

# Denial of increments to be fought

The Representative Assembly is urging local and provincial actions to fight recent moves to deny established salary increments to colleagues in 10 districts.

Motions calling for protests, up to and including local job actions, were overwhelmingly endorsed by GRs at the meeting in Richmond on June 8.

The decisions were taken in the context of developing a coordinated provincial strategy to accomplish AGM-set

objectives and to respond to recent attacks.

BCTF President Pat Clarke warned that teachers must dig in and fight the efforts of boards to deny salary increments or face more serious erosion of contractual rights later. "The increment question is one where we absolutely have to draw the line in terms of our remuneration," he said. "If we let that go, I think we'll be in really serious trouble for the

future in terms of the integrity of our contract."

The RA voted to express disapproval of the "unfair actions" of school boards and arbitration boards in either wholly or partly removing salary increments in the 10 districts and demanded reinstatement of the traditional increment patterns. The districts involved include: Powell River, Vancouver Island North, Mt. Arrowsmith, Castlegar, Grand

Forks, South Cariboo, Vancouver, Sooke, Victoria and Cowichan.

The meeting went on to pass further motions:

- urging the local associations affected to implement protest actions "up to and including withdrawal of services;"

- requesting the Executive Committee to develop provincial action plans that include requesting other locals to

See "Brush-fire" page 3

## BCTF Newsletter

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### Noted educator

### UBC awards

### Jim Inkster

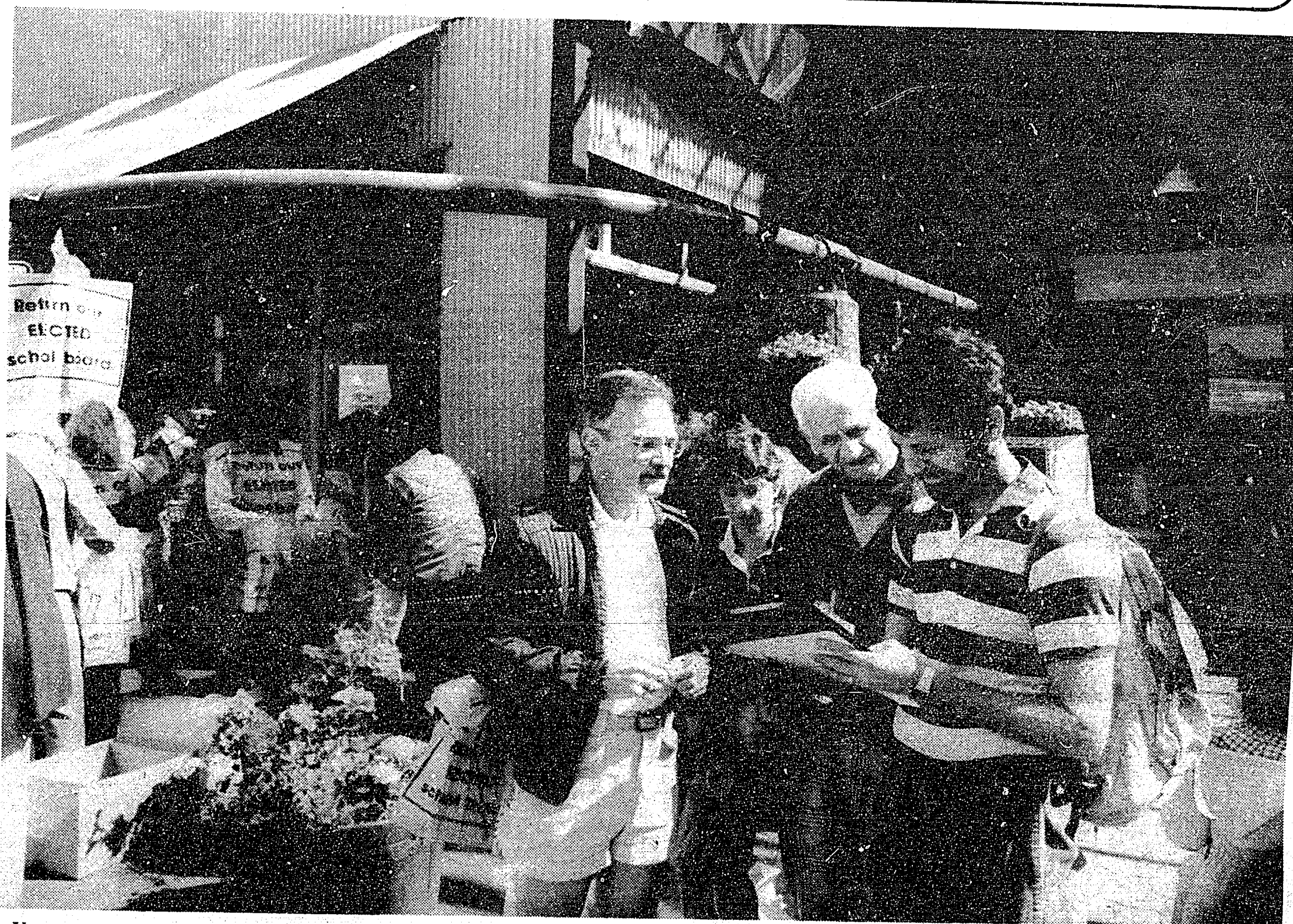
### honorary degree

Jim Inkster looks back with sadness now. Throughout his distinguished 42-year career as a teacher and principal he did a lot of in-service training of teachers around the province and came to know his colleagues well. And he's appalled by the damage being done by government attacks on education.

"The quality of teaching that I saw and the kind of teacher that I was meeting with was such that now I say it's really sad that there's a danger of this quality sinking — and I'm sure it is sinking," he says. "We had a high standard in this province, our school system was a first-class operation."

Inkster made these comments in an interview prior to being awarded, on May 30, an honorary doctor of laws from the University of B.C. in recognition of his contribution to public education. Inkster, who received the federation's Fergusson Award four years before his

See "There" page 4



Vancouver parent Bob Poburko (centre) obtains signatures at Granville Island Market on a petition calling for reinstatement of fired Vancouver and Cowichan trustees, while in the background teachers hand out shopping bags as part of the campaign. See story page 2.

### \$1 million shortfall

## BCTF faces program cuts

The BCTF faces the prospect this fall of major program cuts to eliminate a \$1 million difference between program proposals and anticipated revenue.

This was the only apparent solution to emerge from the spring Representative Assembly examination June 7-8 of the federation's financial crisis, precipitated by declining revenues from a reduced membership.

The meeting was unable, due to a number of uncertainties, to give final approval to the \$11 million 1985-86 budget but instead gave only interim approval, subject to certain conditions, with further examination and adoption to come at the fall RA.

The Representative Assembly, however, instructed the Executive Committee to prepare for the fall assembly an alternate budget that would not involve a \$1 million shortfall.

In giving interim approval to the 1985-86 budget, geographical representatives set a limit on program spending through the summer, called for cuts in printing, mailing and committee costs, approved expense allowance increases for the president and first vice-president and established a five-year capital spending plan. (See highlights page 2.)

