

# Building alliances AGM theme

If one theme is to dominate the 1985 Annual General Meeting it will likely be a concern to continue building alliances with the public on behalf of public education.

That is the central element in the Executive Committee's leadership report and it also underlies a number of other

motions coming before the meeting, to be held in the Hotel Vancouver from March 31 to April 3.

In the report's preamble, the executive points out that the federation enjoyed considerable success in gaining public support in the past year and urges that efforts be continued to build on that, par-

ticularly through renewed pressure for a commission on public education.

The executive is recommending three basic priorities for action for the 1985-86 year:

- restoration of funding for public education to 1981 levels;
- restoration of local autonomy in

education decision-making;

- fair treatment for teachers including access to free collective bargaining and full bargaining and professional rights.

In addition, the executive is asking AGM delegates to approve recommendations that the BCTF sponsor a provincial

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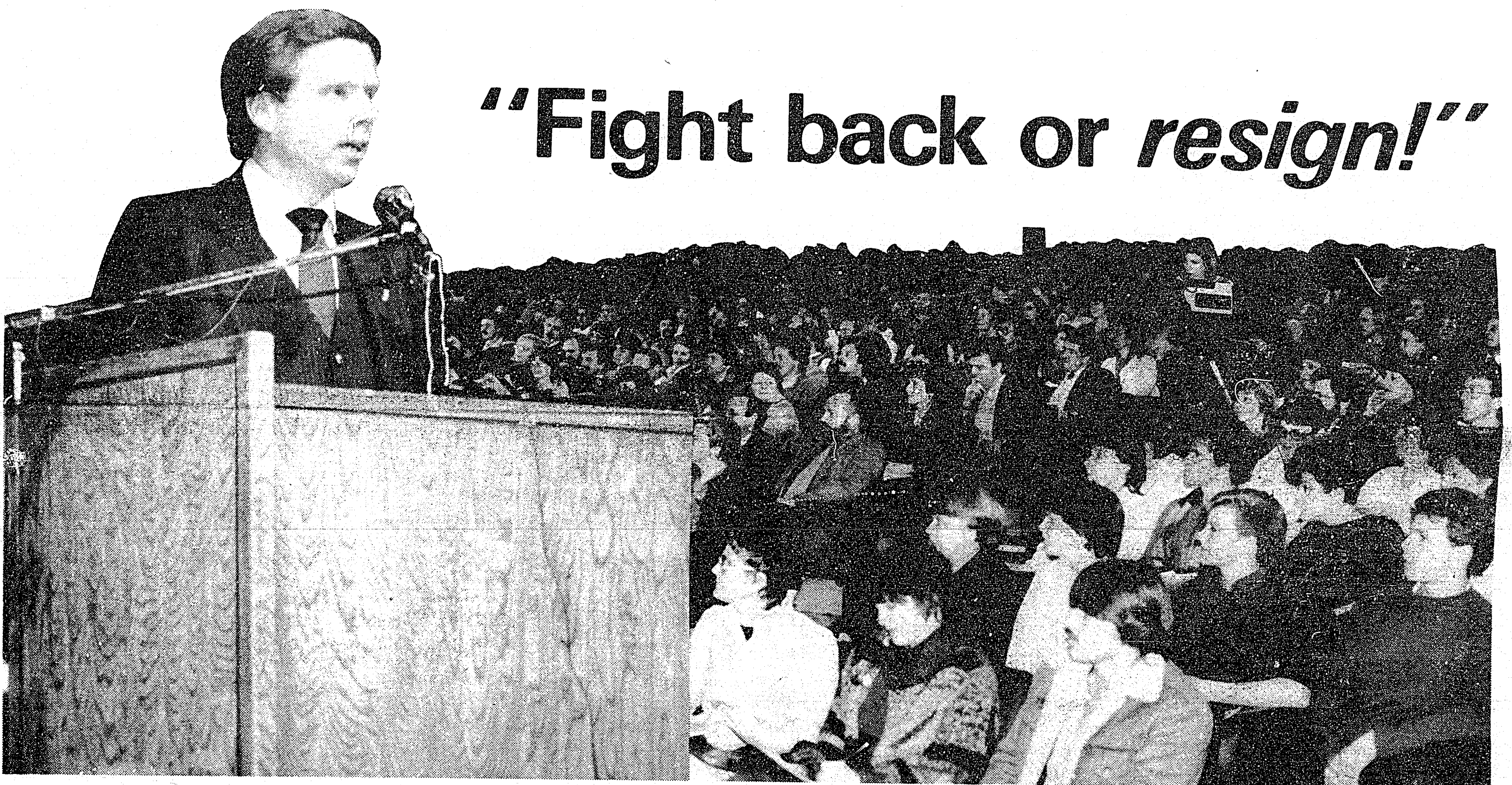
## BCTF Newsletter

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### Delta board told



Delta parent Dan Melnychuk (left), before an angry crowd of 800, attacks the local school board for failing to stand up to Victoria and fight the cutbacks. Phillip Milligan photos.

## Parent opposition growing

Opposition to provincial education policies continues to build as increasing numbers of school boards dig in their heels against making further government-decreed budget cuts.

This trend got a big boost from a special meeting of the B.C. School Trustees Association held in Vancouver on March 1-3 which strongly endorsed boards defying the government on the cuts ordered for the 1985-86 year.

By about a two-to-one margin among 381 trustees from 71 districts, the meeting voted in favour of a resolution declaring "that the BCSTA urges every local school board to submit a March 15 budget that reflects the educational needs of the district."

Up to press time, 10 boards has passed resolutions supporting submission of needs budgets on March 15; they are Sooke, Alberni, Courtenay, Nanaimo, Surrey, Cowichan, Richmond, Kitimat, Greater Victoria and Campbell River. Eight boards had indicated they will be

passing such a resolution; they are Vancouver, New Westminster, Burnaby, Coquitlam, North Thompson, Prince George, Grand Forks and Arrow Lakes. A further 16 are seriously considering submitting needs budgets.

The latter group includes the Delta School Board which was told to "fight back or resign" by an angry parents rally protesting the board's supine acquiescence to the government cuts.

In addition to the needs budget resolution, the BCSTA special meeting passed a further significant series of motions calling for:

- restoration of all local property taxation authority by December 31, 1986;
- establishment of a royal commission of education by September 30, 1985;
- provision of sufficient funds to maintain existing levels of service;
- government provision of funds for any arbitrated teacher salary increases outside the fiscal framework;
- repeal of the new referendum legisla-

tion and that boards decline to hold referenda;

- the Minister of Education to withdraw the \$300,000 fine or penalty imposed on the Delta School Board for running an authorized deficit.

Vancouver School Board, one of the leaders in the anti-cutbacks fight, backed off on the February 28 deadline and submitted a six-month 1985 budget within the minister's guidelines. In an open letter to the education community, board chairperson Pauline Weinstein described the decision as "a temporary truce" and that "our position and resolve remains unshaken."

She said the board decided to comply with the six-month budget when, at the special trustees meeting (which she described as "a breakthrough") it became apparent that boards were increasingly opposed to further cuts.

"We found we were not alone," Weinstein wrote, noting that many boards

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# Trustees pressed to submit needs budgets

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intended to submit needs budgets on March 15. "And when we learned of the extent of frustration among trustees from around the province, we decided that the best thing to do was to join with them in an attempt to focus our collective efforts on the March 15 budget deadline. . . . From our perspective, this action strengthened our position."

In Delta, a public meeting on March 4, attended by an overflow crowd of 800, stepped up public pressure on the board to put in a budget to adequately meet local educational needs. The meeting, sponsored by the Delta District Parent Consultative Committee, saw parents bombard four board representatives with questions and criticism for failing to fight for the district.

"They were very angry," said Jo

Booker, a former trustee and chairperson of the parents' committee. "They got at both the culprits — the local board and the provincial government. It was a long time coming."

Booker outlined parents' concerns, pointing out that while the financial situation looks bad now, "the outlook for September 1985 to June 1986 looks devastating," with the ministry's fiscal framework to produce a further major drop in local operating funds.



Delta teacher Shirley Theckston . . . colleagues are "angry and frustrated" at inability to meet individual pupil needs.

## Strong case supports teacher wage demands

There is a reasonable and justifiable case for a teacher wage increase for 1985/86. Several factors are involved: the health of the local economy, the relative level of teacher wages, and current trends in wage increases for other workers.

Obtaining accurate information on the current growth of the B.C. economy is difficult. The BCTF Statistics Handbook (Section D) contains some information and trends, such as the "Index of B.C. Economic Activity." For October 1984, this index continued to show year over year growth of 7 per cent.

Economic forecasts are also useful. The forecasts generally indicate that economic growth in B.C. for 1985 will be better than it was in 1984. Consider these forecasts:

Bank of Montreal	+2.5%
Royal Bank	0.5%
B.C. Central Credit Union	1.3%
Conference Board of Canada	1.7%
Business Council of B.C.	1.5 to 2.0%
B.C. Min. of Finance (unofficial)	2.0 to 2.5%

The current strength of the American dollar, if it continues, will force economists to revise upward forecasts for increases in the cost of living. If the Canadian dollar continues to fall relative to the U.S. dollar, the cost of goods imported from the U.S. to Canada will rise, as will likely the cost of borrowing money. These increases will drive up the cost of living which to date has been predicted to remain at the 4 to 4.5 per cent level.

B.C. teachers are *almost the lowest paid* teachers in western Canada, and yet B.C. boasts the highest average weekly earnings in all of Canada.

Closer to home, it is significant to note the trend of teacher wage increases relative to wage settlement trends. For example, in all but two of the past 10 years, teachers have trailed the IWA trade rate increase. The cumulative difference over the decade is 15 per cent.

More generally, when teacher increases are compared to general wage settlements, both public and private as reported by the B.C. Ministry of Labour, we find that over the past decade teachers have trailed the average trend by a total of 12.6 per cent. Teacher wage settlements have never been trend setters nor pattern breakers.

Wage increases in B.C. during 1984 averaged 3.0 per cent in the private sector and 2.1 per cent in the public sector.

Additionally, a careful analysis of wage agreements reveals that wage increases scheduled to occur some time during 1985 will average 4.3 per cent.

The economic health of the province appears to have been re-established to some degree. Inflation is forecast to level off at 4 to 4.5 per cent. A large segment of the private work force will receive negotiated wage increases of 4.3 per cent in 1985. A wage increase for teachers in the same neighborhood would be most reasonable and fair.

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She particularly attacked the inequity of the fiscal framework. "For 1984, under the provisions of the fiscal framework, Delta's cost per pupil was \$3,111, Richmond's cost was \$3,499, Burnaby's cost per pupil was \$3,708 and for North Vancouver the cost was \$3,883. These figures from four comparable metropolitan school districts show the disparity that is possible within the application of the fiscal framework. The people of Delta are not asking for special treatment, they are simply asking for equity with other districts."

DTA President Doug Neale told the meeting that Delta had lost 80 teaching positions since 1981 while enrolment declined by only 250 students. The district's pupil/teacher ratio (18.84) is already above the B.C. average (17.73), he said, and the latest round of budget cuts will mean a loss of about another 100 teaching positions.

Shirley Theckston, a Grade I teacher at Gibson Elementary School, spoke of increasing shortages of "basic, basic" supplies like paper and books, the low teacher morale and "frustration and anger" at the increasing difficulties in meeting pupils' needs. "It centres on the fact that classes have become so large in size that the individual needs of pupils are no longer being met — whether it's the primary child who needs to talk, or the

ESL child, or the child with special needs," she said. "Our children in Delta deserve better."

