

Independent teachers' political action group formed

A politically-diverse group of teachers has formed a political action committee outside the BCTF to fight for a better deal for education in the next provincial election campaign.

Bill Broadley and Al Blakey, two past presidents who have often been on the opposite side of issues in the past, jointly announced the formation of the Teachers' Political Action Committee II — TPAC II — at the Annual General Meeting.

Broadley told delegates that TPAC II, patterned after a similar committee active in the 1972 election, would have as its goal "the election of a government that will

give a higher priority to the needs of people, particularly services to children provided by the public schools of this province."

To achieve this goal, he said TPAC II proposes to:

- 1) influence the educational policies of political parties during the next election campaign;
- 2) consider publishing and/or advertising statements during the provincial election campaign;
- 3) collect up to one day's pay from supporters to finance the operation of TPAC II and to direct money to specific candidates in swing ridings;

4) provide volunteer workers in key provincial ridings;

5) establish a small working group to carry on the day-to-day TPAC II activities.

Broadley emphasized that TPAC would not be connected with the federation and that no BCTF money would be involved.

The action committee was launched by 60 concerned teachers (since swelled to more than 300) and was successful in raising at the AGM a total of \$12,000 in pledges and cheques.

Al Blakey, who with Broadley was involved in the earlier TPAC, said that in 1972 the similar committee raised a total

of \$90,000 and mustered about 2,000 teachers to work for favoured candidates.

Of this financial war chest, \$25,000 was spent on a radio advertising campaign promoting the cause of education and the remainder was distributed to assist various candidates' campaigns.

He said TPAC in 1972 supported 35 candidates and of those, 32 were elected.

Blakey said TPAC II is currently preparing a flyer for distribution to all teachers giving background on the committee and asking for pledges and volunteers. He said interested teachers can send pledges or sign up by contacting: TPAC II, Box 509, 810 West Broadway, Vancouver, B.C. V5Z 1J8.

BCTF Newsletter

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Teachers urged to fight for education in political arena

BCTF President Larry Kuehn has called on teachers throughout B.C. to respond to the current crisis by "proclaiming the future orientation and value of education, a value that does not diminish, and by entering the political arena to fight for that future."

That was the keynote of Kuehn's address to the opening session of the 1982 Annual General Meeting April 5.

The 670 voting delegates responded by endorsing the executive committee's leadership report, which explicitly proclaims political action as a policy of the federation and its 79 local associations in defence of quality and equality in education.

Delegates listened intently as Kuehn sketched the dimensions of the crisis, as they are beginning to emerge from school board responses to the provincial government's budget-control program:

- Elimination of teaching jobs (50 in Kamloops, 20 in Nanaimo, 25 in Central Okanagan, 130 in Victoria, with "many more jobs on

See "Teachers" page 2



Some delegates walked out, most stayed to listen, but Education Minister Brian Smith faced tough questioning on the restraint program after his speech to the AGM. Don Richards photo.

Emotional AGM session

Education Minister Smith roasted for "anti-education" restraint policy

He came, he spoke, but he didn't conquer the opposition of teachers to education spending cutbacks.

In one of the more emotion-charged sessions of the '82 AGM, Education Minister Brian Smith's speech was marked by a vehement display of teacher discontent with the impact of his government's restraint program on the quality of public education.

New education finance act strips away board powers

The minister of education will be given total control over the B.C. education system, including the arbitrary power to cut grants to school boards which resist budget controls, if the newly-introduced Education (Interim) Finance Act is passed into law.

A BCTF bargaining division review of the act, tabled in the provincial legislature on April 13, shows it to be an alarming

The first indication of the mood of the meeting was an attempt from the floor to withdraw his invitation to speak. This was rejected, but as Smith rose to speak, the New Westminster delegation, many Surrey and Burnaby delegates and seven Delta delegates walked out in protest over his "anti-education policies." And when he had finished speaking, Smith faced a lengthy, tough grilling from delegates,

including a flat accusation from one teacher that he had "lied" to teachers about the impact of the cuts and an angry outburst from another teacher slamming his government as "fascist".

Brian Smith began by saying that, as a result of his tour of the province, "positive changes", had been made in the education system. He cited "major improvements in special education", in the delivery of textbooks, revisions to the building manual, support to parent consultative committees, introduction of new courses — "some popular, others not" — and elimination of evaluative reporting at the primary level. Smith also pointed to the commitment to redraft the School Act, indicating that the draft act would be circulated for comment prior to the summer and would not be introduced as legislation until next year.

Turning to the government's program of controls on education spending, Smith

An explanatory note to the legislation
See "New" page 4

See "Delegates" page 3



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Four new members elected to executive committee

Delegates to the Annual General Meeting opted for change in the BCTF Executive Committee, adding four new faces to the committee.

Larry Kuehn was re-elected president, but not without a surprise challenge from the floor from Maple Ridge teacher Henry Bugler.

Henry Bugler, who has taught in B.C. for 16 years and served six years on the pensions committee, told delegates he was running because of his concern for the direction of the federation's leadership.

Arguing that the present leadership seemed to "prefer confrontation to conciliation", Bugler claimed that the referendum result indicated the majority of teachers question the wisdom of the current leadership on the vital issues threatening the profession. "I say," he concluded, "it is time to say to the executive, as did Cromwell to the Rump Parliament, 'In the name of God — Go!'"

Larry Kuehn pointed out that gains made in last fall's bargaining were being eroded by budget cutbacks. He said the BCTF must take determined action, including job action in some cases, to protect members against

arbitrary and unjust dismissal and other actions detrimental to professional needs. Emphasizing that the federation could not afford "the luxury of internal division", Kuehn said the BCTF must carry out an aggressive campaign to convince public and politicians "that education is to be valued, that this society cannot afford not to make an adequate investment in the future."

In the vote, Larry Kuehn was re-elected president by 414 votes to Henry Bugler's 244. (Although 670 delegates were eligible to vote, not all did so and some spoiled their ballots in each round.)

In the campaign for first vice-president, Doug Smart successfully moved up to that position from second vice-president, polling 349 votes compared to the incumbent, Steve Norman's 308 votes.

Houston teacher John Mackie was narrowly successful in his first bid for executive office, winning the second vice-president position by 332 votes to Marion Runcie's 327 votes.

It took five rounds of balloting for the delegates to elect the required four members-at-large.



Henry Bugler mounted a late, unsuccessful challenge for the presidency.

Maureen MacDonald was the only one of the incumbents to be re-elected, Terry Eastman and Marion Runcie being defeated and Steve Norman declining to drop down to seek one of these positions.

The three new members-at-large elected were: Paddy Boyle, West Vancouver, Trevor Calkins, Victoria, and Margaret Woodlands, Richmond.



John Mackie, (right) is congratulated on his election as second vice-president.



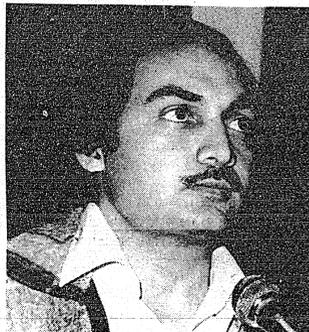
Doug Smart (left) successfully moved up to first vice-president.

BCTF to support Farmworkers ESL

Tom Hutchison
Government Division

The federation, with an outstanding record in international assistance, will now give aid to a project within B.C. The AGM overwhelmingly endorsed an executive recommendation that one dollar per member be allocated to the Farmworkers' ESL Crusade.

Raj Chouhan, Canadian Farmworkers' Union president, told the AGM delegates about farmworkers' conditions of work and problems. "Farmworkers who produce food for us, who put food on our tables every day, cannot afford to buy food themselves," said Chouhan. In B.C., 16-17,000 farmworkers, the majority of whom are women, work 14-hour days



CFWU President Raj Chouhan said ESL program needs money and volunteers.

without the protections most of us take for granted." The system of contractors arose because most farmworkers do not speak English well. "To progress," said Chouhan, "we need money, volunteers, all kinds of help."

Pat Clarke, executive member, speaking to the recommendation, said, "What he is asking us is infinitely appropriate. I can't think of a better cause; I can't think of one which will, if our image needs improving, improve the image of teachers in B.C. more than this."

The debate could be summed up in the comments of Ray Worley of Vernon. "This is an educational issue, directly affecting B.C. This is not El Salvador, this is not Peru, this is not the Polish Solidarity Union, or even the Falkland Islands — it's our own backyard and we ought to be involved."

The farmworkers' union is being assisted also by the federal government and trade unions and their ESL program is being developed in conjunction with Frontier College. The federation will be represented on the project's steering group.

Cutbacks commission to tour province

A Public Commission on Social and Community Service Cutbacks will hold its first hearing in Kelowna on April 29. The commission was struck by a tri-partite group of health services and education organizations and the B.C. Federation of Labour.

Its terms of reference expect input from the elderly, women's groups, those involved in delivering health and education services at any level, social and community organizations, trade unions and the public.

Chairperson is Tom Alsbury of the Vancouver School Board; Vice-chairperson is Joy Langan from United Way and the B.C. Federation of Labour. Other members are Gordon McPherson, president of the Hospital Employees' Union and Tom Hutchison of the BCTF.

Hearing dates and places are: April 29, Kelowna; April 30, Kamloops; May 4, Cranbrook; May 5, Castlegar; May 11, Prince George; May 12, Terrace; May 13, Prince Rupert; May 17, Victoria; May 18, Nanaimo; May 19, Abbotsford; May 20, Vancouver.

Local radio and newspaper advertisements will publicize dates, places and times of hearings. Further information can be obtained from the commission secretary, Ms. Gene Errington, #105-4911 Canada Way, Burnaby, V5G 1M1 — Phone 299-3512.

2/APRIL 26, 1982

Teachers have taken political action before

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the chopping block waiting for the axe to fall".

- Aides and secretaries eliminated, or their time cut back.
- Librarians faced with doing all the clerical work themselves, with less time for professional tasks.

- Some schools without secretaries for several weeks in the year.

- Specialist teachers and aides eliminated: ESL aides dropped in one district, a speech pathologist and a teacher of the blind in another, an Indian education specialist in a third.

- Staffing for music and other arts programs on the endangered list.

- Summer school programs disappearing.

- Maintenance of schools being cut, to the point of false economy.

- Professional development and curriculum program funds in jeopardy.

- School boards renegeing on negotiated agreements for prep time and duty-free lunch hours.

Kuehn's list was merely illustrative, not exhaustive, of the impacts of the Bennett control program. Throughout the AGM delegates cited additional cutbacks in their own districts.

