

ILO condemns B.C. gov't wage controls

The International Labour Organization has, for the fifth time, told B.C.'s provincial government its public sector legislation is in violation of international bargaining conventions.

The ILO, a respected expert body of the United Nations having employer, union, and government representation,

met in Geneva in February and endorsed the report of its Freedom of Association Committee on a complaint from B.C. provincial government employees.

(A similar complaint, endorsed by 15 public sector groups, including the BCTF, is also before the ILO.)

The ILO noted it had earlier ruled that

the Compensation Stabilization Act violated international standards, and urged the government to restore bargaining rights.

The ILO report stated: "The Compensation Stabilization Program . . . is contrary to the principle of voluntary collective bargaining. The committee expresses

the hope that the government will at an early date take appropriate steps in light of the principles stated above to restore free collective bargaining between the parties and to remove limitations currently imposed on them by the program."

The *Vancouver Sun* immediately See "Ed Peck" page 2

BCTF Newsletter

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70th annual meeting

Recovery of funding, rights of teachers to be focus of AGM

Recovery and rights appear likely to be the main themes of the 1986 Annual General Meeting.

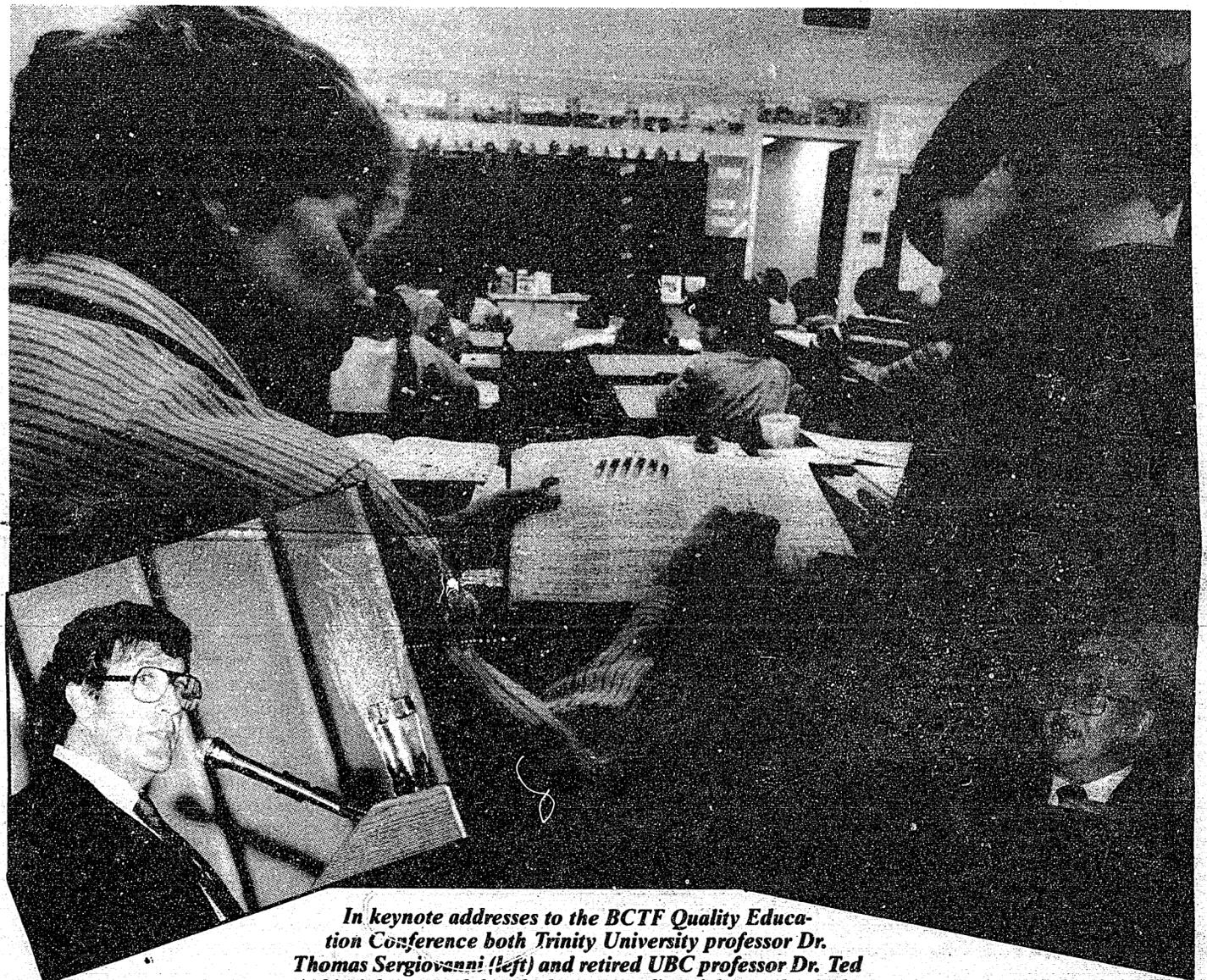
Teachers are determined to recover lost school funding and salary levels, and to regain, with major improvements, their bargaining and professional rights.

This is the intent of a series of key motions to be debated by about 650 delegates at the 70th Annual General Meeting, which will be held at the Hyatt Regency Hotel, Vancouver, from Sunday, March 30 through Tuesday, April 1.

The main thrust is provided by the Executive Committee's leadership report, which lays out a program of priorities for 1986-87. It recommends actions to:

- restore education funding, local autonomy and fair treatment of teachers;
- extend the community outreach program;
- further develop the staff rep network;
- foster a collegial approach to school professional development decision-making;
- restore teachers' salaries to traditional levels;

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In keynote addresses to the BCTF Quality Education Conference both Trinity University professor Dr. Thomas Sergiovanni (left) and retired UBC professor Dr. Ted Aoki (right) agreed that the human quality of the teacher is the key to excellent education.

Not bureaucratic controls:

Excellence comes from teachers

Quality education cannot be achieved by increasing bureaucratic controls but rather by recognizing and enhancing the essential *humanness* of schooling.

Simplistic programs of "effective teaching" and centralized regulation of curriculum, instruction and teacher evaluation are destined to be more destructive than beneficial.

What counts most in fostering good education is the human quality of the teacher and how he or she relates to students in a caring relationship.

That, in essence, was the message to come out of the BCTF Conference on Quality Education, held in the Hotel Vancouver on March 7-8, which attracted about 300 teachers from all over B.C.

The tone was set in keynote addresses by Dr. Ted Aoki, a former University of B.C. education professor recently retired from the University of Alberta, and by Dr. Thomas Sergiovanni, a professor of

education at Trinity University, San Antonio, Texas.

Dr. Aoki explored what constitutes good teaching, criticizing schemes which ignore the vital, human relationship between teachers and students. Reminding his audience of what makes an inspiring teacher, Aoki said: "He teaches by who he is."

Dr. Sergiovanni discussed the elements of successful educational leadership and warned his Canadian colleagues against centralized schooling, a trend which he suggested was damaging education in several U.S. states. "You folks — forgive me if you consider me rude — look to us far too often and pick up too many of our fads," he said. "I pray you won't with this one."

In trying to come to a clearer definition of teaching, Professor Aoki reviewed two common approaches.

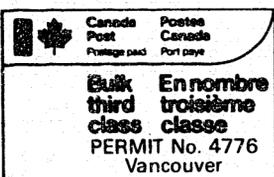
The first he described as, "Under-

standing teaching as a black box: a conscious and wilful ignoring of the life world of teachers and students." This approach emphasizes the setting of goals and measurement of outcomes as the key determinants in good teaching. But, said Aoki, this view ignores the real lives of teachers and students, and denies the essential human core of education.

"We who live in the black box know full well of the deadening hopelessness that can prevail in a classroom," he said. "At the end of the day, usually what count as memorable moments refer not so much to the outcomes, but to the quality of life experienced with students."

He then discussed the "Scientific and technological understandings of teaching: the unconscious ignoring of the life world of teachers and students." Recently, he said, social scientists, such as sociologists, psychologists and anthropolo-

See "More dropouts" page 5



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

Internship rumours raise concerns

Tom Hutchison
Government Division

We have been hearing rumours of internship for teachers during the last year. Internship, ideally, is for advanced students in a professional field who are getting practical experience under the supervision of an experienced worker. BCTF policy favors an internship, closely integrated with other elements of teacher preparation, prior to full certification.

Internship can be abused in circumstances of both under-supply and over-supply of teachers. When teachers are scarce there is a temptation to take graduates, give them a quickie course in education, place them in a form of apprenticeship in schools and call the process "internship." This has happened before in Canada and B.C. and is happening now in some jurisdictions in the U.S.A. When school resources are cut back and there is "over-supply" of teachers, there is temptation to use lower-salaried interns to alleviate the problems of crowded classes.

In 1982 a report on internship prepared by representatives of BCTF, BCSTA, the faculties of education, ABCSS and the ministry was well-received by the Ministry of Education. The process envisaged for its implementation included a feasibility study under

a project manager in 1982-3, pilot programs in ensuing years and a minimum three year lead-in period before internship became standard. This internship would have followed basic academic and professional preparation, would have involved granting of an internship credential, payment for interns, and would have preceded full certification. When the budget crunch hit in 1982, a project manager was about to be appointed. Had we not been going through these hard times, it is probable that a good internship system would now be in place.

The most recent example of something close to internship is the Alberta Initiation to Teaching Project. This is in its first year of operation and is to continue for another year. It is an element of the Alberta Manpower Post Secondary Internship Program and is funded by Alberta Manpower, Alberta Education and participating school districts.

Up to 900 placements a year can be made. To qualify, a person must be an Alberta resident, have a teaching certificate, have never held a full-time teaching position and been unemployed or under-employed for two months. Salaries are \$15,600 per year with access to benefits, a form of membership in the ATA and service counted toward pension. The service will not count for experience or seniority. Participating boards must file a

plan for the use of interns and the evaluation of the experience. This Alberta plan is more an employment program than an internship. It has been endorsed by the ATA on the two-year experimental basis with the hope that it might lead to an acceptable pattern of internship.

The rumours that we have heard on internship include no specifics. However, it is obvious from our 1982 plan and the employment program in Alberta that a lot of thought and co-operation have to go into making a successful program. The temptation is strong to see "internship" as a cheap, quick fix for lack of human resources in the classroom. The temptation is reinforced by the knowledge that we have many unemployed teachers longing for classroom experience.

But we must take care that a model for teacher preparation which has such rich possibilities for the improvement of teaching and learning is not used in an ad hoc way to mask deficiencies in funding. To play with internship in areas where teachers are being laid off would be unconscionable.

If any members are interested in reading either the 1982 report on internship or a description of the Alberta Initiation to Teaching Project, please contact the Government Division, BCTF.

AGM to make major decisions on bargaining, professional rights

From page 1

- involve teachers in a pro-education campaign in the next provincial election;
- and strengthen federation liaison with public sector unions on bargaining and other issues of common concern.

Another important matter coming forward for decision will be the Bargaining and Professional Rights Task Force report, which presents detailed proposals for legislative changes aimed at giving teachers full collective bargaining rights

and greater control over professional concerns. Included in the package is a recommendation of a process to allow ratification by the total membership. The Representative Assembly has already reviewed the report and made its recommendations, which will be part of the debate.

The report of the Commission on Governance will also be presented for discussion and decision. The majority of the commission's recommendations con-

cern changes in decision-making procedures and provision of services, rather than structural reforms. It does, however, recommend that the position of second vice-president be abolished and be replaced on the Executive Committee by another member-at-large.

Resolutions submitted by local associations are, as usual, wide-ranging in their concerns. Among them, AGM delegates will debate motions calling for:

- government to give a clearer legislative definition of the grounds under which an official school trustee may be appointed;
- BCTF development of penalties for members who contravene majority decisions regarding job actions;
- federation to urge teachers to boycott Expo 86;
- federation study of the concept of peer evaluation and alternative means of supervision and reporting on teachers;
- BCTF, BCSTA and Ministry of Education to jointly study retraining needs of teachers;
- federation to oppose apartheid and endorse sanctions against South Africa;
- and that the BCTF concentrate its efforts on education issues and avoid being involved in social issues not related to education.

