

newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION

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Delegates to the October Representative Assembly faced a crowded agenda, and many resolutions were considered.

Alternatives sought

Salary support policy put on 'hold' till AGM

The federation has put in abeyance its policy of paying the salaries of members who lose their jobs through declining enrolment or as a result of grievances.

The decision was made by the Representative Assembly Oct. 21. It will have effect until the Annual General Meeting March 26-28.

In the meantime, the assembly has reiterated its support of such teachers and has urged the Executive Committee to prepare "alternative actions" for consideration at the January RA.

The actions were taken as the assembly wrestled again with the problem of how to implement the federation's

moral commitment to take care of victims of declining enrolment.

The assembly's last attempt to do this — by promising salary support for such members — went beyond the assembly's powers, in the opinion of the federation's legal advisors, and further had the potential to drain the organization's treasury.

The Annual General Meeting of 1976 affirmed the basic principle that the federation would provide moral, legal and financial support to teachers whose services were withdrawn or who lost their jobs as a result of grievances filed under Policy Statement 21.B.05, the Provincial Declaration of Learning and Working Conditions Rights, Prerogatives and Obligations.

(The withdrawal of services had to be the result of a recommendation of the BCTF Executive Committee.)

The financial assistance included payment of the salary of any such teacher "for as long as he/she receives no salary from a school board."

In May 1978 the 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.

This provision, the federation's lawyers said, was ultra vires and possibly illegal.

As a result of this legal advice, the Executive Committee decided to ask the RA to delete, from Section 13.8.4 of Policy Statement 21.B.05, the words

"and until such a position is established the member's salary shall continue to be paid by the BCTF."

Frances Worledge, representing Vancouver elementary teachers, moved an amendment before the RA that would put the quoted words in abeyance until the next Annual General Meeting, instead of deleting them.

Marion Runcie of Burnaby opposed both the Worledge amendment and the executive recommendation. The lawyers' opinion, she said, might not be upheld in a court of law "and until such a thing happens we do not have the moral right to deny this ...

(Continued on page 4)

Schools victims of 'slander'

B.C.'s teachers must come out of the classroom and present the facts about education to overcome the "generalized slander" that is so common today, Lynne Hampson told the federation's Representative Assembly Oct. 21.

"If we don't have a minister who is an advocate of the public school system — and it is clearly apparent that we don't — then we must take on that responsibility ourselves," she told the assembly.

"We must open the doors of our schools not just one day a year but every day of the year, so that we're not vulnerable to specious attacks.

"We must have our locals deeply committed to political action so that the cost-cutters don't win at the ballot box and that people who really care about our school system are elected to our school boards."

Hampson was presenting a report on behalf of the federation's Task Force on Declining Enrolment, of which she is chairperson.

Class-size study

McGeer takes up BCTF challenge

The minister of education has finally taken up a challenge from the BCTF.

He has agreed to join with the federation in funding an independent scientific study of the educational value of reducing pupil/teacher ratios and class sizes.

The federation's Representative Assembly voted in October 1977 to put up \$200,000 to fund such a study jointly with the Ministry of Education and/or the B.C. School Trustees Association.

The offer was made to Education Minister Pat McGeer in a letter from BCTF President Pat Brady Oct. 24, 1977.

McGeer replied that he had sent the offer to his officials for advice.

"It seems to me there is an assumption ... that class sizes are now too large," he said. "It could be that in some cases they are too small. Wouldn't it be a more appropriate goal of a study to set optimal pupil/teacher ratios, and then to judge variations from that in cost/benefit terms?"

Later he suggested to Brady that the whole question be turned over to the United Society for Education Review in B.C.

Nothing more was heard until Oct. 24, 1978 — one year to the day from the date of the initial offer.

McGeer was being interviewed by Vancouver radio open-line host John Reynolds. Brady phoned in and raised the question of the class-size study.

