

Survey reveals 9,000 classes exceed limits

The BCTF province-wide class size survey has revealed an enormous number — 9,000 cases — of public school classes which exceed the federation's class size limits.

Approximately 30 per cent of elementary classes are over federation limits while 12 per cent of secondary classes are in excess of the maximum class size limits. The survey, conducted in late September, represents 86 per cent of all schools in B.C.

The largest percentage of violations occur in elementary multi-grade classes where 74 per cent of all primary classes include more than 20 students and 53 per cent of intermediate classes exceed 25 students. One-third of kindergarten single-grade classes have over 20 students, a few with as many as 28 and 29 students.

"Thousands of children are in classes that teachers believe are too large to provide children with the quality education that can be offered when classes are within federation limits," said Wes Knapp of the BCTF bargaining division. "Some classes have as many as 40 students and classes in the range of 33-38 students are not uncommon. It is simply impossible to give students the individual attention they require when classes become this large. Learning problems are either undetected or inadequately handled and student achievement declines when classes are this large."

With B.C. schools on the brink of further cutbacks, the number of class size violations can only increase. Larger classes are an inevitable outcome of the provincial government's massive attack on school board budgets and its stated intention of returning the pupil/teacher ratio to the 1975-76 level. This would

See "BCTF to aid" page 2



BCTF President Larry Kuehn, speaking as an Operation Solidarity representative, tells the B.C. Federation of Labour convention that the government's demand that teachers make up time lost in the strike is "impossible," "provocative" and a breach of the Kelowna agreement.

Threaten mass job action

Solidarity backs teachers

Operation Solidarity has thrown its full weight behind the teachers' fight to have the provincial government honour its agreement to return strike savings to the public education system.

The decision, which could lead to massive province-wide job action in the new year, was taken at the B.C. Federation of Labour convention on December 1 after delegates were angered by an announcement by the education minister that money saved during the three days teachers participated in the Operation Solidarity walkouts last month would not be returned unless teachers made up the lost class time.

Delegate after delegate stepped up to the microphones to condemn the government's "doublecross" and to demand that Operation Solidarity use its muscle to enforce the agreement and prevent teachers being penalized for taking job action.

"There is absolutely no doubt that Heinrich is screwing this agreement up," said Jack Munro, International Woodworkers of America regional president, who represented Operation Solidarity when the agreement ending the strike was made at Premier Bill Bennett's Kelowna home on November 13. "The agreement is that that money stay in the educational system . . . Heinrich has now gone full circle."

"We are prepared to sit down with the government at any time, but we won't be patsies," said B.C. Government Employees Union President Norm Richards. "We have kept our part and the government has reneged on their commitment. If it's

war the government wants, we will give them war."

Education Minister Jack Heinrich, ignoring advice from teachers, trustees and superintendents, announced that school boards would have until December 15 to propose acceptable methods for teachers to make up the lost instructional time or the boards would forfeit their share of the \$10 to \$18 million saved during the teachers' walkout.

BCTF President Larry Kuehn, given an opportunity to speak at the convention as a leader of Solidarity, attacked the minister's move as a breach of the Kelowna agreement, a "totally impossible" demand, and "a clearly provocative act."

Kuehn said: "I don't think it can be read in any other way than they are intentionally breaking an agreement to challenge the labour movement, to see whether the labour movement is prepared to be run over, or whether they will stand up to make sure that the agreement is kept. The government seems to be prepared to go to any length to set up a confrontation in this province."

To the government's challenge, the 800-odd delegates to the B.C. Fed convention responded by unanimously passing an emergency resolution calling for massive job action by all affiliate private and public sector unions if any educational worker is fired or laid off as a direct result of Victoria's refusal to place the money saved during the recent strike back into the educational system.

Kuehn said that the government's action was "inexplicable from any logical perspective". He noted that, for one

Premier Bennett ignores advice on making peace

"It's like trying to unscramble an egg."

That's how Vancouver school superintendent Dante Lupini put it November 18 in warning the education ministry against insisting on teachers making up the lost instructional time from the strike.