Members are reminded that campaign statements of the candidates for Executive Committee positions can be found in the February 25, 1986 BCTF Newsletter.

Gov't decree attacks contracts, boosts shoddy school building

Lynne Macdonald
Bargaining Division

After fighting the case all the way to the B.C. Court of Appeal — and winning by a unanimous decision — the Carpenters' Union agreement with the Surrey School Board that all construction be done by union labour was, in effect, cancelled by former Minister of Education, Jack Heinrich.

On January 29, 1986, without any consultation with the parties involved, Heinrich issued a decree that unilaterally changed the rules for school boards who tender capital projects. His edict is a further reiteration of the Bennett government's policy that the lowest bid tendered must automatically be accepted.

Bill Zander, president of the Carpenters' Union, has stated that British Columbians should be alarmed over the Heinrich decree because of:

- its negative impact upon labour relations by cancelling contractual clauses freely negotiated between an employer and a union;
- the abuse of power that once again strips away local autonomy;
- the resulting high cost of shoddy construction;
- the low-wage economy that is promoted by the policy;
- and the obvious anti-union sentiment that underlines the policy.

A situation in Richmond typifies the hidden cost of non-union, substandard work. The Richmond School Board has expressed concern to the Ministry of

Education about some 54 deficiencies in the work of a non-union contractor that the board was compelled to use because of the government's anti-union low-bid policies. The problems included: poor quality wood and paint, missing or loose baseboards, missing handrails, damage to existing walls and substandard concrete floor slabs.

In response to the latest rule change, the Labour Affairs Advisory Committee passed motions calling on the BCTF to immediately notify the premier of its strong opposition to Heinrich's unilateral decree and for the federation to communicate its strong support for the building trades in their drive to achieve fair wages for construction workers.

BCTF Newsletter

BRITISH COLUMBIA TEACHERS' FEDERATION
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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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World education congress focusses on impact of technology on education

The World Congress on Education and Technology, set for Vancouver on May 22-25, 1986, will focus on the impact of new technology on education, culture and society.

The congress, using both the B.C. Place Stadium and UBC campus, will feature more than 200 programs spanning seven major themes:

- Teaching, Learning and Technology;
- Management and Technology;
- The Future Society;
- Innovations;
- Special Needs and Technology;
- Training and Employment;
- Policy and Planning.

Among the many top speakers to be highlighted are: Daniel Bell, professor of social science, Harvard University; Seymour Papert, professor, Massachusetts Institute of Technology, and developer of LOGO; Carl Sagan, Cornell University professor; David Suzuki, University of B.C. zoology professor and television broadcaster; and Sherry Turkle, MIT professor and author of *The Second Self*.

For program and registration information, contact: World Congress on Education and Technology, 1155 West 8th Avenue, Vancouver, B.C. V6H 1C5.

North Vancouver honours its first superintendent

The W.E. Lucas Memorial Scholarship has been established to recognize outstanding achievement by North Vancouver students.

The new award, expected to be worth \$2,000, was established by friends and colleagues in honour of the late Bill Lucas, North Vancouver's first superintendent, who was noted for his leadership and innovative spirit.

Contributions to the scholarship fund may be sent to: W.E. Lucas Memorial Scholarship, c/o North Vancouver School District Office, 721 Chesterfield Avenue, North Vancouver, V7M 2M5.

Ed Peck rewarded: now deputy minister

From page 1

termed the ILO censure "a black mark for British Columbia," and urged the government to "waste no time in announcing changes to the CSP that will answer the ILO's concerns."

BCTF First Vice-President Elsie McMurphy said the ILO should visit B.C. to investigate the full range of offensive legislation, including the restrictions on the scope of teachers' bargaining rights. "The ILO has upheld our complaint about wage controls," she said, "but they should come and see the rest of the picture as well."

British Columbia was originally to be investigated — along with the other three provinces, Newfoundland, Ontario and Alberta — by an unusual ILO mission that came to Canada last year to delve into alleged public-sector bashing by the four governments.

The visit by the ILO mission was the first to Canada in the 66-year history of the agency — one that embarrassed the federal government by calling into question Canada's reputation as a world leader in the passage of progressive labor legislation. Usually, such initiatives by the ILO are associated with repressive regimes, such as those in Poland, South Africa and Chile.

Meanwhile, the government gave indications of making CSP even more permanent by enacting an order-in-council elevating CSP Commissioner Ed Peck to the status of a deputy minister.

B.C. teachers win Hilroy Awards

Students enjoy reenacting history

A Burnaby North Secondary School teacher was concerned about how to get students involved in and excited about learning Canadian history.

A group of teachers at a small Vancouver Island primary school were anxious to find a way to give their students more hands-on practice in mathematics and science.

The result: creative solutions which have won for Charles Hou a \$3,500 national Hilroy fellowship and for the Black Creek Elementary School team a \$1,500 provincial Hilroy fellowship.

The Canadian Teachers' Federation recently announced 24 provincial awards and four national awards made to teachers across Canada under a program established by the Roy C. Hill Foundation to reward classroom innovation.

Charles Hou

Charles Hou claims he owes it all to the fact that eight years ago his students were determined to go horseback riding. He was then teaching at McPherson Park Secondary School in Burnaby and had received a B.C. Legal Services Society grant for a project to introduce law into the social studies curriculum. "Legal Services wanted law taught in high school, the students wanted to go horseback riding and so we put the two of them together," he summarized, "and ended up doing a mock trial of Louis Riel."

But, as the horses proved to be poor actors, that venture flopped and the result was a concentration on the trial itself. That proved to be an instant success, said Hou.

"I was very pleased with the results," he said. "I had never had students that actively involved in anything I had done before. I felt I was really on to something and I wanted to do it again."

With the help of the \$5,000 Legal Services grant, Hou spent the interven-

ing summers doing research in archives in Ottawa, Winnipeg, Saskatoon, Regina, Edmonton, Calgary, Victoria and Helena, Montana, refining the concept. Finally last year he was able to get his curriculum unit published in two soft-bound books, one a collection of biographical sketches of the key figures in the rebellion and trial, the other a teacher's guide to presenting a mock trial of Louis Riel.

Over the eight years Hou has had many classes put on the Riel trial and has

been consistently pleased with how the idea stimulates students' participation and learning.

"What I like about it is the amount of student involvement," he said. "I'm sort of an activist when it comes to teaching history and I think that students have to get involved, they have to commit themselves to the material and feel a little emotion to really start learning."

Another aspect that makes the Social Studies 10 unit work well, he said, is that it allows for individual differences, as



It was a winner from the start, Charles Hou recalls, as he had never had students as involved as when he first tried a mock trial of Louis Riel.

students can play roles suited to their abilities, ranging from the most demanding (Louis Riel, judge, the lawyers) down to the fairly simple (nurse, teamster). But each student has to become an expert on his or her character and often extra research is done, Hou said, out of interest or a desire not to come off badly in public.

The essential value of the Louis Riel mock trial unit, Hou said, is that it teaches students about Canada's judicial system and about a key event in our history — and introduces them to the historical method. He pointed out that the legal method of inquiry and the historical method are very similar, both trying to find out what happened and both having to determine the accuracy and credibility of witnesses, documents and other evidence.

"I really like using primary source material," Hou said, "because the newspaper is biased, television is biased and you have to provide students with the skills to cope with the world today and they can't get that by just memorizing material out of a textbook."

Hou, who teaches socials and law at Burnaby North Secondary, has been involved in other dramatizations of history. He has also presented a mock trial of Louis XVI, is developing one of Martin Luther and is planning one concerned with the Winnipeg General Strike. On March 20 he will be taking his students over to the legislature in Victoria to put on a mock parliamentary debate on whether British Columbia should join Confederation or join the United States.

Charles Hou's curriculum unit, *The Riel Rebellion: A Biographical Approach*, is available through BCTF Lesson Aids, \$12.95 for the book and \$8.95 for the teacher's guide.

Black Creek Elementary

The story of Black Creek Elementary's math/science project might best be titled, "Making do with not very much."

Black Creek is a small school serving 96 students, kindergarten to Grade 3, located between Courtenay and Campbell River. Like many B.C. schools today, it is short of equipment and space — and long on teacher frustration.

"Our staff was frustrated because, being short of equipment and everyone having very large classes, we were not

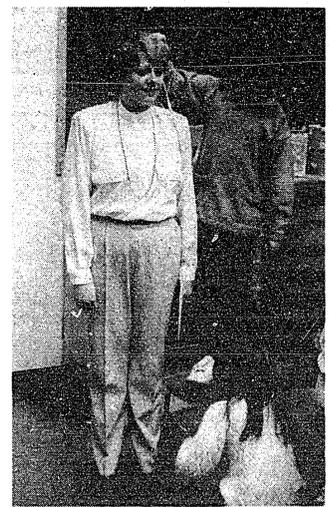
Math/science resource room created by "beg, borrow, steal"

able to provide our students with enough hands-on time using things to build a foundation for their later mathematics and science," said Gay Davies, principal and Grade 1 teacher.

ary instructional equipment and turn it into a math/science resource room.

"It was a matter of 'beg, borrow or steal' to equip the room, but we did it," said Davies, adding that the staff can now do a better job with none of the previous hassle of constantly having to set up and remove equipment. "Now the children can come into the room, make things or play games, and get a lot more exposure and with a lot less work for the teachers."

All the students, from kindergarten up, are now scheduled to work at mathematics and science units in the resource



Measuring the teacher was part of the exercise recently in Black Creek's math/science resource room developed by (left to right) Gay Davies, Lee Lindsay, Linda Beatty, Thea Senior, Pippa Ingram and Patti Woolsey.

The Great Textbook Scam

Jim Bowman

Director, Government Division

For months we have been inundated with reports about the crisis in textbooks. Some books are hopelessly out of date, many have to be shared, a lot have information in them that needs revising, a growing number are physically decrepit. Need I go on? You know better than I do what it's like.

The provision of textbooks to schools is of course the financial responsibility of the province under its Credit Allocation Plan. The best estimates say that it would take several million dollars just to bring the present collection up to scratch. That's just for what is, not for what might be, for new curricula eventually require textbooks. Some say that the total textbook bill for the coming years ought to be in the vicinity of \$2.5 million.

Whatever the actual figures are, we do know that new programs in math, science and social studies were scheduled for institution this fall with attendant, and very substantial, costs for texts. Yet during the past week we've been getting calls from teachers, active on curriculum committees, angry and bewildered that those new programs have been suddenly hoisted. They want to know why?

Let me see if I can provide the answer by recreating the drama for them and for you. Take your pick as to whether you regard it as farce or tragedy. Personally I think it's pure Gilbert and Sullivan.

The opening scene is tranquil enough. The Ministry of Education sends out an information circular at the end of January. In that circular textbooks are named and implementation dates are stipulated. Remember that this circular is sent out to everybody but the People's Republic of China, and bureaucrats — I know, because I'm one of them — don't send out promissory circulars to all and sundry unless they firmly believe that the promises can be fulfilled.

In the next scene the stage is split in two, though there is a common backdrop made up of large shells. On one side of the stage we are presented some splendid oratory by the premier and the new minister of education, Mr. Hewitt.

First the premier speaks on February 11, announcing the \$110-million Fund for Excellence in Education:

I'd like to see proposals on . . . ways and means to improve the quality of our curriculum and textbooks.

He's followed on February 12 by Mr. Hewitt:

This program [the Fund for Excellence in Education] . . . targets the issues that parents and educators told us were priorities . . . textbook and curriculum upgrading.

And on the same day the new minister sent to school board chairpersons details of the Fund for Excellence in Education which included this memorable sentence:

More current and better quality textbooks could be made available to districts on a per-pupil basis by increasing allocations in the Credit Allocation Plan.

Meanwhile, on the other half of the stage we have a wretched band of bureaucrats wailing. "Where did our textbook money go?" A great finale for the first act.

During the intermission, as best I can figure it, the bureaucrats are running around telling the supporting cast (curriculum committee members) that the second act script, where the programs would be introduced as scheduled, has been scrapped. A number of replacement scripts are now being hastily formulated.

