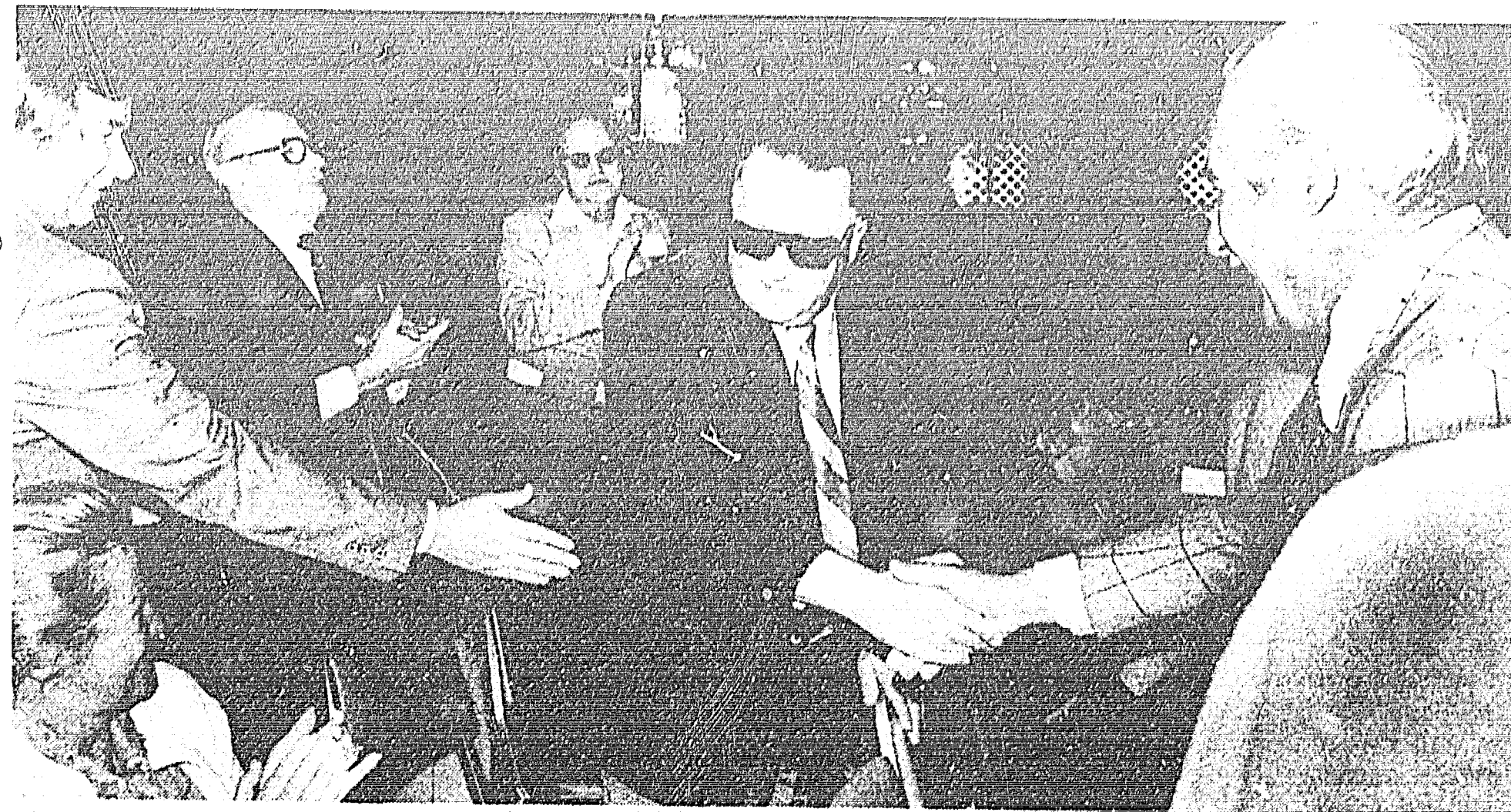
audience feed back possible solutions to the problems.

Participants in the program say that it promotes a feeling of partnership between parents and staff and leads to more settled and confident students.

"This spirit of participation between parents and teachers could be emulated in schools throughout the province," said BCTF President Pat Brady, who presented the award to the Discovery School staff on behalf of the BCTF and the Canadian Teachers' Federation.

Langley teachers Robert Duffill and Barry Southam also received a provincial Hilroy award for a curriculum package they prepared on "Langley Days — Past and Present," currently being used by Grade 10 and 11 social studies students in the district.

The BCTF recommended both projects for awards.



John Dennison photo

Congratulatory hands reach out from President Pat Brady (left) and staff member Bill Allester (right) to this year's Fergusson Memorial Award winner, Adam Robertson.

Broadley reviewed the highlights of Adam Robertson's career, starting as a teacher in the 1930s when he recognized that his prime goal was to "liberate the intelligence of children and came to the conclusion that this was possible only if the intellectual freedom of teachers was guaranteed."

Virtually three decades ago, Adam Robertson worked with his colleagues to organize a 20-room elementary school on a non-graded continuous-progress basis. Shortly afterwards, Broadley told the assembly, kindergarten was established as an integral part of the school.

Robertson worked to make the library the heart of the school system and for more than three decades he encouraged teachers to select from a wealth of supplementary resources better suited to meet children's needs than the single set of prescribed materials then available.