Among parents who spoke out, Daniel Melnychuk attacked the local board for a poor record of planning and administration, which has resulted in the current crisis where Delta has run an unauthorized deficit and is to be penalized by the ministry for this.

"The parents of Delta find it intolerable that the trustees are even considering ways of making up the shortfall," Melnychuk declared. "When do the trustees step back and shout enough! We cannot cut any more!"

While the trustees present tried to defend themselves, amid cries of "fight back or resign", Melnychuk went on to strongly press the board to stand up to Victoria: "We'd rather have you fired for submitting a needs budget than have you resign because you're incompetent."

In conclusion, the Delta meeting passed three motions calling on the board to:

- reverse its decision to sell school property as a way out of its financial crisis;
- stand firm and refuse to pay the fine and penalty for running an unauthorized deficit;
- submit a 1985-86 needs budget.

## Improved service to locals proposed

From page 1

parent-teacher conference in the fall, the BCTF continue working within Operation solidarity to develop a coordinated strategy to ensure free collective bargaining for public employees, conduct a working/learning conditions campaign in the fall, develop a community relations program in conjunction with PSAs and that the federation's organizational effectiveness be strengthened by improvements in service and support to locals.

Fees, a perennial feature at AGMs, are again likely to be the focus of lively debate with the executive and RA recommending

no change in formula or level (currently 1.25 per cent of actual salary with .2 per cent allocated to the Reserve Fund), while the Vancouver School Administrators' Association is calling for a return to calculating fees as a percentage of mean salary.

Another topic that appears destined to stir considerable discussion is a recommendation for changes in pensions policy that would require contributions to be locked-in until the member retires or dies. The proposed changes also feature new

options for pension payment and flexibility in retirement dates.

AGM delegates will also be asked to deal with motions calling for:

- a by-law amendment to restrict the past-president's term to one year in the event the president is re-elected for an additional year in office;
- the federation to be designated an equal opportunity employer and to follow this principle in establishing and maintaining a representative balance of male, female, ethnic minorities and disabled persons on staff;
- the BCTF not to develop a system of penalties for members who do not follow the majority decision in a strike;
- a plan to be developed to facilitate parent involvement in schools;
- and that the federation investigate the implications of the "Effective Schools Movement" on working and learning conditions.

## Ottawa changes deductions for pension plan contributions

The federal government announced on February 12, 1985 a change in the allowable deductions from the taxable income of contributions for current service to a registered pension plan, such as the Teachers' Pension Plan.

Up to now you could only deduct up to \$3,500 per year for current service. Any amount you had to contribute for current service in excess of this figure was not deductible at any time.

The change will permit a teacher who has had to make a contribution in excess of \$3,500 for current service to carry forward the excess amount and claim a deduction in the *earliest year or years available*, subject to the \$3,500 limit for current service on the allowable deduction in any one year. This will overcome

the problem of a person who is required to make a non-tax deductible contribution to the registered pension plan but who then is taxed in full on all benefits received from that plan.

Taxpayers who would have been entitled to this deduction in previous years should contact their district taxation office and request that adjustments be made to the first and subsequent tax years available, other than to those years which cannot be re-opened under the Income Tax Act.

There is no time limit on the carry forward of the excess contribution. The taxpayer does not have to be with the same employer or be employed to use this provision.

## 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.

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### Salary Category

### Vancouver's Rank

Category 2

Minimum 6 of 13

Maximum 7 of 13

Category 4

Minimum 5 of 13

Maximum 6 of 13

Category 5

Minimum 6 of 13

Maximum 8 of 13

Category 6

Minimum 4 of 10

Maximum 3 of 10

Teachers in other provinces and territories are currently getting salary increases. Unless B.C. teachers receive fair increases, their relative and real position will slip even further.

## Four B.C. award winners

# Hilroy rewards innovative teachers

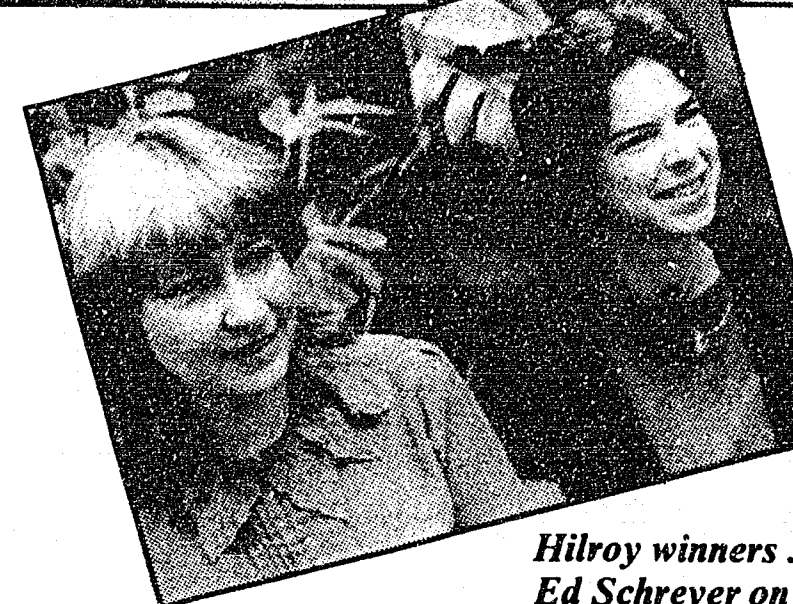
Geoff Goodship was determined to overcome the ignorance young Canadians have of their fundamental national birthright: the immense size of their country.

Jeannie Markowsky and Dawn Adams set out to help Queen Charlotte Islands children improve their language skills and gain new understanding of their region's native culture.

Ron Crosby felt there was a need to reduce the dropout rate in Mackenzie and to prepare students for careers in the local forest industry.

The result: Goodship created a unique new map of Canada giving a richly detailed astronaut's view of its immensity; Markowsky and Adams spearheaded development of a series of locally-produced primary and intermediate readers; and Crosby developed an unusual self-sustaining logging career preparation program.

For their curriculum innovations, the four BCTF members were recently awarded \$1,500 Hilroy provincial fellowships by the Canadian Teachers' Federation. This year 21 teachers across Canada received the provincial awards and another four received \$3,500 national awards from the program, established by the Roy C. Hill Charitable Foundation to recognize curriculum innovation.



Hilroy winners . . . Geoff Goodship (above, left) congratulated by then Governor-General Ed Schreyer on unveiling of NFB Canada Map . . . (below, left to right) Jeannie Markowsky and Dawn Adams are happy winners . . . while Ron Crosby is on the job with logging students (left to right) Steven Nychol, Normand Laferriere and Gerald Doucette.

### Geoff Goodship

Six years ago, Geoff Goodship, then coordinator of Campbell River's instructional resources centre and now principal of Quadra Island Elementary School, made a discovery in setting class map-drawing exercises during visits to schools in his district and in Montreal: Canadian youngsters could not comprehend the size of Canada.

"In Japan, England and Botswana, a child can, with closed eyes, reach out and imaginatively touch country borders, but not so in Canada," he says. "Canadian children, and adults alike, are unable to deal in a conceptually accurate way with almost 10 million square kilometers in this, the second largest country in the world. It is too difficult to imagine 10 million so we dismiss it, and yet geographic enormity remains dominantly influential in Canadian life."

Goodship realized that current maps had failed to give children an accurate conception of their vast land and, as "maps have a heavy influence on how we see our land and how we develop a sense of place," determined he would do what he could to correct this. He concluded the best way was by a new map viewing Canada from the perspective of an astronaut in space.

He had Quadra Island artists Lorne and Ann Kask develop a draft map and, after failing to interest several publishers, showed it to Bruce Pilgrim and Mark Slade of the National Film Board's Pacific Region office, who responded enthusiastically. With their endorsement, the NFB agreed to produce the map as a complement to their school audiovisual products.

The NFB enlisted the aid of Dr. T. K. Poiker of Simon Fraser University, an authority on computerized cartography techniques, and Wayne Luscombe, a former SFU graduate geography student, to produce — using newly-released satellite data from NASA — a detailed computerized outline of the map.

Lorne and Ann Kask then took the outline and, drawing on reference books, aerial and satellite photographs for information on vegetation, climate and geophysical features, brought the map to life, painting in mountain ranges, prairies, forests, northern tundra and the ice-covered terrain that make up Canada.

On publication by the NFB, Governor-General Edward Schreyer heard of it, asked to see it — and the result was Geoff Goodship and the artists were flown to Ottawa to be present as the governor-general officially unveiled the new NFB Canada Map in February 1984. The new map now hangs in the Terry Fox Centre in Ottawa, in Canadian embassies around the world and in an increasing number of schools and school board offices around B.C.

Like the country it depicts, the NFB Canada Map is huge, measuring 16 feet long by 32 inches deep, and presents a unique view from space northward from the 49th parallel to the curvature of the earth toward the North Pole. The multi-coloured map shows landforms, bodies of water (2,000 lake and river systems) and vegetation, with the cities appearing — as they would in space — as reddish-brown spots. The scale is accurate east to west — and the details sharp, allowing a viewer to see Stanley Park and Corner Brook, Newfoundland, at the same time — but distances contract toward the northern horizon, as they would appear naturally to the eye.

"I was seeking a new axis of perception to release us to the vastness, grandeur and wonder of this landscape," Goodship summed up in the teacher's manual accompanying the map. "I wanted to help us realize the whole rather than see the parts: to make a powerful but silent statement of unity."

### Jeannie Markowsky and Dawn Adams

When Jeannie Markowsky and Dawn Adams got fed up with using readers that they felt were not relevant to their classes at Tahayghen Elementary School in Masset, on the Queen Charlotte Islands, they came up with a simple answer: to produce their own.

It only seemed simple. The initiative quickly snowballed — with initial devel-

opment costs met by the school district and a \$1,000 BCTF curriculum development grant — into an enormous project to produce a series of readers involving 25 local contributors (teachers, writers, artists) and ultimately the whole community on the islands.

Five years later, the Queen Charlotte Islands Reading Series comprises 17 primary and intermediate readers (nine published and a further eight to be out within a year) dealing with the region's rich native culture, history and legends. It is for this ambitious local curriculum project that Markowsky and Adams will share a \$1,500 Hilroy provincial award.

The reception so far indicates the objectives of the project — to produce relevant reading material, encourage a feeling of success, emphasize community input and improve language skills — have been achieved.

"Children in our area, both native and non-native, find it exciting to read books that feature people and places they know as well as topics that are deeply relevant to them," Markowsky and Adams wrote. "Parents reinforce this interest because they too are fascinated by the topics covered. It also provides teachers with an opportunity to infuse local content into the curriculum, while at the same time reinforcing the reading skills specified in the curriculum."

The Ministry of Education bought 1,400 copies of each of the first three readers — *Haida Art, The Weavers and Bears and Berries* — on publication in September 1983 and placed them in every elementary school library in B.C. The six readers published in 1984 — *The Cedar, Birds of the Islands, The Forest, Island Fun, Raven and the Moon and the Oystercatcher, and The Man Who Became an Eagle* — are also in wide use in the province's schools.

Markowsky and Adams, assisted by an Indian Development Assistance Fund grant and a Canada Works grant, are

currently getting a teacher's guidebook and the final eight readers ready for the publisher, Wedge Publishers of Vancouver.

### Ron Crosby

Mackenzie is a one-industry town and that industry is forestry. Over the years Mackenzie Secondary School science teacher Ron Crosby grew concerned at the numbers of students who were deciding that school had nothing to offer and were dropping out in Grade 10 to work in the forests and mills of the region. The upshot was that in 1979 he came up with

the idea for a logging program that would encourage students to stay in school and would provide them with skills needed for employment in the forest industry.