A completely rewritten scene opens the second act. It's entitled, "What's all the fuss about?" Word has come down from on high to downplay the problem. Pictures of students and teachers on the TV news examining atlases showing maps of Atlantis and the Belgian Congo and other such curios are not good for the government's upbeat image.

Spokespersons for the government are now responding to calls by pretending this textbook issue is no big deal. The fund is at the same level as last year's, they say, and the minister is considering all kinds of recommendations as he meets school boards and teacher groups. A nice dollop of blah, calculated to put the audience to sleep. Unfortunately for the government, they've forgotten how this little drama opened. The textbook business got into bad shape because of budgets like "last year's." And what about those promissory circulars? I sense the audience getting restless, not sleepy.

However, while they are peddling that line the scriptwriters are working hard on the next and final scene. This is the biggy. And here the significance of the backdrop is evident. That \$110-million slush fund (now already down to about \$70 million or so) seems to have been largely made up of money that was supposed to be in the regular fiscal framework to

meet last year's commitments. (The wings are crowded with angry trustees announcing that they have been short-charged.) But if the government had met last year's commitments in the fiscal framework, left the money alone that was promised for textbooks and no doubt left some other routine expenditures alone, their "excellence" slush fund would have had about \$1.49 in it.

And do you really believe that those bright-eyed lads whose job it is to get this government re-elected would let them spend a dollar without getting to announce it three or four times as "new money," or miss a chance to set the education community ablaze, if they think that there is an advantage to be gained by doing it? So the script of the final scene awaits the pleasure of the pollsters and bushy-tailed boys who advise the leading players.

Should the minister start announcing that, in response to public pressure, he is releasing funds from the "excellence" pot for new curricula and textbooks and start putting back the money that they took away in the first place? Or should he take the line that, because of the demands of teachers for increments and the demands of boards for new teachers, he can't afford to spend money on things the public want to see? He's hamstrung by the greedy pedagogues.

The pollsters will be hard at it in the coming weeks. What's the best script that will pit teacher against textbook, counsellor against computer, trustee against teacher training? What line will best enable the government to appear to be "protecting the public interest" against the ravages of what the premier labels as "special interests and fuzzy academics."

It seems a long way from all this high-flying rhetoric and grandiose political machination, shortly to be front and centre on the provincial stage, to your classroom and your students waiting for Darwin to come back from the Galapagos so that you can get an updated science text, but there it is.

If you observe this comic-opera crowd too closely, as I tend to do, you visualize them in knee breeches and cocked hats, waving wooden swords and forever launching the regular 9 o'clock sailing of the Queen of Nanaimo from Swartz Bay with a choice bottle of Okanagan plonk. But I wouldn't blame you if, like Queen Victoria, you were not amused. It is a pretty distressing way they have of dealing with the province's education system and a goodly number of its future citizens.

Committee set to oversee bargaining, professional rights ratification vote

On the assumption that the Annual General Meeting will approve, in large measure at least, the recommendations in the Bargaining and Professional Rights Task Force report, a Ratification Vote Technical Committee has been set up.

This has been made necessary because of the tight deadline, as under the proposed ratification process every local and sub-local in the province will vote on the bargaining and professional rights recommendations by May 1.

The full-time table officers have appointed Gordon Eddy (Surrey), Debby Gregg (Coquitlam) and Roy Roch (MacKenzie) to the committee, with Shirley Cox as the staff person.

The Ratification Vote Technical Committee will establish the ratification process and, following the vote, count the ballots. BCTF President Pat Clarke will subsequently announce the result.

Members' coverage said unaffected by merger of insurance companies

Fidelity Life Assurance Company, which provides a voluntary group life plan to 3,761 members in 42 school districts, has merged with Seaboard Life Insurance Company.

Seaboard Life says that the only change is the name. The plan provisions designed by the BCTF will not be altered in any way.

The voluntary group life insurance plan provides term insurance in units of \$10,000 to a maximum of \$200,000.

CSP should not cover increments, Hewitt tells Coquitlam panel

The new minister of education believes that teacher experience increments should not be covered by the Compensation Stabilization Program.

Jim Hewitt made this admission in answer to a question at a Coquitlam Teachers' Association panel discussion. The topic was "Excellence in Education: A Political Perspective," and it featured representatives of all major provincial political parties.

"I believe increments should not be involved in the Compensation Stabilization Program," the minister told his questioner, adding that he recognized their role in rewarding improved qualifications. "In that you have an ally."

But Hewitt did not go so far as to say that he was taking any strong action on his belief.

Peter Pollen, leader of the B.C. Progressive Conservative Party, led off the discussion, noting that he intended to be "non-political" as he felt "education is much too important to be stridently political."

In arguing that B.C. needs to place a greater priority on education, he pointed to the example of Japan and its strong commitment to education as having much to do with that country's economic success.

"We must recognize that if we are going to face the ravages of the world economic scene and compete in it with the bountiful riches we have, then we must have bountifully richly educated citizens in order to cope with these challenges," said Pollen. "If we don't, we are going to slip even faster into a Third World country."

B.C. Liberal Leader Art Lee then stated his party's position, pointing out

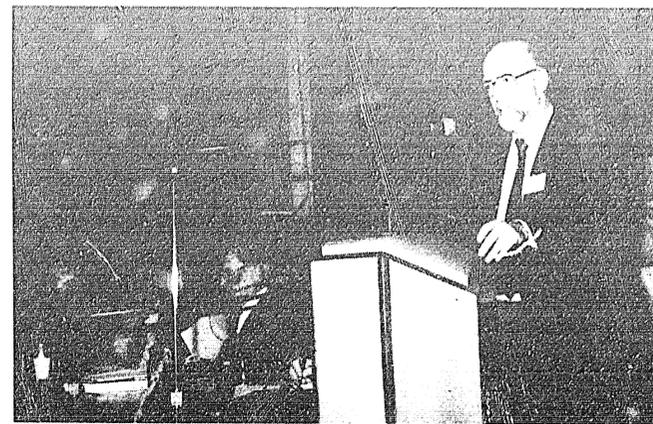
that "unlike the current government, we believe that education is a wise investment in the future, not a cost." He attacked the government's restraint program as not fundamentally aimed at cutting costs, but providing funds for its megaprojects.

Lee said his party was dedicated to improving education based on public input. "A B.C. Liberal government would establish a broadly-based independent commission to conduct a thorough review of the education system, to redefine its goals and its methods of achieving those goals," he said. "The commission would also recommend a structure and a process for ongoing improvement of the system, so that we do not have to wait for the next 25 years for reexamination of the system."

Turning to the government's new "excellence" fund in education, Lee attacked it as "a shell game", part of Social Credit's continuing under-funding of education. He said to the minister: "If you do not fund education properly, you're turning your back on the future."

New Democratic Party education critic Mark Rose told the Coquitlam PD audience that his party favours a broadening, not a narrowing, of curriculum and choices in education. "An excellent education system is one which offers lifelong learning, offering a broad range of options to suit every person's child," he said.

Rose warned that current economic and technological trends could lead to constricting opportunities for young people, producing a large mass of low-paid, unskilled workers and a small, highly-paid technological elite. To avoid this future, the education system must



Education Minister Jim Hewitt, flanked by opposition speaker Peter Pollen (left) and Liberal leader Art Lee (right), tells his teacher audience his ministry "is dedicated to providing a sound, modern education system."

have a mandate to produce students "with a high level of general education and the ability to be flexible" to cope with the stresses of living in an age marked by rapid technological and social change.

"Education excellence," he concluded, "cannot be achieved by starving education funding, browbeating trustees and scapegoating teachers."

As the final speaker, Education Minister Jim Hewitt said his ministry was "dedicated to providing a sound, modern education system" and had all the foundation elements to build an excellent one.

"But something is drastically wrong," he said. "There is a lack of coordination, there is a lack of communication and there is certainly a lack of understanding."

After attacking the news media for emphasizing confrontation in its reporting, Hewitt said the lack of understanding about the funding question is the big problem today.

He told the audience that the provincial government's education budget had grown from \$1 billion in 1979 to \$1.7 billion in 1985 — a 70 per cent increase.

"The debate is whether the provincial education budget is enough," Hewitt said. "The question has to be asked: by what standard? By the standard of the optimum number of courses, activities, facilities or level of salaries?"

"By that standard the answer is, no. The level of funding is not sufficient. But by the standard of the economy, of the taxpayers' ability to pay, the answer is, yes — particularly with the downturn in our economy."

More dropouts the result of U.S. centralization

From page 1

had produced descriptions of teaching which imposed the "abstract pre-set categories of their disciplines" while ignoring the real lived situation of teachers and students.

The results of such research, he suggested, had been popularized in the language of "teacher competence and effective teaching." Aoki acknowledged that the language had a seductive appeal — everyone wants to be an effective teacher — suggesting that "effectiveness is mainly a matter of skill and technique," which could perhaps be achieved in a three-day workshop.

"But the true significance of effectiveness in teaching has more to do with the meaning of the being of teaching — what a teacher is," said Aoki.

Turning to discuss what he believed was the essence of teaching, he urged the audience to become attuned to understandings that are not easily grasped.

He warned against current moves "to place teaching in a grey box, if not a black box, wherein teachers are mere facilitators to teaching according to programmed learning packages." These "teacher-proof", de-humanized packages are, he suggested, "akin to a technological understanding of teaching whose logical outcome is the robotization of teaching."

Aoki stressed the importance of understanding the unity of teaching as role, activity and being — "to be re-oriented ourselves, such that we say our doings as teachers are harboured within the pedagogical presence of our being, that is, who we are as teachers."

In conclusion, Professor Aoki called on his listeners to recall to mind a good teacher they once had and to consider what made that teacher memorable. "I'm sure that the truth of this good teacher of yours is the measure of the immeasurable," he said. "Say of him or her: he is the teaching; she is the teaching. And having said these words allow

the unsaid to shine through the said. Savour now the elusively true of what teaching is."

Professor Thomas Sergiovanni discussed the differences between successful organization leaders and their ordinary, often much less successful colleagues. He said the ordinary leaders tend to have, what he described as, a "Clockworks I Mindscape."

"They are in a sense captured by a clock mechanism view of their world — of their schools, if we're talking about school administrators," he said. "This clock mechanism image is one of cogs, gears, wheels and drives and it's all tightly connected in an orderly and predictable manner. It follows that if you have this tidy and orderly clockworks mindscape of how enterprises function, then the task of management and leadership is very simple. What you need to do is to control and regulate the master wheel and the master pin, and once you have accomplished this, then all the other wheels and pins will move responsibly and in concert."

On the other hand, successful leaders have a "Clockworks II Mindscape", viewing organizational functioning as a clock mechanism gone awry.

"The wheels and pins are there okay, but they are not connected to each other, they're all spinning independently," he said. "In the real world of organizational functioning enterprises operate far more loosely than is commonly assumed and certainly more loosely than on the organizational charts. This is particularly true in fields such as teaching, where our work is characterized by a great deal of privatism, isolation, disconnectedness. It's difficult to get us all to work together."

Ordinary leaders try to get members of their organizations to work together to achieve goals by means of directives and sometimes persuasion, he said. Highly successful leaders, having a "Clock-

works II Mindscape", he said, take a more flexible, decentralized approach.

One technique they commonly practice, Sergiovanni said, is leadership by purpose, "actions that induce clarity, consensus and commitment" within the organization, drawing on the need of individuals to feel their work has significance and value. Another important technique, he said, is leadership by empowerment.

"Highly successful leaders have a capital view of power and authority: they spend it to increase it," said Sergiovanni. "They've learned that the great secret of power investment is that the more you distribute power among others, the more you get in return. But their view of power investment is a sophisticated one, because they know that it is not over people and events that counts, but power over accomplishment and achievement of purposes that counts. And they know that, in order to increase control over the latter, they need to delegate and surrender control over the former."

Empowerment allows more individuals within organizations to make decisions that make sense to them, leading to greater job satisfaction and a feeling of sharing in the achievements of the enterprise, he said. The problem is that a great many managers do not understand this. In fact, he suggested, the "chasm" between ability and authority is a great problem in many North American enterprises.