McGeer said he knew of only one good study of this issue, done by a Simon Fraser professor (Stan Shapson), which McGeer said showed that "actually you learn less in smaller classes, under certain circumstances."

Brady said Shapson had done his work with "a very small sample" of Ontario teachers and students. He asked if McGeer had ever heard of the Olson study, involving hundreds of thousands of U.S. children, "which proved the opposite."

He repeated the federation's offer to match government funding for an independent study.

Finally McGeer agreed to accept the offer. "Okay," he said, "we've made a deal."

The specific terms and conditions of the study will have to be approved by the Representative Assembly.

Certification sought in private schools

The fall Representative Assembly adopted a resolution calling for teachers in private schools to be subject to the same certification standards as public school teachers.

This was one of a number of resolutions debated by the assembly in an attempt to come to grips, as one geographical representative put it, with the reality of the Independent Schools Support Act.

That act, passed by the legislature in June 1977, is sub-

sidizing 99 private schools in B.C. to the tune of \$500 for each of their 18,000 students, or a total of \$9 million.

The federation has consistently opposed the payment of any public funds to private schools, but in light of the passage of the act, is now attempting to improve the quality of teachers and the admission policies of the private schools.

Jack Gilmore of the Burnaby school administrators led the debate on the resolutions.

He said almost anyone can be certified to teach in an independent school in B.C. No qualifications are necessary. Certification is granted by a three-member commission, two of whose members are nominees of the Federation of Independent School Associations. This, Gilmore said, was "like having members of your family on the jury."

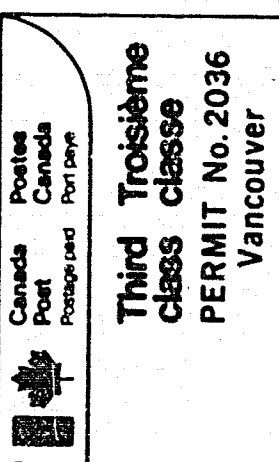
Only 44 per cent of the 1,300 teachers in the subsidized private schools would be qualified to teach in public schools, he said.

Peter Beckett of Langley, who moved the resolution calling for equal qualifications, argued that this would improve the quality of teaching in the private schools and strengthen the bargaining power of private school teachers.

Gilmore said a BCTF poll had showed that 70 per cent of British Columbians were not in favor of subsidizing private schools unless their teachers were properly qualified. He said qualified teachers from the public system have been

(Continued on page 4)

(Continued on page 4)



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



Dr. Madeline Hunter (right) keynote speaker at the Primary Teachers' Association conference, chats with Emily Sunter, Nanaimo.

There was something for everyone at primary meet

Dr. Madeline Hunter, keynote speaker at the B.C. Primary Teachers' Association conference held in Victoria Oct. 13-14, told the more than 1500 conference participants that research has shown that effective teachers:

- Define their objectives precisely;
- Teach at the correct level of difficulty;
- "Dipstick" — monitor and adjust while teaching;
- Tailor learning to each child and use encouragement;
- Continue to grow professionally.

Dr. Hunter is a lecturer at the University of California Graduate School of Education and has written many books, including *Improving Your Child's Behavior*.

Making mathematics a "human" subject was discussed by author-teacher Chuck Allen at the opening conference session.

Allen, who believes that many children are led to fear math prematurely, teaches in the Los Angeles unified school district, has written *Supermath and Adventures in Computing* and has developed film loops on the metric system for classroom use.

In another session hyperactivity — its effect on learning and how it can be controlled by

dietary treatment — was outlined by internationally-known nutritionist Dr. Ben Feingold of the Kaiser-Permanente Centre in San Francisco. Dr. Feingold is author of *Why Your Child is Hyperactive*.

Sessions on Stress and Strain and the Primary Teacher and Junior One: a Transition Year, provided teachers with the opportunity to consider current problems facing primary education.