Opening the budget discussion, President Pat Clarke acknowledged that the current budget was "out of sync" in that it includes added expenditures for new

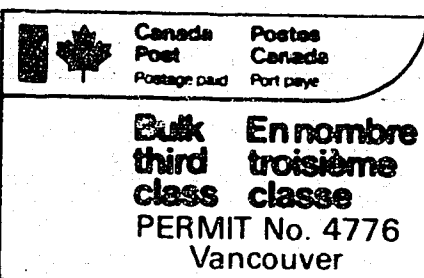
initiatives and significant under-expenditure (estimated to total \$500,000) in continuing programs. He said uncertainty over how many members the federation would have this fall and the average salary level handicapped the budget-making process this spring. The executive was recommending that the RA give interim budget approval now with final approval to come in the fall, he said, to allow time for a more serious process of examination and revision of the budget.

Clarke said the federation would also

have a clearer picture then of the size of its membership, warning that the government's White Paper on education might well have an adverse impact.

Referring to the situation facing the federation and its continuing decline in revenue, Clarke emphasized: "There really is a day of reckoning coming for us in terms of the amount of money we have to run this organization and what we can do. And it will not come this year necessarily because of the surpluses we have and because we have in many ways a status quo situation. But this time next year we could be, I think, looking at cutting services that we never dreamed we would be looking at cutting. I think we have to be mentally prepared to do that because certainly one of the frustrations that I've experienced both as a GR and as a member of the executive is that we don't cut anything. And if you cut anything you do so at your political peril

See "Major" page 3



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



## Shuswap stands firm for lay-off rights to appeal

Shuswap teachers recently decided not to proceed with a one-day strike in protest over their board's refusal to negotiate a fair seniority-severance clause.

Shuswap Teachers' Association President Frank Manning said the dispute was fully discussed at a local general meeting and the membership decided that "in the interests of the children" the one-day walkout should not go ahead.

Manning said the issue is one of contract-stripping: before signing a new contract the board wants the association to agree to a clause "that denies the avenue of appeal to teachers who are laid-off." They had this protection in the previous contract, he said, and they're not about to let it go.

He said the local is continuing to put pressure on the board to come to a fair deal. "Our position is that we're quite willing to re-sign the old agreement," he said.

Meanwhile, another local "brushfire" was recently put out as Fernie teachers ended their job action.

Fernie teachers had launched an "active instruction only" campaign, which was to have escalated, but the pressure worked as the board returned to the bargaining table and a settlement was reached.

The 18-month agreement provided a 1.5 per cent increase for grid, allowances and substitute teachers, improvements in the job-sharing clause and continuance of the seniority-severance agreement to June 30, 1986. The board also agreed to set up a liaison committee to discuss personnel items.

## Effective education forum features British experts

The British Columbia Council for Leadership in Educational Administration and the Centre for the Study of Curriculum and Instruction, University of B.C., are co-sponsoring a two-day conference on education research July 5-6 at UBC.

Entitled, "Effective Education: News from London; Research Findings and Implications for B.C.", the forum will feature Jo and Peter Mortimore from London.

For information contact: Lynne Abbott, Field Development Office, Faculty of Education, University of B.C., Vancouver, B.C. V6T 1Z5 (228-2013).

## Applicants sought for PD Associate positions

### Staff representative training program

Qualified candidates are invited to apply for positions as volunteer Professional Development Associates with the staff representative training program. The PD associates will lead staff rep training workshops on such topics as effective meetings, parliamentary procedure, local contracts, staff committees and public speaking.

Application deadline is June 20, 1985.

### Curriculum and evaluation

Qualified candidates are invited to apply for positions as volunteer PD associates leading workshops on demystifying curriculum and alternatives in student evaluation.

Application deadline is June 20, 1985.

Applications for both types of PD associate positions may be made on curriculum vitae forms and sent to: Anita Chapman, Professional Development Division, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

## Representative Assembly highlights

## Budget given interim approval

These are the highlights of the spring Representative Assembly budget review:

- interim approval, subject to certain conditions, given to a 1985-86 operating budget that envisages a \$1 million shortfall;
- interim approval based on assumptions:
  - a) an estimated average salary of \$37,035;
  - b) an estimated FTE membership of 26,200;
  - c) 1984-85 budget under-expenditures of \$500,000;
- further examination and final approval of the 1985-86 budget to be given at the fall RA;
- summer expenditures of all programs, except Summer Conference and Policies and Procedures, limited to 30 per cent of program budgets;
- projected 1985-86 printing, mailing, word processing costs reduced 15 per cent and committee and task force costs reduced 10 per cent;
- expense allowances for the president and first vice-president increased and changed to a percentage of average PA maximum salary;
- five-year capital budget plan approved with average annual expenditure of \$290,000;
- Executive Committee directed to prepare for the fall RA an alternate budget that does not exceed 1985-86 anticipated revenue plus the amount of under-expenditures in the 1984-85 programs.

## Chris Oates' leadership praised as '46-47 president

The BCTF has lost one of its builders, Chris Oates, a former president noted for fighting for teachers' rights.

Oates, who was president of the federation from 1946-47, passed away in late April.

Born in Vancouver and educated at the University of B.C., Oates taught English at Lord Byng Secondary School throughout most of his career. He was president of the Vancouver Secondary Teachers' Association and then BCTF First Vice-President and chairperson of the labour relations committee before being elected president.

Past presidents John Sutherland and Tom Alsbury and former general secretary Stan Evans all paid tribute to Oates' contribution to the federation, citing his

determination to improve the economic and bargaining conditions of teachers after the hard times of the Depression.

Evans noted that Oates played an important role in the campaign which in 1943-44 led to BCTF affiliating with the Vancouver Trades and Labour Council and the Canadian Trades and Labour Congress. He became the federation's delegate to the two labour bodies and drafted the CTLC's education policy. In 1948-49 he served as president of the Canadian Teachers' Federation.

"Chris was very much involved as president in defending the rights of teachers and in demanding that the federation have an adequate say in educational matters," recalled Evans. "He was a very able, strong leader."

## Walter Davidson apologizes to BCTF for false statements

Walter Davidson, provincial speaker and MLA for Delta, has retracted and apologized for false statements he made about the BCTF in an article in the *Delta Optimist*.

The action was taken in response to a threatened libel action by the federation for comments made in a column, "Report from the Legislature," published on April 10, 1985.

In his letter to the BCTF, which he has requested the *Optimist* to publish, Davidson said in part:

"In my report, which was mistakenly carried under the banner of Premier W.R. Bennett, I stated that \$890,000.00 of B.C. teachers' money had been spent

on partisan politics in the BCTF's 1983 'Political Action Program.' As well, I implied that at least part of that money had been spent on behalf of the New Democratic Party. Those statements were false.

"I am retracting and apologizing for the imputation that the BCTF 1983 Political Action Program was one of partisan politics or that \$890,000.00 or any amount of money was spent by the BCTF on behalf of the New Democratic Party."

As this letter of retraction indicates, the column in question should have been attributed by the *Optimist* to Walter Davidson and not Premier Bill Bennett, as the BCTF's *Action Update* had reported at that time.

## 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 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.

MEMBER: EDPRESS

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ISSN 0709-9800

## Vancouver teachers go shopping for support for elected trustees

Return our elected school board is the rallying cry of the joint campaign of two Vancouver teachers' associations.

Members of the Vancouver elementary and secondary teachers' associations recently took their message to the public at busy city intersections and at the popular Granville Island Market.

Their aim is to persuade the provincial government to reinstate the elected trustees of the Vancouver School Board who were dismissed in early May for refusing to submit a budget complying with the government's latest round of cutbacks.

"We are undertaking this campaign," said Susan Davis, VESTA president, "because it is unacceptable in a democracy that a locally elected board, accountable to the community it serves, should be arbitrarily sacked and replaced by a government appointee, responsible only to the Minister of Education. Our elected board had adopted a no-more-cuts position, to prevent further erosion in the level of educational services to Vancouver children."