As part of this phenomenon, he turned to discuss the "unprecedented shift towards centralized schooling" currently underway in the United States under the guise of school reform. "Such systems feature close alignment between state objectives and learning outcomes and curriculum, between curriculum and teaching, between teaching and testing."

In Texas, a 247-page piece of legislation was passed three years ago, he said, that stipulates the basic elements that are to be taught, by grade and subject,

and including time allotments, throughout the kindergarten to high school curriculum. Some principals now require teachers to list on their lesson plans the essential elements to be taught. Testing of course is the check on system, he said, and students are required to get 70 per cent to pass, or lose privileges. And legislation requires the percentage of students passing or failing in each school to be published.

"We also have as part of our legislation the requirement that all principals, since they're now going to be instructional leaders, take a 36-hour course put on by the state to study the teaching effectiveness research, the principles of direct instruction, so they can properly teach the teachers how to teach," Sergiovanni said.

"And as a capstone — it's not in place yet, but we're having hearings on it — a state evaluation system for teachers, one instrument, 15 pages long, that all teachers regardless of their discipline, grade level, where they are or what their circumstances, will be evaluated on.

"This tight alignment of the system all the way through the chain, which violates everything we know about empowerment, is in fact a teacher-proof system of teaching. Teachers are making fewer and fewer decisions about what needs to be done each day as they practice their profession. The fact of the matter is that this is a retreat from professionalism."

He pointed out that since this so-called reform began the number of dropouts in the City of Houston have increased by 30 per cent — "that's a hell of a reform."

"School reforms which ignore the realities of individual differences by excessive standardization are equivalent to medical reforms which ignore the importance of sterilization in the good prescribing of medical practice," Sergiovanni said. "The medical profession wouldn't stand for that kind of nonsense and neither should we."

CTF brief urges:

"End unemployment insurance erosion"

The Canadian Teachers' Federation has called on the federal government to reverse the systematic erosion of unemployment insurance benefits that has been underway since the mid-1970s.

The call was made in a CTF submission to the Forget Commission of Inquiry on Unemployment Insurance. The brief

also urged UIC to extend retraining allowances to teachers.

"The federation sees a further insidious attack on the role of the unemployment insurance program with the continuing convoluted statements made by various ministers, task forces, and commissions that claim that the program

provides disincentives to work," said CTF President Frank Garrity. "It is insulting and distasteful for Canadians who are unfortunate enough to qualify for benefits for which they have paid, to be reproached for failing to obtain or hold a job. Proposals for 'intensified interviews,' higher entrance requirements and shorter benefit periods, and suggestions that such measures will have a positive impact on the labour force are a total perversion of the income protection function for which unemployment insurance exists, and are totally inappropriate as general economic policy."

CTF also urged the Government of Canada to provide retraining allowances or continuation of unemployment benefits for teachers who enrol in university credit courses for the purpose of retraining in teaching or employment in other occupations. The federation finds the distinction made between "education" and "training" in federal training and retraining programs increasingly questionable.

"At present," said Garrity, "teachers are prevented from receiving training allowances under the National Training Act or unemployment insurance benefits while engaged in university credit courses, which are the only type of courses likely to upgrade their employment opportunities in teaching or any related occupation. It is blatantly unfair to systematically exclude teachers from benefits available to others, especially when a growing share of the unemployment insurance premium account is being allocated to retraining purposes."

describe it as a gas-guzzling hippo);

- study the style and tone of language;
- the medium has a message: television has recreated culture.

To this enthralled listener his whole speech was a metaphor for anarchy, the kind of gentle anarchy that ought to be practised by all teachers. There are higher gods in the pantheon of learning and teaching than authority and the state, than stale custom or timid conformity.

I wanted to offer him an eighth "idea" — the spoken English word. Its richness, power and beauty is an amulet against the tawdry and the vulgar. Our students' ears should ring daily with the lovely lit of our language.

Blessings on the North Vancouver Teachers' Association and their school district whose joint venture this was. And blessings on Neil Postman for giving us a memorable morning.

Jim Bowman

Director, Government Division

Neil Postman's lesson for survival: learn how language is used, abused

North Vancouver's professional day on February 21 was illuminated by an address from celebrated educator and author Neil Postman, whose thesis was "A defense against the indefensible."

The indefensible? The trite, the trivial, the commercial and ideological doublespeak of Reagan's America.

His defense, the English language. "For teachers," Postman said, "all subjects are forms of discourse." His seven "ideas" for looking the language, and thus the culture, squarely in the eye:

- study the definitions that people use (who is defining what and what purposes are served by the definition);
- study the art of questioning (the form in which we ask questions helps determine the answer we get);
- study the simplest of value-laden words that dominate our culture (good, bad, the law, etc.);
- study the use of metaphor;
- don't confuse words with things (see advertising — the car doesn't change but the sleek Mustang will not sell if you

BCTF aid wins friends in Central America

If there is one Canadian teachers' organization that is well-known in Central America it is the B.C. Teachers' Federation.

It may even be the only one known there, as Larry Kuehn was amused to learn at a COLPROSUMAH meeting in Honduras last fall where representatives of Ontario and Quebec teachers' organizations were mistakenly referred to as coming from the BCTF.

"This reflects the high visibility the BCTF has in Central America because of our aid to teachers' organizations in those countries," said Kuehn, a member of the William R. Long Memorial International Solidarity Fund Committee. "We have made a lot of friends in that region."

The incident is also indicative of the extent of BCTF international aid, said Julia Goulden, chairperson of the W.R. Long committee. "The BCTF is head and shoulders above other Canadian teachers' organizations in the amount of international aid that we give."

This is a record of which federation members should be proud, she said. In 1985, the federation contributed \$208,000 to a variety of international aid projects, including 20 of the total 67 teachers participating in Project Overseas. Since 1961 when the BCTF first got involved in international assistance, the organization has given about \$1.5 million.

The W.R. Long fund is named after the late Bill Long, an outstanding Kitimat social studies teacher who was very active with CTF's Project Overseas in the 1960s and was a leader in advocating international assistance with the federation. In recent years, BCTF policy has placed priority on giving aid to projects in Central America and in southern Africa.

In Central America, the main emphasis has been put on assisting teachers'

organizations to organize and develop in the face of widespread poverty and brutal government repression.

"We may have cutbacks and restrictive labour legislation here," said Larry Kuehn, "but at least we don't face death squads, which is part of the reality of teaching in Guatemala, El Salvador and Honduras."

In those countries, he pointed out, education is regarded as a subversive activity and teachers' organizations have to operate underground, with active members under constant threat from government or paramilitary forces. But they carry on with determination, he said, noting that leaders of the Honduras education workers' organization, COLPROSUMAH, faced arrest orders simply because they dared hold a national seminar. The fund gave COLPROSUMAH \$20,000 last year to assist it become re-established after the government banned it and confiscated all its resources.

Most of the Central American aid goes to assist the organizational and professional development needs of teachers' associations, while some also helps in providing school supplies and enhancing literacy programs. Notable was the BCTF's \$30,000 grant to the Nicaraguan Literacy Crusade which, with CIDA matching grants, became a \$120,000 boost to the program.

The main source of pride currently is with the impact of a \$20,000 grant to assist the formation of FOMCA, a regional organization uniting teachers' associations in Nicaragua, El Salvador, Honduras, Guatemala, Costa Rica and

Panama. The BCTF grant is regarded as having been vital to the establishment of the new organization.

"I would say that FOMCA is our biggest success story," said Julia Goulden. "It's the very first time all those teacher groups have been able to come together in an umbrella organization. That's very important because at home many of the teachers' organizations are either banned or dare not speak out, but FOMCA can speak out for them."

Aid to southern Africa, a more recent priority, has so far involved \$10,000 to the Mozambique Teachers' Union for office supplies and \$3,000 for the Mozambique Teachers' Union for office supplies and \$3,000 for the Mozambique Language Institute to obtain needed materials. Development of a slide-tape program to inform members about apartheid in South Africa has also been supported with a \$2,000 grant. Julia Goulden and June Williams, coordinator of the BCTF program against racism, have on separate occasions toured Namibia and Mozambique, meeting teacher representatives and learning about the poverty and illiteracy they have to contend with. Goulden anticipated that the W.R. Long fund would be called on to give more aid to the region in the near future.

The W.R. Long committee hopes that the BCTF aid will be able to benefit from more matching grants from CIDA, CUSO, Oxfam and similar agencies, which can multiply the amount up to four times.

"The matching grants programs have been very significant and we would like to tap more of them," said Larry Kuehn. "They enable the BCTF to have a much bigger impact than we would otherwise have had."



The Teacher Qualification Service and Teacher Qualification Board recently held their annual general meetings at the BCTF. Attending were (front row, left to right) Art Holmes (chairperson TQB), Stewart Graham (retired chairperson TQB), Dorothy Drew (BCTF, TQS director, TQB member) and (back row, left to right) Elizabeth Warrendorf (BCSTA, TQS director, TQB member), Chris Locke (BCSTA, TQS, TQB), Karam Gopaulsingh (BCTF, TQS, TQB), Bob Buzza (BCTF, TQS director), Jean Cormack (BCSTA, TQS director), Alice Glanville (BCSTA, vice-president of TQS) and John Smith (secretary of TQS).

CTF protests federal budget hammers ordinary wage-earner

The Canadian Teachers' Federation has attacked the new federal budget for tax measures that hit hardest at the average wage earner.

CTF President Frank Garrity said the Conservative government's obsession with reducing the deficit no matter what the impact was "deplorable."

"The \$2 billion per year in cutbacks in federal transfer payments to the provinces for post-secondary education, cutbacks announced last May, mean that provinces will have to raise their own taxes to make up for this loss," said Garrity. "When you couple these provincial tax increases with the increases announced in the federal budget, the average working Canadian is really getting it in the neck. Wilson has stated that 'nations are not held together by dollars and cents.' Based on his latest budget, we would question whether the finance minister really believes that."

Partial de-indexing of tax brackets and personal exemption coupled with the modification of the "family benefits system", measures announced by Wilson in his budget last May, when added to the measures announced on February 26 continue to mean that the burden of taxation will not be distributed fairly or equitably among all Canadians and that the tax and benefit system will become less progressive, said the CTF president.

Garrity concluded by saying the assumptions on which the budget is based are incorrect.

"It is the view of the federation that the deficit is large mainly because the economy is weak, and not the reverse," he said. "Because unemployment is high, tax revenue is down and social spending is up, both of which may result in deficits. In short, we view the deficit as a symptom of a weak economy, not the root cause of it."

Space, earth sciences focus of annual science PSA conference

"Space Update 1986", a conference on space and earth sciences for teachers, will be held at Burnaby South Senior Secondary School on May 15-17, 1986.

The latest in an annual series of spring conferences organized by the B.C. Science Teachers' Association, the event will focus on aspects of astronomy, space exploration and the geological sciences. Session topics will include: volcanology, seismology, plate tectonics, astrophysics, planetary geology, model rocketry, cosmology, satellite data interpretation as well as discussions of recent space missions.

Top Canadian and U.S. experts will be featured as resource people and speakers, including: Ken Money, Canadian astronaut/space physiologist; Dr. J. Tuzo Wilson, University of Toronto geophysicist and pioneer in plate tectonics; Dr. David Strangway, UBC President and former NASA lunar geologist; and Dr. Ron Greeley, director, NASA space station project.

The registration fee is \$60 (which also covers luncheon, banquet and resource book). For registration, or information, contact: Space Update, Burnaby South Senior Secondary School, 6626 Kingsway, Burnaby, B.C. V5E 1H1.

6/MARCH 12, 1986

CTF president urges teacher boycott of South African goods

The president of the Canadian Teachers' Federation has called on member teachers to boycott all South African products until the policy of apartheid has been abolished.

"It's time that everyone be involved in whatever small way they can to show the white minority government in South Africa that its policies which segregate and discriminate against the non-white population are unacceptable," said Frank Garrity. "Only through sustained worldwide pressure will those policies disappear."

Garrity pointed out that the CTF opposes discrimination on the basis of race or colour and supports "the basic right of all persons, including black South African teachers, to be treated in accordance with the United Nations Declaration of Human Rights."

He said that CTF, through its international program, will continue to provide financial and human resources in support of the African Teachers' Association of South Africa, and will urge the Canadian government to press South Africa to end apartheid.