There was something for everyone at the two-day meet. Topics covered in more than 150 workshops held during the conference included drama, humor, the reluctant reader, music, science, metrics, the TV child, picture-making, somersaults and cartwheels, mathematics their way and from lighthouse search to moon exploration.

Order Oct. 12 paper

Some schools and some individuals did not receive the Oct. 12 edition of the *Newsletter* because of the postal workers' strike. If you wish to order a copy, or copies, please contact the BCTF switchboard, 731-8121, or write BCTF Data Information Services, 2235 Burrard Street, Vancouver, B.C., V6J 3H9.

BRITISH COLUMBIA TEACHERS' FEDERATION
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newsletter

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

Member

EDPRESS

Get busy informing the voters!

Mid-November and province-wide school board elections are just weeks away. For some districts, election day will undoubtedly bring disaster. For others it may bring a temporary reprieve.

Decisions made by local voters on Nov. 18 (Nov. 15 in the city of Vancouver) will determine a number of issues other than simply who wins seats on the new school boards. Newly-elected trustees will decide the outcome of issues ranging from local taxation and the board's budget for the next year to how many teachers will be hired or cut or transferred. They will also decide on the position the boards will take regarding an increasingly dictatorial Ministry of Education.

Teachers in this province can have a say in what happens on election day. We can, that is, if we are willing to make our voices heard. As teachers, we have not only a right to be heard, we have a responsibility to make ourselves heard. We owe it to our students. We owe it to their parents. We owe it to taxpayers in general. And we

owe it to ourselves. We cannot afford to let it become just another extension of the short-sighted, narrow-minded California taxpayers' revolt. We can't afford to turn B.C. into California North.

But how do we make ourselves heard? And what do we say?

First, we sit down and analyze the situations as they exist in our own local districts. We find out what the important issues are and what they should be. We take positions on these issues and determine what groups in our community are likely to support our positions. We make our positions known throughout the community, through newspaper ads, open-line shows, and conversations with friends and neighbors. Where we can, we offer alternatives to proposals we cannot support. (Proposition Fairtax is a good example of this.)

Second, we determine how many board positions are up for re-election. We interview the candidates and question them about relevant educational issues. We publicize the

results of our questioning, using any and every means possible. We sponsor public all-candidates meetings. We invite the candidates to speak, and be questioned, at local association executive or representative assembly meetings. We make sure our concerns are voiced and dealt with at all such meetings. We make sure all relevant information gets out to our members, and we encourage the public to vote. An informed electorate will usually make the soundest decision — if it votes.

Other suggestions can be found in the BCTF Local Political Action Handbook available in every local association office. Funds for local political activities (e.g. media ads, all-candidates meetings, etc.) are available through the BCTF on a 75-per-cent / 25-per-cent cost-sharing basis, with the federation covering the 75-per-cent.

Good luck in your campaigns, and may your efforts be rewarded on election day!

Wes Midmore, Chairperson,
BCTF Political Action Committee.
Oct. 15

Shocked by article

teachers." Nothing could be further from the facts.

The policy was designed to protect any teacher terminated as a result of declining enrolment if he/she was "in a district that does not meet the basic and supplementary professional teaching staff formulas in all its schools."

To suggest that such a teacher is "redundant" simply indicates the article writer's lack of understanding of both the teaching situation in B.C.

Questions principals' study

The Coquitlam Teachers' Association executive asked me to convey to the BCTF executive our serious reservations about certain assumptions in the "Job Description: Principal" being used as a basis for the \$13,000 study of principals' salaries. Our concerns centre around several main areas.

We question the advisability and relevance of a study based on a non-educational analysis of the school administrator's function. Schools are unlike any other work place. We shouldn't compare ourselves to an industrial model.

Sections of the "Job Description" appear to deny BCTF policy on collegial decision-making processes. The document assumes that all school decisions are made by principals alone.