With the backing of his principal, Arnold Boomhower, Crosby began to develop the program, which was to combine academic classroom instruction (on everything from forest insect blights to first aid) with practical in-the-bush training, and was to feature a financially self-supporting approach. To handle the finances and guide the program, a non-profit society was formed, the Mackenzie Forestry Education Society, composed of representatives from the local forest industry, the town administration and the school.

In the spring of 1982 the program began with Logging 10. In the first year, local contractors contributed their equipment and time free of charge which enabled the program to obtain some operating money. Over the next two years, Logging 11 and 12 were added, and in 1984 the Ministry of Education approved the courses as part of a Logging Career Preparation Program.

Crosby believes the program is unique for its extensive community and industry involvement, for the fact that students are able to participate in all phases of logging — from obtaining the wood, harvesting, negotiating sales and replanting — and for its self-funding capacity. Last year the program generated \$30,000 in gross income from the sale of logs, firewood and lumber.

The program has turned out to be both an academic and community success, according to Crosby. "The logging program has helped many students discover a direction for their studies," he wrote. "Some have found that bush work is not what they want to do and as a result have put more effort into their academic studies." In addition, he said the program has "helped integrate the school into the community", creating a more positive public attitude toward the school.

MARCH 13, 1985/3



# BCTF Executive Committee candidates' statements

## For President

### Pat Clarke

Imagine: children in British Columbia having access to a small class or individualized instruction only if their parents can afford it. Young people, born and raised in B.C., leaving their province because it provides few opportunities for post-secondary education. A shortage of qualified teachers because so many have left or been fired and so few are interested in pursuing a besieged and demoralized occupation, a public school system which exists only to provide a government-determined "basic program", music, art, drama, technical training, computer education all either not available or taught only in private "institutes."

Could this be the education landscape of the future in



this province? The real tragedy in that is that our children will have to contend with the consequences of being products of what will be widely identified as an inadequate education system. They will have become identifiable cases of government-mandated child neglect.

The challenge before teachers in the face of this uniquely British Columbian form of social genocide on a generation is awesome and unprecedented. As teachers we are one of the best hopes this generation has. Our responsibility to advocate for the rights of these children is not one that we can ignore or pass off as being "political."

Over this past year we have been especially active in advocating for the rights of children. Indeed it could be characterized as the year in which teachers, united with parents, began to say very loudly to those who are denying children their right to quality education, "enough."

In the coming year we must continue to foster and extend the alliances we have made. This has been our most effective public relations.

We must remember that the rights of teachers are also important to a quality education system. Quality education cannot be advanced by a demoralized, besieged and disregarded teaching force. Teachers are entitled to the same rights as any other group of employees. It is not fair or right for our salaries to be permanently controlled, for us to have no access to free collective bargaining or any opportunity to negotiate our working conditions.

It is a chilling reality we face, but for the sake of the very basic reasons that we became teachers, we must continue to make our case and build our alliances. At stake is a generation with a future to lose or to gain.

**Experience:** Born and educated in Vancouver, B.A., M.A. (UBC). Eleven years teaching experience all in the Central Okanagan as a secondary social studies teacher. BCTF President 1984-85. First Vice-President 1983-84. Two years (1981-83) BCTF executive member-at-large. Three years (1978-81) GR. Two years (1979-81) full-time president of the COTA. Local experience as PD chairperson and newsletter editor. Served on the teachers' personnel committee as well as executive subcommittee, technology policy and staff negotiating.

## For First Vice-President

### Elsie McMurphy

According to Premier Bennett, we "haven't completed adjustments" in education. Those teachers still employed, those with a class that does not exceed 30, or those that teach outside a regular classroom: be prepared for "adjustment."

How callous. How sad to hear the premier define the future, not in terms of children and education, but as bridges and B.C. Rail.

And yet, there is hope. Last year, we set out to forge alliances, to raise awareness, to inform the public, recognizing that although our case was good and our cause just, we could not, as a single voice, speak powerfully enough for public education. The degree to which education is an issue in this province indicates how successful we have been.



Ours is no longer a solo performance. The opposition orchestra is tuning up; the separate players have found the key and are harmonizing in a wonderful, varied chorus against cutbacks. With information as the instrument, parents are improvising a tune that suits their child, or school, or district, but returns again and again to the main theme: local autonomy. This theme is being echoed with confidence by an increasing number of school boards as they feel the support of a wide range of community groups for quality education. Our task will be to maintain and extend that support, and to focus on Victoria the demands for a change in government priorities.

The part played by the BCTF over the next year will be critical. We must be sensitive to those with whom we are working, taking the initiative or following another's lead, as necessary. We must continue as the superb resource of information, communication, and organization that we have proved the BCTF to be.

While sharing other's agendas, we must seek support for our own. Fair bargaining rights, job security, and competitive salaries are an integral part of a quality

education system. The ability of the BCTF to be the strongest defender of public education and teacher welfare must be protected and strengthened.

I like this new song. It is positive and action-oriented. It is morale-building and stimulating for us as teachers to hear the growing crescendo of concern as others express their opposition, pride, ownership, or outrage.

Let's write a few more verses. Let's continue to work with a community of interests, for therein lies the hope for our school system, for teachers, and for children.

**Experience:** Educated in public schools of New Westminster, Clinton, Kamloops; B.Ed., M.Ed. — University of Victoria. Teaching: 18 years elementary classroom, teacher-librarian, curriculum co-ordinator; related experience teaching at UVic, also in Thailand and St. Vincent with CTF Project Overseas. BCTF: president, Saanich Teachers' Association, 1979-81; member, LC bargaining, negotiating team, S/W member; Saanich GR 1977-79; AGM delegate, 12 years; BCTF representative on Certification Advisory Committee; Member-at-large, BCTF executive, 1981-83; BCTF Second Vice-President, 1983-84; currently First Vice-President.

and an additional member-at-large shall be elected for a one-year term; and that previous by-law 5.1(c) be renumbered 5.1(d)."

#### Recommendation 24:

"That by-law 6.10 be amended as follows:

"The Executive Committee shall have prepared annually for the general fund, a statement of anticipated revenues, expenditures and cash flow, a statement of proposed capital expenditures and program budget statements for all BCTF programs for the forthcoming year. The Representative Assembly shall consider such statements and with such amendments as it deems necessary shall adopt a budget for the general fund for the forthcoming year. No expenditures in excess of the budget so adopted shall be made except in accordance with by-law 5.15, or in accordance with subsequent budget amendments that may be made by resolution of the Representative Assembly.

"The Executive Committee shall have prepared annually for the W. R. Long Memorial International Solidarity Fund a statement of anticipated revenues, expenditures, and fund balance for the forthcoming year. The Representative Assembly shall consider such statements and with such amendments as it deems necessary, shall adopt a budget for the W. R. Long Memorial International Solidarity Fund for the forthcoming year. No expenditures in excess of the

budget so adopted shall be made except in accordance with by-law 5.15, or in accordance with subsequent budget amendments that may be made by resolution of the Representative Assembly.

"The Executive Committee shall have prepared and shall adopt annually for the Salary Indemnity Fund, a statement of anticipated revenues and expenditure and a statement of cash flow."

#### Additions

In addition to a number of supplementary recommendations, the Executive Committee is recommending a change to the Standing Rules of Order which will read: "That, in amendment to rule 11-10 of the Standing Rules of Order of the AGM, the following words be added: 'If at the close of nominations for a particular office there is a sole nominee for that office, that person shall be declared elected.'"

#### Corrections

Page 2, part 3, right hand column listing of committee reports: in the table of contents, after "Education Finance Committee," insert "Finance Committee, Page 37."

Page 37, right hand column: before "Finance operations for the 1983-84 fiscal year," insert "Finance Committee."

Resolution 109 is on page 20, not on page 26 as reported in the Table of Contents.

## For Second Vice-President

### Alan Crawford

The Social Credit government's failed experiment in "restraint" has seen us under unprecedented attack. In my newsletter statement two years ago, I stated: "The current problems in education are not caused by the economic crisis but by misguided ... government policies. The attack on education must be seen for what it is — an ill-conceived assault on public sector employees which is designed to obscure the government's failure to solve the serious economic problems facing this province." Even though this is still true today, we have made progress.

What have we been able to accomplish in the past two years? We have created a better understanding among our members, parents and the public of the real reasons for the government's attack; built support in the community for an end to the cuts and for better treatment of the education community; established links



with other groups, especially public sector unions, parents and other pro-education community groups; gained respect, particularly from other unions; negotiated seniority and severance provisions, an expansion to our severely limited bargaining rights; provided better service to locals and built a stronger organization through the staff prime contact system of delivering service and by clarifying and strengthening the role of staff representatives; promoted full collective bargaining rights and improved professional rights through a major investigation and position paper currently under discussion throughout the federation and by launching a Supreme Court challenge on our lack of bargaining rights; maintained necessary existing programs — Status of Women, Racism.

Where do we go from here? We will strengthen the networks we have helped to build; work with other public sector unions, through Operation Solidarity, in developing bargaining strategy and tactics for 1985-86; continue to build a strong united organization through improved field service to locals, a grant system for small locals' presidential release time and clearer guidelines and stronger support for staff representatives.

What is our immediate quest? To restore education funding; remove the Compensation Stabilization

Program; regain local autonomy; rid B.C. of the Sacred government.

How can I help? By continuing to bring experience and a strong, clear, informed voice to the Executive Committee.

Our organization has grown closer to a model of assertive advocacy for education — for the rights of both teachers and children. I am prouder than ever to be a member of such a democratic and progressive organization. I am pleased to once again offer my services as an Executive Committee member.

**Experience:** Teaching: Grades 3-12, Sunshine Coast and Vancouver, 15 years including 1 year Faculty Associate SFU, 3 years full-time president (VESTA). Local: Chaired constitution, finance and learning conditions committees. Salary and learning and working conditions negotiations 8 years. Executive 11 years. BCTF: Executive Committee 2 years. Geographical Representative 5 years. Learning Conditions Committee 5 years. Chairperson 1 year. Federation Appeals Board 3 years. Chairperson. Representative Assembly agenda committee 2 years. Chairperson 1 year. AGM delegate 16 years. Active in Teachers' Political Action Committee, 1972 and TPAC II 1983. Presently: Local negotiator and arbitration advocate and BCTF Executive Committee member.

### Margaret Woodlands

The BCTF is facing a crisis of a different nature this year. It is a situation which is a subtle attack on the existence of the BCTF. The BCTF serves a dual purpose in protecting the economic welfare of its members and also promoting the cause of public education through ensuring the continuing professional development of the teachers in the system. The continued existence of the Compensation Stabilization Program and the commissioner ensures that our traditional process of bargaining is rendered useless. The finalization of insufficient budget allotments prior to teacher salary negotiations further inhibits the ability



of the BCTF to protect its members' economic welfare. Provincial bargaining is not the answer to this dilemma but rather the BCTF must remain a strong advocate for local autonomy and pursue through the strength of the local associations a bargaining system which is equitable and worthwhile.

The Bargaining and Professional Rights Task Force has looked at the dual problem of full collective bargaining rights for teachers while at the same time recognizing that there is a professional responsibility to ensure that teachers in the public school system have the authority and obligation to develop and maintain the quality of service given by its members. Full discussion of this report must be pursued within local associations and the recommendations should be adopted through a method which will best protect each member's democratic rights.

As your Second Vice-President this year I have continually tried to represent the views of what I believe to be

the majority opinion of the BCTF members. I believe in a strong federation which ensures that educators from all areas of the system can have input into the federation and work together to produce a quality level of service for B.C.'s children. If re-elected I will continue to seek input and represent the views of all BCTF members.