CTF seeks consultants for African projects

The Canadian Teachers' Federation has announced that two international development assistance projects require the services of resource persons and/or consultants.

The leadership training projects will be held in Accra, Ghana sometime in the fall of 1986, and in Johannesburg, South Africa, date as yet undetermined.

Applications must be returned to CTF no later than April 4, 1986. Please contact Judy Davis, Government Division, BCTF, for application forms.

Auditor's Report

The Members,
British Columbia Teachers' Federation

We have examined the consolidated balance sheet, general fund balance sheet, and reserve fund balance sheet of the British Columbia Teachers' Federation as at June 30, 1985 and the statements of revenue, expenditure and fund balance and changes in financial position of the general and reserve funds and the statement of revenue, expenditure and fund balance of the William R. Long Memorial International Solidarity Fund for the year then ended. 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, 1985 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 16, 1985. Chartered Accountants

STATEMENT I

CONSOLIDATED BALANCE SHEET

AS AT JUNE 30, 1985

ASSETS		
	1985	1984
CURRENT		
Cash and term deposits	\$ 6,081,494	\$ 4,868,099
Marketable securities		
(Note 3)	12,605,495	4,505,041
Accounts receivable	3,329,900	2,171,130
Inventories	165,312	139,327
Prepaid expenses	45,217	48,079
	<u>22,227,418</u>	<u>11,731,676</u>
INVESTMENT PROPERTIES		
(Note 4)	375,684	389,110
FIXED ASSETS, net of accumulated depreciation (Note 5)		
	<u>1,951,846</u>	<u>1,718,505</u>
	<u>\$24,554,948</u>	<u>\$13,839,291</u>

LIABILITIES, SPECIAL FUNDS AND SURPLUS

CURRENT		
Bank indebtedness	\$ 404,441	\$ 830,048
Accrued liability for salary indemnity claims, short term	1,374,000	1,602,000
Accounts payable	1,020,874	598,606
Due to Provincial Specialist Associations	119,687	102,772
Current portion of obligation under capital leases (Note 6)	97,688	38,024
	<u>3,016,690</u>	<u>3,171,450</u>
PROVISION FOR SALARY INDEMNITY CLAIMS, LONG-TERM		
	3,951,724	—
OBLIGATION UNDER CAPITAL LEASES (Note 6)		
	<u>325,459</u>	<u>172,367</u>
	<u>7,293,873</u>	<u>3,343,817</u>
SALARY INDEMNITY FUND		
	11,009,266	5,561,645
RESERVE FUND		
	2,660,327	1,059,050
W. R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND		
	68,921	65,948
	2,225	2,225
OTHER FUNDS		
	<u>13,740,739</u>	<u>6,688,868</u>
GENERAL FUND — Statement III		
	<u>3,520,336</u>	<u>3,806,606</u>
	<u>\$24,554,948</u>	<u>\$13,839,291</u>

Approved by the Executive Committee

See accompanying notes to financial statements.

Annual Financial Report - Part I

Finance committee urges economy

Mike Duffey
Chairperson, Finance Committee

Two sets of financial statements are provided this year. The first, as is customary, represent the period July 1, 1984 to June 30, 1985. Significant features of these statements include expenditure exceeding revenue by \$286,270, a decrease in the federation's cash position over the year of \$130,452, and an increase in the Reserve Fund balance to \$2,660,327.

The second set of statements represent the six-month period July 1, 1985 to December 31, 1985. The federation is changing its financial year to coincide with the calendar year. This is necessary in order to comply with the Society Act which requires that not more than six months intervene between the financial year-end and the reporting thereof to the general membership at an annual general meeting. Hence, the six-month "catch-up" this year. In the coming years this will mean more current, and therefore more meaningful, information for the membership and AGM delegates. However, the federation will have to determine whether to change the budget year to coincide with this new financial/calendar year. To not do so will likely result in some confusion in both planning and reporting.

For this six-month period revenue exceeded expenditure by \$53,943. Our cash position decreased by \$1,035,744 and the Reserve Fund increased to \$3,462,246. These figures are derived by including the revenue of a half-year. The federation receives fee revenue over a ten-month period and only fees for four months were included in the period to December 31. Therefore, in accordance with the generally accepted accounting principle of "matching," expenditure is balanced against revenue for the same period.

Members are likely aware that the Executive Committee and the 1985 fall RA faced a difficult task of cutting \$1 million from this year's operating budget.

Most of these reductions were effected — some were not. Many of the causes of this problem are still with us and next year's budgeting decisions will not be easy.

The Finance Committee has expressed concern regarding the unpredictability of the federation's finances and has often stated that the major cause is the ease with which new programs are "added on" without any offsetting deletions or decreases. The committee strongly urges all members, in all capacities, to consider the cost implications of each program and activity — to balance the desirability with the federation's declared priorities.

The Finance Committee has received a mandate from the Executive Committee to "undertake, during this budget year, the development of recommendations to improve the budgeting processes of the federation, increase revenue, scrutinize the efficiency and necessity of existing grants and programs, and stabilize the federation's fiscal operations." Work has begun and the Finance Committee is hopeful that the fluctuations between surplus and shortage that has characterized recent years can be diminished by improvements to the fiscal processes of the federation.

Despite the concerns expressed, the financial position of the federation is quite sound. The Reserve Fund is increasing in accordance with the directive of the 1984 AGM, the federation owns valuable real estate, our investments have consistently yielded above average returns and the BCTF enjoys a unique and creditable democratic decision-making process involving much of the general membership. But any organization can be improved. The necessity of drastic budget-cutting this year, the unpredictability of planning and the fluctuations that we have experienced, and the necessity of avoiding short-term simplistic solutions, such as drawing on a Reserve Fund (still far short of a targeted minimum of \$5 million), call for some introspection.

STATEMENT II

GENERAL FUND BALANCE SHEET AS AT JUNE 30, 1985

ASSETS		LIABILITIES AND FUND BALANCE	
	1985	1984	
CURRENT			
Cash and term deposits	\$1,109,433	\$1,556,671	Bank indebtedness
Accounts receivable	1,355,546	1,213,985	\$ 174,990
Inventories	165,312	139,327	Accounts payable
Prepaid expenses	45,217	48,079	794,220
	<u>2,675,508</u>	<u>2,958,062</u>	Due to Provincial Specialist Associations
			119,687
			Current portion of obligation under capital leases (Note 6)
			<u>97,688</u>
			<u>1,186,585</u>
			<u>964,989</u>
DUE TO RESERVE FUND			
			—
DUE TO W. R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND			
			68,921
OBLIGATION UNDER CAPITAL LEASES (Note 6)			
	100,488	—	325,459
INVESTMENT PROPERTIES (Note 4)			
	375,684	389,110	2,225
DUE TO OTHER FUNDS — NET			
			2,225
GENERAL FUND BALANCE (Statement III)			
	<u>1,951,846</u>	<u>1,718,505</u>	<u>3,520,336</u>
	<u>\$5,103,526</u>	<u>\$5,065,677</u>	<u>3,806,606</u>

See accompanying notes to financial statements.

Are you getting your Newsletter?

Address errors can be costly — please help us keep up-to-date.

All members: If your home address has changed, or if we don't have it correctly, please give us your proper address:

Name _____ Social insurance number _____

Home address _____

City _____ postal code _____

School _____

Staff reps: If the number of Newsletters that should come to your school has increased or decreased, or if for some reason we are not supplying the right number, please give us the correct quantity:

Number of Newsletters needed _____

School _____

Staff rep _____

Please return this coupon to: Member Records, B.C. Teachers' Federation, 2235 Burrard Street, Vancouver, B.C. V6J 3H9.

Notice of Meeting

Official notices

As required by the Society Act, the following formal notice of the 1986 Annual General Meeting is being made to all BCTF members, pursuant to by-law 8.1 by publication of the BCTF Newsletter.

Notice of meeting

The 70th Annual General Meeting of the British Columbia Teachers' Federation will be held in the Hyatt Regency Hotel, Vancouver, beginning on Sunday March 30, 1986 at 19:00, and continuing through Tuesday, April 1, 1986.

Late resolutions

The last chance for late resolutions to be considered for approval is at the Executive Committee meeting on Saturday, March 29. The executive meets in the Turner Room of the Hyatt Regency Hotel from 09:00 to 17:00.

Correction

A line was mistakenly dropped from the biographical information accompanying Alan Crawford's executive election campaign statement in the February 25, 1986 BCTF Newsletter. The "Teaching" section should have included the words, "including one year Faculty Associate SFU, 3 years full-time president (VESTA)." The editor regrets the error.

STATEMENT III

GENERAL FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1985

	Budget 1985 (Note 7) (Unaudited)	Budget 1985 (Note 7) (Unaudited)	1985 (Audited)	1984 (Audited)
REVENUE				
Membership fees (Note 1)	\$10,023,825	\$10,010,800	\$10,296,431	\$10,366,850
PROGRAM EXPENDITURE, NET OF PROGRAM REVENUE OF \$197,733 (1984 - \$209,790)				
Government	2,319,373	2,691,646	2,804,476	2,588,688
Management	1,433,476	1,265,642	1,429,429	1,082,993
Finance and administrative services	2,402,550	2,335,550	2,330,114	2,059,155
Professional development	1,917,020	1,912,331	1,756,838	1,721,043
Bargaining	1,449,581	1,425,344	1,698,624	1,193,968
Teacher personnel services	533,635	485,592	602,461	510,046
	10,055,635	10,116,105	10,621,942	9,155,893
NET INTEREST EXPENSE (REVENUE)	58,649	75,238	(39,241)	15,937
	10,114,284	10,191,343	10,582,701	9,171,830
NET REVENUE (EXPENDITURE) FOR THE YEAR	(90,459)	(180,543)	(286,270)	1,195,020
GENERAL FUND BALANCE at beginning of year	3,520,336	3,806,606	3,806,606	2,611,586
GENERAL FUND BALANCE at end of year	\$ 3,429,877	\$ 3,626,063	\$ 3,520,336	\$ 3,806,606

STATEMENT IV

GENERAL FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1985

	Budget 1986 (Note 7) (Unaudited)	Budget 1985 (Note 7) (Unaudited)	1985 (Audited)	1984 (Audited)
SOURCE OF FUNDS				
Net revenue (expenditure)	(\$ 90,459)	(\$ 180,543)	(\$ 286,270)	\$1,195,020
Items not requiring an outlay of funds				
Depreciation, net of gain or loss and proceeds on disposal of fixed assets	321,303	164,155	231,877	172,870
Revenue (expenditure) from operations	230,844	(16,388)	(54,393)	1,367,890
Obligations under capital leases, long-term	194,349	166,835	153,092	156,997
Increase in current liabilities	—	—	538,382	143,471
Changes in other funds balances	—	—	—	152,627
Decrease in accounts receivable	8,157	35,476	—	—
	433,350	185,923	637,081	1,820,985
APPLICATION OF FUNDS				
Additions to fixed assets	352,439	337,616	451,792	416,286
Changes in other funds balances	—	53,542	151,057	—
Decrease in current liabilities, net of bank indebtedness	251,105	—	—	—
Increase in accounts receivable, inventories and prepaid expenses	—	—	164,684	146,642
	603,544	391,158	767,533	562,928
INCREASE (DECREASE) IN CASH, AND TERM DEPOSITS, NET OF BANK INDEBTEDNESS	(170,194)	(205,235)	(130,452)	1,258,057
CASH, TERM DEPOSITS AND BANK INDEBTEDNESS at beginning of year	934,443	1,064,895	1,064,895	(193,162)
CASH, TERM DEPOSITS AND BANK INDEBTEDNESS at end of year	\$764,249	\$ 859,660	\$ 934,443	\$1,064,895