As Kuehn pointed out, the government ordered school boards to trim the fat from their budgets, but there was little fat to trim; the boards are now slicing away the flesh and carving perilously close to the bone.

Teachers must act, Kuehn said, to protect the schools and education from the damage being done by the controls program. And the only kind of action that can be effective is political action.

Twice before, he recalled, British Columbia teachers have faced the same kind of crisis.

In the Depression of the 1930s, the provincial government considered closing the province's only university, cutting back the

number of years of free education, and seriously restricting all social services.

Teachers took action then, Kuehn said. "The BCTF, I'm proud to say, loudly and successfully asserted the necessity for educational services to be maintained despite the economic problems of the day. The people listened."

Only a decade ago another Social Credit government, under Premier W. A. C. Bennett, legislated controls on teachers' salaries and school board budgets, Kuehn said. "Again teachers responded, with an outraged determination to protect the school system. On that occasion they were driven to political action to defeat the government that put forward those policies."

Today, he said, teachers face a similar crisis, and again they must fight for adequate resources "to provide children with what they need today — and for tomorrow."

Education Minister Brian Smith, Kuehn said, claims that the present leadership of the BCTF does not represent B.C. teachers, and points to the recent referendum rejection of the strike/arbitration option as evidence.

"Well, he's certainly right about the referendum," Kuehn admitted, "and he may be right on some other issues too. That's the political game and we sometimes have to take our lumps. But Mr. Smith and his colleagues should know that there is one issue on which this profession is united. From Port Hardy to Fernie — including Burrard Street — this profession will not sit idly by and see this Social Credit government ravage the quality of education and deny much-needed services to children."

The delegates gave Kuehn a standing ovation for that assertion.

New pension plan booklet available

A new booklet, *Teachers' Pension Plan*, has been prepared by the Superannuation Commission and is now being distributed to all teachers through the school boards.

Teachers are encouraged to read the new booklet and retain it for future reference.

Questions of a general nature on pensions may be directed to the federation (Bruce Watson) but particular inquiries concerning individual records should be directed to the Superannuation Commission.

Delegates contradict Smith on special education cuts

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suggested that the "horror stories" teachers were being told about the program's impact were not correct. "By the restraint program and compensation guidelines," he said, "we'll be able to not only keep the overwhelming majority of people employed in education but we'll also be able to deliver a high level of quality of service."

He emphasized that the restraint program was only temporary for two years and that, if teachers reacted cooperatively with school boards, administrators and principals, ways could be found to ensure the program had minimum impact. "I believe," he said, "that in the next two years the large body of teachers in this province will realize that the program is fair and necessary and will give the program a chance."

Smith went on to announce his intention of proposing to the government a new internship scheme for preparing new teachers for permanent certification. Under the scheme, new teachers will receive interim certificates on completion of university and will then enter an internship year under the tutelage of "master teachers". On successful completion of internship, new teachers will receive a permanent certificate granted by a professional certification board made up of representatives of the ministry and of the teaching profession.

"This approach," said Smith, "will, I think, be very much to your liking because it will involve the profession directly in the admission of new teachers into its ranks."

In the question-and-answer session, Keray Rollins, Surrey, applauded Smith's courage in appearing before the AGM but disputed his claim that the restraint program would not result in a significant loss of jobs. Saying that, unlike some other delegates, he stayed to listen but was not particularly impressed, he concluded: "I leave you with this message, 'If you think education is expensive, you ought to try ignorance.'"

Another delegate took issue with the minister's statement that restraint was only temporary, pointing out that to a child facing cuts in needed special education programs, "this cut is forever; next year is never."

In response, Smith said that he had indicated earlier that under the restraint program special education ought not to be cut. "In most cases," he said, "it's not being and if there are cases in your district where this is occurring you have a responsibility and a duty to resist that and to try and persuade your board to change their mind. I intend to watch very closely what happens in the field of special education."

At this, Michael Hayes, Gulf Islands, protested strongly. "I believe you have lied and misled teachers in the past and I believe you've done so again today," he declared.

Hayes quoted from a February 19 news release on the restraint program in which Brian Smith said that programs for special needs children would be maintained at the level required. But Hayes pointed out that in his district three professional staff, six aides and custodians have been given 30-day termination notices as a result of cutbacks. Of these professional staff, he said, one is a psychologist working with children and families in crisis, another is a speech therapist working with handicapped children and the other is a hospital-homebound teacher working with children confined to home because of illness or disciplinary problems. And a number of the aides, he said, were involved with special programs.

"Mr. Smith, you said in your speech to us this morning that you believed that the predictions of layoffs were unfounded," said Hayes. "In our district, the notices have been given; the 30-day termination exists and in 30 days these people will be unemployed."

Replying that these were probably special shareable programs, Smith suggested that the school board's reductions were not done in response to ministry of education policy. "Our 100 per cent severely disabled funding has remained in place," he said. "I did ask school boards very directly not to make reductions in special education, but I hear what you say. Those terminations in the Gulf Islands have not come to my attention before and I take note of them and will treat them very seriously."

Trevor Calkins, Victoria, told the minister that special services in Victoria



Maud Vant, Vancouver, angrily denounces Smith's ministry for reimposing across-the-grade testing. Don Richards photo.

will be reduced by the loss of three speech and language specialists, two futures program teachers, one teacher-specialist, one psychologist, three district counselors and two school support coordinators. He said the board made these cuts before the restraint program was announced and then later swiftly cut another \$643,000 from school facilities funds. "I ask you, sir, with your commitment to special education, to find another \$643,000 to replace those people who provide direct service to children."

Smith noted that these cuts were made prior to the restraint program and possibly in response to declining enrolment, but added, "I will certainly ask my special education deputy to look at them."

On another topic, Jack Gilmore, Burnaby administrators, said that a newspaper report indicated that the provincial contributions to public school education would increase only 10.1 per cent this year, compared to 41.9 per cent for independent schools.

Gilmore protested that among the independent schools are schools that practice religious discrimination, fire teachers who marry persons of the wrong religion, "teach correspondence courses from right wing colleges in Texas" and practice discrimination in selecting students who fit their particular needs. "We have a situation here," he said, where the public school system is the only school system that takes everybody — and it is the only one that is entitled to public funds."

Smith replied that the percentage increase to independent schools was not as enormous as it looked, as it came off a very small base and was based on

changing criteria for calculating student enrolments. "It doesn't represent some huge new commitment to the independent school system," he said. He added that the actual increase to public schools in fact comes to about 12 per cent.

Dale Gregory, Coquitlam, asked the minister: "Is it true that your ministry has diverted funds from the new science program in order to provide funding and implementation for the BCTF-boycotted consumer education program? And, secondly, in view of the budget restraints, are you planning to delay or cancel the implementation of the consumer ed courses and the new social studies curriculum in order to save the high cost of introducing these programs?"

Brian Smith answered: "The answer is 'no' to both questions."

Maud Vant, Vancouver, tore into Brian Smith for the fact that his ministry had brought back across-the-grade testing. She argued that this effectively "punishes" children with learning difficulties who have trouble concentrating and remembering. Far from "punishing" these children, she said teachers today recognize that they must help them to learn using various techniques and testing as needed. (BCTF policy, in fact, opposes across-the-grade testing.)

"What gives your department and your government the right to force me to punish my students when I don't believe I get paid to punish children," Vant said. "I get paid, not even to teach them, but to help children learn." She concluded by angrily denouncing Smith's government as, "Fascist! Fascist! Fascist! And I won't do it — I won't punish children even if it is legal."

DESC campaign against cutbacks receives \$60,000 BCTF backing

The Defend Educational Services Coalition, which recently lobbied Victoria politicians, is to receive a financial boost from the BCTF.

The Annual General Meeting approved the contribution of two dollars per member — about \$60,000 — towards DESC's publicity campaign.

Formed after Premier Bill Bennett's February 18 announcement of public service wage controls and budget

cutbacks, DESC represents six organizations: The Canadian Federation of Students, Association of University and College Employees, Canadian Union of Public Employees, Vancouver Municipal and Regional Employees' Union, College-Institute Educators' Association and the B.C. Teachers' Federation.

On April 14, representatives of the six organizations went to Victoria to confront provincial politicians with the

need for continued adequate support of education. They met education and universities ministers, Brian Smith and Pat McGeer, and with members of the NDP caucus, Gary Lauk, education critic, Eileen Dailly, Karen Sanford, and Opposition Leader Dave Barrett. Sophia Hanafi, student representative, also met with Labour Minister Jack Heinrich on the plight of jobless students.

The ministers offered little comfort. DESC's contentions that creating unemployment is no cure for recession and that education is a necessary investment were met by the ministers' theme of the need for all to share in the province's current tribulations. As McGeer said, "Restraints weren't put in to help anybody." His response to the students' crying need for employment so that they can complete their education was that they should start their own businesses.

The NDP asked the DESC representatives to look at their party's record in education and to consider the alternative posed by the Secreds. DESC members put it to them strongly that the NDP alternative needs a much higher profile.



Tom Beardsley, executive director, College-Institute Educators' Association, spoke on the DESC campaign.

The NDP caucus members did promise that if the NDP is re-elected to office there would be a return to "free collective bargaining."

DESC's campaign is to include coordinated lobbies of members' organizations, TV, radio and newspaper advertising, a leaflet campaign to members, sharing the dissemination of information on cutbacks and the promotion throughout the province of Education Day on April 29. On April 29, members will publicize education cutbacks through a variety of activities.

DESC has also endorsed the Public Commission on Social and Community Service Cutbacks and member organizations will present briefs to the commission.

BCTF Newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION
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John Church wins Fergusson Award

John Church, widely admired by his colleagues for his energy, knowledge, dedication and contribution to the teaching profession, is this year's winner of the G.A. Fergusson Memorial Award.

"I'll always look upon John as one of the finest of our profession, a person I deem it an honour to have known," said Past President Al Blakey, in presenting the prestigious BCTF award at the Annual General Meeting.

John Church, currently acting director of the federation's professional development division, has performed in many roles over the past 37 years — as a social studies teacher, a curriculum consultant, a BCTF curriculum committee chairperson, a consultant to development of a Tanzanian teachers' college, head of a BCTF study of school libraries, a federation professional development staff member and tireless contributor of reports, reviews and studies. "The work that he has done," wrote executive member Elsie McMurphy in endorsing Church's nomination, "has touched practically every facet of our profession."

The Fergusson Memorial Award, the federation's top honour, was established in memory of G.A. Fergusson who, at the time of his death in 1928, had long been looked upon as one of the most outstanding teachers in British Columbia. The award is made by the trustees annually to the BCTF member (or ex-member who is no longer eligible for membership), or to a member-association, who (or which) has made an outstanding contribution to education.