**Experience:** Public School in Leeds, England. Teacher training: London University, England. BA Simon Fraser (political science, anthropology), MA (Ed) Simon Fraser (learning disabilities). Taught grades 2-8: 17 years, including learning assistance 5 yrs; mentally handicapped 3 yrs; ESL 1 yr. Present assignment: Principal. Local association experience: staff rep 8 yrs., negotiation committee and chairperson 2 yrs., vice-president 1 yr., president 2 yrs. BCTF experience: BCTF Executive Committee (2nd Vice-President) 1 yr., (member-at-large) 2 yrs., CTF delegate 1983, UTFE negotiating team, retirement savings sub-committee rep., GR 1 yr., investigation committee 3 yrs., investigation committee chairperson 1 yr., AGM delegate 7 yrs.

## Notice of meeting

### Official notices

As required by the Society Act, the following formal notice of the 1985 Annual General Meeting is being made to all BCTF members, pursuant to by-law 8.1, by publication in this issue of the *Newsletter*.

The Society Act and by-law 8.1 require that the notice of meeting include: (1) notification of the time and place of the meeting, (2) notification of any special resolutions, and (3) the audited financial statements for 1983-84.

### Notice of meeting

The 69th Annual General Meeting of the British Columbia Teachers' Federation will be held in the Hotel Vancouver beginning on Sunday, March 31, 1985 at 19:00, and continuing to Wednesday, April 3, 1985.

### Notice of special resolutions

The Annual General Meeting will be asked to consider two special resolutions, with or without amendment, in the form of two recommendations from the Executive Committee for amendments to the by-laws.

The recommendations are:

#### Recommendation 7:

"That the following be added as by-law 5.1(c): 'In the event that a president shall be elected to an additional year of office, the Executive Committee position of immediate past-president shall be vacated

## Agenda

The following is the 1985 AGM Agenda as it stood at press time. Some last-minute changes may be made to it. Page numbers in brackets refer to Reports and Resolutions.

### Sunday, March 31

- 19:00 • Preliminary business
  - Report of the President
  - Amendment to standing rules on election by acclamation
  - By-law amendment (recommendation 7, p.6)
- 21:00 • Election statements: candidates for table office positions

### Monday, April 1

- 09:00 • Introduction of the session by the President
  - The economic background: speakers
  - Service levels and fair bargaining campaigns
  - Executive Committee leadership report (recommendations 1-6, pp.4-5)

- 17:15 • Executive Director's Report
  - Report of Task Force on Bargaining and Professional Rights (pp.58-62)
  - Education Finance (recommendations 9, 10, p.8)
- 12:00 • Election statements: candidates for member-at-large
- 14:00 • Parent representatives
  - Post-secondary education (recommendation 44, p.24)
  - Education policy (recommendations 11, 12, p.9; resolutions 104, 105, p.10)
  - Professional Development (recommendations 45, 46, pp.25, 26; resolutions 110-113, pp.26, 27)
  - Task Force on Microtechnology (recommendations 29-34, pp.15-17)
  - Professional ethics, rights and standards (recommendations 47-50, pp.27, 28)

### Tuesday, April 2

- 09:00 • Fergusson Memorial Award

- Executive stewardship report: questions on work of executive and advisory committees
- Questions on work of Representative Assembly
  - Bargaining (recommendation 8, p.6; resolutions 101-103, pp.7, 8)
  - Strikes and other job action (recommendation 55, p.30)
  - Working and learning conditions (recommendations 56-59, p.31, resolutions 117-119, pp.31-32)
  - Race relations (recommendations 53, 54, p.30)
- 14:00 • BCSTA representative
  - Pensions (recommendations 41, 42, pp.20-23)
  - Health and welfare of teachers (recommendation 28, p.15)
  - Organization of BCTF (recommendations 35-40, pp.17-20; resolution 109, p.26)

- Public affairs (recommendations 51-52, pp.28, 29; resolutions 114, 115, p.29)
- 17:15 • Report from UTAC

### Wednesday, April 3

- 09:00 • Nominating committee report (p.71) and election of Executive Committee to continue throughout the day
  - Finance (resolutions 107, 108, p.14; recommendations 13-27, pp.11-14; resolution 106, p.14)
  - School Act review and commission on education
- 14:00 • CTF representative
  - Teacher exchange (resolution 116, p.30)
  - Policies and procedures (recommendation 43, p.24)
  - Business not completed in earlier sessions
  - Late resolutions
  - New resolutions



# For Member-at-large (three to be elected)

## David Denyer

At no point over the last three years have I felt such outrage and anger as I do now. The virtually ceaseless attacks upon teachers perpetrated by the Premier and members of his cabinet, the arbitrary, unjust manipulations and rulings of Ed Peck, the blatant hypocrisy and ineptness of "Let's Talk About Schools", especially given the advent of Bill 48, serve to create a surrealistic menacing environment filled with grotesque characters in the face of which it is difficult to feel anything but despair and disgust.

Nevertheless two very clear and strong sources of hope and inspiration exist. The first is a product of our own efforts: the work of the Task Force on Bargaining and Professional Rights. The second, which is also in some measure related to our efforts, is the lead being



taken by parents in fighting the cutbacks.

The Report of the Task Force on Bargaining and Professional Rights expresses the highest ideals and aspirations of our profession at a time when they are most under attack, as such it points towards the future we need to create and hopefully will provide a new secure basis for unity within the federation. I view bargaining rights and professional rights as complementary, not mutually exclusive.

The recent totally frustrating bargaining season, soon to be followed by another, is an opportunity for us to stress publicly our lack of bargaining rights without becoming embroiled in the debate over the size of wage increases. The CSP will be what is under attack and what needs to be destroyed.

The bargaining rights issue is one that must be vigorously pursued but not in isolation. The achievement of professional rights which reflect the quest for a measure of autonomy, respect and involvement in critical areas, must be made just as clear an objective for our organization.

Parents are now spearheading the resistance to government cutbacks and we should continue to assist

their efforts in any way possible. Concerned parents are sensitive to the plight of education and teachers and share with us a sense of frustration at not being able to realize a meaningful role in determining what happens in education. They can't however, be expected to take up all our causes.

In short there are some battles only we can fight, bargaining and professional rights, and those where we join with others. We must take care not to sacrifice one for the other.

**Experience:** Born and educated in London, England. BA and teachers' certificate, University of London. Teaching: 4 years London, England; 1 year Victoria, B.C.; 1 year Campbell River; 6 years Cowichan. Further education: B.Ed., University of Victoria; MA, University of Victoria. Local association experience: Working and Learning Conditions Chairperson 1 year; President full-time, 4 years; Delegate to 3 AGMs. Federation experience: Professional Development Co-ordinator for the South Island Zone, member of the Professional Development Advisory Committee 3 years, representative to the Provincial Bargaining Committee, 1 year.

## Janet Parsons

Many colleagues feel they have never worked so hard to "stand still". The controversy surrounding education will continue although more people are becoming allies of education due to the disputes. Colleagues will need to continue to stay informed and be aware of implications as the future unfolds.

The future of teaching in B.C. will be determined collectively. Advocacy as well as compromise will be necessary. People in roles of leadership must continue to promote communication with the public and members of the government through continuous action.



The BCTF as well as individual teachers have been attacked. Out of those attacks and disputes the BCTF and its local associations can gain strength through unity. The organization seems to many to be at a crossroads. With a responsible well-balanced leadership the organization can profit from this period and become even stronger in the future.

Even in times of crisis the BCTF must maintain a position of service to members and as such represent the majority of members in decision-making. Major policy decisions need the input and understanding of individual members to ensure commitment. Decisions can then be actively pursued to a positive outcome.

A balance is necessary. While advocating a public education system that stresses quality, we as a federation must continue to provide the services that encourage and allow our members to improve their professional skills. A destructive force can arise if equilibrium between federation goals and actions is not actively pursued.

Some restructuring of the federation may be necessary to meet our goals. Members have an opportunity to suggest changes. The next executive must actively seek the alterations that may be proposed.

It is my belief that my background at the local level, my enthusiasm for the positive aspects of education and my desire to continue fighting anyone who would sacrifice public education for political gains can be useful at the executive level. It is my desire to help strengthen an organization that must remain unified to fight for a solid public school system.

**Experience:** Education: B.Ed., Ball State University (Indiana, U.S.A.), M.Ed., Loyola College (Maryland, U.S.A.). Teaching experience: 15 years grades 3-7. Local association involvement: Currently NDTA President; Staff representative, Public Relations Chairperson, Curriculum Committee, Bargaining Committee, Negotiating Team, Geographical Representative, AGM Delegate (3 years), and Ad Hoc Committees (support group etc.). Other: Provincial LATA Executive.

## Kitty O'Callaghan

The Premier, in his February 18 speech said, "adjustments have not been completed" in education.

Adjustments: Bill 27, *Education (Interim) Finance Act* (1982): took business property tax away from school boards; Bill 28, *Compensation Stabilization Act* (1982): usurped authority of public sector employer/employees to determine wage settlements; Bill 89, *School Services (Interim) Act* (1982): took precedence over teacher contracts, legislated loss of six days pay; Bill 48, *Education (Interim) Finance Amendment Act* (1985): allows school boards to go to a local referendum option; cutbacks 1982-84: teachers, substitute teachers, support staff, supplies, PD funds.

There must not be any more "adjustments" to this already maladjusted education system.

Control of education has become so centralized that we often feel helpless. We should applaud ourselves for



our tenacity in continuing to defend students and education employees. In Operation Solidarity, the Solidarity Coalition and DESC we have developed a healthy liaison with labor, professional and business people, as well as women's and senior citizens' groups and religious and ethnic communities. Through colloquiums such as the Parent Teacher and Children in Crisis Conferences we have gained valuable allies. Recent parent meetings and student demonstrations attest to the fact that we are not alone in our defense of public education.

We must continue to work with, and include, the public in our endeavours to define the education we want in B.C. Regardless of "Let's talk About Schools," we must forge ahead with a public commission on education.

While one thrust of the BCTF has been to gain public support, a second has been to work for contractual learning and working conditions. A constitutional challenge of the School Act has been launched and the Bargaining and Professional Rights Task Force has completed its study as part of our continuing attempt to obtain full bargaining rights. We must become fully conversant with the task force's report and take every opportunity to discuss it. While we have had few legal

rights in the past, government "adjustments" have made a complete mockery of teacher bargaining. We must ensure, in legislation, teachers' rights to fair and just bargaining.

If the BCTF is to continue as a viable organization, staff committees, local executives and the provincial executive must not function as isolated entities. Membership commitment is imperative if we are to achieve our goals as a federation.

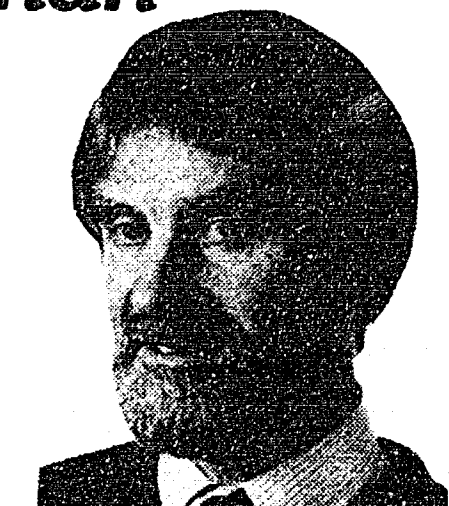
I would be pleased to again serve you as a BCTF executive member.