The teachers set up "street-corner school houses" at busy intersections where they handed out leaflets explaining their position in defence of the board. At Granville Island on a sunny weekend they were out in force, handing out leaflets and bright yellow plastic shopping bags bearing the legend, "Return our elected school board." They also sought signatures on a petition calling for reinstatement of the fired trustees in both Vancouver and Cowichan.

On that weekend 3,000 shopping bags were handed out — a great success — and the Vancouver teachers are determined to continue the campaign.

## Education, information theme of world assembly

The International Council on Education for Teaching will hold its 32nd annual world assembly at the Delta River Inn, Richmond, on July 20-27.

The conference theme is, "Education in the Information Age: its impact on Teaching and Teacher Education." It will focus on such topics as the Information Age and its Technology, research in preservice and inservice education, characteristics and uses of various technologies and innovative uses of educational software in preservice and inservice education.

In addition to the basic theme, the assembly will also feature seminars on Canada's foreign policy and role in international development and on collaboration between higher education and the private sector.

For information contact: Dr. Russell Leskiw, Assembly Planning Chairperson, 1667 Yale Street, Victoria, B.C. V8R 5N5 (595-7796).

## Psychiatric nurses offer information on careers in their profession

The recruitment committee of the Registered Psychiatric Nurses Association of British Columbia is available, upon request, to attend and conduct career fairs or career days at local high schools.

The committee utilizes a 10-12 minute video tape presentation combined with informal group discussions concerning the educational preparation of psychiatric nurses, the profession of psychiatric nursing, the role of the Registered Psychiatric Nurse as a member of the health care team and the clinical settings of employment.

School counsellors who want to learn more about psychiatric nursing or who want to have the RPNABC recruitment committee participate in a career fair should contact: Registered Psychiatric Nurses Association of B.C., Suite 402, 4946 Canada Way, Burnaby, B.C. V5G 4H7 (294-9441).

## "Major surgery" needed to cut budget

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— and that is a problem which next year we're simply going to have to overcome."

Reviewing the financial situation, Executive Director Bob Buzza pointed out that approximately \$8.9 million, or 78 per cent, of the projected operating budget is virtually fixed. Federation employee salary and benefits costs, with no increase in staff, amounted to \$5.5 million alone, he said.

"There isn't that much flexibility unless we start cutting pretty close to the bone," he said. "If the situation that Pat Clarke talked about, which I too consider a distinct possibility, prevails, we will not be in a position of assuring staff complements remain at the current level a year from now."

Picking up this theme, Finance Committee Chairperson Mike Duffey re-

minded the assembly of earlier finance committee warnings of the impending deficit problem and suggested that the problem had arisen due to the ease with which programs can be added after the RA budget approval and the inadequacy of the budget preparation system.

The implications of the BCTF's "\$1 million problem" are serious, Duffey warned. "I think we've gotten beyond the point where simple adjustments and cuts are possible," he said. "What will face you in September, when you come back to this again, is not going to be a minor remedy, it's going to be some fairly major surgery."

Later, during debate of specific program budgets, there was considerable discussion about the number and cost of BCTF committee meetings.



Executive director Bob Buzza explains the financial facts of life to the RA, warning of the lack of flexibility for cuts in federation programs.

## "Brush-fire" strategy set

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"develop and implement supportive job actions up to and including withdrawal of services."

In producing the executive's recom-

ended coordinated provincial strategy, President Pat Clarke described it as a "brush-fire strategy."

"What it involves is a degree of provincial coordination but the focus is clearly on locals taking actions where those actions need to be taken," he said.

Clarke said that the strategy also stresses preparation for school board and provincial elections because "there's a clear recognition that if there is going to be any change in the way teachers are treated in B.C., that's the way it's going to be made."

As endorsed by the RA, the coordinated strategy called on the:

- federation to establish as a budget and staffing priority assistance to locals involved in disputes with school boards over negotiations, increments, personnel practices, professional rights, Bill 35 or grievances;
- federation to offer locals full support in local actions aimed at redressing unfair school district practices;
- local associations to develop action plans to combat failure to obtain a seniority/severance clause, school board refusal to bargain in good faith, board imposition of unacceptable personnel practices and erosion of teachers' professional rights;

• federation to coordinate and support a program of local and provincial officers meeting with parent and community groups to outline teachers' concerns and develop support;

• federation to carry out a major campaign on working and learning conditions in the fall which might include a week of concern for public education;

• local associations to begin planning political action for the coming school board elections.

During debate, some GRs expressed serious concerns about the adequacy of federation budget-setting procedures and whether the federation's policy-making bodies had the will to make cuts or to bring the expenditures into line with revenues.

The meeting turned to discussion of a motion proposed by Anthony Toogood (Greater Victoria): "That this RA directs the Executive Committee to prepare an alternate budget for the fall RA that does not exceed anticipated 1985 revenue plus the amount under-expended in the 1984-85 budget and that the RA point to any areas where reductions may occur."

During debate, the statement was made that the current budget under-expenditure might total \$700,000. This caused some confusion with some GRs calculating that only \$300,000 in cuts would then be necessary to eliminate the \$1 million shortfall.

Executive Director Buzza clarified the matter by pointing out that, based on the federation's current bank balance, \$500,000 in under-expenditures had already been assumed in the projected 1985-86 budget, which still ended up with a \$1 million shortfall. He said the alternate balanced budget proposal was a "laudable objective", but he re-emphasized the federation's lack of flexibility and the apparent need for serious cuts — about one dollar in three — in a few program areas.

"It will surprise me mightily if there would be the political will, until there is an even worse situation, for people to make the decisions necessary," said Buzza. "And I say that kindly — I know what the running tally is of decisions at this meeting so far. Let's try it."

Earlier, Buzza provided information to the effect that, in spite of the projected shortfall for next year, the federation's overall financial picture, which includes consideration of its Reserve Fund currently exceeding \$2.7 million and its property holdings, is sound.

## Executive lifts ban on Agassiz position

The BCTF in-dispute designation of the English-counsellor position at Agassiz-Harrison Elementary Secondary School has been lifted.

The Executive Committee removed the ban on the position after a compromise had been reached between the school board and AHTA past-president George Grant. The newly-created English-counsellor position had been placed in dispute because of its direct relationship to the counselling position held by George Grant for many years and from which he had been arbitrarily transferred to an industrial education position in 1983 in a move that was regarded as punitive by the local and the BCTF.

The compromise involved the board agreeing to upgrade the industrial education shop equipment and begin a regular maintenance program to improve safety in the shop.

## Term appointments made to administrative staff

The Executive Committee has made two term reappointments to BCTF administrative staff and one new term appointment.

At its May 10-11 meeting, the executive reappointed Lynne Macdonald and Geoff Peters to the bargaining division, both for two-year terms. Macdonald, a Delta secondary teacher, previously had a six-month appointment, while Peters, a Coquitlam elementary teacher, had a one-year appointment.

Christina Schut, a Revelstoke elementary teacher, was appointed to a one-year term administrative position with the teacher personnel services division.

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# "There are no great solo flights in education"

From page 1

retirement in 1977, is best known as an outstanding teacher and innovative principal in West Vancouver and North Vancouver.

"If a principal acted like this government, his school would be apart on him in a month, his kids would be on strike — he would have nothing," Inkster went on. "The board would move him out of there in a rush. I'm not exaggerating."