A product of Victoria College and the University of B.C., where he graduated with a BA in history (later earning his masters in that field), John Church began his teaching career in 1946 at Booth Memorial High School in Prince Rupert. He later went on to teach at elementary and secondary schools in Langley and Vancouver, where he served as social studies head at Gladstone Secondary for 10 years.

Always active in federation affairs, Church was a curriculum director from 1958 to 1963, the latter two years serving as chairperson of the curriculum directors committee. He also served as chairperson of the elementary science revision committee, the first curriculum committee jointly sponsored by the BCTF and the Department of Education. He spent a year as a curriculum consultant for the Department of Education and then, in 1964, joined the BCTF staff as

assistant director of professional development.

Throughout 1968, Church was on leave of absence with the Canadian International Development Agency, serving as a representative from the University of B.C. education faculty at the Institute of Education, University College, Dar es Salaam, Tanzania. There he established a teachers' resource centre and taught social studies, science and history methods courses to prospective secondary teachers.

The following year Church returned to the federation to undertake, in conjunction with A.W. Fraser, President of the B.C. School Librarians' Association, an extensive study of school libraries on behalf of the BCTF and the Educational Research Institute of B.C. The report, *Personalizing Learning: A Study of School Libraries and Other Educational Resource Centres in British Columbia*, was published

in 1970 and led to the development of school library demonstration projects in Vancouver and Victoria aimed at improving the use of libraries in schools.

Vancouver elementary school teacher Frances Worledge, herself a former Fergusson award winner, cited this work in endorsing John Church's nomination. "John has pioneered, supported and been that essential impetus 'behind the scenes' in regard to many notable federation projects," she wrote. "To mention but a few — his work for the improvement of libraries — the concept of the library as a teaching-learning-resource centre is well known throughout not only B.C. but also in other provinces of Canada. In the Canada Studies projects, John's work for the improvement of Social Studies is remarked upon throughout Canada and in other jurisdictions."

Since 1970, John Church has worked on Action Elementary, a project aimed at stimulating adoption of new concepts in elementary schools, and with the Canada Studies Foundation in improving the teaching of social studies, as well as being heavily involved in numerous federation concerns with curriculum and professional development.

Norm Ornes, principal of Vancouver's Eric Hamber Secondary School, summed up John Church's standing within the profession. "He is well-known, respected and admired for his knowledge, integrity, industry, wisdom and never-ending dedication to making schools better places for students and teachers. He is an intrepid humanist — a magnificent people person."



A pleased John Church (centre) is congratulated by (left to right) wife Shirley, Past President Al Blakey and President Larry Kuehn. Don Richards photo.

"New act should be repudiated by all MLAs"

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tells the story, pointing out that the act gives the minister "power to issue directives respecting the increase in school board budgets while the act is in force." But the act doesn't specify how much the provincial government will pay toward education funding, leaving the amount of the "base grant" as a

percentage of operating expenses "prescribed by the minister of education . . ."

After that comes an option: the minister "may pay to the board of each school district a shared services grant . . . to partially cover a school district's operating expenses for education services

that are not covered by the base grant."

This leaves the matter of payment solely in the hands of the minister, who has also assumed the power to determine the "manner and frequency" of advances to school boards during the January to April period before budgets have been finalized. That provides the minister with a means of forcing boards into line if they show any resistance to the provincial budget controls, regardless of the impact they may have on educational services.

The sweeping control powers granted to the minister are summarized in Section 12 of the legislation that allows him during the first four months of the year "to issue directives a) limiting the amount of the budget of the school district in the calendar year and b) establishing the position of the school district's budget for special education programs."

Failure to follow the minister's directives can mean a reduction in grants "by any amount" the minister deems appropriate.

While some important questions remain unanswered, it is clear that the main instrument of government sharing and control is the expropriation of \$657 million in non-residential tax revenue that would have been part of the local school district tax base. A further \$75 million is in the provincial estimates as an additional grant to defray school taxes but it does not appear in the new legislation.

"It is thus clear that the operative words are 'prescribed' and 'discretionary' — the minister and the cabinet hold all the cards," said Kuehn. "Public school education, local school boards, children and teachers are the victims of a cruel confidence game."

The legislation, if passed, will be retroactive to December 31, 1981 and will be repealed on December 31, 1984. "It should be repudiated by all MLAs who have any regard for programs and people," Kuehn declared.

Honorary Life Members

Three prominent members were named Honorary Life Members at the AGM:



Bill Allester

BCTF Teacher Personnel Services director Bill Allester retires this spring after 43 years in education.



Betty Griffin

Now retired, Margaret J. (Betty) Griffin was an active member in Burnaby for 25 years.



Jim Killeen

Vancouver principal Jim Killeen, vice-president of the World Confederation of Organizations of the Teaching Profession, was recently nominated for president of WCOTP.

BCTF initiative behind announced internship plan

Tom Hutchison
Government Division

Education Minister Brian Smith's endorsement of internship at the AGM was not unexpected since it follows support given to the concept in the report of his provincial tour. His AGM commitment parallels that of the federation and heralds not only significant change in teacher education but a major opportunity for teachers to solve the long-standing problem of humane and professionally valid entry to teaching.

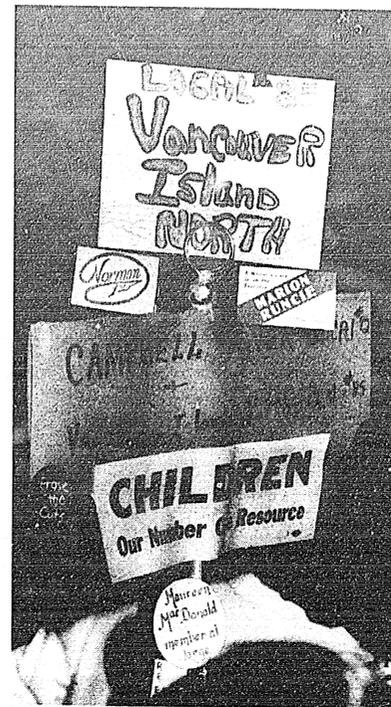
Since last fall an ad hoc group of faculty, teacher, trustee and ministry members, called at the initiative of the BCTF, has been studying the definition of internship, its advantages and disadvantages, costs and the necessary basic criteria to make it successful. The group has achieved a remarkable degree of consensus and will present its final report to the deputy minister on April 22.

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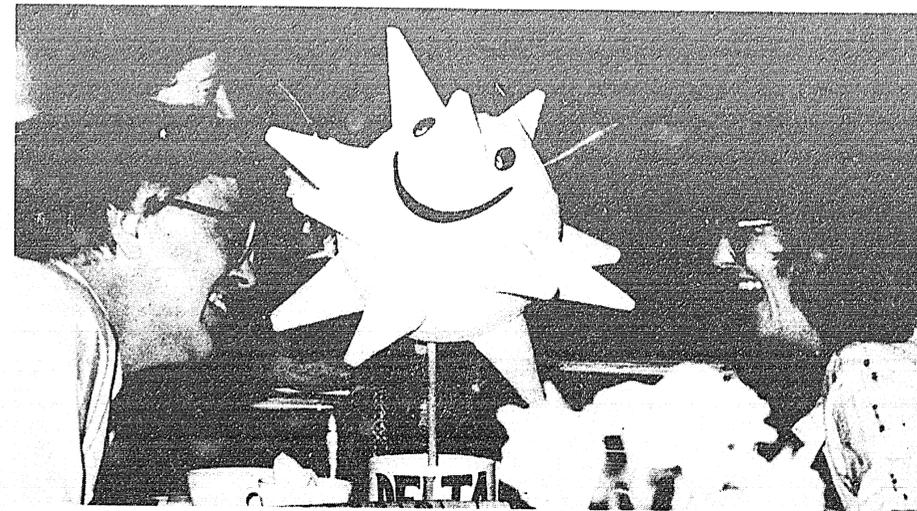
Points critical for federation support have been endorsed. For example, it is envisaged that interns will be added to the normal complement of teachers, teacher mentors will have training, adequate time for the task and the major share of assessment of the intern's performance. Internship would not replace academic training as an apprenticeship, but come after basic academic and professional work equivalent to current training. And interns will be paid.

After April 22 the report of the internship group will go back to its constituent bodies. The June representative assembly will be considering internship policy in keeping with the policy already adopted that internship should be an integral part of the certification of every teacher. Full implementation of internship will require careful planning and a lead-in period of at least two to three years.

'82 AGM News roundup



Delegations vied with each other in creating table signs and decorations, such as, above right, Delta's Sun God.



BCTF priorities for 1982-83

After much debate, but with few amendments, the Annual General Meeting approved the BCTF Executive Committee's leadership report, charting the direction of the federation for the coming year. The following are the endorsed guidelines for action:

1. That the priorities for the BCTF for 1982-83 be:
 - a) To protect the existing level of educational programs and equality of access to educational programs;
 - b) To protect and improve the job security, working conditions, and economic status of members.
2. That the BCTF bargaining priorities for 1982-83 be to consolidate the 1981-82 bargaining gains and to continue to expand the scope of bargaining at the local level.
 - a) That the focus of federation activities be:
 - i) Co-ordination and support for bargaining the terms and conditions of employment into contracts at the local level and for effective administration of contracts.
 - ii) Support for local association actions, up to and including job actions, taken to achieve bargaining objectives.
3. That the BCTF and its local associations take political action aimed at enhancing education program quality and equality of access to educational programs.
4. That BCTF and local association political action include the following:
 - a) working with parents, school trustees, other public service employees and their organizations, and all others prepared to work on programs aimed at building public support for quality and equality in educational programs.
 - b) participating in a commission to examine the impact of government decisions on the quality and accessibility to education and other social services.
 - c) influencing the political process through

which governments and school boards are chosen.

d) participating along with other education groups in the province-wide day of protest against education cutbacks.

5. a) That the BCTF support an education financing and distribution formula that provides adequate, appropriately distributed funding to allow for quality education and equality of access to education.
 - b) That the BCTF oppose those sections of the new education finance formula which fail to meet these objectives.
6. That the BCTF advocate a system of educational decision-making and education financing that maintains autonomy at the local school district level to develop programs and levels of service appropriate for the children in that community.
7. That no local association or BCTF member make recommendations to eliminate jobs or reduce or eliminate educational programs.
8. That during the terms of the existing contracts, local associations refuse to reopen contracts on salary levels and working and learning conditions achieved through negotiations and agreement or arbitration and refuse to participate in practices which have the effect of evading contract terms.
9. That the BCTF support local association actions aimed at protecting and improving the job security, working conditions and economic status of teachers, such support to include:
 - a) Support for local associations taking job action to protect members on continuing appointments being terminated as a result of board decisions in carrying out budget reductions.
 - b) Support for local associations carrying out a work-to-rule or other specified and limited

reduction in duties to protest and compensate for deterioration in working and learning conditions, such as increased class sizes, reductions in preparation time, increased supervision time, failure to implement promised improvements in preparation time, or reassignment to inappropriate subject areas.