In the early 1950s, Robertson persuaded the local board to set 25 as an upper limit for first-year primary classes and he managed to have specialist teachers hired for art, music and library to provide an enriched program.

School staff meetings were informal and the staff had the opportunity to select their teaching assignments each year. "May I remind you that I am talking about practices in the years 1948-1964!" said Broadley.

"His practices have spread beyond his school and district as former colleagues moved throughout B.C., carrying with them ideas that would liberate the minds of teachers and children."

"Adam Robertson has been a pioneer with a focus: the love of children. And that love is reciprocal."

"His visits to schools often disrupted classes because he loves to talk with children and they with him. He can be a true Pied Piper."

Broadley went on to speak about Adam Robertson's contribution to the BCTF, noting that in the decade before his retirement, he finally acceded to those who had encouraged him to seek office on the federation executive.

## Coming events

An elementary workshop in the Blissymbolics method of communication will be held May 1-4 at the G. F. Strong Rehabilitation Centre, 4255 Laurel Street, Vancouver.

★

Blissymbols is an internationally known "alphabet" of symbols that can be used by the speech-handicapped to communicate.

The workshop is specifically designed for teachers, parents, volunteer workers, speech pathologists and rehabilitative therapists.

It is being sponsored by the B.C. Bliss Resource Centre and the Bliss Communication Institute in Toronto. At the end of the course participants will be given a written exam toward a certificate of accreditation at the elementary level. Fee for the course is \$180.

Those interested in attending should state their profession, place of work and reasons for wishing to take the course. Ap-

ply to the Bliss Resource Centre, 2755 East 21st Avenue, Vancouver V5M 2W3.

★

Effective remediation for language disabled people will be the topic of a day-long conference at the Sheraton Villa Inn, Burnaby, Saturday May 12, sponsored by the Vancouver branch of the International Orton Society.

Keynote speaker will be Alice Ansara, of Arlington, Mass., editor of the Orton Bulletin and research and instructional consultant in the field of specific language disabilities.

Registration is scheduled for 8:00 a.m. to 9:00 a.m. The fee is \$25 for non-members and \$20 for members and students.

The Orton Society is an international non-profit organization founded in 1949 to help children with a specific language disability.

Through special grants for teacher training and research and through educational conferences such as this one, the society promotes the study, treatment and prevention of the problems experienced by children with dyslexia.

★

The Association for Educators of Gifted, Talented and Creative Children of B.C. will hold a conference April 28 at Centennial Senior Secondary School, 570 Poirier Street, Coquitlam.

Dr. Mary Meeker will be keynote speaker. Other speakers will include a group of Coquitlam teachers who will display locally produced materials.

Fee information and registration forms are available from the association at 3351 Moresby Drive, Richmond V7C 4G7.

# Delegates reaffirm support for learning conditions program

By John Hardy

A measure of the strong support for the learning conditions program came from two significant votes at the AGM.

One vote gave approval to add objects 8 and 9 to the BCTF constitution as a form of enabling legislation to provide for carrying out the grievance program.

Object 8 is intended to deal with the matter of layoffs under section 156 of the Public Schools Act and object 9 is intended to deal with a program of support for the grievance procedure, a vital and integral part of the learning conditions program.

The other vote reaffirmed policy that learning conditions is an important program to which local associations should give high priority in their selection of personnel.

The Learning Conditions Committee had felt the policy stated the obvious and suggested deletion but AGM delegates disagreed, voting to retain the policy and, in effect, strengthen its intent.

Delegates seemed to heed the warning from Marjatta Chapman, LC Committee chairperson, that it is becoming "more and more difficult to convince school boards to budget adequately."

Source of the concern is a declining enrolment coupled with government pressure on local budgets that could result in a loss of teacher positions.

Chapman reported the pupil/teacher ratio decreased in 1978 by 0.3, a slower rate

than in six previous years. While a decrease of 0.3 doesn't sound impressive, she said, had the PTR not decreased "we would have lost 466 teaching positions instead of the 95 positions that were actually lost."

"We simply cannot tolerate a worsening of learning conditions in this province," Chapman told delegates. And she called on school staffs and parents to ensure local boards don't yield to government pressure on budgets.

The two new objects of the BCTF will now go to the cabinet for approval for inclusion in the constitution. These will read, as objects 8 and 9:

- "To finance and administer programs to encourage the employment of teachers in numbers consistent with staffing ratios developed by the profession."
- "To finance and administer programs to foster effective teaching and appropriate learning conditions as defined by the profession."

The roots of these new objects actually go back to the 1975 AGM that affirmed a basic principle that the federation would provide moral, legal and financial support to teachers whose services were withdrawn or who lost their jobs as a result of grievances filed under policy 21.B.05. The basic policy goes back to the 1972 AGM, three years before the Declaration was developed.

The May 1978 Representative Assembly, concerned about a growing threat, made

the termination of a teacher as a result of declining enrolment a cause for grievance in any district that did not meet BCTF staffing standards. It promised teachers fired because of declining enrolment the same salary support the AGM had previously pledged to those who lost their jobs as a result of other kinds of grievances.

Legal counsel to the BCTF, however, noted that grievance support has an "impediment" when the society sanctions a member or members to breach their contracts of employment.