We would question the responsibility by principals for setting goals and objectives, timetabling, discipline, reporting, and other areas. We feel that a principal may be the final authority within a school, but there is certainly a difference between "specific responsibilities", such as preparing a timetable and giving that job to a colleague.

The job description ascribes to principals specific responsibility for tasks that have

generally been accepted as teacher responsibilities. If recommendations regarding principals' salaries are to be made on the basis of the job responsibilities listed, then they surely will represent neither reality nor BCTF policy.

We ask the BCTF executive to seriously consider the advisability of continuing with this study in its present form.

We look forward to your response.

Yours truly,
Geoff Peters,
President,
Coquitlam Teachers' Association
Oct. 4

Eliminate racism task force

Doug Steinson has said it very well! BCTF eliminate the Task Force on Racism!

This task force should never have been formed. Such a group, once formed, in an effort to justify its existence, begins nit-picking for incidents which are then highlighted and accentuated.

I have asked my colleagues who belong to minority groups if they would feel proud or happy to know they were hired because of race rather than ability. Invariably their an-

and the thrust of the LC program.

The printing of these misrepresentations in our own *Newsletter* is deplorable. Steps must be taken by the editorial staff to ensure that all articles contain a clear and fair statement of policy.

Let's make certain that good PR and BCTF program support starts at home.

Les Phillips
Declining Enrolment Task Force
President, Coquitlam Teachers' Association
Oct. 29

He would like to be paying guest

I am a male teacher with some 20 years' experience and I intend to visit British Columbia on Dec. 21 for about four weeks and hope to observe classes. I would like to find board as a paying guest with a teaching family in the Powell River or Vancouver districts during the Christmas to early January period.

Please write airmail to:
A. D. Hoather,
11a Lemari Avenue,
Stoke,
Nelson,
New Zealand.
Sept. 12

swer was no, they would feel demeaned by such treatment. As individual teachers, yes, let us be tolerant, understanding and concerned. However, the last things we need are more areas of confrontation and conflict.

BCTF get out of and stay out of political issues! Please allow us the privilege of doing our own thinking and making our own decisions.

Mrs. L. O. Stanford,
Box 3035,
Langley.
Oct. 11

Teacher education

McGregor report highlights — BCTF answers

by MARDEE GALT

Strong agreement mixed with sharp opposition.

This describes the official BCTF response to recommendations in the report on Education and Training of Teachers prepared by a Joint Board of Teacher Education sub-committee chaired by Dr. Malcolm F. McGregor, formerly head of the UBC classics department.

The study had been requested by Education Minister Pat McGeer.

The committee received 219 briefs and conducted hearings throughout the province over a nine-month period. Its report was handed down in June.

The report was circulated among local association presidents at the Naramata summer conference, and pertinent sections were referred to provincial specialists' associations by the BCTF for study over the summer. The federation's response was submitted in late September to the Education Minister with a request for a meeting with BCTF officers and staff members. The federation's response has also been submitted to the Joint Board of Teacher Education.

The BCTF urges speedy implementation of the recommendation that the Joint Board of Education be replaced by an 11-member Council for the Education of Teachers on which two active teachers, nominated by the BCTF, would sit as voting members. The council would act as an autonomous body recommending policy concerning the preparation of teachers, recommend adjustments in the requirements for certification, monitor education programs, and co-ordinate continuing education. New programs would be submitted to this council for approval.

This council would be affiliated with the Universities' Council of B.C.

The BCTF also approves establishment of a five-member Board of Certification which would ensure that criteria for certification are met and would give direction to the Registrar who would issue teaching licences on behalf of the Minister according to criteria laid down by the Council for the Education of Teachers. Three voting mem-

bers of this Council would be active teachers nominated by the BCTF and appointed by the Minister.

Bill Broadley, past president of the BCTF and a member of the McGregor sub-committee, hails teacher membership on the proposed provincial council and board as a major step forward — "an opportunity for teachers to have an influence on teacher education on a continuing basis, and the first time in Canada that a group of teachers (would be in a position to) determine who got teaching certificates."