10. That if the government proceeds with its restraint program and new financing formula, the spring RA be authorized to approve the BCTF introduction of a series of actions, including job actions, to generate further public awareness of an opposition to the harmful effects of the government programs.
 12. a) That the BCTF participate with other members of the Defend Educational Services Coalition (DESC) in a campaign, including advertising, to promote the vital importance of education to the future of British Columbians.
 - b) That the BCTF contribute up to \$2 per full-time equivalent member to support the DESC campaign.
 13. That the BCTF seek teacher bargaining legislation that would provide:
 - a) the right for each teachers' association to bargain the full "terms and conditions of employment" with the local school board;
 - b) dispute resolution mechanism providing for compulsory arbitration if no agreement is reached.
 14. That the 1981 AGM direction that a referendum on a dispute resolution mechanism for a system of bargaining on pensions be deleted and that representations on significant changes in the benefits from the Teachers' Pension Plan or methods of influencing such changes not be made until after the 1983 AGM.
- The AGM also endorsed in principle a document, "The BCTF Draft Position for Submission to the Commission on the Impact of the Government's Restraint Program."



AGM opts to retain current fee system

There will be no change this year in the method of assessing fees for active BCTF members.

AGM delegates opted to reject a recommendation to base fees on a percentage of actual salary, deciding instead to stick with the present system of basing fees on a percentage of estimated mean salary.

The key recommendation adopted by the AGM called for active membership fees for the 1982-83 fiscal year to be "0.99 per cent of the estimated mean salary for BCTF members, including a \$16 allocation of each member's fee for the Reserve Fund."

Delegates also approved a method of calculating the estimated mean salary which produces a figure, as of January 1982, of \$33,244. The result is that the provincial membership fee for the coming year will be \$329.

New policy fights sexual harassment

The Annual General Meeting overwhelmingly endorsed a recommendation that pupils and teachers should have the right to protection from sexual harassment.

Delegates took the decision after executive member Maureen MacDonald told 6/APRIL 26, 1982

the meeting that sexual harassment was a real problem affecting both students and teachers. "Sexual harassment is so socially-ingrained," she said, "that it is widely treated as acceptable and as humorous." But she emphasized that it causes "fear, anxiety and stress" and that the BCTF needs to take a stand in combatting it.

In adopting the position, the meeting approved the definition that:

"a) Sexual harassment is any repeated and unwelcome sexual comment, look, suggestion or physical contact that:

"1. creates an uncomfortable working or learning environment for the recipient; and/or

"2. is made by a person who knows, or ought to know, it is unwelcome.

"b) Sexual harassment may be:

"1. a single sexual advance, especially made by a person in authority, that includes or implies a threat;

"2. a reprisal made after a sexual advance is rejected."

The AGM also endorsed a recommendation that local associations should negotiate sexual harassment protection clauses that include definition and grievance procedures.

BCTF to establish disability plan

Delegates to the 1982 AGM adopted by an overwhelming majority a recommendation that the federation establish and

operate its own long-term disability salary continuance plan.

A prolonged two-hour debate ensued, however, on the design of the plan. The design, contained in a proposal from the Income Security Committee, outlined the basic elements regarding participation, benefits, indexing, financing, etc.

Who would belong to the plan was a contentious issue. The committee proposed that the plan should be compulsory for all active full-time and part-time teachers.

Les Phillips, chairperson of the committee, contended that mandatory participation was necessary to ensure that all members were protected, to eliminate the tales of disabled and financially distressed teachers who had no disability insurance. Participation of all members would also contribute significantly to the financial viability of the plan.

Delegates from some locals spoke strongly against compulsory participation, arguing that a minority of members either did not want or did not need disability insurance and would resent the imposition of a federation plan.

The plan design proposed by the committee was eventually adopted by the AGM. Two local associations, Richmond and Surrey, registered formal protests against the adoption of the recommendation. They would have preferred referral of the design to the Representative

Assembly for more study and revision prior to the AGM adoption.

A further recommendation of the committee that the final details of the plan, except for the annual fee, be ratified by the Representative Assembly was accepted.

The last committee recommendation, concerning the effective date of the plan, was amended from September 1, 1983 to September 1, 1984. The delay of the implementation date by one year means that locals will have more time to participate in the development of the specific regulations of the plan and that a future Annual General Meeting will have an opportunity to review the regulations adopted by the Representative Assembly.

Some delegates sought assurance that the financial reserves of the plan would be separated from general federation reserves and be beyond the control of the executive committee, particularly for purposes outside the operation of the plan. Phillips said the specific plan regulations would provide for a distinct separation of plan operational revenues and reserves.

The plan will be financed by a fee assessment based on individual salaries. Benefits will be non-taxable.

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AGM declines to waive legal rights in Pazitch case

The AGM rejected a request that the federation waive jurisdiction in the matter of the report of the provincial Ombudsman regarding the removal and reinstatement of Mrs. Alexandra Pazitch's membership in the BCTF.

The Vancouver Secondary Teachers' Association had proposed a resolution urging this action as a means of enabling the Ombudsman to make a report on his office's investigation into the matter, conducted last spring.

President Larry Kuehn told delegates

that the BCTF cooperated with the Ombudsman's investigation even though it is not clear whether the Ombudsman has jurisdiction over the federation. He said there are provisions in the Ombudsman's Act for organizations like the BCTF to be covered, but these have not been proclaimed. The federation, he said, has asked the provincial government to proclaim these provisions so that the Ombudsman would then clearly have jurisdiction.

When the Ombudsman's office, noting the uncertainty over its authority and legal protection (from, for example, libel suits), asked the federation to voluntarily waive its jurisdiction, Kuehn said that on legal advice the BCTF decided not to grant the waiver. He said that if the BCTF accepted this request it would be waiving, not just the legal rights of the federation, but of individual members who might be affected by the Ombudsman's report on the Pazitch case.

The AGM agreed that this was not something to be done and rejected the VSTA resolution.

Delegates refuse bid to restrict policy to education issues

Efforts aimed at having BCTF policy-making focus more narrowly on purely educational concerns were rejected at the Annual General Meeting.

A series of resolutions — ranging from AGM agendas to abortion policy — were defeated as the majority of delegates clearly favoured the view that educational issues and social issues are inseparable.

Going down to defeat were motions urging that:

- AGM agendas be set so that matters be dealt with in the following order of priority: 1) negotiations; 2) setting of fees; 3) election of officers; 4) all other matters;
- existing policies on abortion (statements 42.25 and 42.27) be deleted as outside BCTF goals;
- existing policies on such public affairs issues as nuclear arms, Indian land claims, uranium mining and planned parenthood (statements 36.01, 36.05, 36.07 and 36.11) be deleted as outside BCTF goals.

Delegates, however, gave their approval to a resolution calling on the BCTF to support the B.C. Organization to Fight Racism in its efforts to have the Ku Klux Klan and similar racist organizations effectively banned and to generally support BCOFR in combatting racism in B.C.

The AGM agreed that this was not something to be done and rejected the VSTA resolution.

CTF statement on human rights adopted

The AGM unanimously agreed to endorse the Canadian Teachers' Federation statement on the human rights of teachers. The statement reads:

"We the teachers of Canada deplore the use of violent repression against teachers and their organizations.

"We affirm that it is the right of teachers to practise their profession, and to do those things which are necessary for the responsible discharge of their professional duties, without fear and without interference.

"We affirm that it is the right of teachers to assemble, to speak freely and to act collectively for the purpose of improving the quality of educational services, their own competence and professional effectiveness, their conditions of employment, and their working environment, and further, to exercise the full rights of citizens in the processes of a democratic society.

"We call upon the Government of Canada to condemn those instances in which teachers suffer reprisals for the exercise of these rights, and to make vigorous protests to governments which perpetrate or condone outrages against teachers.

"We affirm our solidarity with teacher organizations that are striving to maintain these rights. We express our deep sympathy with the many teachers who have suffered injury, imprisonment and torture, and with the families of those who have lost their lives.

"We urge the World Confederation of Organizations of the Teaching Profession to continue and increase its efforts to secure the rights of teachers and to assist the victims of repression, and we pledge our collaboration in this work."

AGM speakers:

Education involves partnership

To succeed, public education must involve a partnership between teachers, trustees and parents, three prominent guest speakers agreed at the AGM.

But they also agreed that it is a difficult challenge today to keep that partnership together and functioning smoothly.

Gary Begin, president of the B.C. School Trustees Association, told delegates that while his association protested the provincial government's "legislation by television" in introducing its restraint program, the BCSTA agreed with the need for restraint. He said he was concerned that the BCTF had refused to participate with local school boards in finding ways to make restraint work.

"It concerns me that you want to turn consultation and open dialogue on and off as it might suit you," he said. "The consultation process, the sharing of ideas, the use of honest criticism are not things that exist only during good times."

Begin said he was also concerned that, in the protests against restraint, there was an implication that less money meant less



Pat Brady... teachers need to espouse education's successes

good quality education, which he believed did a disservice to the classroom teacher. "I may be spouting heresy," he said, "but the power of the minister of education of this province and the power of school boards have little or no impact in the important teaching and learning relationships that take place when you close the door to your classroom."

He called on teachers and trustees to work together in good times and lean times for the benefit of all children.

In another key speech, **Pat Brady**, president of the Canadian Teachers' Federation, said that teachers often spend so much time listening to their critics that they "fail to espouse the tremendous successes that public education has achieved."

While arguing that teachers deserve more credit for these successes, he warned of the danger to public education posed by dogmatic special interest groups. He

quoted Premier Blakeney of Saskatchewan: "The schools are among the prime targets of those who want, not accommodation, but rather adherence to their values, their point of view, people who want to assert, not to debate."

Brady urged teachers to become more actively involved in education decision-making to counteract such special interest groups whose dogmatism could destroy public education.

Helene Minishka, president of the B.C. Home and School Federation, told delegates that in some school districts there is little or no parent involvement in educa-

tion — except during crises when efforts are made to mobilize the support of parents. "Parents do not want to be used only for crisis situations," she warned. "We want to be considered at all times — a partnership."

Minishka acknowledged that some parents were responding to the government's restraint program by suggesting that teachers should take a cut in the recently-negotiated salary increase, but she did not agree.