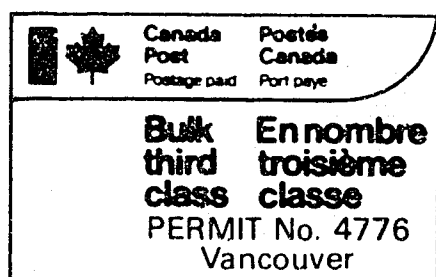
"There are too many variations from one school to another, let alone from one district to another. It's too messy a situation . . . My opinion is that the matter should be dropped."

But this cool head has not prevailed. Education Minister Jack Heinrich on November 30 decreed, contrary to the Kelowna agreement, that money saved during the teachers' walkout will be withdrawn from the system unless school boards by December 15 present plans for recovering the lost instructional time.

And far from trying to prevent a resumption of labour conflict, Premier Bill Bennett has been making misleading and provocative statements. On December 1 he told CKNW news:

"It was never intended and never the government's position — I make it very clear — that a withdrawal of the education services to our children could use

See "Belligerent" page 3



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

Major awards offered for Canadian studies teaching, writing

Canada's Department of Secretary of State is offering major prizes for excellence in teaching and writing on Canadian studies.

Three \$5,000 prizes are being made available to recognize excellence in teaching of a Canadian studies program or subjects about Canada. One prize will be awarded at each educational level: elementary/secondary, community college and university.

Five Canadian studies writing awards, valued at \$10,000 each, will also be presented to successful authors. Scholars, researchers and writers are invited to submit manuscripts on any of these areas: Canadian social history, modern Canadian history, Quebec history, labour history, history of Canadian science and technology, Canadian economy and Canada as a northern nation.

The application deadline is **February 1, 1984**. For application forms and information contact: Canadian Studies Program, Department of Secretary of State, Ottawa, Ontario K1A 0M5.

ESL CRUSADE needs volunteer tutors

The Canadian Farmworkers Union is seeking volunteer tutors for the second annual ESL CRUSADE from January through April, 1984.

The abysmal conditions of farm labour are well-known: workers work 12 to 14 hours a day for piece-rates that are often well below minimum wage. The CRUSADE uses English language training to enable farmworkers to speak up for the rights they have and demand those they do not yet have.

The CRUSADE needs dedicated tutors to spend two evenings each week teaching groups of three to four workers in South Vancouver. Training will be provided. For information please call David Jackson or Judy Cavanagh at 430-6055.

Human rights kits

Interested in teaching human rights but too busy to develop materials? Send for a free 60-page kit designed for use in intermediate and junior secondary grades. Call Ed May, coordinator, BCTF Program Against Racism, 731-8121 metro or toll-free 112-800-663-9163.

BCTF to aid locals fighting violations in class size limits

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mean the elimination of 3,000 teaching positions in addition to the 1,000 positions already lost.

Local associations are being provided with federation assistance to challenge class size violations.

"The reductions in class size over the past 10 years are now seriously jeopardized," said Knapp. "Every effort will have to be made to stop the erosion of learning conditions that is unfortunately well underway in B.C. schools."

Survey results

	BCTF criteria	Classes reported	Violations of criteria	% of violations
Single Grade Elementary				
Kindergarten	20	1626	538	33.1
Primary	25	3050	616	20.2
Intermediate	30	3510	428	12.2
Total		8186	1582	19.3
Multi-Grade Elementary				
Kindergarten/Grade 1	15	147	108	73.5
Primary	20	1321	987	74.7
Intermediate	25	1215	645	53.1
Total		2683	1740	64.9
Secondary	30	47703	5849	12.3
Special Education	10	1192	465	39.0
		Total	9636	

86 Per Cent of BC Schools

A complicating factor in evaluating this year's results is the fact that this is the first year the federation has had multi-grade class size criteria, which are richer than the primary and intermediate limits established in the past. This in itself is likely to result in more violations over previous years.

2/DECEMBER 6, 1983

Editorial

Anatomy of a broken deal

What happened to the Kelowna agreement?

On November 13 we called off our job action with a number of what we understood were "assurances" from the government in place. In terms of the education issues there were three central concerns: an indication that we could negotiate effective exemptions to Bill 3, a commitment that funds which become surplus as a result of the protest would be retained in the education system, and a promise that no reprisals would be taken against anyone who participated in the action.