But teachers today do not face a normal situation. Nor are these times exactly comparable — for education — to the Depression years, when Inkster began teaching. He had grown up and gone to school in North Vancouver and then gone on to take teacher training at Normal School and a BA at UBC and then, after tramping Vancouver Island with a pack on his back, got a job just outside Nanaimo. It was 1935 and he was paid \$1,200 a year for teaching in an elementary-secondary school at Harewood.

"I didn't object, the money wasn't there," he recalls. "Seventy per cent of my people were on relief."

Times were hard, there were no extras — to get a projector he had to round up \$50 in community donations — but there was a sense of shared deprivation, of common struggle. This mood is not present today, he says, and instead, with all the attacks, there is a sense of a lack of support for education and teachers' morale is suffering accordingly.

"Without good morale, you can't have a good school," he says. "That's the first thing you've got to build. You want good morale in your staff and your youngsters: when you get that you can start going places."

Two years after starting teaching he became principal of the school and, while this was a norm that later changed, he continued teaching throughout his time as a principal.

"Your job is teaching, that's what the school is all about," says Inkster. "So the person who is head of the school should be a good teacher, that's where he really gets his respect. I always taught and I

worked hard at my teaching and I was a good teacher."

Initially, it involved a full load, later it became only one or two classes, but it kept him in touch with his subject, with students and with the demands of teaching — and changed his perspective on some administrative decisions. "It saved me from doing a lot of damn fool things," he recalls.

In 1939, Inkster moved to West Vancouver to teach English and social studies in the old Inglewood Secondary School, becoming vice-principal in 1946 and principal the following year. After three years of developing a style and persona as a principal ("You soon found out that the milk of kindness didn't always work with a bunch of boys"), he moved up the hill to become founding principal of the new West Vancouver Secondary School. It was here that he began to create a reputation as an innovator and motivator of students and teachers.

"I used to tell the youngsters that if you want a great school, you've got to be great everywhere," Inkster says. "You can't just be good in academics — although I was an academic and we were beginning to establish academic records — you've got to be good in sports, in art, you've got to put on good musicals, build a good club operation and have a good social life."

A lot of effort was put in by teachers, he says, to make that philosophy a reality. He cited a well-organized club program, an athletics program that stressed participation (and made West Van a track powerhouse), an open door policy on use of school facilities, a challenge program for bright students and an "Artists in School" program which brought artists, musicians, writers and dramatists (such as B.C. Binning, Earle Birney, Ethel Wilson, Harry Adaskin and Dorothy Somerset) into the school for noon-hour events.

A dispute with a new school superintendent led to Jim Inkster moving on to North Vancouver as the founding principal.

## "Without good morale, you can't have a good school"



Now retired, Jim Inkster prefers to think of his UBC honorary degree more as recognition for the profession than for an individual.

UBC Ceremonies Office photo

pal in 1965 of B.C.'s first truly comprehensive secondary school, Carson Graham. Inkster regrets the manner of his leaving, but now regards the move as a timely one in his career. "I had always wanted to build a true comprehensive school," he says, "where the vocational, the academic, the arts are all integrated and everybody is equal and everybody is different and they're educated according to their style of learning."

Two major challenges, Inkster says, were to achieve a high-level vocational education and complete integration of the academic and vocational aspects of the school.

"In the vocational end, I always felt that one of the great weaknesses of our vocational efforts was that we had not had real tools," Inkster says. "What I wanted was real equipment that you would have to work on in industry. And I wanted people to teach who were out of industry, they smell like it — I use that in the good sense — and the boys and girls would feel that."

On integration, he says a great effort was made to boost the self-confidence of vocational students, to emphasize that they were just as good as academic students, but in different ways. The academic courses they took were largely the same as those of other students; although as the school developed the vocational students themselves requested and were given more academic courses specifically related to their needs in mathematics, reading and writing. And no opportunity was lost to show off the achievements of these students — the chef's class presenting lavish spreads at dances, the machine shop and welding classes creating complicated decorations, an electric piano built by the electronics class being displayed in the hall.

Close links were also developed with local industry, says Inkster with the Grade 11 and 12 students spending two weeks a year working in industry, and the result was a very high rate of employment on graduation.

Another big challenge, he recalls, was

in meeting the special needs of native Indians, as under a federal program many youngsters were leaving isolated reserves to go to school in the city. But the transition was not easy.

"When they first came it was bad," says Inkster. "Some of the youngsters didn't even make it into the school. They walked up the steps, turned around and went home, back up to Bella Bella or wherever they came from. It was that bad, so we really had to work on their feelings."

The main thing the school set out to do, he says, was to establish communication with the Indian people and do as much as possible to increase their self-confidence and pride in being Indian. They did such things as have Haida artist Bob Davidson decorate the school in Indian murals, take the whole school to see such programs as the "Arts of the Raven" display of native art and the play, *The Ecstasy of Rita Joe*, and hold an annual Indian Day at which local Indians — whole families — would come to the school and put on a festival of Indian culture — art, dance, story-telling and Indian food. Special educational programs were also developed, supported by tutors, to assist the Indian youngsters.

The Indian community greatly appreciated the school's efforts and one day in 1969 Chief Dan George of the Squamish band came up and in a ceremony before the school made Inkster an honorary chief of the band.

In 1970, Inkster joined the North Vancouver district staff as a director of instruction and continued his work in this line until his retirement in 1977. In addition to supervising teachers and administrators, he coordinated the development of a native Indian curriculum and an alternative secondary school.

And while Jim Inkster is pleased to have his work honoured by UBC, he suggests it is not really an award for an individual, but recognition for the dedication of a profession.

"There are no great solo flights in education," he says.

## Three years of government anti-teacher actions

**February 18, 1982**

Government announces restraint program:

Compensation Stabilization Program:

- Public sector wage increases restrained to 8 to 14 per cent (CSP guidelines).

- Stated objective of the program is "preservation of jobs and maintenance of programs."

- School board budgets: Government orders school boards to cut budgets by \$28.3 million.

- 1983 budgets limited to 12 per cent increase over previous year.

- 1984 budgets limited to Consumer Price Index increases.

**March 11, 1982**

Bill 27 — Education (Interim) Finance Act announced:

- Cabinet seizes control of the non-residential tax base, depriving school boards of taxing authority over approximately \$12 billion of real estate.
- Minister of Education is given

authority to control the level of spending in each school district.

- Minister is given authority to set expenditures within budget categories.

- Sunset clause — December 31, 1984.

**April 16, 1982**

- School boards informed: 1982 final budgets reduced by \$28.3 million;

- Increases in 1983 budgets to be allowed to range to 14 per cent over 1982.

**July 29, 1982**

Cabinet revises Compensation Stabilization Program:

- Guidelines revised to cut increases from 8 to 14 per cent to a range downward from 10 per cent.

- Criteria for the guidelines now include the "state of the provincial economy."

**July 30, 1982**

New budget cuts announced.

- School boards given until September 15 to cut further \$37.5 million from budgets.

- 1983 budgets reduced by \$28 million below last quarter of 1982 or \$55.5 million lower than original (April) reduced budgets.

**August 23, 1982**

Minister announces:

- No terminations without his approval.

- No reduction in hours of instruction.

- No deficit budgeting.

**September 7, 1982**

Schools open with 600-700 fewer teachers than in June.

**September 28, 1982**

Bill 89: School Services (Interim) Act introduced.