"Teachers should not pay for education any more than a millworker should pay for the forestry," she declared.



British Columbia teachers' federation

STAFF POSITIONS AVAILABLE

Four Assistant Director positions are available under term contracts, as follows:

Professional Development Division

Two positions having 2 year terms with responsibility for:

1. Providing advice and assistance to support the professional development programs of local teacher associations in a major geographic area of the province.
2. Assisting the division co-ordinator with the continuing education program. One appointee will coordinate the stress counselling program; the other, all aspects of bargaining professional development issues.

One position having a 1 year term with responsibility for:

1. Providing advice and assistance to support the professional development programs of local teacher associations in a major geographic area of the province.
2. Identifying teacher professional development concerns arising from members of the federation executive, administrative staff, and teacher membership; organizing materials, preparing and delivering reports. The appointee will coordinate the rights of children program, and will edit the *PD Bulletin*.

Bargaining Division

One position having a 2 year term with responsibility for:

1. Providing advice and assistance to approximately 10 local teacher associations in areas of collective bargaining, personnel practices, working conditions, insurance benefit packages, grievance processing and provincial education funding.
2. Providing professional support as an advocate to teacher association executive committees, or to individual teachers on matters noted in #1. The appointee may be required by the bargaining division to carry out specific assignments in the role of a specialist — to become the resident expert in areas assigned.

Qualifications

All positions require a university education and public school teaching experience in British Columbia. Applicants must be highly aware of current issues facing public school education and have administrative experience or experience from being an elected officer of a teaching profession organization. Demonstrated successful experience in one or more of the functions noted — stress counselling, case preparation, negotiations (collective bargaining education issues), curriculum development, public speaking, advocacy, and conducting research will be required of the successful applicants. Familiarity or experience with group dynamics or group decision-making will also be an asset.

Salaries and Benefits

\$39,773 to \$51,898 annual range, depending on BCTF staff experience, if any. Full range of benefits. Salary subject to improvement July 1, 1982.

Appointment Date

July 1, 1982, or sooner if mutually agreed. Applications clearly indicating which position is being applied for should be made in writing by no later than 17:00 hours, April 30, 1982. Write to the Personnel Manager, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Potential applicants are encouraged to obtain more detailed information by writing (as above) or by phoning metro 731-8121 local 271 or long distance (B.C. only) 112-800-663-9163.

Both female and male applicants are encouraged to apply.

RESEARCH ANALYST

This newly-created position offers an opportunity to the successful candidate to both develop and conduct research in education and government finance, school facilities and operations, student enrolment and socio-economic factors related to employment, teaching and learning in the public educational system. In addition to a highly competitive salary an exceptional range of employer-paid benefits is offered.

If you are a fully qualified research analyst familiar with both manual and computerized methods, preferably with experience in education finance and research with a desire to work in a progressive, team-oriented environment, submit a resume not later than May 7, 1982 to the B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

AGM Scorecard

RECOMMENDATIONS

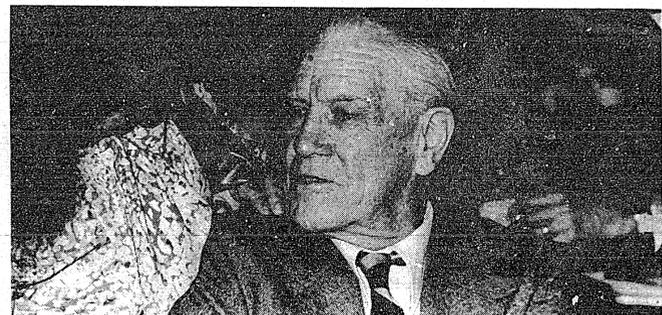
- | | |
|--|-----------------|
| 1. Standing Rules of Order revision | Passed |
| 2. New Standing Rules in policy | Passed |
| 3. Directors of instruction ineligibility | Passed |
| 4. By-law housekeeping | Passed |
| 5. By-law housekeeping | Passed |
| 6. a) Fees as percentage of actual salary | Defeated |
| b) Fees as percentage of mean salary | Passed |
| 7. Fee percentage | Passed |
| 8. Voluntary active members' fees | Passed |
| 10. Fees for salary indemnity fund | Passed |
| 11. Associate membership fee —\$25 | Passed |
| 12. Affiliate membership fee | Passed |
| 13. Touche, Ross to be auditors | Passed |
| 14. \$1 per member for Farmworkers' ESL | Passed |
| 16. Operate disability salary continuance plan | Passed |
| 17. Disability salary continuance plan elements | Passed |
| 18. RA to approve final details of disability salary continuance plan | Passed |
| 19. Date disability salary continuance plan takes effect | Amended, passed |
| 20. Basic learning and working conditions rights, prerogatives obligations Parts a)-d) | Passed |
| 21. Rescind statement 19.C.20 | Defeated |
| 22. New statement 19.E.09 | Passed |
| 23. a) Maintain male-female balance in BCTF staff hiring | Passed |
| b) BCTF hiring advertisements encourage applications from both sexes | Passed |
| 24. Housekeeping re male-female staff hiring | Passed |
| 25. Code of Ethics amendment: criticism of colleague | Passed |
| 26. Code of Ethics amendment: on making unauthorized representations | Defeated |
| 27. Code of Ethics amendment: on making unauthorized representations | Passed |
| 28. Guide to Professional Practice | Amended, passed |
| 29. Endorsement of CTF human rights statement | Passed |

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|--|-----------------|
| 30. Protection from sexual harassment | Passed |
| 31. Sexual harassment definition | Passed |
| 32. Negotiation of sexual harassment protection clauses | Passed |
| 33. Negotiation of employee assistance programs | Passed |
| 34. School Act amendments re teacher suspension | Passed |
| 35. School Act amendments re probationary appointments | Passed |
| 36. BCTF 1982-83 priorities | Passed |
| 37. a) BCTF 1982-83 bargaining priorities | Passed |
| b) BCTF 1982-83 bargaining focus | Passed |
| 38. BCTF to take political action | Passed |
| 39. Political action activities defined | Passed |
| 40. a) A new education finance formula recommended | Passed |
| b) Opposition to sections of B.C.'s new education finance formula | Amended, passed |
| 41. Maintenance of local education autonomy | Passed |
| 42. No recommendations re job or program cuts | Passed |
| 43. No contracts reopened | Amended, passed |
| 44. Support for local job action | Amended, passed |
| 45. Spring RA to be authorized to approve job actions protesting cutbacks | Passed |
| 46. a) BCTF to join DESC campaign | Passed |
| b) \$2 per member contributed to DESC | Passed |
| 47. Draft submission to commission on impact of government restraint program | Passed |
| 48. New bargaining legislation to be sought | Passed |
| 49. Deletion of referendum re pensions | Passed |
| 51. Fees as percentage of mean salary (see #6) | Passed |
| 52. Internship policy housekeeping | Passed |

RESOLUTIONS

- | | |
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| 101. Deletion of statement 2.F.22 | Defeated |
| 102. President, vice-president to be elected by mail | Defeated |
| 103. 1983 AGM to be held final weekend in April | Defeated |

- | | |
|---|--------------------------------------|
| 104. School Act to be amended to allow AGM start two school days before spring break | Referred to commission on governance |
| 105. Later resolution submission deadline | Defeated |
| 106. New AGM agenda priority | Defeated |
| 107. Locals to be assisted in increasing awareness of education finance issues | Passed |
| 109. AGM control use of reserve fund | Defeated |
| 110. Deletion of part (c), statement 11.F.10 (re reserve fund) | Defeated |
| 111. Attainment of a Teaching Profession Act to be a 1982-83 BCTF priority | Tabled |
| 112. Attainment of statement 44.15 (re substitutes' per diems) to be priority | Amended, passed |
| 113. Accumulated sick leave paid retiring, resigning teachers | Defeated |
| 114. Per capita grants to W. R. Long Fund increased to \$6 | Passed |
| 115. Members not to withhold and information re health and safety of student from parents | Defeated |
| 117. Local associations to have right to file grievances | Passed |
| 118. BCTF to waive jurisdiction re Ombudsman's report on Mrs. Pazitch's membership | Defeated |
| 119. Separate local teachers' and administrators' associations to be allowed | Defeated |
| 120. Differential between BCTF administrative staff and teachers' salaries be smaller | Defeated |
| 121. Two more non-instructional days for school accreditation or assessments to be sought | Amended, passed |
| 123. Deletion of public affairs policies (36.01, 36.05, 36.07, 36.09, 36.11) | Defeated |
| 124. Support B.C. Organization to Fight Racism | Passed |
| 125. Delete policies on abortion | Defeated |
| 126. Disband the Status of Women Committee | Defeated |
| 127. Increased notice of teaching contract termination | Defeated |
| 128. Procedure of in-service grants | Passed |
| 201. Support Walk for Peace | Passed |
| 301. Encourage members to write letters protesting government restraint program | Passed |
| 302. Protest 41 per cent increase in grants to independent schools | Passed |



The AGM was honoured to have in its midst retired teacher Tom Alsbury, now active with the commission studying the restraint program's impact. Don Richards photo.

Locals urged to protect temporary teachers' jobs

Wes Knapp
Bargaining Division

As the end of the school year approaches, there is growing apprehension among temporary teachers about job prospects for next year. It is estimated that there are between 1,500 - 2,000 teachers in B.C. employed on term-certain contracts which expire on June 30, 1982. The vast majority of these teachers are replacing teachers who are on leave-of-absence and are expected to return to teaching positions in September. However, there is evidence that some districts have appointed an excessive number of temporary appointments to serve as a cushion against lay-offs of continuing appointments. This situation warrants immediate attention as there is no provision for this in the School Act.

The School Act states clearly that temporary appointments are for positions temporarily existing or temporarily vacant and are to be for a period not exceeding one year. There should be no other reason to employ teachers on a temporary contract.

Another stipulation of the School Act is that school boards must obtain permission from the Ministry of Education to extend temporary appointments beyond one year. Generally speaking, school boards have not been doing this. As a result, many teachers in B.C. have

been on a temporary appointment for several years. This has tended to occur mainly in districts where there is a declining enrolment.

The BCTF is currently pursuing violations of the act regarding temporary appointments. As a first step, Deputy Minister Jim Carter once again has been alerted to the problem and has been asked to intervene in districts where there is an abuse of temporary appointments. A legal case is being prepared in one district where there is abundant evidence that 51 of 143 temporary appointments are illegal. Legal action is being contemplated in other districts as well.

Local associations have been advised to give immediate attention to this matter. A large and vital segment of the teaching force is very much at risk as school boards cut their budgets. The BCTF has responded to requests for help from local associations that are organizing meetings of temporary teachers.