With respect to Bill 3 exemptions, the strike had a desirable effect in that most districts began serious negotiations and have begun to settle on reasonable job protection clauses in contracts. The government, through the ministry of education, was supposed to use moral suasion to encourage boards to negotiate on Bill 3. Whatever there was of this commodity was quickly dispensed with as the ministry produced a "model" agreement on Bill 3 which contained a number of provisions which would be of distinct disadvantage to teachers. These include provisions for dividing the teaching force into units making it difficult for teachers to apply their seniority on a district-wide basis. Also, qualifications would be ascertained on the basis of such considerations as "evidence of professional commitment to students, parents and the community."

So while we have had some success with Bill 3 since the suspension of the strike we can also state that the government has not lived up to its "honest broker" status in this regard. It has quite consciously attempted to skew

negotiations contrary to our interests. The government has been less than assertive in its attempts at moral suasion. It had led us to believe that it would be.

The finance issue remains the best example of a doublecross. The original settlement agreed to in Vancouver (before the meeting in Kelowna between Munro and Bennett) clearly called for retention in the system of all funds which would be surplus as a result of the job action. Our understanding of the Kelowna agreement, and obviously the only condition to which we would agree, was that the available funds would be used to save jobs. We would certainly not agree to using the funds to pay for making up lost instructional time.

Last is the matter of reprisals. Certain school boards have contravened the agreement on this matter. The ministry and the BCTF have been making concerted efforts to head off any actions which could be construed as reprisals. Nevertheless certain school boards, notably Smithers, Prince Rupert, Quesnel and Windermere, have persisted in attempts to punish teachers and particularly principals. These boards are on the verge of creating more serious problems simply to satisfy their urge to demonstrate their authority.

It is apparent that a satisfactory resolution of this crisis is elusive. The message for teachers and for our organization is quite clear. We are not yet finished. In order to obtain anything close to an acceptable remedy we must remain united and committed.

Pat Clarke
First Vice-President

Solidarity pledges job action

This is the text of the emergency resolution the B.C. Federation of Labour convention passed unanimously on December 1, 1983:

WHEREAS the provincial government has already breached the agreement reached with Operation Solidarity on November 13th, 1983 by allowing reprisals against education sector workers; and

WHEREAS the provincial government has further breached the same agreement by announcing that funds accumulated by school boards as a result of the November job action must be returned to the provincial government; and WHEREAS the provincial government is attempting to reward scabs by punishing those workers who respected picket lines and demonstrated sound trade union principles; now

THEREFORE BE IT RESOLVED that the Public Sector Committee be instructed to bring forth a program of job action to the Federation's Executive Council and Operation Solidarity; and

BE IT FURTHER RESOLVED that this program include job action involving all affiliates of Operation Solidarity; and

BE IT FURTHER RESOLVED that this program of job action be implemented if any educational worker is fired or laid off as a direct result of the monies in wages saved during the strike not being returned to local education systems; and

BE IT FINALLY RESOLVED that the Public Sector Committee develop their plan of action within seven days following this Convention.

Termination notices prompt special Dec. 9 executive meeting

Five districts have sent termination notices to teachers.

Kitimat has issued five notices and Windermere has eliminated 5.75 (full-time equivalent) temporary positions as of December 31, 1983. Fernie has sent out 27 notices but the intention is to reduce staff by seven teachers. Nanaimo has issued 28 notices (20 FTEs). The elementary positions are gone at the end of December; the secondary ones at the end of January. Mount Arrowsmith has sent letters of termination that would have the effect of reducing staff by 23.7 FTEs.

BCTF staff are closely monitoring the situation in the affected districts. The question of terminations and the BCTF response to them is among items to be discussed when the Executive Committee meet Local Association Presidents in Vancouver on December 9, 1983.