The fall RA, accordingly, put the policy of paying the salaries of members who lose their jobs, through declining enrolment or through grievances, in abeyance until the Annual General Meeting.

Accompanying the amendments to the constitution were three amendments to article 13 of statement 21.B.05 in the *Members' Guide*, that take into account concerns expressed by legal counsel over the legality of some aspects of articles 13.8.1, 2 and 3.

These changes, approved by the AGM, put the onus on a school board for providing acceptable learning and working conditions, provide the BCTF Executive Committee with a wide range of options for pursuing resolution of grievances, and give the executive flexibility in determining financial support.

In other business related to learning conditions, the AGM approved two recommendations from the Task Force on



## Fight back: Blakey

man (Langley), and Doug Smart (Prince George).

Blakey said the record of the provincial government speaks for itself: cutbacks in the provincial share of education costs, pressure on school boards to cut budgets, pressure to increase class size, restrictions on the flexibility of curriculum and resource material, and a constant dumping on education and teachers in general.

He said a strategy of co-operation with such a government invites further attack, and called on teachers to start fighting back.

Blakey, who has served five years on the BCTF executive, currently as first vice-president, has argued that teachers cannot be expected to speak up for themselves if their own organization does so half-heartedly.

"We must become the advocates of what our schools could be and what our teachers could do, given the proper support and resources. We must force the government to respond to our issues and to defend its record."

He sees the action taking place at the local level but with a provincial organization that must "encourage, stimulate and provide the skills and service to make local action possible and more effective."

"We must speak up strongly for all that is good in education. And we must actively support and defend our members who have done so much and got so little thanks for it."

Larry Kuehn, elected first vice-president, reminded delegates of the pensions struggle and class-size campaign that produced results in the early 1970s. "But I would be hard pressed to add anything new to the list from recent BCTF activities," he said.

Kuehn has served as a full-time president in Kamloops in 1976-78, as a BCTF Learning Conditions co-ordinator, on the Task Force on Authority and Responsibility, and as an executive member-at-large, 1977-79. As first vice-president he will serve full-time in the BCTF office.

Success in the '70s, Kuehn said, came from a clear focus on an issue and a healthy intermix of leadership from the political office of the federation with the commitment and activities at the local level. "Neither is sufficient in itself. When both are working again, we will regain our momentum as an organization."

The focus for a revitalized BCTF, he said, must be an "intermeshing of the rights of children and the power of teachers."

And he said teachers must have an adequate support system to challenge centralization and standardization, a support system defined as small classes with adequate preparation time, and a new sense of direction so that teachers can really meet the needs of children.

Elected second vice-president, Al Cornes is on the BCTF executive for the first time but he has been Alberni teachers' president for three years, an AGM delegate six years, as well as a geographical representative.

Cornes argues that declining

enrolments can be used to accomplish many positive things for education and the teaching profession.

"To keep this vision alive the federation must work to develop long-term strategies and programs that get every staffroom in the province mobilized in the campaign to win public support for education."

Cornes warned education is in for difficult times, especially as the number of taxpayers who have direct contact with education services dwindle.

What can be done? Cornes gave three clear steps. Teachers must develop new high-profile PR techniques that encourage support for public education. Staffrooms must mobilize to promote the vision of how declining enrolment can be used to improve quality education. "And above all, to gain membership support, the federation must back down on no issue when tenure or collective bargaining rights of any member are being compromised or children are being thrown into jeopardy."

Terry Eastman, elected member-at-large, called on the federation to take up a major responsibility of improving the quality of education. He said the executive must be outspoken to explain goals to the membership and to the public. Eastman, currently in his second term of office as Langley Teachers' Association president, has served as AGM delegate and GR.

He said many individuals and locals are ready and waiting to work toward improving the quality of education, but "much more positive leadership by the executive will be required to develop co-ordinated local and provincial plans of action."

He called for an improved political action program that would in turn help improve voter turnout in every community.

"With our goals clearly in mind we can retain our professional pride and our pride in our federation and become much more successful in our leadership role in education reform," he said.

Lynda Coplin said she had visited many locals throughout the province and seen the same frustration and anger from teachers who are tired of attacks and tired of the lack of support for their daily efforts in the classroom.

"When was the last time we as teachers actively participated in making decisions about education? Some time ago."

She said the public has heard from the minister of education, school boards, and the news media more often than from teachers.

She said that quiet diplomacy and reasonable compromise with government can sometimes work but when that has been tried and fails, a stronger posture is required.

Coplin has been a member of learning conditions, agreements, professional development, public relations and status of women committees at the local level as well as serving as chairperson of the Status of Women Committee in the BCTF.



Waiting to be introduced by chairperson Roger Engelbrach (at mike) are candidates for member-at-large: Alexandra Pazitch, Maureen MacDonald, Tony Nasr, Doug Smart and Mike Lombardi.

## How the votes went

Here are the voting results for the six Executive Committee positions filled at the Annual General Meeting. Winners are indicated by an asterisk.