- Eliminates paid non-instructional days from school year (5 days).

- Teachers' pay reduced by one day (to a maximum of 6 days by agreement) in 1982 (.5 to 3%).

- Teachers' earnings in 1983 reduced by 5 days' pay (2.5%).

- No terminations without ministerial approval permitted (minister indicated that no approval would be given except for declining enrolment).

- Special education programs cannot be reduced.

- Term appointments of school administrators voided (transfer to classroom jobs permitted).

- Non-operating capital funds can be transferred (in 1983) to cover operating costs.

**November 1982**

- Five locals settle for "zero" and job "guarantees";

- 62 of 67 locals go to arbitration;

- ministry releases "acceptable 1983 budgets" for each board.

**December 7, 1982**

Minister indicates he may reconsider policy of no termination as he denies one district's issuance of termination notices.

Minister threatens to introduce legislation to wipe out contract gains in working and learning conditions.

Ministry interprets Bill 89 as *not* allowing the use of non-operating capital funds to reduce 1983 operating costs.

**December 21, 1982**

Minister accuses arbitration board

of irresponsibility for awarding 4.5 per cent increase.

**January 1983**

Compensation Stabilization Program Commissioner approves several unopposed arbitration awards at 3 per cent.

**March 1983**

Audit of school board budgets reveals surpluses in excess of \$19 million.

**July 7, 1983**

The following bills were introduced:

- Bill 3** (Public Sector Restraint Act) allows for layoffs without regard to seniority or proper notice.

- Bill 11** (Compensation Stabilization Act Amendments):

- a. wage controls made permanent;

- b. cabinet given power to order cuts in wages;

- c. increments included in CSP costing;

- d. "ability to pay" made paramount;

- e. arbitrators forced to apply CSP

- considerations;
- f. implementation of awards or agreements prohibited until approved;
- g. appeal rights reduced.

- Bill 6** (Education "Interim") Finance Act Amendments:

- a. minister of education given express authority to control specific board spending as well as set budget limits.

- b. central control of budgets extended until the end of 1986.

- Bill 26** (Employment Standards Act Amendments):

- a. minimum standards of the act no longer guaranteed;

- b. minimum standards may replace expired collective agreements;

- c. Employment Standards Board eliminated.

Government announces plan to return to 1976 pupil teacher level of 19.14 to one.

**June 1984**

School Act Amendments realign teacher bargaining timelines so that

arbitration follows final budget determination.

**September 1984**

School opens with 1,381 FTE teaching positions eliminated from the system. Services are significantly reduced.

**October/November 1984**

Prior to the conclusion of bargaining, the minister declares that no money will be allocated for salary increases.

**March 8, 1985**

In light of the significant number of school boards submitting needs budgets, the minister sends a letter to every school board insisting that March 15 budgets comply with his ministry's guidelines and threatening to "issue the appropriate directive . . . to ensure that each school board conforms."

**March 22, 1985**

Budget review teams sent into Vancouver and Courtenay, which have been resisting complying with ministry guidelines.

**April 4, 1985**

Minister of Finance issues a directive to the Ministry of Education under the Financial Administration Act that penalizes school boards that grant a salary increase and hire fewer teachers than the directive permits. The provincial total is 941 teaching positions below the September 1984 number.

**May 1, 1985**

School boards adopt ministry-imposed budgets that are \$38 million below 1984 level.

**May 6, 1985**

Minister fires Vancouver School Board and imposes Allan Stables as official trustee.

**May 13, 1985**

Minister fires Cowichan School Board and imposes Cory Holob as official trustee.

**May 24, 1985**

Government's Bill 35, which undermines seniority protections and gives boards wider powers for laying off teachers, is passed by the legislature.



# Fulton scores arbitration interference

George North  
Director, Bargaining Division

Government intervention in the freedom of arbitrators "to arrive at a decision upon the basis of relevant facts and acceptable arbitral jurisprudence" has been challenged by the Hon. E. D. Fulton, Q.C., who chaired the teacher salary arbitration board in the south coast zone.

The former supreme court judge and one-time federal minister of justice was particularly pointed in his description of the Curtis treasury board directive aimed at freezing teacher salaries.

"It is difficult to find words appropriate for inclusion in an arbitration award to describe this draconian measure," Fulton stated, terming the directive "an example of the lengths to which the government is prepared to go to ensure that there is in fact no increase in teachers' salaries at this time."

Some 31 local associations and school boards went to arbitration, considerably fewer than originally expected, largely because of the Curtis directive that forced settlements at levels far below the going rate. (More than one local went to arbitration and in spite of a strong case, settled for a low 18-month contract when it became apparent that the government-appointed chairperson was planning to remove 1985-86 increments.)

But, as Fulton pointed out, the government engaged in other forms of direct interference in collective bargaining. In a March 8 letter to the Delta School Board chairperson and other boards,

Education Minister Jack Heinrich established 1985-86 budget "guideline" figures based on September 1984 salaries. "When 1985-86 budgets are finalized, no adjustments to these salaries will be made, whatever the results of bargaining, past, present or planned," Heinrich declared in letters to school boards. This was followed a few days later with a ministry press release in which it was reported that, "The minister was emphatic in stating there were no funds available in 1985/86 for salary awards." Immediately prior to that came the budget speech by Minister of Finance Hugh Curtis (March 14) in which he stated that "the schools fiscal framework provides no funding for negotiated salary increases in 1985."

With that array of obstacles, it is not surprising that arbitration awards were largely disastrous.

Of the locals going to arbitration, eight not only got no increase but had September increments stripped out of the contract. One local, Vancouver, received no increase over 18 months and had September increments cut in half in spite of a six-month award of two per cent which had been sent back to the arbitration board by CSP commissioner Ed Peck.

Nine other locals were awarded no increase in salaries for the 12-month period July 1, 1985 to June 30, 1986, with the arbitration boards apparently accepting the school boards' claim of inability to pay and the threat that the Curtis directive would bring heavy fines and further damage their budget position.

Only eight arbitration awards included

grid increases in the 12-month contract: Prince Rupert (.45 per cent), Burnaby, Coquitlam, Delta, New Westminster, Surrey (each at 1.75 per cent), Prince George (2 per cent) and Peace River North (2.5 per cent). In addition, North Vancouver was granted 1.75 per cent effective June 1, 1985 in an 18-month contract, the first six months a re-arbitration of a 2.5 per cent award and the last 12 months a zero; both the arbitration and re-arbitration were conducted by the same board.

The arbitration and re-arbitration by the same board in Sunshine Coast and Powell River turned a three per cent six-month award into an 18-month zero for both locals, with the latter losing September increments.

As this issue of the *Newsletter* went to press, at least 20 locals have been ordered by CSP Commissioner Peck to re-arbitrate their six-month awards on the grounds that the figures were above his pro-rated 1.75 per cent (including increment costs). That has been the story of "bargaining" that began last fall: freely negotiated and arbitrated awards going to Peck for approval (in most cases being opposed by school boards), submissions being requested by the CSP commissioner, the awards being rejected by CSP and being sent back to the parties, some CSP mediation, and now the awards being re-arbitrated. If arbitrators don't bring in figures that meet Peck's approval or if the boards argue inability to pay any new award, the merry-go-round will continue to turn.

The selection of arbitration chairpersons this year has itself been a study in frustration. It was clear that the only way to reach agreement on a chairperson was by acceding to names on a list approved by a legal firm that acts for the B.C. School Trustees' Association; none of those named had served as arbitration chairperson since 1982 and most had never served in that capacity. Some boards admitted they weren't prepared to agree to *anyone*, and held out for government appointees.