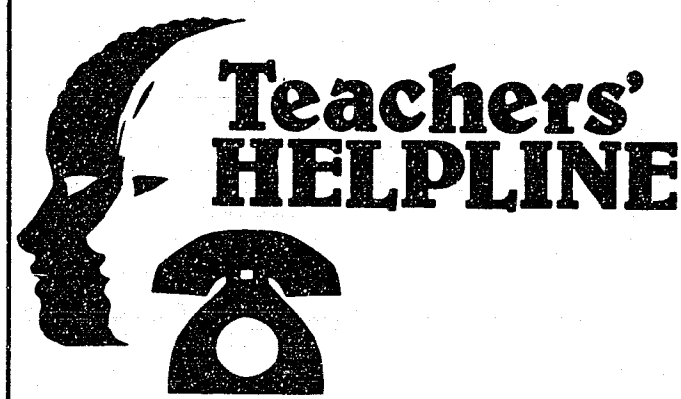
ATA formally requests education minister lift Keegstra licence

Alberta Teachers' Association has taken disciplinary action to have Eckville teacher Jim Keegstra thrown out of the profession for falsely teaching that the Holocaust was a hoax and that a Jewish cabal was trying to take over the world.

Following a lengthy disciplinary process, the association's executive council has revoked Keegstra's membership in the ATA and has officially requested that the minister of education suspend his teaching certificate.

The minister has not yet taken action to lift Keegstra's certificate as that request is still subject to appeal.

The ATA's decision was based on the conclusion that Keegstra had violated the association's established standards of professional conduct.



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BCTF Newsletter

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

CLIVE COCKING Editor

The BCTF Newsletter is published by the B.C. Teachers' Federation pursuant to policy statement 36.26 in the *Members' Guide to the BCTF*. The BCTF Newsletter Editorial Advisory Board, which reports to the Executive Committee, serves in an advisory capacity, assisting the editor in interpreting and implementing newsletter policy.

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

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BCTF wins labour support

"We're not going to let teachers be penalized"

Teachers have won the hearts and minds of organized labour in British Columbia.

That was made crystal clear at the B.C. Federation of Labour convention held in Vancouver on November 28 to December 2. The 800-odd delegates not only gave a very warm personal reception to BCTF President Larry Kuehn — with two standing ovations — but unanimously decided to throw the weight of organized labour behind teachers' continuing fight with the provincial government.

Delegate after delegate — representing government, employees, hospital workers, carpenters, woodworkers, steelworkers, fishermen, building trades, pulpworkers, telecommunications workers, longshoremen, ferryworkers — rose to express their appreciation for teachers' strong showing on the picket lines in early November and to demand that Operation Solidarity now keep faith with teachers in their hour of need.

Here are some of the comments made during debate on the Operation Solidarity report and emergency resolution:

Clay Perry, International Woodworkers of America: "Another historic thing that we should bear in mind is that this labour movement called upon the teachers to pay their dues more suddenly and more massively than we've ever called upon a major group before and the teachers responded magnificently."

Jack Gerow, Hospital Employees Union: "The teachers in this province have had to pay twice because of their support of Operation Solidarity and its goals, not just their own goals in education... And we have to decide at this convention what we are going to do about it... I say we have to do what the B.C. Federation of Labour has done in the past. Remember what happened not too long ago when the TWU was under attack by B.C. Telephone. What did the B.C. Federation of Labour do? It mounted a series of regional work stoppages. That's what I think we should do as soon as one teacher gets improperly fired, as soon as one teacher has to pay twice for engaging in Operation Solidarity strike action."

Cliff Andstein, B.C. Government Employees Union: "If Operation Solidarity calls on the B.C. Government Employees Union we'll continue to honour that commitment and we'll do what is asked of us to defend the agreement that was reached with the government on behalf of Solidarity... If there's one message we've got to send, it's that we called off that strike that Sunday night because we had an agreement with the government, an agreement accepted by Operation Solidarity. If the government is going to renege on it, we're going to make them pay for it and we're going to make them live up to it."

George McKnight, International Woodworkers of America: "I've been involved in union affairs for 40 years and I never saw the kind of solidarity develop that we've had in the last few months... And the teachers, many of whom have no concept of themselves as workers and trade unionists, stuck their neck out in support of Solidarity and in support of the things that we were fighting for and for democracy. By God, I tell



Hospital Employees Union President Jack Gerow calls for Operation Solidarity strike action if any teacher is penalized for participating in November walkouts.

you that, as far as I'm concerned, if those teachers wind up in trouble because of that then this great federation wants to just say there's no logs coming off those mountain sides, there's no bloody ships sailing across that strait between here and the island, there's nothing moving until that bunch of horses' necks — well, they're the farthest thing from it — in Victoria get around to recognizing that this federation represents the people of this province, the people who do that work and the people who are suffering from unemployment and we're not going to let those teachers be penalized."