Locals are strongly advised to call special meetings of temporary teachers and to develop strategies to protect as many jobs as possible. The federation is committed to providing support to locals undertaking this action. The bargaining division of the BCTF will provide assistance to individuals and locals requesting help in this area.

Chalk Talk

No time for miracles

Mr. Bennett said, there are no simple, "magical cures". In the past, such schemes have produced only "unfounded hopes and eventual disappointment."

Education Today, March, 1982

By Geoff Hargreaves

The physics lab was unusually dark. Last September it had gotten a little darker, of course, when three of the six windows were blocked up in an effort to save on fuel bills, but today it was darker still. Despite the noonday light, there was a thickness to the air, an occult twilight, a sort of darkness visible.

Henry Whichcote, the physics teacher, was peering with knitted brows at an odd-shaped flask bubbling away on a small tripod. In the flask was a volatile combination of mercury, sulphur, salt, and baboon's blood.

"How's it looking Henry?" asked Emily Cudworth, our learned librarian.

"Are you sure it's baboon's blood?" asked Henry anxiously.

"That's what they told me at the Safeway."

"I have my doubts," said Henry.

"What on earth's going on?" I asked.

The pair of them stepped back guiltily. Then they recovered themselves and Emily said, "We're doing our bit to help the spending restraint program."

"I don't quite see..." I began.

"It's simple," interrupted Henry in his usual tone of extreme self-assurance. "When we heard about Premier Bennett's restraint program we naturally wanted to give it our support. So Emily here hunted about the library, found an encyclopedia of magic, and since then she and I have been casting spells and

brewing potions to stimulate job creation in the slumping forest industry and bolster our sagging economy generally."

"Oh dear," I groaned. "Then you haven't heard."

"Heard what?" asked Emily.

"Heard what Premier Bennett said. He said there are no simple, magical cures."

"Did he really?" gasped Henry.

"Do you mean that when I risked being eaten alive by the wicked demon Azazel in an effort to reduce the double-digit inflation, and poor Henry nearly perished from the Death of the Kiss during his mystical intercession with God on behalf of interest rates, we were wasting our time?"

"That's what Premier Bennett says," I replied.

"If only we'd known!" lamented Henry.

"Now he tells us!" groaned Emily.

"And not only that," I went on. "Those cures never have worked."

Emily looked stunned. "Is Premier Bennett saying that when we devoted all those hours to reciting the seven names of God in Hebrew in the hope that Pat McGeer would be replaced by someone genuinely sympathetic to public school education, we weren't achieving anything, either?"

"Your schemes were producing only unfounded hopes and eventual disappointment," I informed them.

Henry looked at Emily in consternation. Emily looked back at Henry. "So that explains it," she muttered.

"What? No loaves and fishes stuff?"

"No water into wine?" asked Emily.

"Sorry," I said.

"What is he promising then?" Emily said.

"Only visible, steady progress towards our goal of non-inflationary prosperity and a better life for our people."

"How's he going to arrange that?" asked Henry.

"It's not quite clear right now," I replied. "He wasn't available for comment. He was out having his palm read."

Geoff Hargreaves teaches at Cowichan Senior Secondary School.

APRIL FOOL!



Somebody who sits around all spring!

Surrey's multicultural program produces positive benefits

Stan Garrod
Community Relations Officer
Surrey School District

A lone drum stands on the school stage. Powerful captivating rhythms roll from this ancient instrument. Caught up in the beat, hands begin clapping — brown hands, white hands. The beat grows stronger. More hands are clapping — black hands, yellow hands.

A troupe of young Punjabi dancers, brilliantly costumed, sweeps dramatically onto the stage, moving into the time-honoured steps of a harvest dance. Whoops of joy and shouts of approval join the sound of drums and clapping hands as the audience responds to skillful, athletic dancing of the young boys, many of them still in elementary school.

The event: Multi-fest, a multicultural celebration of Canada's ethnic diversity.

Science guide contract raises future hopes

John S. Church
Professional Development

Recently a group of science teachers — Craig Young, Dawson Creek, Chairperson, and his associates, Leslie P. Lazaruk, Leon F. Mandrake, Jim Caldwell, Andrew Chisholm and Richard Guenther — completed a junior secondary school science resource guide for B.C. students and teachers. Young and his assistants are all members of the B.C. Science Teachers' Association.

During May-June, 1981, the then BCTF president-elect, Larry Kuehn, negotiated a contract on behalf of the B.C. Science Teachers' Association to have the guide prepared. The ministry provided \$10,000 in order to have the task carried out.

It is an important innovation to have the ministry contract out a specific revision assignment to a PSA. Since the time of the signing of the original contract, the BCTF has on behalf of the B.C. School Librarians' Association and a group of school librarians under the leadership of Kathy Picha, West Vancouver, entered into a second contract with the ministry. The librarians are to produce a revised version of *Resources and Sources*, the library manual, for guidance of teacher librarians in schools in which French immersion students are registered.

The BCTF hopes that these two contracts are a prelude to other changes in ministry curriculum revision procedures. There is no reason why the ministry must directly develop all curricula. In fact, there are important advantages when the work is contracted out. Those who receive the contract develop a sense of ownership, pride and concern for the quality of the work which it is hard for a teacher who serves on a regular ministry committee to acquire. The teachers who are carrying out the contract in effect conceive, plan, design, time schedule and implement all aspects of the task.

Richard Warrington, curriculum co-ordinator in the ministry, poured lavish praise on the work of Young and his fellow science teachers. Warrington wrote: "Your final product shows a thorough understanding of and deep appreciation for the needs of junior secondary science students and teachers." Young in turn, was complimentary to the BCTF Executive Committee and staff for defining the contractual terms and ensuring that proper liaison was maintained among all parties. As a result the project was carried out "in a most commendable and expeditious manner." Young concluded.

10/APRIL 26, 1982

Held March 18, 1982. Multi-fest attracted over 1,000 students, parents and community members to Surrey's Queen Elizabeth Senior Secondary School. Representing more than two dozen cultures, they gathered at the school to eat, be entertained and, above all, to enjoy the benefits that only rich diversity can bring.

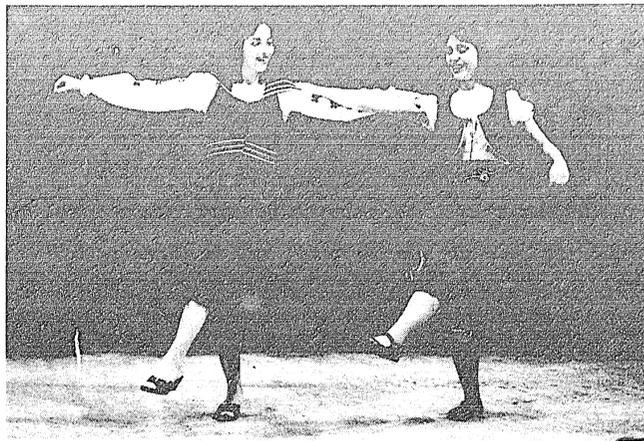
In the student cafeteria, there was a selection of international foods whose quality and variety would have done justice to the dining room of the United Nations. There was food from Mexico, China, Japan, Germany, Scotland, India, Holland, Greece, and Canada. Sushi and souvlaki, cheese and chapattis, mixed on plates as members of the community mingled at the tables. The meal was a community effort, donated and prepared by local merchants, restaurateurs, parents and home economics students. While food was being served in the cafeteria, a seemingly endless stream of singers and dancers crossed the stage in the gymnasium. Performers drawn both from the school and the local community represented a highly professional program of music and dance representing over 10 cultures.

Multi-fest, however, was more than just a loud and happy celebration of cultural diversity. It was a demonstration of how hard work and coordinated efforts are needed to bring Canada's diverse cultures in their rightful places of honour and respect in our schools. The students, teachers and administration of Queen Elizabeth Senior Secondary School (the scene of potentially divisive racial and ethnic conflict just a year ago) have undertaken a concerted effort of building ethnic and racial harmony in their school.

Multi-fest co-ordinator, Inder Mehat, is a counsellor at the school with the special task of working to build good relations among the various ethnic groups in the school's population. His appointment, the first of its kind in Surrey, includes wide community education responsibilities, involving parents, other agencies and schools. Among his achievements so far is the development of a course for the RCMP to help them better understand Sikh culture and values, thus helping them to reduce potential conflicts. Currently, he and a group of Surrey teachers are working on a locally developed Multiculturalism 12 course. To date, Multi-fest is the most visible of the projects he has undertaken.

One of Inder's first steps this fall was to establish a multiculturalism committee at Queen Elizabeth under his sponsorship. Comprising seven teachers and seven students, the committee set Multi-fest as its goal for this school year. The major production has not been its only undertaking this year: the committee has also held smaller seasonal celebrations representing such events as the Indian harvest festival and Chinese New Year. However, none of these celebrations required as much preparation as Multi-fest. It was, as Inder notes, a school-wide effort. Without the efforts of people like Ms. June Chan and her home economics classes, the technical support of drama teachers and students, and the work of M. C. Louise Mackenzie, it would have been impossible to have brought Multi-fest to its successful conclusion.

What are the benefits of an event like Multi-fest? According to Inder Mehat, the benefits are greatest for the minority cultures in the school: "Events like Multi-fest do a lot to increase the self-concept of minority students at Queen Elizabeth." The principal of Queen Elizabeth, Reni Masi, agrees: "There is a short-term benefit for the whole school as school spirit is raised through the students' participation. Those who take part really feel very good about themselves... but it will take a lot more work and a lot of other,



Queen Elizabeth Secondary School students Zenovia Lampropoulous (left) and Dmitra Andrealis (right) perform Greek folk dance during Multi-fest.

related activities to ensure that lasting racial and ethnic harmony become reality." Both Mehat and Masi agree that in many ways, the community may benefit most from such events, particularly minority groups within the community who may meet other groups for the first time. It may also give minority groups a more positive view of the school and make them feel that the doors of our schools are open to them, suggests Mr. Mehat.

Queen Elizabeth is not the only school in Surrey with an active program in support of multiculturalism. Several elementary and junior secondary schools have also held multiculturalism evenings or special celebrations. On March 31, 1982, for example, Anniedale Elementary School held a multicultural day in which all students from kindergarten through Grade 7 displayed research and creative projects on multicultural themes, performed folk dances and participated in a multicultural buffet lunch provided by community members.