But the BCTF would like to see teachers on these proposed bodies named by the federation rather than being selected by the Education Minister from a list of BCTF nominations, and would like BCTF staff officers empowered to act as observers and alternates.

The BCTF expresses reservations about membership of the Registrar on both bodies, and suggests that he be ex-officio to the Board of Certification as well as to the Council for the Education of Teachers, because the Board of Certification is "likely to become an appeal board, and disgruntled appellants should not have to face the official whose decisions they are appealing."

The report recommends and the BCTF endorses, but with reservations about some of the described functions, establishment of local co-ordinating committees with representation from teachers, trustees and administrators, to co-ordinate and implement continuing education, plan programs for non-instructional days, co-ordinate programs for first year teachers, render assistance to teachers who are encountering difficulties and maintain communication with the Council for the Education of Teachers.

The report also recommends abolition of the standard teaching certificate and states that every teacher must have a degree. Elementary teaching candidates would have five years of study, three devoted primarily to academic education and two primarily to professional education, with students enabled to enter an education faculty at varying times, as early as the end of the first year and as late as the end of the fourth year. Practica would be a minimum of 16 weeks.

Recommended secondary teacher training would consist of four years of academic study and a final year in professional training with a minimum practicum of 12 weeks, eight of them continuous. During the four academic years candidates would be expected to prepare two teaching fields with a minimum of four advanced courses in each.

(Shortly after the report was handed down, Education Minister Pat McGeer rejected the recommendation for increased teacher-training time, saying that elimination of unnecessary courses, more efficient use of education time itself and the addition of in-training service after a teaching certificate is issued would achieve the same objective.)

The BCTF agrees that teachers should possess degrees and have increased training time, and urges that whether report recommendations are implemented in whole or in part, practica time be increased as soon as possible and that credit for successful teaching practice be granted



DR. MALCOLM MCGREGOR

by UBC. However, the BCTF states strongly that there should be similar professional training time allotted for secondary teachers as for elementary teachers.

The BCTF response (in part):

There should be equal emphasis in secondary teacher training on who is taught as well as what is taught... Economic society can no longer absorb young unskilled labor at the age of 15 or 16. Canadian school retention rates have doubled from 1961 to 1972... Most teachers are not trained to cope with those who have little delight in learning. The report should have placed particular stress on the acquisition of skills and the development of appropriate attitudes to enable teachers to deal with students whatever their innate abilities.

The BCTF takes strong issue with recommendations concerning teacher candidate selection, granting of and extension of provisional certificates, lapsing of permanent certificates, and recommended functions of the local co-ordinating committees dealing with teacher tenure and continuing education.

Concerning selection of teacher training candidates the McGregor report recommends that:

- the student be required to submit a letter of application, stating qualifications and aims to the chosen faculty of education. "This letter should reflect the applicant's ability to write English;"
- each applicant be interviewed. "The interview will further assist the faculty in rejecting the obviously unsuitable. It will also provide an additional test of the applicant's ability to use English accurately;"
- each applicant be required to write a test in English usage. "We endorse the English Placement Test that is now administered in the schools; this we think should be accepted, if it has been taken recently, as should the similar tests that may be required in the academic faculties."

The BCTF response:

We have no quarrel with the committee's desire to improve the quality of those who present themselves for entry to the faculties of education. Teachers do need capacity for intellectual pursuits, and a measure of excellence in the use of the English language. It would appear, however, that virtually all of the selection procedures outlined are in one way an austere check on the ability of prospective teachers to be accurate in speech and writing. We believe that there are other potential attributes worthy of assessment. Experience with children, a liking and respect for children, enthusiasm, open-mindedness, freedom from prejudice are some of the ones that spring to mind.

Did the committee not think that Native Indian children and many of the students in our schools (some 41 per cent in Vancouver) who come from homes where English (if spoken at all) is spoken as a second language, need teachers with attributes other than impeccable English?