STATEMENT VIII

WILLIAM R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1985

	Budget 1986	1985	1984
REVENUE			
Allocation of membership fees (Note 1)	\$186,443	\$191,038	\$193,548
EXPENDITURE			
Grants			
Canadian Teachers' Federation			
Project Overseas	84,000	81,100	72,500
Third World grants	36,640	31,273	2,000
Peace Education Conference	—	5,008	—
B.C. Save the Children	—	5,000	—
Exchange Teachers	6,500	3,074	—
Nicaragua Teachers' Organization	—	6,147	18,025
Honduran Teachers' Organization (Colprosumah)	—	6,742	12,000
Chilean Teachers' Organization	—	—	19,050
Federation of Central American Teachers' Organization	—	—	29,034
Central American Representatives	—	—	6,480
WCOTF Post-Conference	16,700	—	—
Others	4,821	9,334	4,627
CODE (Overseas Book Centre)	6,000	7,500	6,000
Administrative charges	26,782	28,597	11,645
Project Overseas Seminars	5,000	4,290	—
	186,443	188,065	181,361
NET REVENUE	—	2,973	12,187
FUND BALANCE at beginning of year	65,948	65,948	53,761
FUND BALANCE at end of year	\$ 65,948	\$ 68,921	\$ 65,948
FUND BALANCE REPRESENTED BY DUE FROM GENERAL FUND	\$ 65,948	\$ 68,921	\$ 65,948

8/MARCH 12, 1986

STATEMENT VI

RESERVE FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE YEAR ENDED JUNE 30, 1985

	1985	1984
REVENUE		
Allocation of member ship fees (Note 1)	\$1,956,355	\$ 394,800
Investment income	195,852	118,312
Staff donations	—	11,691
	2,152,207	524,803
EXPENDITURE		
Constitution challenge	232,113	—
Kitimat support	32,892	—
Legislative Counter-Attack (formerly Job Defence program) (Note 11.c)	261,531	522,670
School Act Commission	24,394	69,149
Services for unemployed teachers	—	105,494
	550,930	697,313
WRITE-DOWN OF MARKETABLE SECURITIES TO MARKET VALUE	—	62,000
	550,930	759,313
NET REVENUE (EXPENDITURE)	1,601,277	(234,510)
FUND BALANCE at beginning of year	1,059,050	1,293,560
FUND BALANCE at end of year	\$2,660,327	\$1,059,050

See accompanying notes to financial statements.

STATEMENT VII

RESERVE FUND STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE YEAR ENDED JUNE 30, 1985

	1985	1984
SOURCE OF FUNDS		
From operations		
Net revenue	\$1,601,277	\$ —
Changes in general fund balance	154,030	—
Decrease in accounts receivable	—	12,950
	1,755,307	12,950
APPLICATION OF FUNDS		
To operations		
Net expenditure	—	234,510
Increase in accounts receivable	37,393	—
Changes in general fund balance	—	140,440
	37,393	374,950
INCREASE IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	1,717,914	(362,000)
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at beginning of year	980,500	1,342,500
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES at end of year	\$2,698,414	\$ 980,500

See accompanying notes to financial statements.

STATEMENT V

RESERVE FUND BALANCE SHEET AS AT JUNE 30, 1985

	1985	1984
ASSETS		
CURRENT		
Cash and term deposits	\$1,210,614	\$ —
Marketable securities (Note 3)	1,487,800	980,500
Accounts receivable	62,401	25,008
	2,760,815	1,005,508
DUE FROM GENERAL FUND	—	53,542
	\$2,760,815	\$1,059,050
LIABILITIES AND FUND BALANCE		
DUE TO GENERAL FUND	\$ 100,488	\$ —
FUND BALANCE — Statement VI	2,660,327	1,059,050
	\$2,760,815	\$1,059,050

See accompanying notes to financial statements.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS JUNE 30, 1985

1. GENERAL, RESERVE AND WILLIAM R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUNDS

a. Fees

The 1984-1985 annual membership fee was set at 1.25 percent of the gross salary of a member with an allocation of 0.2 percent of the gross salary amount to the reserve fund.

The General Fund allocates 1.86 percent 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.

b. 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 pursue its goals and priorities from a position of financial strength and can meet without delay, special or emergent significant expenses. The objective of the Federation is to achieve a Reserve Fund balance of \$5,000,000. 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 for improving education in developing countries.

Salary Indemnity Fund

The financial statement of the Salary Indemnity Fund are an integral part of the financial position and operations of the Federation. These financial statements as at June 30, 1985 and for the year then ended have been prepared and reported on separately and should be read in conjunction herewith.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a. 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.

b. 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 building improvements are written-off.

Fixed assets are recorded at cost. During the year, the Federation changed the method of calculating depreciation on purchased assets on a retroactive basis from the declining balance method to the straight-line method based on their anticipated useful lives ranging between 3 and 15 years. The change has resulted in an increased depreciation charge of \$47,000 for the current year. Since the effect of the change on prior years' results would not be significant, it has been accounted for in the current reporting period.

The capitalized values of the assets acquired under capital leases are amortized to income on a straight-line basis over the terms of the respective capital leases.

3. MARKETABLE SECURITIES

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

	1985		1984	
	Carrying value	Market value	Carrying value	Market value
Salary indemnity fund	\$11,117,695	\$11,937,772	\$11,117,695	\$3,524,541
Reserve fund	1,487,800	1,574,210	1,487,800	980,500
	\$12,605,495	\$13,511,982	\$12,605,495	\$4,505,041
			\$4,505,041	\$4,588,419

4. INVESTMENT PROPERTIES

	Original cost	1985 Accumulated depreciation	Net book value	1984 Net book value
1601 West Broadway Land	\$ 56,528	\$ —	\$ 56,528	\$ 56,528
2204 Cypress Land	100,473	—	100,473	100,473
Building improvements	134,265	67,131	67,134	80,560
Sixth Avenue Land	151,549	—	151,549	151,549
	\$442,815	\$67,131	\$375,684	\$389,110

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 13% per annum from the date of default.

During the year the Federation entered into a 10 year lease, with the lessee having options to renew for two further five year terms, of its property at 1601 West Broadway at a fixed rental of \$89,000 per annum for the first five years and a fixed rental of \$106,100 for the subsequent five years. The lessee is responsible for property taxes, upkeep and all operating expenses.

5. FIXED ASSETS

	Original cost	1985 Accumulated depreciation	Net book value	1984 Net book value
Land	\$ 263,496	\$ —	\$ 263,496	\$ 263,496
Buildings	1,416,308	472,168	944,140	862,707
Furniture and equipment	855,824	498,757	357,067	396,381
Equipment under capital lease	498,948	111,805	387,143	195,921
	\$3,034,576	\$1,082,730	\$1,951,846	\$1,718,505

Continued on page 10

6. CAPITAL LEASES

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

1986	\$148,170
1987	137,127
1988	103,736
1989	95,565
1990 and subsequent	61,261
Less imputed interest in lease payments	122,712
Capital lease obligation	423,147
Current portion	97,688
Long-term portion	\$325,459

The interest rate imputed in the various capital leases varies between 12¼ and 15¼ percent per annum and includes both fixed and floating interest rates.

7. 1985 AND 1986 BUDGET FIGURES

The 1985 and 1986 budgets presented in Statements III and IV are the budgets as approved by the Representative Assembly.

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 1985-1986 budget.

1986	26,200	Estimated
1985	26,650	Actual
1984	28,200	Actual
1983	28,500	Actual
1982	28,455	Actual

9. COMPARATIVE FIGURES

Figures for 1984 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.

11. RESERVE FUND

a. Approval of expenditures

The Representative Assembly has given general approval for all expenses during the year except for \$12,000 of legal expenses.

b. Standby credit line

When the reserve fund is less than the required minimum of \$3,000,000, a standby line of credit equal to the shortfall is required under current policy.

c. Legislative Counter-Attack expenditure detail

	1985	1984
Commercial printing	\$ 17,500	\$ 7,000
DESC parent involvement project	18,000	—
Emergency grants	—	25,911
Exchange teachers	4,100	—
Expanded zone meetings	24,911	—
Grant to Ethiopia	25,000	—
In-plant printing	10,000	11,000
Legal fees	41,726	81,075
Local offices training	—	7,000
Local team training	—	44,884
Mailing and distribution	12,650	50,000
Operation Solidarity grant	—	140,000
Other	2,739	—
Smithers Commission	—	5,800
Solidarity coalition	11,000	10,000
Special presidents meeting/R.A.	27,579	40,000
Stationery and supplies	4,992	—
Strike grants	—	100,000
Trusteeship grants	2,500	—
Victoria bargaining lobby	33,834	—
Zonal training	25,000	—
	<u>\$261,531</u>	<u>\$522,670</u>

Agenda

The following are highlights of the agenda to the 1986 Annual General Meeting. Page numbers in brackets refer to Reports and Resolutions.

Sunday, March 30

- 19:00
 - Report of the president
 - By-law amendments: *recommendations 37, 38 (pp. 27-28), resolution 105 (p.8)*

- 20:45
 - Bargaining and professional rights report: introduction

- 21:30
 - Election statements (four minutes each) from candidates for table office positions.

Monday, March 31

- 09:00
 - Executive Committee leadership report: *recommendations 1-5, (pp. 4-5)*

- Priorities: *resolution 131 (p.41)*
- Commission on governance: *recommendations 51-66 (p. 68-77 and registration kit)*

- Organization of the BCTF: *recommendation 44 (p. 32), resolutions 118, 119 (p. 33-34)*
- Goals of the BCTF: *resolutions 116, 117 (p. 29-30)*

- 12:00
 - Election statements (three minutes each) from candidates for member-at-large

- 14:00
 - Bargaining and professional rights: *recommendations 15-20 (p. 13-20), resolutions 110, 111 (p. 20-21)*

- Professional development/teacher education: *recommendation 45 (p. 34), resolution 120 (p. 35)*

- 16:45
 - Honorary Life Membership Awards

- 19:00
 - Eric Buckley, President of the BCSTA

- Education policy: *recommendation 26 (p. 25), resolution 113 (p. 26)*
- Public affairs: *recommendations 48-49 (p. 36-37), resolutions 121-125 (p. 37-38)*

Tuesday, April 1

- 09:00
 - Report of nominating committee (p. 90) and election of Executive Committee to continue throughout the day as required.

- Frank Garrity, President, Canadian Teachers' Federation
- Hilroy Award Presentation

- Microtechnology in the schools: *recommendation 43 (pp. 31-32)*
- Bargaining/working and learning conditions: *recommendations 10-14 (pp. 9-13), resolutions 108, 109 (p. 13)*

- Education finance: *recommendations 21-25 (p. 22-24)*
- Strikes and other job actions: *resolutions 127-130 (pp. 39-41)*

- AGM: *recommendation 8 (p. 8), resolutions 106-107 (pp. 8-9)*

- 12:10
 - Fergusson Memorial Award

- 14:00
 - Stewardship report of the Executive Committee. Questions on the work of the Executive Committee and advisory committees not covered elsewhere.