	First Ballot	Second Ballot
<b>For president:</b>		
* Blakey, Al	401	
Garneau, Allan	201	
Smith, Ken	67	
<b>For first vice-president:</b>		
* Kuehn Larry	362	
Garneau, Allan	273	
Smith, Ken	31	
<b>For second vice-president:</b>		
* Cornes, Al	429	
Steinson, Doug	235	
<b>For member-at-large:</b>		
* Coplin, Lynda	339	
* Smart, Doug	334	
* Eastman, Terry	320	370
MacDonald, Maureen	292	
Steinson, Doug	148	
Nehra, Roy	139	151
Lombardi, Mike	133	137
Tuckwood, Alena	122	
Nasr, Tony	20	
Pazitch, Alexandra	9	

Doug Smart is completing his second term as full-time president in the Prince George local, as well as a third year on the Education Finance Committee for the BCTF.

Public support of public education, he said, is a "critical issue."

He felt that the problem could be addressed by assisting teachers to talk with parents, especially about the positive things that are happening in our schools.

Teachers need to share mutual concerns with parents about the needs of children, he said and this may not require a high-powered media campaign but rather providing teachers with skills and confidence, then teachers will change the public image.

"Informed parents are our greatest allies and our staunchest supporters," he said. "A concerted effort to enlist such support could well become a major thrust of this federation and its member locals."

He said professional development must always be a high-profile activity of the federation. "It is a basic: a teachers' organization helping teachers."

But one of the weaknesses of the present system is that many members are not aware that the federation is supporting their professional development. "Professional Development should provide direct, visible service to our members."

## USER asked to consider pilot study

By Ken Aitchison

The Executive Committee has notified USER (United Society for Education Review) that the BCTF is interested in USER's conducting a pilot study in one school district.

The decision resulted from USER's inability to obtain proper financing to enable it to conduct a province-wide study.

The Executive Committee examined eight alternative proposals for a public examination of education, and decided on the pilot project, which would use local "focus groups," which could possibly lead to local commissions on education.

The one-district study would convene focus groups made up of such people as teachers, students, parents and representatives of community organizations. Discussion would be guided by a trained facilitator, and would be based on initial questions.

The focus-group technique helps participants to share ideas, clarify points of view on education, possibly develop a consensus on an issue, and might bring to light general trends or developing attitudes.

Peter Minshull, BCTF representative to USER, agreed with the decision. He told the executive that he thought such a pilot project could play a useful role in promoting study of education at the local level.

He added that he thought USER was the right group to carry out the pilot project.

School District No. 4 (Windermere) Librarian, David Thompson Secondary School, Invermere

This school of 500 students, grades 8-12, requires a librarian for the school's resource centre. The selected person will be expected to continue:

- working closely with students and teachers in providing resources;
- the development and acquisition of materials for all curriculum areas;
- to catalogue all materials relating to the curriculum; and
- to co-ordinate the use of audio-visual equipment and materials.

Preference will be given to teachers with previous teaching experience and some library courses. Send resume to: Ms. K. S. Granger, District Superintendent, School District No. 4, Box 430, Invermere, B.C. V0A 1K0 by April 30, 1979.

School District No. 10 (Arrow Lakes) Reading lab/resource room teacher

For Nakusp Secondary School (grades 8-12; staff 20; 300 students). Must have a background of specialized training in developmental and remedial reading. The intent of this new position is to develop a school reading program for both the gifted student and the remedial student. The teacher would be expected to be a resource person to the staff in this specialized area. A separate room has been set up as the reading lab and at this moment is mainly equipped with psychotechnics materials with funds available for other materials.

Nakusp, located on the Arrow Lakes, offers some of the most spectacular scenery in British Columbia as well as unlimited recreational opportunities. Climatically, the area is more moderate than the Okanagan Valley.

Send application and supporting documents to Tom Good, District Superintendent, School District No. 10, Box 340, Nakusp, B.C. V0G 1R0.

School District No. 12 (Grand Forks)

The following teachers will be required for September 1979. Applicants should submit copies of credentials, testimonials, and names of reference to the undersigned. Interviews will be arranged with selected candidates.

- Teacher librarian for Dr. D. A. Perley Elementary School located in Grand Forks (K-7; staff 20; 450 pupils).
- Learning assistance teacher for J. A. Hutton Elementary School located in Grand Forks (K-7; staff 14; 300 pupils).

3. Speech therapist/pathologist to serve the Grand Forks and Kettle Valley School Districts. Master's degree in speech pathology desirable. Ability to drive and an automobile are necessary.

4. District band teacher to teach band classes from elementary through secondary grades in four schools in Grand Forks. This is an operating band with excellent facilities and support.

Address all applications to W. W. Baldry, District Superintendent, School District No. 12, Box 640, Grand Forks, B.C. V0H 1H0.

School District No. 15 (Penticton)

Speech pathologist

To provide evaluative, consultative and therapeutic services for communicatively handicapped children of school age. To provide in-service training for teachers as appropriate. Equivalent of master's degree in speech pathology preferred.

Teacher of the hearing impaired

Applications are invited from suitably qualified teachers. Please forward detailed applications (resume or curriculum vitae).

Librarian — senior secondary school

To co-ordinate purchasing, cataloguing and circulation of the collection; to assist teachers in the assembly of print and non-print media packages for curriculum support; to co-ordinate inter-library loans within the district; to provide assistance to students using the library. Professional teaching certificate. Master's degree in library science preferred.