We do not approve of the use of the English Placement Test for purposes such as this.

The committee's recommendation (in part) on granting and extension of provisional certificates and lapsing of permanent certificates:

The license to teach first issued will be in the form of a provisional certificate; this will be converted by the Board of Certification after two years (one year if that year has been of exceptional quality) of satisfactory achievement upon the recommendation of the principal and superintendent; if that recommendation is not forthcoming the individual may apply to the Board of Certification for a one-year extension. Unless the circumstances are unusual, as judged by the Board, an extension will be granted only once; in the case of the secondary teacher whose performance is judged satisfactory, the certificate will remain provisional until the second teaching field is completed; teachers absent from the classroom for five years must apply for renewal of his/her teaching certificate.

The BCTF response (in part):

No one should be granted a permanent certificate before completing the two provisional years... If sufficient time has elapsed, exceptions should be made to extension of the provisional certificate only once... Permanent certificates should not lapse before seven years. By far the largest group affected would be women rearing children, a role with obvious relationship to teaching. Seven years would allow women to have at least one child in full-time attendance at school before returning to teach.

The BCTF has another reservation:

Though the federation has strong views about the possession of five years minimum training before certification, we have to acknowledge the reality of the situation for

many prospective teachers in the interior of this province. Until program offerings beyond the second and third year become commonplace in the interior, it may be necessary to allow people to teach on an interim certificate that would always be subject to course advancement for permanency.

Also, the BCTF states that teaching certificates should be general in nature and not descriptive and says, "Let the hiring authorities check the specific qualifications of applicants."

The BCTF takes exception to some of the functions recommended for the local co-ordinating committees and advises "care in the description of the committees' functioning so that the intent of assisting schools and teachers, without coercion, is apparent to all."

The BCTF takes issue with some sections of the McGregor report's section on tenure in which it is recommended that in enlisting support for the struggling teacher, the principal and the superintendent should seek the aid of the local co-ordinating committee which would have the power: to assist the teacher to improve his performance; introduce experts in accordance with identified weaknesses and the fields of study affected; prescribe for and to the teacher, and in the event of the teacher's failure to follow the prescription, to recommend to the BCTF suspension or cancellation of the teacher's membership.

The BCTF response (in part):

Following the recommendations in the report, teachers will have completed five years of preparation and two years of training on a provisional certificate. If teachers are to be judged incompetent after that time, the Public Schools Act contains legal procedures which school boards and supervisory personnel may follow in order to place teachers on probation or dismiss them.

It would be appropriate for continued displays of incompetence to be referred to the Board of Certification, providing that an appeal procedure is established. We also assume that the local co-ordinating committee can be helpful in assisting teachers who may feel that they need such assistance. The committee and others must be careful to distinguish between the teacher as a certificated being who can have that certificate withdrawn for cause, and the teacher as an employee who can be dismissed for cause. Let us not have the Board of Certification doing the job of the employer.

Concerning continuing education, the BCTF says that teachers must be involved in the determination of their own needs in the matter of continuing education.

The BCTF recommended that further study be given to the committee's recommendations on special education, industrial education, and qualifications of principals, school librarians and counsellors.

More about the pension survey

If you received notice that you have been selected to participate in the BCTF pension survey announced in the Sept. 8 Newsletter but have not been contacted further, you are asked to phone the Retired Teachers' Association, 731-8121, local 214.

About 50 retired teacher-volunteers have attended training sessions and are currently conducting the survey in most parts of the province. Persons who will not be interviewed personally have received their questionnaires by mail.

Selection of individuals chosen to participate was done on a random basis, and for the results to be valid, full cooperation is requested.

"To date the response is enthusiastic," says Bert Wales, the survey co-ordinator.

From page 1 Financial support

long-standing AGM policy to our members."