Art Gruntman, Canadian Paperworkers Union: "There was an agreement made... The government has broken that agreement. And there is no trade union that can stand for that, or no trade unionists. We just simply cannot. Not only is the credibility of the trade union movement, of the leaders of Solidarity, on the line, I think our existence is. And if we are going to be able to get up in the morning and look ourselves in the mirror, we have absolutely no choice... An agreement was made; the agreement was broken. The government must be held accountable for breaking that agreement."

Mike Kramer, secretary-treasurer, B.C. Federation of Labour: "A verbal agreement is enforceable in law and we're going to enforce it... We have to go back to our

membership and make them understand. It is not a battle over teachers being laid off. It is not a battle over CUPE workers being laid off. The battle is because the premier doublecrossed us. He wants a fight? Okay, we'll have one."

Andy McKechnie, B.C. Ferry and Marine Workers Union: "I know that my brothers and sisters in the GEU fly the government planes. I know that our members staff the ferries. Those cabinet ministers are going to have to damn well swim to Victoria."

Monty Alton, United Steelworkers of America: "Many of us who are described as moderates within the trade union movement have now been driven to a point of desperation where we're going to have to take on this government and take the kind of job action that the trade union movement will rise to under this occasion. We cannot stand this dirty doublecross. We've got to take the action when called upon by the B.C. Federation of Labour. And so be it. War has been declared."

Don Garcia, International Longshoremen's and Warehousemen's Union: "There may be some trepidation among some unions, but I don't have that sense with the rank and file. The power of that rank and file will be behind this program. And that's rightfully so. Because we have been doublecrossed by a government that is without honour and a government without honour should not be government at all."

Belligerent Bennett charges:

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those savings to pay increases to teachers or to prevent the orderly carrying out of the fiscal framework over the next three years, of the reduction in costs in the various school districts, in order to provide a high quality education from within the limited dollars."

And on another CKNW news report that day he continued dragging out his own red herring:

"It would be very irresponsible for anyone at this time to put their own personal self-interest against the interests of our children and I think it would make clear once and for all, to many people who have not understood the issue, that the issue with Mr. Kuehn and the BCTF has never been our children or education, it has been self-serving for wage increases for teachers at a time when others don't have them and to maintain employment at any cost for teachers when others have faced layoffs."

"That would clearly be the issue, it

would clearly be understood and the public would no longer be faced with the red herring that's been dragged before them, that somehow they were marching to preserve education for our children."

This bellicosity ran completely counter to advice offered from sources the premier might normally be expected to listen to. In an extraordinary move, the Association of British Columbia School Superintendents issued a news release on November 25 objecting to the government's insistence on boards forcing teachers to make up lost instructional time.

"Such a move would be inadvisable, impractical and unworkable, given significant differences in time lost within individual schools and among the various school districts in the province," said ABCSS President Bill Fisher of Chilliwack. "Any further conflict over 'lost time' can only create additional strife and further damage to the educational climate in our schools and local school districts.

Instead, our objective is to return our districts to normal service as quickly as possible."

BCSTA President Joy Leach echoed the superintendents' demand the money saved from the strike should be left in the hands of local boards to be spent according to their priorities. Speaking on BCTV's Jack Webster Show on November 23, Leach said:

"Our position is that we ought not to be directed in terms of how we ought to spend monies which were saved in a work stoppage which affected our children in our school districts. We are a corporate entity, we are elected to manage those dollars, we had an agreement and it's in legislation now. The government indeed set the level of funding for the year in education and it is then the school districts' and the school boards' responsibility to manage those funds. We say those funds are part of the monies that we have to manage."

The government has not even listened to *The Province*, normally a supporter, which editorialized against the new hard line on December 2:

"The government should allow school boards to keep the money and use it as they see fit. It would allow them, for example, to postpone some teacher layoffs. And it would not add to the government's education budget."

"Admittedly, it is not a completely fair solution. School districts which did stay open made no salary savings. Those that did close gain some cash flexibility. However, the trustees and administrators know how to use an educational buck better than a politically-motivated cabinet. The Heinrich order looks more like an effort to get at the teachers than to help the children."