These efforts are part of a broader educational and administrative program in Surrey intended to ensure that the basic

human rights of all students are protected in school and that school programs make pupils aware of Canada's multicultural heritage. The district's draft policy on racism and multiculturalism includes strong disciplinary action for persons committing racist acts and full administrative support for teachers and principals involved in dealing with problems of race and ethnic relations. The Surrey Teachers' Association has a very active multiculturalism and racism committee, and a joint teacher-administrative multiculturalism committee has been established to advise the board on policy and to make program recommendations. Several classroom programs have already been developed for use in Surrey, including a world religions course at the junior secondary level and a Grade 5 multiculturalism unit.

It is a long road still to full racial and ethnic harmony in Canada, but in Surrey's schools, at least, a beginning has been made. And, while there may have been some painful lessons to be learned, Multi-fest has shown that multiculturalism can be fun and can help to build a strong school spirit.

A NEW BCTF SERVICE FOR THE '80S

IN-SERVICE LEADERS FOR Microcomputers in Education

Teachers are invited to apply for the in-service position of Professional Development Associate — "Microcomputers in Education." PD Associates provide services to fellow teachers voluntarily as workshop leaders/facilitators.

Workshop topics will include:

- computer literacy or computer familiarization
- the microcomputer across the curriculum; its many applications.

Consideration will be given to the following factors in the selection of the associates:

- technical knowledge and skill in microcomputing
- classroom experience with microcomputers
- knowledge of curriculum theory and development
- experience with introductory computer programming
- interpersonal communication skills and experience with adult learners
- knowledge of the BCTF structure and procedures

PD Associates are expected to commit themselves to a maximum five days of service for the BCTF during the school year. All expenses for workshop leadership and training will be paid by the BCTF. A two-year commitment is required.

Applicants are requested to apply on a BCTF Curriculum Vitae Form by May 3, 1982. Contact Nancy Flodin or Betty Goto, at the BCTF for further information.

Letters

Puetz misrepresents Teachers Viewpoint

Since Siegfried Puetz makes some erroneous charges in his letter to the *Newsletter* (March 25, 1982) I must present the facts.

He apparently based his charges on a copy of an anonymous broadsheet attacking "Teachers' Viewpoint" and deliberately misrepresenting its aims and nature. The same document was distributed in at least 30 other districts with local variations adding attacks on individual BCTF members or advising teachers to stack general meetings. The material was sent out by a secret organization and by the B.C. principals and vice-principals' PSA.

Mr. Puetz was informed at a Coquitlam Teachers' Association meeting February 11, 1982 of the facts regarding "Teachers' Viewpoint" but he continues to misrepresent them. "Teachers' View-

point" is not a "training ground for political party operatives" nor a political "playpen". Puetz quotes from an article by one member of "Teachers' Viewpoint" that gives that individual's personal opinion. Puetz tries to claim that "will o' the wisps of the left" and "would-be politicians" are what "Teachers' Viewpoint" is all about.

Nothing could be further from the truth. "Teachers' Viewpoint" was formed for one reason only. The common thread that continues to attract members (and I should thank Mr. Puetz for including the address to assist members to contact us) was a commitment to making classroom teacher needs the priority of our federation and taking a strong stand to do so.

Although a member's external political beliefs are largely irrelevant, "Teachers' Viewpoint" was founded by teachers and principals who were members of the Liberal, Conservative, Social Credit and New Democratic parties. Most belonged to no parties.

The group was formed at the 1977

BCTF Annual General Meeting by members who were concerned that a secret group, with a disproportionate number of administrators, had used political smearing to discredit other BCTF members. Many wished to see an end to artificial left/right political polarization and base differences on the debate of issues, not personalities. There was also a concern that the BCTF executive elected at that time would not pursue the high-profile, deliberate program of action necessary to achieve better learning conditions, such as reduced class sizes or preparation time.

As a BCTF member with a strong commitment and loyalty to the goals and objectives of our federation, and a record of work to achieve them, I resent the implication that I have been working for anything but the interests of classroom teachers.

I would encourage any BCTF member who cares about classroom teacher interests, wishes to become better informed on educational issues or wants to find out what "Teachers' Viewpoint" is really all about, to write to: "Teachers' Viewpoint", 4971 55B Street, Delta, B.C. V4K 3C2.

Geoff Peters
Roy Stibbs Elementary
Coquitlam

Teachers Viewpoint a divisive force in BCTF

Al Blakey's letter concerning "Teachers Viewpoint" in the *BCTF Newsletter* of March 15, 1982 is interesting for what it didn't say, for what it did say and for the questions it raises.

As for what Mr. Blakey didn't say, we will turn to an article written by David Chudnovsky, a member, along with Mr. Blakey, of the "Teachers' Viewpoint" steering committee. In his article Mr. Chudnovsky states that "Teachers' Viewpoint" provides a "caucus in the BCTF" for the "many 'progressive', 'militant', 'socialist', 'left', 'activist', teachers in our federation."

In case there's still some doubt in your mind as to who you might find at a "Teachers' Viewpoint" meeting, Mr. Chudnovsky continues. "Among the members of Viewpoint are supporters and members of the NDP, people who distribute and defend the newspaper 'Leftwords', members and supporters of 'In Struggle', people who are associated with Trotskyist groups and others who are 'independents' or see themselves essentially and simply as trade unionists." This group, "Teachers' Viewpoint", is as Mr. Chudnovsky states, "committed to militant, democratic trade unionism for teachers."

Now for what Mr. Blakey did say. Teachers' Viewpoint "meetings are open to all." Well, folks, the line forms on the left; away over there on the far left and I don't think you'll find too many Socreds or Conservatives, let alone influential members of the NDP or Liberal parties that far out in left field.

In his letter, Mr. Blakey listed the objectives of "Teachers' Viewpoint". Consider these objectives in light of the philosophical bent of the membership of "Teachers' Viewpoint", and their predisposition to militant trade unionism... "Teachers' Viewpoint" supports:

- "the federation taking positions on social and political issues of the day.
- "authority for teachers to make curriculum decisions in conjunction with the school community.
- "curricula and school practices which are non-sexist, non-racist, and reflect the reality of working people."

In his letter, Mr. Blakey refers to a "secret group who smear 'Teachers'

Viewpoint' in anonymous leaflets." Non-sense! The leaflet I received was signed by the distributor and, aside from a few innocuous explanatory remarks, contained nothing more than articles reprinted from "Teachers' Viewpoint" (*Newsletter*). The distributor obviously felt "Teachers' Viewpoint" could, if exposed, do a good enough job of hanging itself and didn't need her help. So much for Mr. Blakey, his strawmen and selected revelations and on to some real questions.

"Teachers' Viewpoint" members pay dues, publish their own newsletter and work as a unit to promote their radical leftist views at BCTF meetings. In other words, "Teachers' Viewpoint" is a political party of the far left operating within the BCTF! If a party of the left then why not one of the right? and one of the middle?

Why is it that "Teachers' Viewpoint" members, including BCTF President Kuehn, feel they have to debate BCTF business outside or apart from established BCTF forums for debate? Should elected officials of the BCTF, such as Larry Kuehn, discuss BCTF matters at meetings other than those sanctioned by the BCTF?

It is my opinion that "Teachers' Viewpoint" should have been exposed for the divisive force it is in the *BCTF Newsletter* and that Larry Kuehn and other members of this movement are not worthy of our vote.

John Cummins
Richardson Elementary
Delta

Subs have hard time making ends meet

I must agree with W. Stephen Lebel's contention (*Newsletter*, March 25) that substitute teaching is not the same as full-time teaching. In some ways, as he points out, it is easier as we're spared some of the extra-curricular activities, meetings, planning and reports. But to have to walk into a strange classroom with as little as a half hour notice, take over someone else's program and face a hostile class is a lot harder than being in one class all year. It requires classroom management skills, flexibility and a knowledge of a variety of programs which regular teachers are not required to have ready at all times.

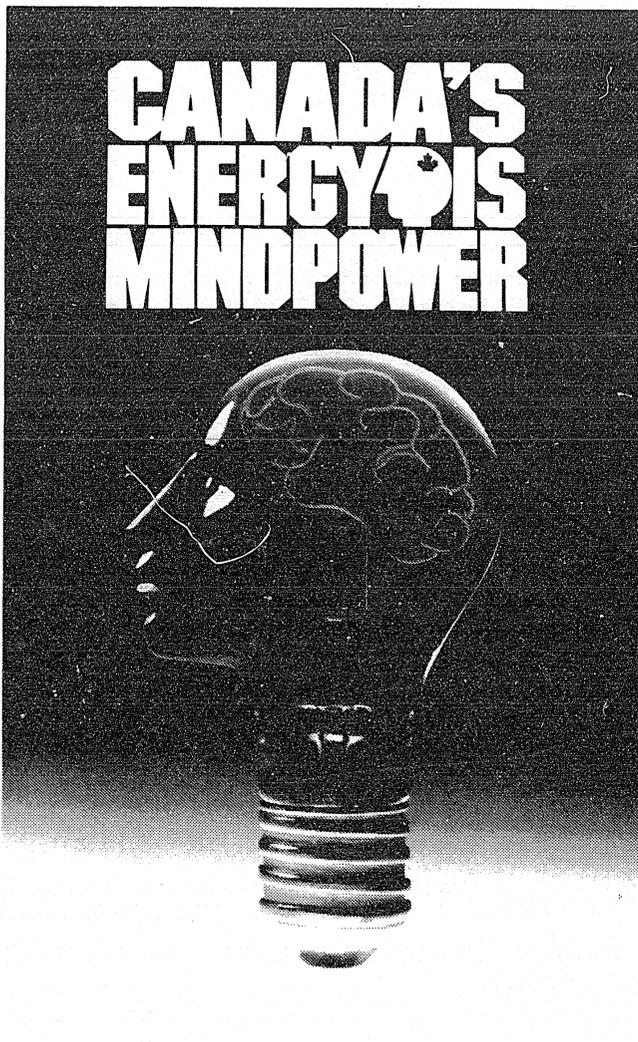
Comparing, as Mr. Lebel does, the average tenured teacher's years of experience with the average substitute teacher's years of experience, is indeed like comparing apples and oranges. A more direct comparison may be made between the amount of money I earn on Day 1-5 of a teaching assignment (low 70s) and the salary I'm paid on Day 6 (more than double). Is this difference justified? And how would Mr. Lebel, I wonder, feel about supporting himself and his family on \$14,000 a year?... Many substitutes do just that! At a time when all costs keep spiralling, it becomes almost impossible "to make ends meet".

Taking other work has been the answer to many. It isn't an easy choice. I've heard the despair in people's voices as they've told me they have had to take a job other than teaching. That certificate to teach wasn't obtained overnight — nor was the cost, monetary or otherwise, insignificant.

Hopefully the good substitutes will continue to be available because our children deserve good substitute teaching just as much as they deserve the best of good regular teaching.