Peter Minshall, West Vancouver, argued that it would be wrong for the federation to promise something to members that it knew it couldn't deliver, "and therefore it would be immoral to leave this on the books."

Executive member Pauline Galinski asked what the consequences would be if the federation ignored its lawyers' advice and paid salaries under this policy.

Legal consultant Allan Black said the federation would be open to a court challenge by any member. Members of the Executive Committee, though not individual members of the federation, might find themselves exposed to personal liability.

Alan Crawford of VESTA, suggested the problem could be solved simply by eliminating references to declining enrolment in the policy statement and instructing the executive to withhold approval of withdrawal of services for other grievances.

Members could be told the policy is inoperable, he said, but the federation would not be seen as backing away from its position of support for its members.

The Worledge amendment and the amended executive recommendation were carried, with Runcie and Crawford recording their negative votes.

Ron Frost of Vancouver Secondary Administrators then moved that Section 13.8.3 also be held in abeyance. This section promises salary support for teachers while their services are withdrawn. This motion also passed.

Classics workshop

The B.C. Association of Teachers of Classics will hold a one-day workshop for grade 7 social studies teachers from 9 a.m. to 3 p.m., Saturday, Nov. 25, at the Teacher Centre, 123 East 6th Avenue, Vancouver.

The aim of the workshop is to help teachers enrich Greek and Roman sections of the grade 7 social studies course.

The session will include demonstrations on elementary lessons in Latin and Greek, use of the new Cambridge Foundation courses on Greek and Roman civilization and possible classroom projects.

Teachers interested in attending the workshop are asked to contact either Bill Barragoul, 216-4700 Arbutus Street, Vancouver, V6J 4A4 (telephone 263-0723 or 736-0520), or Don Hodgson, 551 West 21st Street, North Vancouver, V7M 1Z8 (telephone 980-3246 or 926-7534).

The assembly then passed, by an overwhelming majority, another Worledge motion reiterating the assembly's support for teachers who lose their jobs either as a result of declining enrolment or through legitimate grievances.

PSA planned for rural teachers

If you teach in a one-, two- or three-room school in a rural area, there could be a provincial specialists' association established just for you, if enough of you are interested.

Steve LeBel, who teaches in a one-room school in the Kamloops district, is exploring the idea of establishing such a PSA so that rural teachers can discuss their particular problems and special approaches to curriculum and instruction. There are approximately 200 small rural schools in B.C.

If you're interested, write Steve LeBel, c/o Debbie Stagg of the BCTF's professional development division.

A newly-formed PSA, the Association of B.C. Drama Educators, is looking for more members. Fee is \$15 for drama teachers and adults; \$5 for students. Application forms are available in schools or can be obtained from the BCTF professional development division.

A typo

A typographical error in the Teachers' Appointment Calendar has been causing some confusion.

In the important dates listing on page 1, the reopening of schools after the spring break is shown as April 3. That is an error; the date should be April 2.

The correct date is shown on the page inside listing the week of April 1-7.

School reopens after the spring break on Monday, April 2.

Good Friday (April 13) and Easter Monday (April 16) will be school holidays.

We need to have all members' home addresses in order to provide you with the services you pay for, and to comply with the law of the province.

As you know, most BCTF materials are distributed through schools, but members assigned to district staff and members on leaves of absence get these items at their home addresses.

Two regular items each year go to every member at their home address. These are your fee receipt for income tax deductions, and the official notice of the Annual General Meeting. Home addresses are also needed if a referendum or special general meeting is called.

In the past, we have complied with some members' requests by putting school or district office addresses on our files as their mailing address. We can no longer do this — we must have your home address, because of a change in the Societies Act.

If we do not have correct home address information for you, please use the form to send it to us.



Dave McClean, Langley; Alan Crawford, Vancouver Elementary and Bill Meyerhoff, Burnaby wait their turn to speak at the October R.A. Maureen MacDonald, Vancouver Elementary, is at the microphone.