"We opposed the teacher walkout at the time, but the strike is water under the bridge. The problems it left behind cannot be resolved by teacher-bashing and a renewed labor-government war."

DECEMBER 6, 1983/3

Alta. teachers' local makes salary gain in three-week strike

Teachers returned to their classrooms in the Alberta county of Lac Ste. Anne on November 16 following settlement of a three-week strike.

Lac Ste. Anne teachers and school board signed an agreement giving teachers a five per cent salary increase over two years.

The teachers also achieved continuance of experience increments, which the board had attempted to eliminate as automatic increases and which triggered the strike. Job security was another issue and the teachers obtained a letter of agreement guaranteeing maintenance of staff employed as of September 30, 1983.

Pension investments continue to gain

Investment returns in the teachers' pension plan continue to show a real gain. The annual rate of return as of September 1983 was 10.8 per cent versus a Canadian Consumer Price Index rise of 7.2 per cent for the same period.

The long term investments purchased prior to December 1980 had an average annual rate of return of 9.46 per cent and the short and long term investments made subsequent to that date averaged 12.71 per cent.

Since December 1980 the portfolio has been actively managed in an attempt to give the fund the best possible return within the overall constraints laid down by government. These constraints mean that the funds are invested only in short term notes or in securities guaranteed by governments in Canada or the USA.

The government is presently looking at an internal proposal to permit some investments in the equity market. However, before this proposal can be implemented fully the government must amend the Financial Administration Act in order to give it more latitude in the type of equities in which it can invest.



Opposition Leader Dave Barrett tells B.C. Federation of Labour convention delegates that Bill 3 has proven unworkable and should be withdrawn.

Fragile freedoms threatened

Ed May
BCTF Racism Committee

With only a couple of weeks to go before 1984, the year of George Orwell's apocalyptic parable, this is an appropriate time to pause and reflect on the state of human rights in Canada. How close are we, as teachers, to the chilling reality of Big Brother?

While the assault on human rights in countries like South Africa, El Salvador and the Philippines receives wide publicity, the slow erosion taking place in Canada goes largely unnoticed.

Our very own system of colonialism still flourishes. Only once in a while does a news story about the poverty and despair on native Indian reserves remind us that the questions of native rights and aboriginal title remain unresolved.

There was no mass public outcry when the Trudeau government invoked the War Measures Act, arresting, incarcerating and later releasing hundreds of citizens without the courtesy of a trial.

We have known for years that Canada is the hate literature capital of the world, neo-Nazi and anti-semitic propaganda being produced in this country and exported to Germany, Sweden, Italy and Britain.

A plethora of federal and provincial human rights codes cannot contain the flood of bigotry. Vapid laws, like British Columbia's Civil Rights Protection Act, specifically aimed at stopping the production of hate materials and largely ignored by apathetic politicians, have done nothing more than encourage contemptu-

ous sneers from hatemongers. Not only that but, by legislative edict, the provincial government has callously eliminated previous human rights protections in this province and the means for enforcing them.

Parliamentary democracy became a casualty in British Columbia as the indiscriminate use of closure, sometimes after only two hours of debate, muzzled free speech when the government rammed through its anti-public sector legislation. In the midst of the province's greatest political crisis, the legislature was adjourned at the whim of the premier.

Over the past summer, people who live in rented property, the disabled, and farmworkers in this province have had only bad news from a relentless government sweeping away their rights and legal protections.

Public education is threatened by the government's cutbacks and drive for centralization of control. Local autonomy, which allows communities, through their elected school boards, to have some say in the education of their children, has been replaced with control by faceless bureaucrats.

For teachers, these troubled times present a challenge. Now, more than ever, we must help our students understand how important their human rights are and how fragile our freedoms can be.

December 10 is International Human Rights Day. We can use this event as an opportunity to help our students appreciate the rights we still have.

Or, we can passively wait for 1984.

Letters

Teachers commended for courageous strike action

I would like to take this opportunity to commend the B.C. Teachers' Federation for its involvement in the dispute with the government. As we also represent professionals, I can fully appreciate the wrenching decisions your members had to take; to leave their schools under the pressure present took great courage.

I have received a number of comments from my members expressing their respect for what was done.