Duties to commence in September 1979. Please address applications with supporting documents to A. P. McKay, District Superintendent, School District No. 15, 274 Eckhardt Avenue West, Penticton, B.C. V2A 1Z4.

School District No. 16 (Keremeos)

Math/science teacher

For Similkameen Secondary School in Keremeos (grades 8-12, enrolment 292, staff 19). Temporary position effective May 1 with possibility of continuing appointment beginning in September 1979. Assignment Mathematics 9, Algebra 12, and Science 9.

Please address applications with supporting documents to E. L. Coffin, District Superintendent, School District No. 16 (Keremeos), Box 850, Princeton, B.C. V0X 1W0.

School District No. 17 (Princeton)

French teacher

For Princeton Secondary School (enrolment 363, staff 26) to teach French 8 to 12. Duties to commence September 1, 1979. Please address applications with supporting documents to E. L. Coffin, District Superintendent, School District No. 17 (Princeton), Box 850, Princeton, B.C. V0X 1W0.

School District No. 18 (Golden)

Librarian — Golden Elementary School

Temporary — May to June, with a possibility of becoming a continuing appointment in September 1979. Salary as per current contract.

The school is located in the municipality of Golden, enrolment 340, K-7, staff of 17. Library size 36' x 72', completely catalogued, well-organized collection of 7,000 titles. Well used by students and staff.

Applicant should be experienced or have completed a concentration in library science and will be required, in

## Vacancies

addition, to serve a two-room school two miles from Golden Elementary.

Applications should be forwarded to Ms. K. S. Granger, District Superintendent, School District No. 18, Box 1110, Golden, B.C. V0A 1H0.

School District No. 24 (Kamloops)

Programme cadre de français

L'office de la commission scolaire de Kamloops est à la recherche de professeurs intéressés. La préférence sera donnée aux candidats spécialisés dans le domaine de l'éducation primaire, cours moyen, et connaissant les méthodes de l'enseignement élémentaire. Quoiqu'une parfaite connaissance de la langue française soit requise, une très bonne maîtrise de la langue anglaise est essentielle.

Faire parvenir application et curriculum vitae à l'adresse suivante.

Immersion French

Kindergarten and grade 1 teachers required. Applications are invited from certificated teachers. Preference will be given to teachers with teaching experience and/or training in the early childhood years. Ability to teach in the French language is essential and therefore a high degree of fluency in French will be required.

French core curriculum

Applications are invited from certificated teachers interested in teaching a multi-grade class with French as the language of instruction. Preference will be given to teachers with experience at the primary and intermediate levels, and training in elementary school methods. While expertise in the French language is essential, the applicant should be able to communicate adequately in English as well.

Send application, with supporting documents no later than April 27, 1979, to: Education Office, School District No. 24 (Kamloops), 1383-9th Avenue, Kamloops, B.C. V2C 3X5.

School District No. 27 (Cariboo-Chilcotin)

Principalship

Applications are invited for the principalship of Peter Skene Ogden Secondary School commencing September 1, 1979.

This semestered school, located in 100 Mile House, enrolls approximately 500 students in grades 10-12.

Preference will be given to applicants who possess:

- a master's degree in a relevant area of study (or is near completion);
- successful experience in secondary teaching and administration;
- a record of energy and initiative;
- effective human relations skills.

A statement of philosophy as related to this position should be included with the application.

Salary is in accordance with the local teachers' contract.

Your application with supporting documents and approval for contact of references must be received no later than April 17, 1979 by R. I. Akune, District Superintendent, School District No. 27, 350 North Second Avenue, Williams Lake, B.C. V2G 1Z9. (Telephone 392-3345).

School District No. 28 (Quesnel)

Applications are invited from experienced teachers for the following positions, duties to begin September 1979:

- Industrial education (construction) — grades 11 and 12
- Girls' physical education — grades 11 and 12
- Boys' counsellor — grades 8 to 10

The senior secondary positions are for Correlieu Senior Secondary School in Quesnel (staff 35, enrolment 650). The junior secondary position is for Maple Drive Junior Secondary School, also in Quesnel (staff 22, enrolment 380).

Send application with supporting documents to R. J. Patrick, District Superintendent, School District No. 28, 450 Bowron Avenue, Quesnel, B.C. V2J 2H5.

School District No. 48 (Howe Sound)

Applications are invited for the positions of:

- Industrial education (junior/senior wood and metal)
- Business education (junior/senior)

at Pemberton Secondary School (grades 8-12; staff 15; 215 students).

Applicants should have formal training and classroom experience in teaching in the areas of specialization. Successful applicants will be responsible for subject organization and development.

Interviews by appointment only. Applications with supporting documents should be forwarded to M. V. Dennison, Principal, Pemberton Secondary School, Box 40, Pemberton, B.C. V0N 2L0. Telephone 894-6318.

School District No. 52 (Prince Rupert)

Manager technician — district resource centre

We are seeking an individual with administrative and management skills to assume the position of manager/technician of our district resource centre.

The successful applicant will supervise and direct all activities of the district resource centre under the overall direction of the director of instruction. The manager/technician will supervise and co-ordinate the work of the resource centre staff; direct expenditure of funds; co-ordinate the provision of services to the district's schools and central staff; supervise the development of an audio-visual technical capability and facilitate the co-operative development of long-range resource centre policies.