- Finance: *recommendations 27-36 (pp. 26-27), resolutions 114, 115 (pp. 28-29)*
- Income security: *recommendations 39-42 (p. 30-31)*

- 19:00
 - Professional ethics: *recommendations 46-47 (pp. 35-36)*

- Teacher tenure: *recommendation 50 (p. 41)*

- 22:00
 - Adjournment

Auditor's Report

The Members, British Columbia Teachers' Federation

We have examined the balance sheet of the British Columbia Teachers' Federation Salary Indemnity Fund as at June 30, 1985 and the statements of revenue, expenditure and fund balance, changes in financial position and special indexing reserve revenue, expenditure and reserve balance for the year ended June 30, 1985. 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 Fund as at June 30, 1985 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 16, 1985 Chartered Accountants

SALARY INDEMNITY FUND
BALANCE SHEET AS AT JUNE 30, 1985

ASSETS		
	1985	1984
CURRENT		
Cash and term deposits	\$ 3,761,447	\$3,311,428
Marketable securities (Note 2)	11,117,695	3,524,541
Accounts receivable	1,911,953	932,138
	<u>\$16,791,095</u>	<u>\$7,768,107</u>
LIABILITIES AND FUND BALANCE		
CURRENT		
Bank indebtedness	\$ 229,451	\$ 338,272
Accrued liabilities for outstanding claims, short-term	1,374,000	1,602,000
Accounts payable	226,654	266,190
	<u>1,830,105</u>	<u>2,206,462</u>
PROVISION FOR CLAIMS LONG-TERM		
	3,951,724	—
	<u>5,781,829</u>	<u>2,206,462</u>
SHORT-TERM FUND		
LONG-TERM FUND	6,091,099	5,561,645
SPECIAL INDEXING RESERVE		
	4,918,167	—
	<u>11,009,266</u>	<u>5,561,645</u>
	<u>\$16,791,095</u>	<u>\$7,768,107</u>

SALARY INDEMNITY FUND
STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE
FOR THE YEAR ENDED JUNE 30, 1985

	1985		1984	
	Short-term Fund	Long-term Fund	Total	
REVENUE				
Fees (Note 3.a)	\$1,442,975	\$3,901,379	\$5,344,354	\$1,993,120
Teachers' share of unemployment insurance premium reductions	931,748	—	931,748	877,884
Investment income	989,065	87,914	1,076,979	784,018
	<u>3,363,788</u>	<u>3,989,293</u>	<u>7,353,081</u>	<u>3,655,022</u>
EXPENDITURE				
Claims and pension contributions				
Attributable to current year				
Claims	2,376,443	—	2,376,443	2,634,190
Pension contributions	376,573	—	376,573	430,713
Adjustments to prior years' estimates (Note 3.b)				
Claims	(132,765)	—	(132,765)	55,551
Pension contributions	(42,564)	—	(42,564)	4,769
Provision for claims incurred but not yet presented	—	3,951,724	3,951,724	—
	<u>2,577,687</u>	<u>3,951,724</u>	<u>6,529,411</u>	<u>3,125,223</u>
REVENUE				
Before administrative expenditures	786,101	37,569	823,670	529,799
ADMINISTRATIVE EXPENDITURES				
Administrative charges	219,930	33,437	253,367	234,407
Investment management and trust company fee (Note 3.c)	36,717	4,132	40,849	7,903
	<u>256,647</u>	<u>37,569</u>	<u>294,216</u>	<u>242,310</u>
NET REVENUE for the year	529,454	—	529,454	287,489
FUND BALANCE at beginning of year	5,561,645	—	5,561,645	5,274,156
FUND BALANCE at end of year	<u>\$6,091,099</u>	<u>\$ —</u>	<u>\$6,091,099</u>	<u>\$5,561,645</u>

See accompanying notes to financial statements.

JUNE 30, 1985

1. SIGNIFICANT ACCOUNTING POLICY

Marketable securities are carried at the lower of cost and market 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.

2. MARKETABLE SECURITIES

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

	1985	1984
Carrying value	\$11,117,695	\$3,524,541
Market value	\$11,937,772	\$3,524,541
Cost	\$11,117,695	\$3,532,919

3. SALARY INDEMNITY FUND

a. Purpose and fees of the fund

The purpose of the Salary Indemnity Plan (SIP) is to provide short-term and long-term income benefits to members disabled from employment as a result of illness or accident.

In the years 1975-76 through 1983-84 the fee for the short-term Salary Indemnity Plan was 0.2 percent of the gross salary of a member (up to a maximum salary amount). In 1984-85 the fee for the short-term section of the SIP was reduced to 0.15 percent of the gross salary of a member (to a maximum salary of \$50,000).

Effective September 1984, the Federation introduced a long term component to the Salary Indemnity Plan. Prior to that date members had access to long-term disability coverage from external plans underwritten by insurance companies or operated by local associations and school districts. A member whose disability began prior to September 1984 is eligible to apply for benefits from the plan in effect at the date of his/her disability.

The fee for the long-term section of the SIP for 1984-85 was 0.40 percent of gross salary (up to a maximum salary of \$50,000). The total fee for both short-term and long-term SIP is therefore 0.55 percent of gross salary (to a maximum \$50,000 salary).

Prior to September 1984 the largest external long-term disability plan was the BCTF/Great-West Life plan to which approximately 20,000 members belonged. The surpluses which had accrued in that plan were transferred to the Federation and set up as the special indexing reserve within the SIP.

The primary purpose of the special indexing reserve is to provide additional indexing payments to those members who remain in receipt of long-term income benefits from the former BCTF/Great-West Life plan, when the rate of growth in the Consumer Price Index exceeds the maximum indexing rate provided in the old policy.

b. Adjustments to prior years' estimates of claims and pension contributions

As a result of the current year's actuarial review, adjustments were required for claim benefits and pension contributions attributable to prior years.

c. Investment management and trust company fee

The investments of the Salary Indemnity Fund are managed by a professional investment firm and are lodged for safekeeping with a trust company.

Annual Financial Report - Part II

Auditor's Report

The Members,
British Columbia Teachers' Federation

We have examined the consolidated balance sheet, general fund balance sheet and reserve fund balance sheet of the British Columbia Teachers' Federation as at December 31, 1985 and the statements of revenue, expenditure and fund balance and changes in financial position of the general and reserve funds and the statement of revenue, expenditure and fund balance of the William R. Long Memorial International Solidarity Fund for the six months then ended. 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 December 31, 1985 and the results of its operations and the changes in its financial position for the six months 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.
February 28, 1986. Chartered Accountants

STATEMENT II

GENERAL FUND					
BALANCE SHEET AS AT DECEMBER 31, 1985					
ASSETS			LIABILITIES AND FUND BALANCE		
	December 31 1985	June 30 1985		December 31 1985	June 30 1985
CURRENT					
Cash and term deposits	\$ 866	\$1,109,433	Bank indebtedness	\$ 102,167	\$ 174,990
Accounts receivable	2,649,064	1,355,546	Accounts payable	528,181	794,220
Inventories	141,958	165,312	Due to Provincial Specialist Associations	141,430	119,687
Prepaid expenses	70,160	45,217	Current portion of obligation under capital leases (Note 7)	126,424	97,688
	2,862,048	2,675,508		898,202	1,186,585
DUE FROM RESERVE FUND					
	—	100,488	OBLIGATION UNDER CAPITAL LEASES (Note 7)	439,413	325,459
DUE FROM SALARY INDEMNITY FUND					
	28,337	—	DUE TO RESERVE FUND	300,826	—
INVESTMENT PROPERTIES (Note 5)					
	368,971	375,684	DUE TO W. R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND	60,645	68,921
FIXED ASSETS, net of accumulated depreciation (Note 6)					
	2,016,234	1,951,846	DUE TO OTHER FUNDS - NET	2,225	2,225
	\$5,275,590	\$5,103,526	FUND BALANCE (Statement III)	3,574,279	3,520,336
				\$5,275,590	\$5,103,526

STATEMENT III

GENERAL FUND

STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31 1985	For the year ended June 30 1985
REVENUE		
Membership fees (Note 1)	\$ 5,044,105	\$10,105,393
PROGRAM EXPENDITURE, NET OF PROGRAM REVENUE OF \$131,025 (June 30, 1985 - \$197,733)		
Government Management	1,015,354	2,424,380
Finance and administrative services	623,616	1,429,429
Professional development	1,218,346	2,330,114
Bargaining	968,085	1,938,391
Teacher personnel services	814,626	1,698,624
	331,148	609,966
	4,971,175	10,430,904
NET INTEREST EXPENSE (REVENUE)	18,987	(39,241)
	4,990,162	10,391,663
NET REVENUE (EXPENDITURE) FOR THE PERIOD	53,943	(286,270)
FUND BALANCE AT BEGINNING OF PERIOD	3,520,336	3,806,606
FUND BALANCE AT END OF PERIOD	\$ 3,574,279	\$ 3,520,336

STATEMENT IV

GENERAL FUND

STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31 1985	For the year ended June 30 1985
SOURCE OF FUNDS		
Net revenue (expenditure)	\$ 53,943	(\$ 286,270)
Items not requiring an outlay of funds		
Depreciation, net of gain or loss and proceeds on disposal of fixed assets	160,450	231,877
Revenue (expenditure) from operations	214,393	(54,393)
Obligations under capital leases, long-term	113,954	153,092
Increase in current liabilities	—	538,382
Changes in other funds balances	364,701	—
	693,048	637,081
APPLICATION OF FUNDS		
Additions to fixed assets	218,125	451,792
Changes in other funds balances	—	151,057
Decrease in current liabilities, net of bank indebtedness	215,560	—
Increase in accounts receivable, inventories and prepaid expenses	1,295,107	164,684
	1,728,792	767,533
DECREASE IN CASH, AND TERM DEPOSITS, NET OF BANK INDEBTEDNESS	1,035,744	130,542
CASH, TERM DEPOSITS AND BANK INDEBTEDNESS AT BEGINNING OF PERIOD	934,443	1,064,895
CASH, TERM DEPOSITS AND BANK INDEBTEDNESS AT END OF PERIOD	(\$ 101,301)	\$ 934,443

STATEMENT V

RESERVE FUND

BALANCE SHEET AS AT DECEMBER 31, 1985

ASSETS		
	December 31 1985	June 30 1985
CURRENT		
Cash and term deposits	\$1,629,578	\$1,210,614
Marketable securities (Note 4)	1,487,800	1,487,800
Accounts receivable	44,042	62,401
	3,161,420	2,760,815
DUE FROM GENERAL FUND		
	300,826	—
	\$3,462,246	\$2,760,815
LIABILITIES AND FUND BALANCE		
DUE TO GENERAL FUND	\$ —	\$ 100,488
FUND BALANCE - Statement VI	3,462,246	2,660,327
	\$3,462,246	\$2,760,815

STATEMENT VI

RESERVE FUND

STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31 1985	For the year ended June 30 1985
REVENUE		
Allocation of membership fees (Note 1)	\$ 974,692	\$1,956,355
Investment income	156,928	195,852
	1,131,620	2,152,207
EXPENDITURE		
Constitution challenge	164,034	232,113
Kitimat support	37,283	32,892
Legislative Counter-Attack	—	261,531
Education Review Group Conference	46,522	24,394
Special grants to locals	62,802	—
V.I.N.E. grant	5,000	—
Teachers' Investment and Housing Co-operative costs incurred pertaining to receivership	14,060	—
	329,701	550,930
NET REVENUE	801,919	1,601,277
FUND BALANCE at beginning of period	2,660,327	1,059,050
FUND BALANCE at end of period	\$3,462,246	\$2,660,327

STATEMENT VII

RESERVE FUND

STATEMENT OF CHANGES IN FINANCIAL POSITION FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31 1985	For the year ended June 30 1985
SOURCE OF FUNDS		
From operations		
Net revenue	\$ 801,919	\$1,601,277
Changes in general fund balance	—	154,030
Decrease in accounts receivable	18,359	—
	820,278	1,755,307
APPLICATION OF FUNDS		
Increase in accounts receivable	—	37,393
Changes in general fund balance	401,314	—
	401,314	37,393
INCREASE IN CASH, TERM DEPOSITS AND MARKETABLE SECURITIES	418,964	1,717,914
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES AT BEGINNING OF PERIOD	2,698,414	980,500
CASH, TERM DEPOSITS AND MARKETABLE SECURITIES AT END OF PERIOD	\$3,117,378	\$2,698,414

STATEMENT VIII

WILLIAM R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUND

STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31 1985	For the year ended June 30 1985
REVENUE		
Allocation of membership fees (Note 1)	\$ 95,179	\$191,038
EXPENDITURE		
Grants		
Canadian Teachers' Federation		
Project Overseas	22,000	81,100
Third World grants	—	31,273
Peace Education Conference	—	5,008
B.C. Save the Children	—	5,000
Exchange Teachers	3,167	3,074
Nicaragua Teachers' Organization	31,264	6,147
Honduran Teachers' Organization (Colprosumah)	13,338	6,742
Russian Exchange Visit	6,049	—
WCOTF Post-Conference	2,769	—
Others	—	9,334
CODE (Overseas Book Centre)	6,000	7,500
Administrative charges	12,147	28,597
Project Overseas Seminars	6,721	4,290
	103,455	188,065
NET REVENUE (expenditure)	(8,276)	2,973
FUND BALANCE at beginning of period	68,921	65,948
FUND BALANCE at end of period	\$ 60,645	\$ 68,921
FUND BALANCE REPRESENTED BY DUE FROM GENERAL FUND		
	\$ 60,645	\$ 68,921

See accompanying notes to financial statements.