**Experience:** Education: Elementary, Ireland; Secondary, Notre Dame High School, Vancouver; Post-secondary, BA, UBC, B.Ed. SFU. Teaching: Elementary, Vancouver Grades 1-7. Local: Vancouver Elementary School Teachers' Association, all positions on executive including president, 1981-1983; Bargaining Committee, Negotiating Team, 1981-1983; Representative to Solidarity Coalition. BCTF: Federation Appeals Board 1980-1983; BCTF Assistance Society 1980-1985; Nominating Committee Chairperson, AGM 1981-82; Geographical Representative 3 years; Executive Committee 2 years; Negotiating team, support staff contract 1984-85. CTF: AGM delegate 2 years; Board of directors 1984-85; Teacher Economic Services Committee 1984-85.

## Roy Ronaghan

I have worked within the BCTF for 30 years as a practising teacher and active local association member and as a professional staff member. I believe in the federation and its importance to teachers. It has served us well, but it has reached a major breakpoint in its evolution and must begin a transformation if it is to remain a vital force in education in B.C. and the lives of teachers.

The federation must be responsive to the felt needs of those who look to it for strength and leadership. The federation's business is primarily that of ennobling the teaching profession and to do so it must connect with the future, not the past; it must lead with some exciting



initiatives that directly affect teachers in their work; it must recognize that there is no going back and that there is little to be gained by perpetuating the status quo.

The federation's business must also be to assure school users and the public that teachers in B.C. are among the best, and that they have a clear sense of the purpose and direction of schools and education in society.

To accomplish what I suggest will require clear, forward-looking thinking, and actions that go beyond "maintaining" the federation. It will require going deeper than questions of governance and bargaining rights.

These may be the worst of times for teachers, yet they are the best of times. They are times filled with opportunities for the taking. Let us use them as an impetus to move forward rather than to entrench. Let us begin to explode some of our obsolete concepts and develop relevant ideas and concepts that will move us to levels never before thought possible. Let us think of the future as the *creation* of the federation.

## Marion Runcie

Our networking strategies for 1984-5 have been very successful. The public is beginning to understand the problems caused by the government's education policies and is becoming concerned. We must continue to work with parents and the general public, not only to address the problems of funding and lack of local autonomy but also to establish a forum for discussion of fundamental questions about the role of a public education system.

Within the federation we can learn from the success of our public networks. In a time of crisis when we are dealing with a highly centralized government it is tempting to develop a single centralized response. This is not in the best interests of our members. It is up to those



of us who are active within the BCTF to reach out to colleagues in a way that will meet their needs.

In the executive recommendation on strengthening the federation's organizational capabilities we have put a priority on enhancing the roles of local presidents and staff reps. This is essential for building and maintaining strong, effective local associations. In addition to this we must continue to support and strengthen our own internal networks so that all members will feel a sense of ownership about the BCTF. PSAs, Racism, Status of Women and Professional Development Associates are all examples of networks that already exist within the BCTF and are able to reach members that have had no other involvement in formal BCTF decision-making processes.

We must conserve our energies for our long-term goals of restoration of funding, return of true local autonomy and achievement of full bargaining rights for teachers. The government appears to be using CSP to not only control our wages, but also to keep us occupied with rules and regulations. Focussing on this process

will not bring about any real improvements for teachers. On the contrary, it will distract us from achieving our main objectives.

Our campaign is not primarily about wages and jobs. It is about rights: the right of all students to a fair and reasonable system for bargaining wages, working conditions and professional rights.

**Experience:** 15 years in Burnaby, grades one to four. Local association: 10 years on local executive as full-time president, vice-president, member-at-large and geographical representative. Committee service: Negotiating, Grievance, Status of Women, Resolutions, Board Budget, Finance, Policies and Procedures, also served on many joint Board/BTA committees. BCTF: Attended Annual General Meetings since 1973, Status of Women contact 1 year, Policies and Procedures 2 years, Geographical Representative 3 years, Representative Assembly Agenda Committee (Second Vice-President) 1 yr., (member-at-large) 2 yrs., CTF delegate 1983, UTFE negotiating team, Appointments, Canadian Teachers' Federation AGM Delegate, Chairperson Building Subcommittee.

## Dale Gregory

Colleagues, I do not have any pat answers to the crisis facing education and teachers today. We cannot wish away the present government. Their restraint policies have made it very difficult for teachers to carry out their jobs efficiently and it becomes all too easy to become upset and lash out in reaction to the unfair way in which we are being treated. We must try, however, to take a calm, reasoned approach to the various crises which face us at the present time.

During the period of government restraint we have slowly gained the support of parents, students and trustees. All of our actions in the future should be designed to maintain and strengthen that support. I see



this united action as the only possibility for a change in the setting of priorities by the Socreds to include education in the same category as ALRT or Expo 86. Any actions we take must be seen as reasonable ones taken as a result of the circumstances we are in. If a teacher has his/her class size increased, loses preparation time, or has added supervision duties, and decides to discontinue a voluntary extra-curricular activity, then surely parents would understand. Many teachers will continue to sponsor these activities in spite of the greater demands, but that must be an individual, not a local association, decision if we are to avoid further internal strife and loss of public support. Local associations, however, must support individuals who get into difficulty for withdrawing from voluntary activities.

The biggest internal challenge which faces the BCTF is the one of determining the role and responsibilities of administrators within the BCTF. For a number of years confrontation has been the order of the day with no resolution in sight. It was for this reason that I presented a motion to the Rep. Assembly asking the

BCTF executive to implement a task force to study the issue. It is precisely because the Socred government has included this issue in the "Let's Talk About Schools" discussion paper that I feel the BCTF should be studying the issue and making its own decision.

In conclusion, I see two priorities for the BCTF. One is to work to unify the organization internally by working out the differences in philosophy among our own members. The other is to maintain and strengthen the support of the public for education.

**Experience:** Born and raised in Kelowna. Post-secondary education: UBC, BA (geography, history, physical education) and teacher training; SFU, administrative leadership courses. Teaching: Langley Jr. Sr. Secondary, 3 years; Winslow Jr. Secondary, Coquitlam, 12 years; Centennial Sr. Secondary, Coquitlam, 6 years. BCTF and CTA: Action Committee (1970); local president (1971-73); GR 1973-75; member, Task Force on a Teaching Profession Act; chief delegate or staff rep. 1975-81; GR 1981-85; member, RA Agenda Committee 1982-85; picket captain and coordinator, Nov. 1983; attended eight AGMs.

## Peter Thomson

We now face problems in teaching in B.C., problems caused by new challenges: the limitations in our seniority rights and the Compensation Stabilization Program's attack on our collective bargaining. A major problem for the BCTF now is that many teachers, far too many, can be numbered among the working poor. Those with responsibilities as the sole family supporter who are earning less than \$21,137 per year are living below the poverty line. Many beginning teachers, some not finished their degrees, and those working part time do not make enough to support a family of four in any degree of comfort. Most substitute teachers cannot even support themselves adequately and of course our many unemployed



colleagues are in dire straits. Furthermore, unjust hiring and re-hiring practices in many districts tend to perpetuate these penurious conditions. Further compounding this poverty problem is the fact that a high percentage of those poverty-stricken teachers are women suffering an extra burden of expensive child care costs.

The BCTF must regain the right to freely bargain salaries and must modify and expand re-hiring and hiring rights beyond present Bill 3 exemptions to include all members including those on temporary contract and substitute members. We must do so in order to correct present glaring injustices. The Compensation Stabilization Program and Bill 3 presently deny rights to all members and that is unjust. Worse, they deny adequate food, clothing and shelter to some members and that is unforgivable.

One main focus for the BCTF in the coming two years must be a campaign to discredit and defeat the CSP. We cannot live with it. If the CSP prevailed we'd become irrelevant, and if we failed to fight it we'd deserve irrelevance. In the place of the CSP we must develop a

full bargaining alternative like that recommended by the task Force on Bargaining and Professional Rights.

Fortunately we will not be alone in our efforts to regain our rights. Soon other public sector unions and organizations will feel the bleak permanence of the CSP. As they experience their negotiations this year they will, like us, want allies in fighting the unfairness of its ability-to-pay criteria. We must be ready to join in the solidarity with those other unions to achieve our mutual aims.

**Experience:** Born in Vancouver. Raised in Victoria, Coquitlam, New Westminster and Surrey. Post-secondary education: BA (geography and history) and professional degree, UBC. M.Ed., Western Washington (curriculum). Taught in Surrey 20 years, grades 4-7. Head teacher 5 years currently at Port Mann Elementary. Member of PITA, B.C. Social Studies PSA, and BCVA. BCTF and local association experience: Continuous Surrey Teachers' Association committee involvement since 1972; 1977-78, Surrey GR; 1978-80, President, Surrey Teachers' Association; 1980-85, Surrey GR; 1982-85, Member BCTF Income Security Committee; 1984-85, Chairperson, Income Security Committee.



Financial statements for 1983-84

STATEMENT I  
CONSOLIDATED BALANCE SHEET  
AS AT JUNE 30, 1984

ASSETS		
	1984	1983
CURRENT		
Cash and term deposits	\$ 4,868,099	\$ 1,795,515
Marketable securities (Note 3)	4,505,041	5,382,500
Accounts receivable	2,171,130	2,010,737
Inventories	139,327	127,408
Prepaid expenses	48,079	96,207
	<u>11,731,676</u>	<u>9,412,367</u>
INVESTMENT PROPERTIES (Note 4)	389,110	402,536
FIXED ASSETS, NET OF ACCUMULATED DEPRECIATION (Note 5)	<u>1,718,505</u>	<u>1,461,663</u>
	<u>\$13,839,291</u>	<u>\$11,276,566</u>
LIABILITIES, SPECIAL FUNDS AND SURPLUS		
CURRENT		
Bank indebtedness	\$ 830,048	\$ 392,768
Accrued liability for salary indemnity claims	1,602,000	1,131,998
Accounts payable	598,606	399,387
Due to Provincial Specialist Associations	102,772	95,885
Current portion of obligation under capital leases (Note 6)	<u>38,024</u>	<u>5,870</u>
	<u>3,171,450</u>	<u>2,025,908</u>
SALARY INDEMNITY FUND	5,561,645	5,274,156
RESERVE FUND	1,059,050	1,293,560
W. R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND	65,948	53,761
OBLIGATION UNDER CAPITAL LEASES (Note 6)	<u>172,367</u>	<u>15,370</u>
OTHER FUNDS	<u>2,225</u>	<u>2,225</u>
	<u>6,861,235</u>	<u>6,639,072</u>
SURPLUS — Statement III	<u>3,806,606</u>	<u>2,611,586</u>
	<u>\$13,839,291</u>	<u>\$11,276,566</u>

Approved by the Executive Committee  
See accompanying notes to financial statements.