Candidates must have organizational ability, and be capable of assuming budgetary and inventory control. The ability to work with groups will be an asset. Training in the technical aspects of library work is required.

Interested applicants should send a resume indicating training and experience to J. M. Lowe, District Superintendent, School District No. 52, Box 517, Prince Rupert, B.C. V8J 3R6.

School District No. 66 (Lake Cowichan)

Principalship, Lake Cowichan Secondary School Applications are invited for the principalship of the Lake Cowichan Secondary School, duties commencing September 1, 1979. This school enrols 415 students in grades 9 through 12 and has a staff of 30 teachers.

Please include the following in application: personal information, certification, training, experience and references, and a clear and concise statement of educational philosophy.

It is desirable that the applicant be experienced as an administrator and holds, or is working toward, a master's degree (preferably in administration).

Applications clearly marked "Principal" must be received by April 12, 1979 by Robert W. Huestis, District Superintendent, School District No. 66 (Lake Cowichan), Box 10, Lake Cowichan, B.C. V0R 2G0.

School District No. 68 (Nanaimo)

Area counsellor — elementary

Applications are requested for the position of area counsellor to serve a set of elementary schools within School District No. 68 (Nanaimo). Minimum qualifications include:

- five years' successful teaching at the elementary school level, and
- a master's degree in elementary counselling or satisfactory equivalent.

Applicants may be interviewed by a local screening committee. Salary will be according to the current agreement. Applications with supporting documents must be received not later than April 30, 1979 by R. M. Kulai, Director of Instruction (School Operations), 395 Wakasiah Avenue, Nanaimo, B.C. V9R 3K6. Telephone 754-5521.

School District No. 80 (Kitimat)

Teacher of trainable mentally retarded

A teacher of the trainable mentally retarded is needed in School District No. 80 (Kitimat) beginning September 1, 1979.

Interested applicants are invited to forward a resume with supporting documents to Dale Fiddick, District Superintendent, School District No. 80, 1515 Kingfisher Avenue, Kitimat, B.C. V8C 1S5.

School District No. 85 (Vancouver Island North)

Librarian, North Island Secondary School

North Island Secondary School, located in Port McNeill, enrolls grades 8 to 12, has 400 students, and a staff of 28. Assignment entails 80 per cent library and 20 per cent teaching (geography, English, social studies). Preference will be given to a certificated teacher with an MLS and five to six years' teaching experience.

Apply to Michael Roscoe, District Superintendent, School District No. 85, P.O. Box 90, Port Hardy, B.C. V0N 2P0.

Administrative assistant — Sunset Elementary School

Sunset Elementary School is located in Port McNeill and has an enrolment of just over 400 pupils in kindergarten to grade 7, and a staff of 18.

The position entails 20 per cent administration and 80 per cent teaching. Some administrative experience is desirable. Duties to commence September 1, 1979.

Please submit application with supporting documents to Michael Roscoe, District Superintendent, School District No. 85, Box 90, Port Hardy, B.C. V0N 2P0.

School District No. 86 (Creston-Kaslo)

Teacher of trainable mentally retarded

A teacher is required in September for a special class of six to eight trainable mentally retarded children aged 7 to 11. Most of these children have been in school at the Endicott Centre and are being placed in a public school in September. A certificated teacher trained to work with mentally handicapped, or with equivalent experience, is being sought. Applications will be received to April 20.

Please submit application with supporting documents to Art Fletcher, Director of Instruction, School District No. 86, Box 1640, Creston, B.C. V0B 1G0.

Ministry of Education

Provincial Learning Assessment Consultant

A plan exists under which teachers are appointed to the Ministry of Education, Science and Technology on leave of absence for one year to assist the Learning Assessment Branch. Salaries, etc., are paid at the same monthly rate as the appointee would receive in his/her present position.

The ministry invites applications from classroom teachers and school district personnel for the following position:

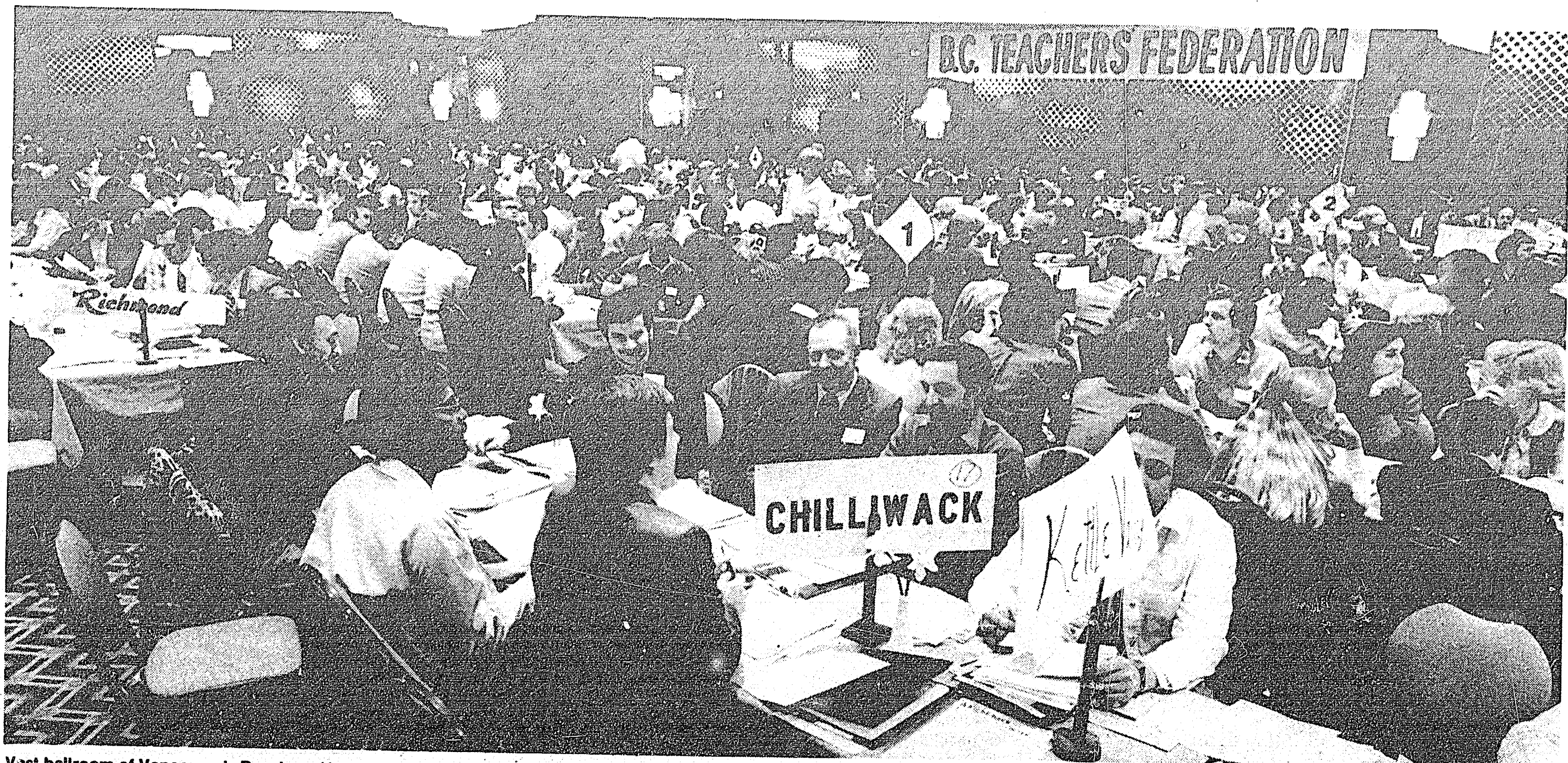
Consultant, Learning Assessment Branch

Location: Richmond; starting date: Sept. 1, 1979. Applications should be sent by May 15 to: Dr. R. N. Greer, Director, Learning Assessment Branch, Ministry of Education, Science and Technology, 7451 Elmhurst Way, Richmond, B.C. V6X 1B8.

It is expected that the person appointed would possess the following qualifications:

- A degree from a recognized university.
- A minimum of a professional teaching certificate.
- A minimum of five years' successful teaching experience in the public schools of the province.
- A marked interest in the areas of measurement, educational evaluation, and program assessment.
- Some familiarity with the programs of the Learning Assessment Branch is desirable.





Vast ballroom of Vancouver's Bayshore Hotel was jammed when 675 voting delegates, including geographical representatives and executive members, gathered for the federation's 63rd Annual

General Meeting. Long list of recommendations and resolutions (see below) kept them busy for three days.

## Controversies headed off before debate

Some of the more controversial resolutions printed in *Reports and Resolutions* never got to the floor of this year's Annual General Meeting.

Four resolutions were deleted from the agenda by a vote of the delegates. All four were put forward by Surrey teachers but had not been considered by the Surrey Teachers' Association.

The first of the four would have called on the BCTF to "recognize the right of Quebec to self-determination, including secession from Canada, if that be their democratic choice."

The other three dealt with abortion. They would have asked the BCTF to endorse the principle that abortion is a woman's right to choose, to endorse the demand for removal of abortion laws from the Criminal Code, and to give active support to campaigns to secure abortion rights and the right to choose abortion.

Wyn Lewis of Cowichan, moving for deletion, said the AGM was not the place for discussion of these resolutions, "laudable as some of us feel (they) may be."

Ann Thomson of Surrey argued for retaining the resolutions. She said the Surrey association had not had time to deal with the resolutions, but the BCTF Status of Women Committee and many teachers

from Surrey and other districts considered them important issues for the AGM to consider.

Bob Rosen of Surrey said there was a long Canadian tradition of employee organizations taking stands on social questions. The federation had an obligation to take a stand on moral and legal questions, not to retreat from them, he said.

Trev Calkins of Victoria said that if members felt strongly about such matters, they should work on them through political parties.

The following resolutions were withdrawn by their sponsors before debate:

Resolution 114 (Kamloops) which would have included "sexual orientation" as one of the bases of discrimination the federation would strive to eliminate from the school system;

Resolution 103 (Chilliwack) which would have eliminated policy statement 2.F.22, which calls for a narrowing of the salary differential between teachers and administrators;

Resolution 120 (Fraser Valley East) which called for an objective rating of district superintendents on the basis of their educational leadership;

Resolution 121 (Queen Charlotte) calling for 12 days' leave for BCTF business;

Resolution 131 (Coquitlam) supporting a cash payout for unused sick leave on retirement;

Resolution 126 (Fraser Valley East) advising the Executive Committee to appoint Streb Collins of Burnaby to the BCTF Pensions Committee.