As a result seven zones passed the May 15 deadline without a chair being appointed. The Ministry of Labor appointed some experienced chairpersons, but many others without an arbitration background, and one who was in a clear conflict of interest situation. William Hibbard was named to chair the Fraser Valley arbitration board in spite of the fact that a member of his management research firm acted as a negotiator for a district in the same zone. Moreover, the BCTF is currently challenging the fee charged by Hibbard in the Central Mainland three-day arbitration last December which was originally invoiced at nearly \$38,000 including expenses.

(A second ministry appointee also withdrew from the Fraser Valley arbitration board. The person finally named by the government as chairperson is in the same firm as the school board nominee to the East Kootenay arbitration board.)

Conclusions might be drawn that: (a) very few, established arbitrators were on the ministry's list or were not interested in serving on what is seen as a questionable process, or (b) choices were made on criteria other than current arbitration experience and qualifications. Moreover, most of the government appointees are with firms that act for management, not employee groups.

In the words of the Hon. E.D. Fulton, "...our own view is that if the present arrangement is continued, there will be increasing reluctance to accept nominations to boards of arbitration which cannot do other than rubber-stamp pre-ordained conclusions."

The provincial situation may be summarized as follows:

- Thirty-two locals have settled for 18

months at an average of 1.28 per cent plus increments but not all of these settlements have been approved by the CSP commissioner:

- Seven locals have settled their six-month contracts at an average of 1.44 per cent;
- Four locals have an 18-month arbitrated settlement, three of them at no salary increase with one of the three losing full increments and another half increments; the fourth was awarded 1.75 per cent effective June 1, 1985;
- Twenty-seven locals averaged less than .6 per cent in the 12-month arbitration, and of this number, 19 were awarded zero (with increments removed in eight cases); the remaining eight received increases ranging from .45 to 2.5 per cent (one at .45, five at 1.75, one at 2, and one at 2.5 per cent).

The government's actions have virtually wiped out salary bargaining and the time-tested system of compulsory arbitration. Teachers are being forced to consider alternative means of attempting to establish meaningful collective bargaining.

## Jobless teacher relives On-to-Ottawa trek

An unemployed teacher is one of 11 men and women travelling across Canada this month, re-enacting the "On-to-Ottawa" trek by relief-camp strikers of 50 years ago.

Judy Hamaliuk, the BCTF representative, received her teaching certificate in December but because of government cutbacks has no teaching job and no immediate prospects of one.

During the trek she will be speaking in various cities about B.C.'s education cutbacks and the plight of unemployed teachers. Following the event, Hamaliuk will be available to speak to locals or schools about the trek. She can be reached through UTAC: 731-8121 (local 235).

## Reunions

### South Peace

The classes of 1964 and 1965 of South Peace Senior Secondary School in Dawson Creek are planning a reunion for August 2-4, 1985. Former teachers from that period are especially invited. For information: Mrs. Marlene (McCaskill) Garland, RR#1, Taylor Drive, Nelson, B.C., V1L 5P4 (phone 825-4251).

### Notre Dame University — David Thompson University Centre

All former students, faculty and staff of Notre Dame University — David Thompson University Centre are invited to attend a reunion "Weekend of Celebration" on August 2-4, 1985 in Nelson. For further information contact: Arthur Barch, Box 880, Nelson, B.C., or John Eggleton, Box 3220, Castlegar, B.C. (352-2474).

### Burnaby South

Some members of the 1967 graduating class of Burnaby South Secondary School are organizing a 20-year reunion to be held at the school in June, 1987. They are eager to learn the whereabouts of former students and teachers. Anyone with information is urged to phone Vic Couture at 437-8074 or write: Bryan Johns, 3028-12th Avenue, Port Alberni, V9Y 2T1.

## CTF to consider peace policy

Across Canada teachers and communities are beginning to pursue peace studies in a serious way. The Canadian Teachers' Federation will be considering comprehensive draft policy recommendations at its annual general meeting this July. Several provincial teachers' organizations are beginning to provide organized support for peace education. In B.C. our peace associates have offered 22 workshops and presentations since their initial training in mid-March.

One of the most exciting developments is that the Secretary of State has approved the first stage of a proposal prepared by the Peace Education Coal-

ition for a peace education conference for and by B.C. secondary school students. The conference will be held the weekend of October 25-27, 1985. Details will be publicized in the early fall. Meanwhile if there are any teachers who know of groups of particularly keen students who will be in grades 11 or 12 this fall please contact Doris Wright of the PD Division.

Teachers interested in teaching peace are invited to call the BCTF PD division for information on peace education services, materials and workshops offered by peace associates. The end of this school year might be a good time to begin planning for PD activities in the fall. Teachers interested in a peace educators' PSA who have not yet completed the questionnaire should phone Doris Wright at the BCTF office and leave their name. You will be contacted in the early fall regarding a possible PSA.

The following items may be of interest to peace educators:

- "Teaching for Social Responsibility" is a five-day workshop offered in several American cities over the summer. The closest is in Seattle, July 8-12. Contact Kathleen Braden, 5815 McKinley Place, N. Seattle, WA, 98103.
- The film, "In the Nuclear Path," narrated by Dr. David Suzuki and accompanied by the Science and Social Responsibility study guide, is available and details can be provided by BCTF or the PEPS Resource Centre (203-32 Sixth Street, New Westminster).
- Details on many events and services are available through the PD Division.

## Letters

### Liberal Party favours commission on education

On behalf of the British Columbia Liberal Party I wish to express support for the B.C. Teachers' Federation in its efforts to establish a broadly-based commission on public education in co-operation with various organizations.

The B.C. Liberal Party believes that it is essential that such a commission be established in order to review the goals of education. As society changes the goals of one of its most fundamental components, the public education system, must change. We must find new and innovative ways to meet these goals.

I find it deplorable that the government has continually ignored the reasonable requests from a wide range of individuals and organizations to establish such a commission. Instead it has crudely interfered with the system by drastic reductions in funding and personnel.

*Education is not a cost* — it is an investment in our most valuable resource, our children. A high quality public education system is vital to the development of a flourishing economic system.

I pledge the support of my party to you in this project. We will certainly be most anxious to be involved with the commission.

Art Lee  
Leader  
B.C. Liberal Party  
Vancouver

### Professional dedication, not political action, will solve the crisis

People in this province feel the tension between the government and educators. I don't believe, as many apparently do, that an infusion of money would guarantee happiness for all and quality education for students. I strongly disagree with those who propose political activities aimed at the defeat of the government in

hopes of gaining increased funding from a new government.

I believe that a responsible course of action would be to direct educators' efforts and energies into finding creative alternatives and making better use of available resources. Educators should be able to look to their professional association for leadership in setting high standards and striving for scholastic excellence.

If Steve Fonyo had tried to force government to contribute to cancer research by engaging in BCTF-type tactics, which in my opinion include whining, non-productive blame-fixing, his Journey for Lives fund would probably still sadly lack government aid. Personal dedication, sacrifice and truly altruistic goals were the hallmark of Steve's campaign. They used to be the hallmark for every educator. I propose that the solution to the educational crisis lies within each educator and not in some politician's pocketbook.