STATEMENT II  
GENERAL FUND  
BALANCE SHEET AS AT JUNE 30, 1984

ASSETS		
	1984	1983
CURRENT		
Cash and term deposits	\$1,556,671	\$ —
Accounts receivable	1,213,985	1,031,134
Inventories	139,327	127,408
Prepaid expenses	48,079	96,207
	<u>2,958,062</u>	<u>1,254,749</u>
DUE FROM RESERVE FUND	—	86,898
INVESTMENT PROPERTIES (Note 4)	389,110	402,536
FIXED ASSETS, NET OF ACCUMULATED DEPRECIATION (Note 5)	<u>1,718,505</u>	<u>1,461,663</u>
	<u>\$5,065,677</u>	<u>\$3,205,846</u>
LIABILITIES AND SURPLUS		
CURRENT		
Bank indebtedness	\$ 491,776	\$ 193,162
Accounts payable	332,417	227,987
Due to Provincial Specialist Associations	102,772	95,885
Current portion of obligation under capital leases (Note 6)	<u>38,024</u>	<u>5,870</u>
	<u>964,989</u>	<u>522,904</u>
DUE TO RESERVE FUND	53,542	—
DUE TO W. R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND	65,948	53,761
OBLIGATION UNDER CAPITAL LEASES (Note 6)	<u>172,367</u>	<u>15,370</u>
DUE TO OTHER FUNDS — NET	<u>2,225</u>	<u>2,225</u>
SURPLUS	<u>3,806,606</u>	<u>2,611,586</u>
	<u>\$5,065,677</u>	<u>\$3,205,846</u>

8/MARCH 13, 1985

Auditor's Report

The Members,  
British Columbia Teachers' Federation

We have examined the consolidated balance sheet of the British Columbia Teachers' Federation as at June 30, 1984, the balance sheets of the general fund, the reserve fund and the salary indemnity fund as at June 30, 1984, the statements of revenue, expenditure and fund balance or surplus and changes in financial position of these funds and the statement of revenue, expenditure and fund balance of the William R. Long Memorial International Solidarity Fund for the year ended June 30, 1984. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Federation as at June 30, 1984 and the results of its operations and the changes in its financial position for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Vancouver, B.C. TOUCHE ROSS & CO.  
September 7, 1984. Chartered Accountants

STATEMENT III

GENERAL FUND STATEMENT OF REVENUE, EXPENDITURE AND SURPLUS FOR THE YEAR ENDED JUNE 30, 1984				
	Budget 1985 (Note 7) (Unaudited)	Budget 1984 (Note 7) (Unaudited)	1984 (Audited)	1983 (Audited)
REVENUE				
Membership fees (Note 1)	\$10,010,800	\$10,058,250	\$10,366,850	\$8,966,388
PROGRAM EXPENDITURE, NET OF PROGRAM REVENUE OF \$209,790 (1983 — \$183,252)				
Government	2,691,646	2,808,910	2,588,688	2,620,636
Management (Notes 11 a., b. and c.)	1,265,642	948,332	1,082,993	798,836
Finance and administrative services	2,335,550	2,361,860	2,059,155	2,167,761
Professional development	1,912,331	1,843,504	1,721,043	1,621,393
Bargaining	1,425,344	1,297,906	1,193,968	1,282,126
Teacher personnel services	485,592	450,982	510,046	438,164
	<u>10,116,105</u>	<u>9,711,494</u>	<u>9,155,893</u>	<u>8,928,916</u>
NET INTEREST EXPENSE	<u>75,238</u>	<u>118,000</u>	<u>15,937</u>	<u>47,121</u>
	<u>10,191,343</u>	<u>9,829,494</u>	<u>9,171,830</u>	<u>8,976,037</u>
NET REVENUE (EXPENDITURE) FOR THE YEAR	(180,543)	228,756	1,195,020	(9,649)
SURPLUS AT BEGINNING OF YEAR	<u>3,806,606</u>	<u>2,611,586</u>	<u>2,611,586</u>	<u>2,621,235</u>
SURPLUS AT END OF YEAR	<u>\$ 3,626,063</u>	<u>\$2,840,342</u>	<u>\$3,806,606</u>	<u>\$2,611,586</u>

Note: See additional revenues and expenditures on Reserve Fund — Statement VI.

STATEMENT IV

GENERAL FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1984				
	Budget 1985 (Note 7) (Unaudited)	Budget 1984 (Note 7) (Unaudited)	1984 (Audited)	1983 (Audited)
SOURCE OF FUNDS				
Net revenue (expenditure)	(\$ 180,543)	\$228,756	\$1,195,020	(\$ 9,649)
Items not requiring an outlay of funds				
Depreciation, net of gain or loss and proceeds on disposal of fixed assets	<u>164,155</u>	<u>148,480</u>	<u>172,870</u>	<u>144,578</u>
Revenue from operations	(16,388)	377,236	1,367,890	134,929
Obligations under capital leases, long-term	166,835	140,000	156,997	15,370
Increase in current liabilities	—	—	143,471	—
Changes in other funds balances	—	85,548	152,627	—
Decrease in accounts receivable	<u>35,476</u>	<u>—</u>	<u>—</u>	<u>—</u>
	<u>185,923</u>	<u>602,784</u>	<u>1,820,985</u>	<u>150,299</u>
APPLICATION OF FUNDS				
Additions to fixed assets	337,616	390,000	416,286	249,534
Changes in other funds balances	53,542	—	—	103,727
Decrease in current liabilities, net of bank indebtedness	—	—	—	150,381
Increase in accounts receivable, inventories and prepaid expenses	<u>—</u>	<u>92,900</u>	<u>146,642</u>	<u>100,164</u>
	<u>391,158</u>	<u>482,900</u>	<u>562,928</u>	<u>603,806</u>
INCREASE (DECREASE) IN CASH, AND TERM DEPOSITS	(205,235)	119,884	1,258,057	(453,507)
CASH (BANK INDEBTEDNESS) AND TERM DEPOSITS at beginning of year	<u>1,064,895</u>	<u>(193,162)</u>	<u>(193,162)</u>	<u>260,345</u>
CASH (BANK INDEBTEDNESS) AND TERM DEPOSITS at end of year	<u>\$859,660</u>	<u>(\$ 73,278)</u>	<u>\$1,064,895</u>	<u>(\$193,162)</u>

Note: See additional sources and applications of funds on Reserve Fund — Statement VII.

STATEMENT V

RESERVE FUND  
BALANCE SHEET AS AT JUNE 30, 1984

ASSETS		
	1984	1983
CURRENT		
Cash and term deposits	\$ —	\$ 300,000
Marketable securities (Note 3)	980,500	1,042,500
Accounts receivable	<u>25,008</u>	<u>37,958</u>
	<u>1,005,508</u>	<u>1,380,458</u>
DUE FROM GENERAL FUND	<u>53,542</u>	<u>—</u>
	<u>\$1,059,050</u>	<u>\$1,380,458</u>
LIABILITIES AND FUND BALANCE		
DUE TO GENERAL FUND	\$ —	\$ 86,898
FUND BALANCE — Statement VI	<u>1,059,050</u>	<u>1,293,560</u>
	<u>\$1,059,050</u>	<u>\$1,380,458</u>

STATEMENT VI  
RESERVE FUND  
STATEMENT OF REVENUE, EXPENDITURE  
AND FUND BALANCE  
FOR THE YEAR ENDED JUNE 30, 1984

	1984	1983
REVENUE		
Allocation of membership fees (Note 1)	\$ 394,800	\$ 456,000
Investment income	118,312	201,367
Staff donations	<u>11,691</u>	<u>—</u>
	<u>524,803</u>	<u>657,367</u>
EXPENDITURE (Note 11)		
Legislative Counter-attack (formerly Job defense program)	591,819	694,960
Provincial election program	—	195,702
Services for unemployed teachers	<u>105,494</u>	<u>—</u>
	<u>697,313</u>	<u>890,662</u>
WRITE-DOWN OF MARKETABLE SECURITIES TO MARKET VALUE	<u>62,000</u>	<u>13,000</u>
	<u>759,313</u>	<u>903,662</u>
NET EXPENDITURE	(234,510)	(246,295)
FUND BALANCE at beginning of year	<u>1,293,560</u>	<u>1,539,855</u>
FUND BALANCE at end of year	<u>\$1,059,050</u>	<u>\$1,293,560</u>

STATEMENT VII  
RESERVE FUND  
STATEMENT OF CHANGES IN  
FINANCIAL POSITION  
FOR THE YEAR ENDED JUNE 30, 1984

	1984	1983
SOURCE OF FUNDS		
Decrease in accounts receivable	\$ 12,950	\$ 32,787
Changes in general fund balance	<u>—</u>	<u>156,008</u>
	<u>12,950</u>	<u>188,795</u>
APPLICATION OF FUNDS		
To operations		
Net expenditure	234,510	246,295
Changes in general fund balance	<u>140,440</u>	<u>—</u>
	<u>374,950</u>	<u>246,295</u>

DECREASE IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	(362,000)	(57,500)
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at beginning of year	<u>1,342,500</u>	<u>1,400,000</u>
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at end of year	<u>\$ 980,500</u>	<u>\$1,342,500</u>

STATEMENT VIII  
WILLIAM R. LONG MEMORIAL  
INTERNATIONAL SOLIDARITY FUND  
STATEMENT OF REVENUE, EXPENDITURE AND  
FUND BALANCE  
FOR THE YEAR ENDED JUNE 30, 1984

	1984	1983
REVENUE		
Allocation of membership fees (Note 1)	\$193,548	\$165,870
EXPENDITURE		
Grants		
Canadian Teachers' Federation		
Project Overseas	72,500	52,500
International Aid Fund	2,000	2,000
Federation of Central American Teachers' Organization	29,034	31,500
Chilean Teachers' Organization	19,050	—
Nicaragua Teachers' Organization	18,025	—
Honduran Teachers' Organization (Colprosumah)	12,000	—
Central American Representatives	6,480	—
Others	4,627	6,390
Overseas Book Centre	6,000	6,000
Assistance to member in Kenya	—	3,491
Teacher Leaders in Exile	—	4,000
Administrative charges	<u>11,645</u>	<u>7,508</u>
	<u>181,361</u>	<u>113,589</u>
NET REVENUE	12,187	52,281
FUND BALANCE at beginning of year	<u>53,761</u>	<u>1,480</u>
FUND BALANCE at end of year	<u>\$ 65,948</u>	<u>\$ 53,761</u>
FUND BALANCE REPRESENTED BY DUE FROM GENERAL FUND	<u>\$ 65,948</u>	<u>\$ 53,761</u>

STATEMENT IX  
SALARY INDEMNITY FUND  
BALANCE SHEET AS AT JUNE 30, 1984

ASSETS		
	1984	1983
CURRENT		
Cash and term deposits	\$3,311,428	\$1,495,515
Marketable securities (Note 3)	3,524,541	4,340,000
Accounts receivable	<u>932,138</u>	<u>941,645</u>
	<u>\$7,768,107</u>	<u>\$6,777,160</u>
LIABILITIES AND FUND BALANCE		
CURRENT		
Bank indebtedness	\$ 338,272	\$ 199,606
Accrued liabilities for outstanding claims	1,602,000	1,131,998
Accounts payable	<u>266,190</u>	<u>171,400</u>
	<u>2,206,462</u>	<u>1,503,004</u>
FUND BALANCE — Statement X	<u>5,561,645</u>	<u>5,274,156</u>
	<u>\$7,768,107</u>	<u>\$6,777,160</u>

STATEMENT X  
SALARY INDEMNITY FUND  
STATEMENT OF REVENUE, EXPENDITURE  
AND FUND BALANCE  
FOR THE YEAR ENDED JUNE 30, 1984

	1984	1983
REVENUE		
Fees (Note 12.a.)	\$1,993,120	\$1,892,310
Teachers' share of unemployment insurance premium reductions	877,884	844,765
Investment income	<u>784,018</u>	<u>756,984</u>
	<u>3,655,022</u>	<u>3,494,059</u>
EXPENDITURE		
Claims and pension contributions		
Attributable to current year		
Claims	2,634,190	1,919,335
Pension contributions	430,713	292,388
Adjustments to prior years' estimates (Note 12.b.)		
Claims	55,551	(654,318)
Pension contributions	<u>4,769</u>	<u>(90,317)</u>
	<u>3,125,223</u>	<u>1,467,088</u>

REVENUE		
Before administrative expenditures	<u>529,799</u>	<u>2,026,971</u>
ADMINISTRATIVE		
Administrative charges	234,407	206,709
Computer system development	—	27,801
Investment management and trust company fee (Note 12.c.)	<u>7,903</u>	<u>—</u>
	<u>242,310</u>	<u>234,510</u>
NET REVENUE	287,489	1,792,461
FUND BALANCE at beginning of year	<u>5,274,156</u>	<u>3,481,695</u>
FUND BALANCE at end of year	<u>\$5,561,645</u>	<u>\$5,274,156</u>