A number of other resolutions remained undebated at the close of the AGM. These will be referred to the spring Representative Assembly for action.

They included:

Resolution 104 (Langley) opposing zonal arbitrations;

Resolution 108 (Fraser Valley East) calling for adoption as BCTF policy of pages 12-16 of the paper *Authority and Responsibility*;

Resolutions 112 and 113 (Coquitlam) dealing with procedures for school closures;

Resolution 116 (Kerry Gibbs) calling for BCTF participation in the defence of CUPW members charged as a result of the last postal strike;

Resolution 122 (Burnaby and Fraser Valley East) seeking a smaller salary differential between BCTF members and staff;

Resolution 132 (Peace River North) on assignment of new teachers.

Resolution 133 (Alexandra Pazitch) calling for restoration of a teacher's former job when he or she has been restored to BCTF membership.

## Here's how AGM dealt with all those motions

### SUMMARY OF RECOMMENDATIONS

1 New resolutions to AGM	Passed
2 Voting cards	Passed
3 Scrutineers	Passed
4 Invited speakers to AGM	Passed
5 Scholarships	Passed
6 BCTF staff	Defeated
7 Declining enrolment	Amended / Passed
8 Declining enrolment	Passed
9 Declining enrolment	Referred
10 Membership fee	Passed
11 Membership fee	Passed
12 Fee for the Salary Indemnity Fund	Passed
13 Associate membership fee	Passed
14 Affiliate membership fee	Passed
15 Year's finances	Passed
16 Objective of BCTF: achieve cash surplus	Passed
17 BCTF budget	Passed
18 Exchange teachers' finances	Passed
19 Appropriate education for all school-age children including handicapped	Amended / Referred / (Approved in principle)
20 Judicial Committee	Passed
21 Judicial Committee / BCTF membership	Passed
22 Judicial Committee / Code of Ethics	Passed
23 Code of Ethics	Passed
24 Membership of Investigation Committee	Passed
25 Code of Ethics / conduct harmful or prejudicial	Passed
26 Procedures of Judicial Committee	Amended / Passed
27 Membership of Judicial Committee	Passed
28 Exclusion from Judicial Committee	Passed
29 Legal aid	Amended / Passed
30 Labor liaison	Referred
31 Class size	Passed
32 Learning conditions personnel	Defeated

33 Finances for teacher hiring and programs	Amended / Passed
34 Learning and working conditions	Passed
35 No fee for unemployed teachers	Passed
36 Membership for substitute teachers	Amended / Passed
37 Affiliate membership	Passed
38 Appointment to committees and task forces	Passed
39 Review of Representative Assembly	Passed
40 Voting formula at RA	Passed
41 Pensions	Passed
42 Pensions	Passed
43 Pensions	Passed
44 Grants to post-secondary institutions	Passed
45 Principles for schools receiving public funds	Passed
46 Goals for professional development	Amended / Passed
47 Professional rights and standards of practice for teachers	Passed
48 Implementation of professional rights and standards	Passed
49 Placement of native students in alternative programs	Amended / Passed
50 Academic programs for native students	Amended / Passed
51 School renovations	Passed
52 Women's studies course	Passed
53 Paid education leave to obtain first degree	Passed
54 Leaves of absence for parenting	Referred
55 Rights and responsibilities	Passed
56 Notice of meeting and financial statements	Passed
57 BCTF priorities	Passed
58 Teacher / administrator salary differential	Referred
59 Appointment of auditors	Passed
60 Effective dates of Declaration	Passed

### SUMMARY OF RESOLUTIONS

101 Election of administrators	Passed
102 Teacher's salaries	Referred

103 Bargaining / local autonomy	Withdrawn
104 Removal of zonal arbitration legislation	Referred
105 Committee reports	Amended / Passed
106 Election of BCTF officers	Defeated
107 Distribution of voting cards	Defeated
108 Authority and responsibility	Referred
109 Registration fees	Passed
110 Membership suspension	Referred
111 Standing of members / procedures of Investigation Committee	Referred
112 School closure / amalgamation	Referred
113 School closure / amalgamation	Referred
114 Sex discrimination	Withdrawn
115 Assistance to teachers suffering mental stress	Amended / Passed
116 Right to strike	Referred
117 Kindergarten teachers' home visiting time	Amended / Passed
118 Parent-teacher interviews	Passed
119 Calculation of pupil / teacher ratios	Amended / Passed
120 Rating of district superintendents	Withdrawn
121 Leave of absence for local / BCTF work	Withdrawn
122 Salary differential: classroom teacher / BCTF administrative staff	Referred
123 Pensions	Referred
124 Investment of pension funds	Defeated
125 Pension research	Defeated
126 Appointment of Pensions Committee	Withdrawn
127 Quebec's right to self-determination	Deleted
128 Abortion	Deleted
129 Abortion	Deleted
130 Abortion	Deleted
131 Reimbursement for unused sick leave on retirement	Withdrawn
132 Placement of first-year teachers	Referred
133 Reinstatement of membership / position	Referred
134 Executive Committee vacancies	Passed