Jean Robertson  
Eagle View Elementary  
Port Hardy

### BCTF Newsletter praised for effective layout

I really need not have been so formal, as this short letter is to bring to your attention my continuing satisfaction with the *BCTF Newsletter*. In particular, I was full of admiration for the persons who put together pages 4 and 5 of your May 21 issue. First of all, my appreciation should be passed on to those staff members of the BCTF organization who listened to the presentations and wrote out the details of "New deal in bargaining and professional rights." In addition, I am impressed by your ability to have all this information published so effectively in your two center pages. I really do admire the skills of your "layout" staff members. Another fine example — as far as I am concerned — is the way you set up page 3, "Fight to restore local democracy launched." Please do pass on my appre-



Cowichan parents turned out in force at the legislature recently to protest the firing of their elected school trustees.

## Gifted, disabled conference set

The International Foundation of Learning's second annual summer conference at UBC July 2-5 will feature two distinguished experts in the fields of educating learning disabled and gifted children.

Dr. Marie O'Neill, Director of Special Services for Children with Special Needs for the Kindergarten Union of South Australia, an early childhood expert, will discuss such topics as teaching competence, communicating with children and reading.

Dr. Dorothy Sisk, Professor of Exceptional Child Education at the University

of South Florida, an advocate for gifted children, will discuss visual imagery, simulation and mind-brain connections in gifted education.

The registration fee is \$75, which includes the speakers' sessions at the Gage Centre and closing luncheon at Cecil Green Park. Space is limited to 150 participants so early registration is advised. For information contact the conference coordinator at 321-6848 or write: International Foundation of Learning, #336-5740 Cambie Street, Vancouver, B.C. V5Z 3A6.

## Hilroy applications sought

The **Hilroy Fellowship Program**, established by the Roy C. Hill Charitable Foundation and administered by the Canadian Teachers' Federation Trust Fund, encourages and rewards active classroom teachers who have developed new ideas for the improvement of teaching practices.

Applications may be considered from individuals or small teams of teachers, ordinarily not more than six in a group.

Recommendations for the award of fellowships of \$1,500 each at the provincial level will be made by the provincial teacher organizations. Recommendations for the award of \$5,500 for outstanding merit, and three national awards of \$3,500 each for great merit, will be made by the National Advisory Council. The final selections in all cases will be made by the Roy C. Hill Charitable Foundation.

The description of a project or practice to which an application relates should be sufficiently clear and specific to stand on its own merit without additional material. Related booklets, brochures, forms, and sketches or diagrams may be included with the application if the applicant feels that they are essential components for a full appreciation of the application.

Applications must be made in English or French on the official application form and must reach the Hilroy Fellowship Committee of the provincial teacher organization not later than **October 31**. Application forms may be obtained from Thelma Weinreich, Professional Development Division, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Établi en 1969 par la fondation de bienfaisance Roy C. Hill, le **Programme Hilroy** de bourses au mérite est administré par le Fonds en fiducie de la Fédération canadienne des enseignants. Il vise à encourager et à récompenser les enseignants actifs qui ont conçu de nouvelles idées aux fins de perfectionner les méthodes pédagogiques.

Les enseignants du niveau primaire ou secondaire, qui ont établi de nouvelles méthodes, ou de nouveaux moyens didactiques, sont invités à présenter leur demande. Les petites équipes d'enseignants, travaillant sous la présidence d'un coordonnateur, sont également admissibles. On peut obtenir des formules de demande ou des indications pertinentes en s'adressant au secrétaire-trésorier. Fonds en fiducie de la FCE, 110, avenue Argyle, Ottawa (Ontario) K2P 1B4, ou aux organisations d'enseignants provinciales ou territoriales. Les demandes peuvent être présentées en français ou en anglais.

Au niveau provincial, les recommandations d'enseignants provinciales recommandent les candidats pour les bourses d'environ 1 500 \$. Le Conseil consultatif national recommande les candidats pour les bourses d'environ 5 500 \$ chacune destinées aux enseignants des territoires, trois bourses nationales pour mérite notable, d'environ 3 500 \$ chacune et une bourse pour mérite exceptionnel, d'environ 5 500 \$. Dans tous les cas, la Fondation de bienfaisance Roy C. Hill fait la sélection finale. Limite: **Octobre 31**.

of work well done to those persons involved in the production of your May 21 issue of *BCTF Newsletter*.

Emile Duyvewaardt  
Vedder Junior Secondary  
Chilliwack

### Policy on abortion should be deleted

On behalf of myself and some of my colleagues, I would like to express our concern with BCTF policy dealing with abortion. We feel that policies 42.25 and 42.29 are beyond the jurisdiction of our organization. Opinions on a matter such as this are of a personal nature and we are upset that the BCTF would take it upon themselves to express our opinion for us. We join with other teachers in the province who feel as we do, and request that the above policies be deleted.

Gwen Zank  
David Schwab  
Deb James  
M. Badgero  
Deborah Fairhurst  
C. Giguere  
New Hazelton Elementary

### BCTF policy favours freedom of choice

In her letter of May 21, 1985, Ms. Stanford has made a significant error in fact in stating the BCTF has a policy favoring abortion. The federation policy, as adopted by the 1981 AGM and reconfirmed the following year after extensive debate, is in favor of females being able to "decide whether or when to have children."

The article in the *Status of Women Newsletter* (January-February 1985) was the presentation of information by an individual teacher and, as stated, does not necessarily reflect the opinion of the provincial Status of Women Committee. Ms. Stanford is able to express her opinions in BCTF publications even when

they do not concur with current BCTF policy.

Since recent surveys show that fewer than 20 per cent of the residents of B.C. support Ms. Stanford's anti-choice position, she is in a minority position both within the federation and the larger community.

If Ms. Stanford or others are opposed to current BCTF policy, there is a democratic process through which that policy can always be changed. The mandate of the federation and its policies are established by Annual General Meetings.

Kay Howard and Margie Willers,  
Co-chairpersons,  
Status of Women Committee

### Adam's article "superb" on examination trivia

A minor correction re "Exams turn History into Trivial Pursuit" (*BCTF Newsletter*, May 21, 1985), exams don't necessarily do so, but the kind of exam referred to certainly does. Thank you, George Adams, for a superb article.

Pamela Lepsoe  
Retired teacher  
Chase

### B.C. Teachers for Life is seeking members

British Columbia Teachers for Life (BCTFL) is a recently-formed organization of teachers who are concerned with policies 42.25 and 42.29 which give our federation an official pro-abortion stance. These policies cause discord and division amongst our members. We call for their deletion from BCTF policy. We invite your support. To join B.C. Teachers for Life please send your name, address, area code, and phone number along with \$5 to help defray mailing costs to: BCTFL, Box 305, Langley, B.C. V3A 4R3.

Lila O. Stanford  
Retired Teacher  
President, B.C. Teachers for Life  
Langley



## BCTF awards honour top education grads

The BCTF has honoured the top graduating teachers of 1985 with the Maxwell A. Cameron Awards.

The award, a silver medal and \$100 to start a professional library, is given annually to the top graduates in the elementary and secondary programs in the education faculties of B.C.'s three universities.

The winners at the University of B.C. were **Melanie Grant** of Surrey, secondary program, and **Denise Newton** of Vancouver, elementary program. Grant, whose areas of concentration are English and social studies, and Newton, special education and psychology, are both seeking teaching positions.

At the University of Victoria, the winners were **Mary McRoberts** of Victoria, a history specialist, in elementary; **Matthew Howe** of Victoria, music and theatre, in secondary; and a belated 1984 secondary winner (due to the late completion of the internship program), **Wendy Hyer**, currently teaching physical education and biology in Ashcroft. The other two UVic winners have not yet obtained positions.