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS  
JUNE 30, 1984

- GENERAL, RESERVE AND WILLIAM R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUNDS
  - Fees  
The 1983-1984 annual membership fee was set at 1.075 per cent of the gross salary of a member with \$14 of each membership fee allocated to the Reserve Fund. This means that the annual fee varies among individuals, unlike previous years when the fee was a fixed amount based on the provincial mean salary.  
The 1984-1985 annual membership fee has been set at 1.25 per cent of the gross salary of a member with an allocation of .2 per cent of the gross salary amount to the reserve fund.  
The General Fund allocates 1.86 per cent of the General Fund allocation to the William R. Long Memorial International Solidarity Fund. This allocation is included within the expenditures of the Government Division.
  - Purpose of funds  
The General Fund purpose is to meet all general operating expenses of the Federation.  
The Reserve Fund purpose is to have funds available so that the Federation can meet, without delay, any extraordinary expenses which are not typical of the normal activities of the Federation. Further detailed explanation of the Fund can be found in the B.C.T.F. Members' Guide.  
The William R. Long Memorial International Solidarity Fund purpose is to provide support in improving education in developing countries.
- SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
  - Marketable securities are carried at the lower of cost and carrying value.  
Marketable securities are originally recorded at cost. When the market value of the portfolio has declined below cost or carrying value an adjustment is made to reflect the decline in market value. Increases in market values in later years are not recognized in the accounts until the time of realization.
  - Inventories are valued at the lower of cost and net realizable value.
  - Investment properties are recorded at cost. The costs of investment properties are attributed to land with the exception of building improvements. Depreciation is calculated at 10% per annum on the straight-line basis. Fully depreciated buildings are written-off.
  - Fixed assets are recorded at cost. Depreciation on purchased assets is calculated on the declining balance method at the following rates:

Office building	2½% per annum
Furniture and equipment	20% per annum
Parking lot improvements	4% per annum

Continued on page 10



### Principals' PSA welcomes launching of task force

The January RA passed the following motion as a result of a roll call vote of 346 to 182: "That the RA advise the executive committee to establish a task force on the role and responsibilities of principals as soon as possible". This followed very closely the action of the BCPVPA Zone

Representative Council which carried the following motion without dissenting vote: "That the Zone Representative Council encourage the formation of a BCTF commission to examine the role and responsibilities of principals and vice-principals in the BCTF."

The B.C. Principals' and Vice-Principals' Association is really pleased that this task force has now been created. We are optimistic that it will solve most of our internal differences and that administrators and teachers together can get on with

the defense of the public school system. The executive committee of the BCPVPA recognizes the validity of such an undertaking and will approach this process with our best intentions. We stand ready to take the necessary steps to maximize the chances for a successful investigation into our unique position in the BCTF and under the confines of the School Act. We will enthusiastically support a creditable and well-intentioned task force with appropriate membership and expertise to prepare a set of recom-

mendations for approval by the BCPVPA and the BCTF.

G. D. Powlick  
President  
BCPVPA.

### 97-year-old Kelowna man oldest teacher in B.C.?

I have an elderly friend — 97 years old, to be exact — whose proudest claim in a much-varied life is that of having taught school in the year 1909-10 in Arrowhead, B.C.

Mr. Martin Newland, of 1830 Richter St., Kelowna, still has the Public School Teacher's Temporary Certificate issued to him on that occasion, and still has a clear recollection of events of that year.

At this time, he would be interested in learning whether there is any other teacher still alive who taught in that year or whose teaching pre-dated that year. I would appreciate, and I know he would, if any BCTF member knows of any other teacher who dates back that far, if the member would drop him a line with that information. Mr. Newland still lives alone, and still writes a very good letter. If he does not hear from anyone within a reasonable length of time, he will presume that he is the oldest living person to have taught in B.C. schools.

William J. Wright  
Retired teacher  
Kelowna.

## Castlegar rally pressures board

Castlegar parents and teachers have stepped up the pressure on the local board to end cutbacks and submit a needs budget.

Three hundred residents turned out in the sunshine of Sunday, March 10, to an education forum, "Communities at Risk: Education in the Kootenays", at Stanley Humphries Secondary School in Castlegar. The meeting was sponsored by the Castlegar District Parents Committee to increase the awareness of the impact of further cuts on public education in the region.

BCTF President Pat Clarke, one of the speakers, attacked the government's cutbacks program which is intended to roll back the province's pupil-teacher ratio to the 1976 level of 19:1 — the worst in the country. He condemned the "unforgivable and unconscionable deceit being perpetrated on the people by a government that says by word and deed that 1985 schools can be the same as 1975 schools."

In the intervening decade, Clarke pointed out that school services have been broadened to serve many

special needs children and that, because of the political impact, special needs are being maintained but the cuts are forcing up regular class sizes.

Clarke said that in that 10 years B.C. built "a humanistic, child-centred, open and equal school system" where every child — including slow learners, the handicapped, minorities — had a better chance of success. But he warned: "That child-centred, equal access system is what we are in the midst of dismantling."

From the variety of other speakers, representing parents, students and college instructors, the rally heard growing concerns of the damage cuts are doing to the public schools and the local college, and that more must be done to mobilize support among the large element in the population who do not have children in schools.

The meeting unanimously adopted resolutions calling for:

- restoration of local autonomy to school boards;
- provision of adequate financing to meet local educational needs;

### BCTF conference told:

## Put people first, technology second

"Dream of what might be. Preserve human dignity. Foster critical thought."

These were the challenges posed by Elaine Bernard, Director, SFU Labor History program, at the BCTF's first provincial conference for microtechnology contact persons, March 8-10, in North Vancouver.

Sponsored by the Task Force on Microtechnology in the Schools, representatives from almost every district heard Bernard describe the new microelectronics technology, specifically the microcomputer, as the machine that is

propelling education and society into a post-industrial age. Fortunately, we are at a stage of convergence where the individual technologies are just beginning to be linked together to form networks and to marry existing ways of doing things with the new. This is a period for influence and choices — choices she would recommend that put people and their needs first and the machines in service to them. It is a time to re-design the machines to meet our dreams. For education this means that the curriculum for the 21st century should emphasize the development of concepts, critical thinking, language skills, and existing skills. If we don't answer this challenge, there is the very real danger that our students will "turn on, tune in and drop out" — and control over the technology will be lost.

Dr. Milton McLaren, SFU education professor, further challenged the participants to stretch their thinking of computers as tools to include other metaphors — computer as the clay of the next century (clay of course can be molded in our hands) or as a mirror — an object that beckons us to look at ourselves. It can empower individuals and it can disempower. We must make it what we envision for ourselves.

Participants reaffirmed their vision of technology in B.C. schools. One in which all students have an opportunity to think and express themselves using the computer as tool. One in which all aspects of the curriculum are involved intimately with computer use. One in which "the human factor" is paramount in our decisions about software, hardware, classroom environments, and socio-cultural realities teachers face each day with their students. Dr. Tom Smith, of SFU's kinesiology department, offered an analysis of how optimum and safe working environments can be established in schools to protect both students and teachers as the technology evolves.

Resources — both financial and human — must be freed up to continue the work with computers in our schools said Pat Clarke, BCTF president. He implored the contacts to return to their districts and advocate adequate funding, not school fund-raising, to ensure students get equal opportunity to use microtechnology to assist their education.

The ministry responded in the presence

• the school board to submit only a needs budget for 1985-86;

• David Thompson University Centre to be immediately reopened and be adequately financed;

• and that service levels at Selkirk College be restored to previous levels.

Also on the Kootenays education front, the Castlegar District Teachers' Association has suspended its work-to-rule, launched to fight the board's refusal to honour the noon supervision clause in the local contract.

Lisa Pedrini, CDTA acting president, said the work-to-rule is being suspended while the local continues negotiations with the board and legal action on the matter.

She noted also the board is getting a strong message from the community to stop the cuts, a recent board meeting with teachers, parents and support staff eliciting a common response.

"Every group asked the board to put in a needs budget," Pedrini said. "So while the board was not considering it seriously before it is certainly considering it now."

of Dr. Ian Cameron, by statements of *maybe*. Maybe there will be some funds available to support the implementation of the Computer Science 12 curriculum. Maybe there will be computers, software, and training to help teachers in the implementation of the course. If maybe becomes *yes*, this will still only affect a small fraction of the total student population currently attending public schools in B.C.

The teachers attending this conference called for a joint forum involving labor, government, business, industry, parents and community to give strong direction on where computer technology for education should be heading in B.C. Participants returned to their locals and districts with a better sense of where their district fit into the provincial picture and prepared to educate other teachers, communicate the issues and negotiate technological change clauses into agreements.

B.C. stands poised for action and it is the grassroots movement, teachers in classrooms, who are in the lead — taking responsible action to lead us into the new society that is unfolding.

### University of Alberta hosts summer institute on peace education

The United Ministries in Education Peacemaking in Education Program and the Teachers College Peace Education Program in cooperation with the International Council on Adult Education, The World Council for Curriculum and Instruction, and the World Policy Institute have scheduled three one-week summer institutes on peace education for July 1985.

They are:

**July 7-13, 1985**

The University of Alberta  
Edmonton, Alberta, Canada

**July 14-20, 1985**

The University of California Irvine  
Irvine, California

**July 28-August 3, 1985**

Manhattan College  
Bronx, New York

These institutes will be organized on the model of those previously offered by the UME Peacemaking in Education Program and the Teachers College Peace Education Program, with morning plenaries devoted to specific peace-related topics and afternoons devoted to workshops designed to prepare participants to develop practical programs for particular learning settings from early childhood to university and adult non-formal.

For further information and/or registration forms, write to: Peace Education, Box 171 Teachers College, Columbia University, New York, NY 10027.

### Conference focusses on native Indian and multicultural education

A major native Indian and multicultural education conference will be held at the Hotel Vancouver on April 25-27, 1985.

The conference, sponsored by lower mainland native Indian and multicultural educators, is intended to increase awareness and sensitivity to the needs of native Indian and multicultural students and to promote comprehensive improvements in education programs for these students. Topics for discussion range from cultural bias and stereotyping to curriculum development to the future society.

For further information contact: Brenda Taylor, 7063 Jubilee Avenue, Burnaby V5J 4B4 (434-6315).

#### NOTES TO CONSOLIDATED FINANCIAL STATEMENTS CONTINUED

From page 9

#### 3. MARKETABLE SECURITIES

The carrying values, market values and costs of marketable securities are as follows:

	1984			1983		
	Carrying value	Market value	Cost	Carrying value	Market value	Cost
Salary indemnity fund	\$3,524,541	\$3,524,541	\$3,532,919	\$4,340,000	\$4,662,527	\$4,535,157
Reserve fund	980,500	980,500	1,055,500	1,042,500	1,042,500	1,055,500
	<u>\$4,505,041</u>	<u>\$4,505,041</u>	<u>\$4,588,419</u>	<u>\$5,382,500</u>	<u>\$5,705,027</u>	<u>\$5,590,657</u>

#### 4. INVESTMENT PROPERTIES

	1984		1983	
	Original Cost	Accumulated depreciation	Net book value	Net book value
1601 West Broadway				
Land	\$ 56,528	\$ —	\$ 56,528	\$ 56,528
2204 Cypress				
Land	100,473	—	100,473	100,473
Buildings improvements	134,265	53,705	80,560	93,986
Sixth Avenue				
Land	151,549	—	151,549	151,549
	<u>\$442,815</u>	<u>\$ 53,705</u>	<u>\$389,110</u>	<u>\$402,536</u>

In 1981/82 a \$25,000 forgivable loan was received from the Canada Mortgage and Housing Corporation and credited against building improvements to the Cypress property. The amount is forgivable at \$2,500 per annum. If the Federation defaults under the terms of the loan it may become due on demand bearing interest at 13½% per annum from the date of default.