From page 1 Private schools

rejected by private schools because they were not Catholics.

The resolution calling for equal qualifications was passed unanimously.

Another resolution, calling for teachers in subsidized private schools to be members of the BCTF, was referred to the federation's Task Force on Membership for consideration.

The task force will deal with the question early in November and wants input from all locals on the matter. Its recommendation will go to the Executive Committee in December and to the Annual General Meeting next spring.

The assembly also passed a resolution opposing any restrictive admission policies by subsidized private schools.

Gilmore said these schools may now discriminate on the basis of sex, religion or academic achievement. He argued that they are undemocratic because they do not give their students the opportunity to live and work with children from other races and social classes.

He foresaw "a slow erosion of public support for public schools" as more and more parents find the subsidized private schools to be more attractive than the "ghetto schools" of Vancouver, with their 40 per cent of children whose first language is not English.

"If these schools want to receive public money," he said, "they should open their doors to the children of this province whose parents are paying (taxes to subsidize) those schools."

The assembly also passed a resolution opposing centralization of the administration of independent school financing and calling for a campaign "to have all publicly funded schools accountable to the local taxpayers from whom they receive support."

In other business the Representative Assembly:

• Called on the Executive Committee to develop a "comprehensive information program on alternative plans for structural and management reorganization." These would be alternatives to the proposed reorganization of the BCTF management and staff outlined in the Newsletter of Sept. 8. The information plan is to be distributed to locals

From page 1 'Slander'

dropped out of the province's high schools.

Too few teachers are willing to file grievances on violations of the federation's class-size standards, Marjatta Chapman, chairperson of the provincial Learning Conditions Committee, told the assembly.

"Teachers are putting up with larger classes, with little or no prep time, with inadequate resources and facilities," she said. "It would appear that they are afraid to file too many grievances," perhaps because of fear of repercussions or of lack of support.

She said locals must pursue the reduction of class sizes with renewed vigor and that "we must loudly and sincerely proclaim that we as a federation will support and protect

before the January Representative Assembly.

• Heard a report from the Executive Committee on new procedures it has adopted for the appointment of regional co-ordinators for the provincial Agreements, Learning Conditions, and Professional Development Advisory Committees.

Under these procedures the executive will normally choose as a co-ordinator a member nominated by the local executive committee, general assembly or general meeting of at least one association in the region. If the only candidate is nominated by at least half the locals in the region, that person will normally be appointed. If more than one person is nominated, each of the locals will be asked to recommend one of the candidates. The final choice will rest with the BCTF executive.

• Increased the federation's general public relations budget by \$50,000 to fund a program of incentive grants to local associations to help finance their local PR activities. Under this plan each local association is eligible for an outright grant of \$500 and a further grant of up to \$500 on a 75-25 cost-sharing basis.

• Turned down by a narrow margin (273-256) an Executive Committee recommendation that the BCTF contribute \$32,000 as its half-share of the cost of production and distribution of an audio-visual presentation on the B.C. school system planned by the B.C. School Trustees Association.

• Called on the federation to seek permission for any member on study leave to have the right to make double contributions to the pension fund so that the leave time will count as pensionable service.

members who file grievances, and back them to the hilt."

Mike Lombardi, Coquitlam, suggested that the fact that so few grievances are being filed — only three are currently active — indicates the grievance method is ineffective. Dennis Rankin, staff, denied this.

The BCTF Task Force on Federation Hearings and Appeals is reviewing the BCTF policies and procedures concerning legal aid, professional ethics, professional relations and the ombudservice.

Members and local associations are invited to submit written proposals to the task force. These should be sent to W. V. Allester at the BCTF office before Nov. 24.

Do we have your correct home address?

Name _____
first middle initial last

Address _____

Social Insurance Number _____
(essential for identification purposes)

School District _____

Return to:
BCTF, 105-2235 Burrard St., Vancouver, B.C. V6J 3H9