M. H. Wyeth
President
Professional Employees Association
Victoria

Pensions improvement due to BCTF political action

Teachers should remind the public that VALUE for money spent, not the political "buzz-restraint," is the key to educational finance. Teachers are decoders and decoders, and mere governmental examina-

tions cannot evaluate such a vital investment in the way that the parents can, any more than a central government can determine area needs.

As to political action, to which in the October 5 issue a retired teacher expressed objection, it would be naive to believe that improvement, for instance, in pensions, was accomplished without political action. It does not seem long since 1971, when we were out on the streets explaining that the plight of some retired teachers was so desperate that they required public support. They got it.

Personally, I am grateful and proud to be a continuing member of the BCTF. When teachers stop caring, who will?

Sue Frazer
Retired teacher
Port Alberni

Committee against Racism seeks information from Project Overseas vets

I understand that since 1975 two hundred

Nominations sought by February 20 for top BCTF award

Nominations are now being sought for the BCTF's most prestigious honor — the G. A. Fergusson Memorial Award. The award conferred annually on a 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, will be presented at the 1984 Annual General Meeting.

Nominations may be made by any federation member or by a local association. When making a nomination please consider the following:

1. Prime considerations are: evidence of teaching excellence; contributions to the educational aspects of federation activities; participation in federation affairs.

2. The contributions and/or participation should be of more than local or regional significance.

3. The G. A. Fergusson Memorial Award trustees must make their decision on the supporting documents accompanying the application. (An otherwise deserving nomination cannot get the consideration it deserves if supporting documents, briefs, or letters are not submitted.)

Nominators are reminded that names are considered for three consecutive years and that people may be nominated more than once. Further information may be submitted on nominees whose names are on file.

Nominations for the 1984 award must be received at the BCTF office no later than **February 20**. Supporting information need not accompany the nomination but must be received at the BCTF office no later than March 1. For more information, please call Jacquie Boyer at the BCTF office.

Scholarship fund created in memory of Mervyn Smith

A scholarship fund has been established in honour of the late Mervyn Smith, a longtime teacher and principal in Maple Ridge.

Mervyn Smith, who first joined the Maple Ridge teaching staff in 1938, retired in 1976 as principal of Garibaldi Secondary School. He was always active in local association affairs, serving on salary negotiation committees and as president.

The M. M. Smith Memorial Scholarship will be awarded to a qualified student graduating from a district school. Donations may be sent to: M. M. Smith Memorial Scholarship Fund, Maple Ridge School District, 22225 Brown Avenue, Maple Ridge, B.C. V2K 8N6. Receipts for income tax purposes will be issued.

B.C. teachers have participated in Project Overseas. Some teachers have even been selected more than once to participate in this worthwhile program.

These people have undoubtedly gained a great deal of valuable first-hand experience in the area of cross-cultural relations. The BCTF Committee against Racism would like to invite these teachers to share their knowledge and expertise. Many local contact persons would very much appreciate some moral support and help in their districts. It seems to us that former Project Overseas participants would be ideal sources of information and help!

If you have been on Project Overseas, please consider offering your services, even if only in a minor way, to your local association contact person; or phone Ed May (toll free) at the BCTF office. Your support would be most welcome.

Audrey Bragnolo
Member
BCTF Committee Against Racism
Vancouver

Vacancies

Policies and Procedures Committee

There are two vacancies on the Policies and Procedures Committee. As this committee meets very frequently in the pre-AGM period, membership is limited to BCTF members residing in the Lower Mainland. Appointments to these three-year terms are scheduled for the January 19-21 Executive Committee meeting. Application deadline is **January 16**. For more information or curriculum vitae forms, please call Jacquie Boyer at the BCTF office.

Microtechnology Task Force

This new task force, to consist of five BCTF members, will have as its terms of reference:

1. The co-ordination and monitoring of information between districts.
2. The building of computer awareness among teachers and students.
3. The development of further policy.
4. The co-ordination of curriculum and courseware development.
5. The facilitation of increased participation of females in all computer programs and any other courses relating to microtechnology.

It is intended that the task force begin its work in January for a two-year period. Appointments are scheduled for the January 19-21 Executive Committee meeting. Application deadline is **January 16**. For more information or curriculum vitae forms, please call Jacquie Boyer.