The recipients at Simon Fraser University were, secondary, **Nancy Lutke** of North Vancouver and, elementary, **Pamela Smirke** of West Vancouver.

The BCTF award is in memory of the late Dr. Maxwell A. Cameron, the first director of UBC's school of education and author of the Cameron Report on Education.

At its recent convocation, SFU conferred other awards for excellence of achievement on education faculty students. Cameron medalist Nancy Lutke also received the Dean's award as top student in the faculty. The Claude E. Lewis award for highest standing in the professional development programs went to Deborah Culliford of Kelowna and Nancy Pol of Mission. Jean G.K. Bailey memorial awards were presented to Susan Gorby of Delta and to Elizabeth Kennedy of Burnaby.



Even Liberal leader Art Lee joined in the Vancouver teachers' campaign on Granville Island recently, handing out shopping bags calling for the return of elected school trustees.

## Pensions Committee likes plan to reform pension plan tables

The Superannuation Commission has advised the BCTF Pensions Committee that it will be recommending to government changes to the pension plan tables to make them the same for all public sector employees, to remove any discrimination based on sex and to ensure the tables reflect the real costs of the various options.

These changes will result in an increase in the cost when a teacher selects a joint life and last survivor pension and a decrease in the cost when a teacher selects a temporary annuity.

In discussing these changes the Pensions Committee agreed the tables should be amended to remove the last traces of sex discrimination and should not provide any cross-subsidization between persons of different ages.

## Pension investments grow

The investments returns on the teachers' pension plan continue to outpace inflation. As of March 31 the current rate of return on investments made since January 1981 was 13.1 per cent versus an annual inflation increase of 3.6 per cent.

## Principals call for child care workers return

Sixteen Vancouver elementary principals have requested the reinstatement of school-based child care workers, protesting that the government's elimination of the workers has had a "devastating" effect on the lives of children in crisis.

The BCTF is forwarding a brief prepared by the Vancouver School Administrators' Association (Elementary) to Human Resources Minister Grace McCarthy. The brief, an update of a 1984 presentation urging retention of the positions, was to have been submitted earlier to the Vancouver School Board but the association has withdrawn from

the consultative process while the board is under government trusteeship.

In their brief, the principals point out that since the removal of child care workers from the 16 schools the needs of children in crisis have been neglected. Increasing poverty and unemployment, they say, is undermining the stability of many homes and leading to more family violence and child abuse.

"The loss of family support workers and child abuse teams on top of the school-based child care workers was the final straw," the principals state. "The problems handled by these skilled per-

sonnel simply did not vanish; rather they have grown and festered with the downturn in British Columbia's economy, damaging the social fabric of the family and communities. The ultimate costs far exceed the so-called economies initially realized."

The impact of the government's cuts has been compounded by the VSB having to make its own reductions in area counsellors, psychologists and speech and hearing specialists serving the schools. The remaining school staff — principals, teachers and support staff — lack the time, resources and training to grapple with such complex problems as juvenile delinquency, drug use, neglect, habitual aggression, sexual, physical and emotional abuse.

As an illustration of the problem, the principals cite the profile of a multi-cultural inner city school with 250 students:

- 70 per cent of the students are ESL;
- 121 students live in a housing project;
- 70 students come from families on social assistance;
- 52 per cent of the students come from families where alcohol and drug usage is a problem;
- 26 students are known to have been physically or sexually abused;
- 16 students are not adequately supervised;
- 13 students have been apprehended by MHR since September 1984.

Yet human resources and education ministry cutbacks have eliminated the following staff:

- 1.5 classroom teachers;
- 1 English Language Centre staff assistant;
- 1 child care counsellor;
- 1 supervision aide.

The brief goes on: "As principals, over the past year we have witnessed at firsthand the anguish in the faces of abused, neglected or emotionally disturbed children, which is often matched by the quiet anguish of parents and staff members who are frequently unable to obtain help for family problems. The cumulative effect on the lives of school children is devastating."

The 16 elementary principals are from Bayview, Britannia, Sir Guy Carleton, Carnarvon, False Creek, Simon Fraser, General Gordon, Henry Hudson, Walter Moberly, Florence Nightingale, Lord Roberts, Admiral Seymour, Lord Strathcona, University Hill, Sir William Van Horne and General Wolfe schools.

## NDP, Liberals draft education policy

Education was high on the agendas of the recent provincial New Democratic and Liberal party conventions.

At the NDP convention, a major resolution was passed that, according to Mike Manley-Casimir, chairperson of the NDP Education Committee, was among the most important ever adopted by the party on education.

It is a comprehensive statement of the philosophical basis for the direction to be taken by an NDP government in education.

The preamble describes the purpose of the public education system as being to promote "the practice of freedom," not just "to integrate the younger generation into the logic of the existing social system."

The statement envisages this being put into practice through a commitment to

equality, a broad education, accessibility, adequate learning conditions, sufficient funding and democratic control.

Manley-Casimir conceded that these "would hardly be controversial at an NDP convention, but are important to state in the current situation in B.C."

The committee chairperson announced that these general commitments would be defined in more detail at a series of policy seminars to be held in the fall to give the party clear direction before the next election. "Difficult topics will be tackled head on," he said. "We will define the NDP's position on such issues as funding of private schools, curriculum, the rights of the profession, vocational vs. liberal education and how to shift power back closer to the people."

Two emergency resolutions concerning education and the rights of teachers

passed unanimously on the last afternoon of the meeting. After a standing ovation for the fired school trustees, the convention condemned the government's action as "a denial of local democracy."

The delegates also condemned Bill 35 for "overruling collective agreements" and leaving teachers vulnerable to "political harassment and intimidation."

A key decision at the Liberal convention committed the party to participate or establish an independent commission to review the B.C. education system and redefine its goals and methods of achieving those goals.

Among other highlights, the Liberals adopted policies calling for:

- funding for and availability of special programs for ESL, Native and exceptional children;
- restoration of a significant measure of local autonomy to locally-elected trustees;
- integrated studies within art, history, geography, literature and music curricula focussed on Canadian society;
- opportunities for all students to be educated in the use and application of computers;
- federal transfer payments for post-secondary education to be used solely for that purpose;
- restoration of student bursary programs and improved educational opportunities in the interior;
- revision of the property assessment and taxation system so that cost of services provided by different levels of government are more equitably allocated.

## Ethiopian farm scheme given \$25,000

The B.C. Teachers' Federation has made a \$25,000 grant to Oxfam for a farm development project in Ethiopia aimed at assisting in breaking the cycle of starvation in that disaster-struck African country.

"We're thrilled with the concern and generosity shown by B.C. teachers," said Harvey MacKinnon, B.C. coordinator for OXFAM-Canada.

"We're pleased to make this grant," said BCTF President Pat Clarke. "It's in keeping with the BCTF's long and creditable tradition of assisting developing countries. Over the years our members have donated more than a million dollars to various aid projects."

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The Food for Work project, under the administration of the Relief Society of Tigray, is designed to provide food (as well as tools, equipment and seeds) to farmers in the region to enable them to stay on their lands to develop water catchment systems and terracing to prevent land erosion, and to grow desperately-needed food.

MacKinnon pointed out that the BCTF donation, which is for the "Food for Work" project in the Tigray region, will in fact produce a total of \$50,000 as the Canadian International Development Agency will match the grant dollar for dollar.