#### 5. FIXED ASSETS

	1984		1983	
	Original Cost	Accumulated depreciation	Net book value	Net book value
Land	\$ 263,496	\$ —	\$ 263,496	\$ 263,496
Buildings	1,303,081	440,374	862,707	787,552
Furniture and equipment	963,444	567,063	396,381	391,081
Equipment under capital lease	234,727	38,806	195,921	19,534
	<u>\$2,764,748</u>	<u>\$1,046,243</u>	<u>\$1,718,505</u>	<u>\$1,461,663</u>

#### 6. CAPITAL LEASES

The Federation has entered into a number of capital leases for the acquisition of equipment. The future minimum lease payments for these leases are:

1985	\$ 71,602
1986	64,714
1987	63,689
1988	46,678
1989 and subsequent	31,119
	<u>277,802</u>
Less imputed interest in lease payments	67,411
	<u>210,391</u>
Capital lease obligation	210,802
Current portion	38,024
	<u>\$172,778</u>
Long-term portion	<u>\$172,367</u>

The interest rate imputed in the various capital leases varies between 12½ and 13½ per cent per annum.

#### 7. 1984 AND 1985 BUDGET FIGURES

The 1984 and 1985 budgets presented in Statements III and IV are the budgets as approved by the Representative Assembly. (See Note 11.c.)

#### 8. GENERAL FUND MEMBERSHIP REVENUE

The restraint program of the Government of the Province of British Columbia has created a reduction in the number of BCTF full time equivalent teachers and an estimate of this reduction has been incorporated in the 1984-1985 budget.

1985	26,700	Estimated
1984	28,200	Actual
1983	28,500	Actual
1982	28,455	Actual
1981	28,701	Actual

#### 9. COMPARATIVE FIGURES

Figures for 1983 have been reclassified to conform with the current year's presentation.

#### 10. THE BRITISH COLUMBIA TEACHERS' FEDERATION STAFF RETIREMENT PLAN

Actuarial evaluations of the plan are performed every three years. As at January 1, 1983, the date of the most recent actuarial evaluation, the unfunded liability was estimated at \$402,000. The contribution rate of the Federation was increased to ensure the plan is fully funded by December 31, 1990.

### Best student fiction on bilingual Canada to win cash prizes

The Commissioner of Official Languages is marking International Youth Year by sponsoring a creative writing contest for young Canadians.

Canadians in two age groups — 15 to 18 and 19 to 24 — are being asked to express their thoughts in a piece of fiction about living in a country with two official languages. Entries may be in English or French, may take any fictional form — from short story to video script — and may be written in any tone — empathetic, satirical, wry, humorous or whatever the contestant feels best.

The judging will be done by an independent panel and the five best entries in each language and age group — 20 in all — will be paid \$500 each for publication rights and will also receive a memento.

Entries must be submitted by **June 15, 1985** to: Creative Writing Contest, Office of the Commissioner of Official Languages, Ottawa, Ontario, K1A 0T8.

### Volunteers sought for Cancer Society's new information phone line

The Canadian Cancer Society is about to launch a unique new community service: a Cancer Information Line.

This new telephone service is intended to provide information to the public about cancer and the services available to cancer patients, their families and friends.

The society is currently recruiting volunteers to answer the telephones and is looking for active listeners with excellent communication skills. Training sessions, to begin this month, will cover information about cancer, listening skills and crisis intervention. Volunteers will be asked for a minimum commitment of one four-hour session each week, the line being open only on weekdays and during daytime.

For further information contact: Mary Kersell at the Canadian Cancer Society, 736-1211.

### Reunions

#### Charles Tupper

The 1965 graduating class of Vancouver's Charles Tupper Secondary School is holding a 20th anniversary reunion on **June 28-29**. Grads, former and present teachers are invited to attend. For further information contact: Gloria Kemp, 271-0171.

#### Vancouver Normal

Any Vancouver Normal School graduates of 1934-35 who are interested in a 50th reunion are urged to get in touch as soon as possible with Mrs. Hilda Catherall (nee Hilda Luca), 3758 West 36th Avenue, Vancouver, B.C. V6N 2S4, telephone 266-2695.

#### Hugh Boyd

Hugh Boyd Junior Secondary in Richmond celebrates its 25th anniversary this spring. An open house will be held at the school on **May 9, 1985** from 7 to 10 p.m. and all former teachers are invited to attend. A student reunion will be held on **May 10** and teachers are invited to attend that event also. For information call Bob Murphy at 277-1188.

#### A. L. Mathers

All former residents of Sandspit and former students and teachers at the town's A. L. Mathers Elementary/Secondary School are invited to a gala reunion **July 13, 1985** at the Airport Inn, Richmond. Events include a banquet and dance. For information call: Tom Crozier 796-2105 (office), 826-7871 (home).



## Classes held in local malls

If you can't get the public into your school, take your school to the public.

That's the philosophy of three south Vancouver Island teachers' associations — and it works.

For a week, February 25 to March 2, the Greater Victoria, Sooke and Saanich local associations held classes and educational demonstrations in shopping malls, capturing the interest of thousands of area residents. It was all part of "Education '85", a program designed to heighten awareness of public education conducted in cooperation with local school boards.

"We tried to do two things: to attract the public into the schools and to take the schools to the public," said Sooke Teachers' Association President John Bergbusch.

The program grew out of the realization that many members of the public do not normally attend school open houses and it was inspired by a similar venture a couple of years ago by Powell River teachers in taking classes into local shopping malls.

Under Education '85, normal classes were held in local shopping malls in such areas as English, French, math, geography, science, hearing impaired and kindergarten. There were as well demonstrations in the use of computers in schools, fashion shows of student-made

clothes, food preparation, aerobics, band and choir performances.

At the same time, area schools held open houses and the shopping mall presentations were used to encourage members of the public to visit their neighbourhood school.

"The business community was thrilled to have us in the shopping malls," said Bergbusch. "We made a very favourable



Choirs sang and students read creative writing exercises as school was brought to the shopping malls. Dale Kelly photos.

impression and I believe we moderated some opinions."

He said the public as a whole also reacted positively to the classes and demonstrations held in the malls. "One of the things that amazed me was the number of people who took time to really look, read the displays and ask questions. We probably did a lot of mind-changing there too."

Education '85 will be culminated March 23 with "Opening Doors: Parents as Partners in Education", a day-long series of workshops at Spectrum Community School, Victoria, sponsored by south island teachers' associations and school boards.

## BCTF supports Eaton's boycott

Following the lead of the Canadian Teachers' Federation, the BCTF Executive Committee has endorsed the national boycott of Eaton's stores organized by the Canadian Labour Congress.

The boycott is intended to pressure Eaton's into bargaining in good faith with its workers at six Ontario stores who have been on strike since November 30, 1984, attempting to negotiate a first contract.

"Our struggle is your struggle," said Linda McFawn, one of two striking Eaton's employees who addressed the metro presidents' meeting on March 8.

She and colleague Claudia Giovanetti described the poor working conditions Eaton's employees have been faced with and how management had stonewalled throughout negotiations.

"After 12 months of negotiating and 30 meetings," said Giovanetti, "the only concession the company has made was to post a bulletin board for employees."

The employees, who joined the Retail, Wholesale and Department Store Union last spring, have been trying to get Eaton's to put such basics into the agreement as statutory holidays, bereave-

ment and jury leaves, lunch and coffee breaks, vacations and pension plans. As well as not budging on these items, the company is also refusing to incorporate any wages and classifications in the agreement and wants the right to lay-off and recall employees based on appearance and customer profile rather than seniority.

The BCTF executive felt it important to support the Eaton's employees' legal strike at a time when teachers are under attack and also need allies. This support has so far been manifested by a teacher contingent participating in an Operation Solidarity leafleting blitz outside three Vancouver Eaton's stores.

"Eaton's management will negotiate fairly with its employees only when there is enough economic pressure on the company to do so," said Pat Clarke, BCTF president. "That pressure must come from us by our refusal to shop at

Eaton's while the strike is on. Let's help bring Eaton's into the 1980s."

## More fat than fit, B.C. youth need P.E., say doctors

B.C.'s youngsters are below the national average in fitness and now is not the time to reduce compulsory physical education, argues the B.C. Medical Association's athletics and recreation committee.

Writing in the *B.C. Medical Journal*, committee chairperson Dr. A. M. Vogel points out that the most common diseases in Canadian society are caused or aggravated by lifestyle factors. Regular physical activity helps control weight, reduce stress and contributes to good health, he emphasized, and the value and pleasure in such activity needs to be taught in school.

But the Ministry of Education appears determined to downgrade physical education at a time when it is most needed. "The Canada Fitness Survey," Dr. Vogel wrote, "reported that B.C.'s youngsters are taller and heavier than the national average in Canada. They also demonstrate more than the expected amount of body fat and perform below national average on tests of fitness. Adolescents seem less fit than younger children and girls less fit than boys."

He called on doctors to join the BCMA athletics and recreation committee and the BCMA Presidential Task Force on Health Education in opposing the ministry's plan to eliminate physical education as a compulsory requirement after Grade 10.

## Vacancies

### Bargaining Committee

First terms of the bargaining coordinators in the following zones expire this spring: North Central, Fraser Valley, North Coast, North Okanagan. Application deadline is **May 1**; appointments are scheduled for the June Executive Committee meeting. Applicants must be nominated by a local association within their zone or by the district council.

### Committee of Ombudspersons

The June RA must elect two Ombudspersons. Vacancies are for the North Central/Peace River/North Coast area and the Okanagan/Central Mainland area. Nominations for BCTF members willing to serve as Ombudspersons should be submitted by GRs in the affected areas by **May**

**15**. Further information relating to the Ombudservice can be found on page 45 of the Members' Guide.

### Judicial Committee

The June RA must elect three BCTF members to the Judicial Committee. Candidates must have prior approval by a secret ballot of a local association general meeting or local delegate assembly. Please see page 58 of the Members' Guide for more information. Application deadline is **May 15**.

### Status of Women Committee

There is one vacancy on the Status of Women Committee. Application deadline is **May 1**; appointment is scheduled for the May 10-11 Executive Committee meeting.

### CTF AGM Task Force

Five BCTF members from the

## Alberta teachers make gains in bargaining

Alberta teachers are proceeding with 1985 negotiations under conditions that reflect some improvement over 1984.

During 1984 and amidst conditions of budget restraint, teachers in Alberta were held to average increases of only 1.3 per cent. Many districts saw teachers accept no increase. Most B.C. teachers also accepted zero with a provincial average increase of one-tenth of one per cent.

In 1985, with 40 Alberta teacher locals reporting, covering about 73 per cent of the teaching force, salary increases are averaging in the vicinity of 3.2 per cent. Many of the agreements are multiyear packages.

Lower Mainland are required to work as a task force to assist in planning the 1988 CTF Annual General Meeting to be held in Vancouver. Planning to include on-site conference arrangements, a B.C. afternoon or evening, a budget, advice re off-site options before, during and after the general meeting, public relations aspects of the meeting. Application deadline is **May 1**.

### Note

Applications for all of the above committees should be submitted on BCTF curriculum vitae forms. For forms or more information, please call Jacque Boyer at the BCTF office.

Vacancies for most BCTF committees will be advertised in the post-AGM newsletter.