Phyllis Russell
Substitute
Victoria

Editor's reminder: Letter-writers are urged to be brief. Letters no more than two typed pages in length are appreciated.



Education develops that natural resource.

Today, there's only so much of everything to go around. Some things last longer than others. Oil is today. Minds are forever. Support our colleges and universities!



Delta Teachers' Association president Calyert Moore, standing, protests against Delta school board's cutbacks under restraint program. DTA action drew more than 150 concerned parents, teachers and non-teaching board employees to state strong opposition to the cuts at a recent board meeting.

Revenue Canada rethinking income tax policy on deferred salary leave plans

James Cairnie
Government Division

Revenue Canada is having second thoughts about its tax deferral decision regarding deferred salary leave plans (DSLPL).

Most plans have obtained an advance tax ruling which provides that a participant will pay tax on their plan savings in the year of the leave, not the year the money is earned. For example, a member who puts 20 per cent of salary into a DSLPL, saving for a leave four years hence, pays income tax on the 80 per cent salary, not 100 per cent. Tax is eventually paid on the accumulated 20 per cent portions, plus interest, in the year of the leave.

The ruling thus allows members to save on taxes and also earn interest on pre-tax dollars.

The current ruling will continue to apply to plans that have formally obtained the blessing of Revenue Canada. It will also apply to the model DSLPL developed by the Teachers' Investment and Housing Co-operative for districts signing up before August 1982. After that, uncertainty reigns.

The Co-op recently requested an extension of the August 1982 deadline which Revenue Canada had given its plan. Revenue Canada refused. It gave no reasons for its refusal, but with the number of requests Revenue Canada has had to rule on variations of the model plan, the agency may have deemed it appropriate to re-examine the status of the plans. Perhaps even more important, it was obvious in the 1981 budget that income deferral plans were not looked upon favourably by the federal minister of finance.

Any local association that has discussed, or is even contemplating discussing, a deferred salary leave plan with its board should press for:

- adoption of the Co-op model plan in total;
- adoption of the plan prior to August 1982.

Deferred salary leave plans were pioneered in B.C. by the Vernon local and school board in 1979. Although variations prevail, the basic plan enables a teacher to finance a leave of absence by setting aside a specific portion of his/her

monthly salary for a specified period prior to the leave. In the Co-op model, savings may be spread over as long a time frame as nine years. The salary that has been saved and invested is repaid to the participant during the leave of absence.

Plans provide a guaranteed return to a teaching position in the district and some guarantee a specific position. The continuation of fringe benefits during the year of leave is a subject for negotiation but in many plans the board maintains its share of premium contributions during the leave.

During the teaching years prior to the leave, contributions to the Teachers' Pension Plan are made on full salary. A teacher may, within the pension plan regulations, make a double contribution to obtain pensionable service credit for the year of leave. A portion of that double contribution may be borne by a local school board if an appropriate clause is negotiated in the local agreement.

Plans exist in Sooke, Armstrong, Summerland, South Okanagan, Princeton, Chilliwack, Powell River, North Vancouver, Victoria, Trail, Shuswap, and Stikine. Agreements are also close to completion in Courtenay, Cranbrook, Campbell River and Peace River South.

Ken Hutton of the TI & HC has been most generous in providing assistance to local officers interested in negotiating a DSLPL. Locals wishing to adopt a plan should contact him directly.

REUNIONS

North Delta Senior Secondary

North Delta Senior Secondary School is planning to celebrate its 25th anniversary on **May 3-8, 1982**. Graduates interested in attending the reunion are urged to contact the school at 8270 - 114 Street, Delta, B.C. V4C 5J6 (596-7471).

George Pringle Secondary

The Reunion Committee of the George Pringle Secondary School, Peachland, is planning a reunion of the classes from 1949 to 1960 to be held on **July 2-4, 1982** at Westbank, B.C. Former teachers and students are requested to contact B. Blower, RR3, Site 21, Comp. 9, Westbank, B.C. V0H 2A0 for further information and registration. The committee would particularly like to learn the whereabouts of the following former teachers: Miss Griffiths, Mr. Tweedy, Mr. Ratzlaff, Mrs. McLean-Angus, Miss Morgan, Mr. Clement, Miss B. Twentyman, Mr. N. Armst, Mrs. Bessette, Mr. Noel Armstrong, Miss Appleton, Miss Oxford and Miss Chambers.

Burnaby North Secondary

Burnaby North's Diamond Jubilee Celebration is being held on **October 1, 1982**. Former staff and students are invited to attend.

Anyone willing to be a contact person for your graduating year please write or telephone Jean Brooks at Burnaby North Secondary School, 751 Hammarskjold Drive, Burnaby, B.C. V5B 4A1 (298-4194).

Churchill Secondary

On **May 29, 1982**, Sir Winston Churchill Secondary School in Vancouver is having a 25th anniversary reunion. All graduates and former staff members are welcome to attend the afternoon and evening festivities. For

further information, phone the school at 261-6334.

Quick School

The Quick School in Telkwa, B.C. is celebrating its 60th anniversary on **May 21-22, 1982**. Former teachers and students are urged to attend. For further information contact Sharon Kerr, RR1, Telkwa, B.C.

Victoria Normal School

The Victoria Provincial Normal School class of 1931-32 is planning a reunion and organizers are trying to track down members of those classes. Class members and those knowing the whereabouts of former classmates are urged to contact Kay (Brown) Keenan, 11708 Coldstream Creek Road, Vernon, B.C. V1B 1E3 (542-8779); Mel Greyell, 1467 West 58th Avenue, Vancouver, B.C. (261-6274); Ernest Simpson, 5756 Macdonald Street, Vancouver, B.C. V6N 1C8 (265-6200).

Pender Harbour Secondary

Pender Harbour Secondary School is planning a 25th Anniversary Homecoming Weekend. No date has yet been set, but organizers are eager to attract as many former teachers and students as possible. Those interested in attending are requested to contact Merle O. Hazely, Homecoming Committee, Pender Harbour Secondary School, Madeira Park, B.C. V0N 2H0 (883-2727).

Manitoba Normal School

A 40th anniversary celebration of the Manitoba Normal School class of 1942-43 is being planned for the weekend of **August 14, 1983**. The whereabouts of former teachers and students is being eagerly sought. For information contact Mrs. Ruth Cutforth (nee Roberts), 11 Creighton Blvd., Brandon, Man. R7B 0Y1.

Saskatoon Normal School

A reunion of the 1934-35 graduating class will be held on **September 7-9, 1982** in Saskatoon. Members of that class are urged to write Stan Roberts, Reunion Secretary, 2233 McKinnon Avenue, Saskatoon, Sask. S7J 1N5, or phone Charlie Archibald in Burnaby, 434-2262.

Prince of Wales

A 20-year reunion of the class of 1962 of Prince of Wales Secondary School is being planned for **June 25-26, 1982**. Teachers from that era interested in attending are requested to contact Alix Campbell, 224-0921, or Sandy Kelly, 226-5116.

Queensbury Elementary

Former staff members and colleagues of Queensbury Elementary School, North Vancouver, are invited to attend a 25th anniversary celebration on **May 26, 1982** commencing 20:00 hrs in the school gymnasium. For information and reservations call Mrs. Lynda Dugan at 987-2268.

Lord Byng Secondary

The 1962 class of Vancouver's Lord Byng Secondary School is planning a 20-year reunion on **October 22-23, 1982**. Information: Fred Dietrich, Richmond Secondary School, 7171 Foster, Richmond, B.C.

Beattie Elementary

This year marks the 25th anniversary of Beattie Elementary School in Kamloops and the retirement of a teacher who has taught at the school for all those years — **Mr. Edna Dredger**. A tea in honour of Mrs. Dredger will be held at the school 3:30-6:00 p.m., **June 4, 1982** and a 25th anniversary picnic will be held at the school the following day at 5:00 p.m. For information call the school at: 374-0608.

CTF Committees

The executive committee, at its May 14-15 meeting, will nominate BCTF members for the following Canadian Teachers' Federation advisory committees: teacher welfare, economics of education, quality and innovations in education and status of women.

One BCTF representative will be appointed to the Canadian Teachers' Federation French Language Commission. The commission advises the CTF on matters concerning the education of Francophone students in French, and is studying the political, social and cultural impact on the Francophone minority of classes or schools where French is the language of instruction. The working language of this commission is French.

For more information on CTF committees, contact Jacquie Boyer at the BCTF office. Application deadline is **May 10**.

Committee of Ombudspersons

The June RA must elect two Ombudspersons. Vacancies are for the North Central/Peace River/North Coast area and for Vancouver Island. Nominations should be submitted by GRs in the affected areas. Application deadline is **May 15**.

BCTF Committees

Most BCTF committees have vacancies. Please refer to the **March 25 BCTF Newsletter** for the complete list. Application deadline is **May 15**.

Repaid pension refunds to teachers' advantage

A recent survey in four school districts indicated many teachers who previously took refunds of pension contributions could repay those refunds and be credited with the years of service represented by the refunds.

Since the pension benefit under the Teachers' Pension Plan is based partly on the total years of credited service in the plan, teachers are advised, where legislation permits, to repay any refunds.

Information on repayment of refunds and reinstatement of service may be found on page 84 of the current *Members' Guide to the BCTF*.

Teachers should write the Superannuation Commission, 544 Michigan Street (West Wing), Victoria, B.C., V8V 4R5, to determine their eligibility, if any, for reinstatement and the amount to be repaid.

Master teacher of exceptional children sought for award

The British Columbia Federation of the Council for Exceptional Children is seeking nominations for the David Kendall Master Teacher Award.

The purpose of this annual award is to encourage excellence in the teaching of exceptional children. The award, in the form of a certificate, will be presented at the 11th annual conference of BCFCEC on November 13-20, 1982.

The deadline for nominations is **May 31, 1982**. They should be submitted to: Tom Tupper, President, B.C. Federation, Council for Exceptional Children, 3469 St. Georges Avenue, North Vancouver, B.C. V7N 1V7.

Scholarship honours late Eleanore Piggott

In July of last year, Miss Eleanore Piggott, a well known and highly respected British Columbia teacher, passed away.

In honour of her memory, the Nora Piggott Scholarship Fund has been founded to create a perpetual scholarship to be given annually to a deserving Grade 12 graduate. Revenue Canada has granted a registration number to the fund and all donations are tax deductible. The first award will be made at the end of the present term.

Anyone wishing to send a donation should send it to: Nora Piggott Scholarship Fund, c/o Clara Hare, 3931 Cherrilee Crescent, Victoria, BC, V8N 1R7.