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. GENERAL, RESERVE AND WILLIAM R. LONG MEMORIAL INTERNATIONAL SOLIDARITY FUNDS

- Fees
The 1985-1986 annual membership fee was set at 1.25 percent of the gross salary of a member with an allocation of 0.2 percent of the gross salary amount to the reserve fund.
The General Fund allocates 1.86 percent of the General Fund allocation to the William R. Long Memorial International Solidarity Fund.
The annual fee revenue for the General, Reserve and the William R. Long Memorial International Solidarity Funds is recognized on a pro-rata basis and not as collected through payroll deduction.

- 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 pursue its goals and priorities from a position of financial strength and can meet without delay, special or emergent significant expenses. The objective of the Federation is to achieve a Reserve Fund balance of \$5,000,000. 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 for improving education in developing countries.

Salary Indemnity Fund
The financial statements of the Salary Indemnity Fund are an integral part of the financial position and operations of the Federation. These financial statements as at December 31, 1985 and for the six months then ended have been prepared and reported on separately and should be read in conjunction herewith.

2. 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 is calculated on the straight-line method based on their anticipated useful lives ranging between 3 and 15 years.
The capitalized values of the assets acquired under capital leases are amortized to income on a straight-line basis over the terms of the respective capital leases.

3. FINANCIAL YEAR END

The BCTF's year end has been changed to December 31. These statements are for the six months ended December 31, 1985. Budgets have been prepared for the year ended June 30, 1986. They have not been presented with the audited financial statements because of the difference in the periods covered by the budget and the financial statements.

4. MARKETABLE SECURITIES

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

	December 31, 1985		June 30, 1985	
	Carrying value	Market value	Carrying value	Market value
Salary indemnity fund	\$14,984,024	\$16,076,645	\$11,117,695	\$11,937,772
Reserve fund	1,487,800	1,601,940	1,487,800	1,574,210
	\$16,471,824	\$17,678,585	\$12,605,495	\$13,511,982

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5. INVESTMENT PROPERTIES

	December 31, 1985		June 30, 1985	
	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
Building improvements Sixth Avenue Land	134,265	73,844	60,421	67,134
	151,549	—	151,549	151,549
	<u>\$ 442,815</u>	<u>\$ 73,844</u>	<u>\$ 368,971</u>	<u>\$ 375,684</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 13% per annum from the date of default.

In 1984-1985 the Federation entered into a 10 year lease, with the lessee having options to renew for two further five year terms, of its property at 1601 West Broadway at a fixed rental of \$89,000 per annum for the first five years and a fixed rental of \$106,100 for the subsequent five years. The lessee is responsible for property taxes, upkeep and all operating expenses.

6. FIXED ASSETS

	December 31 1985		June 30 1985	
	Original cost	Accumulated depreciation	Net book value	Net book value
Land	\$ 263,496	\$ —	\$ 263,496	\$ 263,496
Buildings	1,419,895	488,124	931,771	944,140
Furniture and equipment	857,966	566,555	291,411	357,067
Equipment under capital lease	681,980	152,424	529,556	387,143
	<u>\$3,223,337</u>	<u>\$1,207,103</u>	<u>\$2,016,234</u>	<u>\$1,951,846</u>

7. CAPITAL LEASES

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

1987	\$180,499
1988	173,996
1989	143,844
1990	112,947
1991 and subsequent	88,224
	<u>699,510</u>
Less imputed interest in lease payments	<u>133,673</u>
Capital lease obligation	565,837
Current portion	<u>126,424</u>
Long-term portion	<u>\$439,413</u>

The interest rate imputed in the various capital leases varies between 10 and 15% percent per annum and includes both fixed and floating interest rates.

8. 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 rate of the Federation was increased to ensure the plan is fully funded by December 31, 1990. The actuarial evaluations for January 1, 1986 has not yet been performed.

9. COMPARATIVE FIGURES

Figures for June 30, 1985 and the period then ended have been reclassified to conform with the current year's presentation.

Auditor's Report

The Members,
British Columbia Teachers' Federation

We have examined the balance sheet of the British Columbia Teachers' Federation Salary Indemnity Fund as at December 31, 1985 and the statements of revenue, expenditure and fund balance and changes in financial position for the six months then ended. 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 Fund as at December 31, 1985 and the results of its operations and the changes in its financial position for the six months 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.
February 28, 1986 Chartered Accountants

STATEMENT I
SALARY INDEMNITY FUND
BALANCE SHEET AS AT DECEMBER 31, 1985

	December 31, 1985		June 30, 1985	
	December 31 1985	June 30 1985	December 31 1985	June 30 1985
ASSETS				
CURRENT				
Cash and term deposits	\$ 2,851,572	\$ 3,761,447		
Marketable securities (Note 2)	14,984,024	11,117,695		
Accounts receivable	1,406,116	1,911,953		
	<u>\$19,241,712</u>	<u>\$16,791,095</u>		
LIABILITIES AND FUND BALANCES				
CURRENT				
Bank indebtedness	\$ —	\$ 229,451		
Accrued liabilities for outstanding claims, short-term	1,452,000	1,374,000		
Accounts payable	239,000	226,654		
	<u>1,691,000</u>	<u>1,830,105</u>		
DUE TO GENERAL FUND	28,337	—		
DISABLED LIFE RESERVE, LONG-TERM PROVISION FOR CLAIMS, LONG-TERM	4,900,000	3,951,724		
	<u>7,385,337</u>	<u>5,781,829</u>		
SHORT-TERM FUND	6,571,841	6,091,099		
LONG-TERM FUND	39,669	—		
SPECIAL INDEXING RESERVE	5,244,865	4,918,167		
	<u>11,856,375</u>	<u>11,009,266</u>		
	<u>\$19,241,712</u>	<u>\$16,791,095</u>		

STATEMENT II
SALARY INDEMNITY FUND
STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE
FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	December 31, 1985			For the year ended June 30, 1985	
	Short-term Fund	Long-term Fund	Special Indexing Reserve	Total	June 30, 1985
REVENUE					
Fees (Note 3.a)	\$ 582,392	\$1,553,047	\$ —	\$ 2,135,439	\$ 5,344,354
Teachers' share of unemployment insurance premium reductions	392,507	—	—	392,507	931,748
Investment income	532,736	280,466	340,811	1,154,013	1,438,841
	<u>1,507,635</u>	<u>1,833,513</u>	<u>340,811</u>	<u>3,681,959</u>	<u>7,714,943</u>
EXPENDITURE					
Claims and pension contributions					
Attributable to current year					
Claims	1,129,202	44,351	—	1,173,553	2,376,443
Pension contributions	192,284	—	—	192,284	376,573
Adjustments to prior years' estimates (Note 3.b)					
Claims	(372,054)	—	—	(372,054)	(132,765)
Pension contributions	(67,144)	—	—	(67,144)	(42,564)
Provision for claims incurred but not yet presented	—	1,714,276	—	1,714,276	3,951,724
	<u>882,288</u>	<u>1,758,627</u>	<u>—</u>	<u>2,640,915</u>	<u>6,529,411</u>
REVENUE BEFORE ADMINISTRATIVE EXPENDITURES	625,347	74,886	340,811	1,041,044	1,185,532
ADMINISTRATIVE EXPENDITURES					
ADMINISTRATIVE CHARGES	124,846	22,044	—	146,890	253,367
INVESTMENT MANAGEMENT AND TRUST COMPANY FEE (Note 3.c)	19,759	13,173	14,113	47,045	53,838
	<u>144,605</u>	<u>35,217</u>	<u>14,113</u>	<u>193,935</u>	<u>307,205</u>
NET REVENUE (EXPENDITURE FOR THE PERIOD)	480,742	39,669	326,698	847,109	878,327
FUND BALANCE at beginning of period	6,091,099	—	4,918,167	11,009,266	10,130,939
FUND BALANCE at end of period	<u>\$6,571,841</u>	<u>\$ 39,669</u>	<u>\$5,244,865</u>	<u>\$11,856,375</u>	<u>\$11,009,266</u>

See accompanying notes to financial statements.

SALARY INDEMNITY FUND
STATEMENT OF CHANGES IN FINANCIAL POSITION
FOR THE SIX MONTHS ENDED DECEMBER 31, 1985

	STATEMENT III	
	December 31 1985	For the year ended June 30 1985
SOURCE OF FUNDS		
Net revenue	\$ 847,109	\$ 878,327
Special indexing reserve fund	—	4,569,294
Decrease in accounts receivable	505,837	—
Increase in due to general fund balance	28,337	—
Increase in disabled life reserve, long-term	766,000	—
Increase in provision for claims, long-term	948,276	3,951,724
Increase in current liabilities	90,346	—
	<u>3,185,905</u>	<u>9,399,345</u>
APPLICATION OF FUNDS		
Increase in accounts receivable	—	979,815
Decrease in current liabilities	—	267,536
	—	<u>1,247,351</u>
INCREASE IN CASH, TERM DEPOSITS, BANK INDEBTEDNESS AND MARKETABLE SECURITIES	3,185,905	8,151,994
CASH, TERM DEPOSITS, BANK INDEBTEDNESS AND MARKETABLE SECURITIES AT BEGINNING OF PERIOD	14,649,691	6,497,697
CASH, TERM DEPOSITS, BANK INDEBTEDNESS AND MARKETABLE SECURITIES AT END OF PERIOD	<u>\$17,835,596</u>	<u>\$14,649,691</u>

See accompanying notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
SALARY INDEMNITY FUND

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 1985

1. SIGNIFICANT ACCOUNTING POLICY

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.

2. MARKETABLE SECURITIES

The cost, carrying value and market value of marketable securities are as follows:

	December 31 1985	June 30 1985
Cost and carrying value	\$14,984,024	\$11,117,695
Market value	<u>\$16,076,645</u>	<u>\$11,937,772</u>

3. SALARY INDEMNITY FUND

a. Purpose and fees of the fund

The Salary Indemnity Fund shows the assets, liabilities, revenues and expenditures related to the Salary Indemnity Plan of the B.C.T.F.

The purpose of the Salary Indemnity Plan (SIP) is to provide short-term and long-term income benefits to members disabled from employment as a result of illness or accident.

In the years 1975-76 through 1983-84 the fee for the short-term Salary Indemnity Plan was 0.2 percent of the gross salary of a member (to a maximum salary amount). In 1984-85 the fee for the short-term section of the SIP was reduced to 0.15 percent of the gross salary of a member (to a maximum salary of \$50,000).

Effective September 1984, the Federation introduced a long-term component to the Salary Indemnity Plan. Prior to that date members had access to long-term disability coverage from external plans underwritten by insurance companies or operated by local associations and school districts. A member whose disability began prior to September 1984 is eligible to apply for benefits from the plan in effect at the date of his/her disability.

The fee for the long-term section of the SIP for the six months ended December 31, 1985 was 0.40 percent of gross salary (up to a maximum salary of \$50,000). The total fee for both short-term and long-term SIP is therefore 0.55 percent of gross salary (to a maximum \$50,000 salary).

Prior to September 1984 the largest external long-term disability plan was the BCTF/Great-West Life plan to which approximately 20,000 members belonged. The surpluses which had accrued in that plan were transferred to the Federation in the year ended June 30, 1985 and set up as the special indexing reserve within the SIF.

The primary purpose of the special indexing reserve is to provide additional indexing payments to those members who remain in receipt of long-term income benefits from the former BCTF/Great-West Life plan, when the rate of growth in the Consumer Price Index exceeds the maximum indexing rate provided in the old policy.

b. Adjustments to prior years' estimates of claims and pension contributions

As a result of the current year's actuarial review, adjustments were required for claim benefits and pension contributions attributable to prior years.

c. Investment management and trust company fee

The investments of the Salary Indemnity Fund are managed by a professional investment firm in accordance with investment restrictions as established by the BCTF and the Trustees' Act (B.C.) and are lodged for safekeeping with a trust company.

4. Accrued liabilities for outstanding claims, short-term, Disabled Life Reserve, long-term, and Provision for claims, long-term are based upon an actuarial evaluation of the Salary Indemnity Plan as at December 31, 1985.

5. The BCTF's year was changed to December 31. These financial statements are for the six months ended December 31, 1985.

Beware of salespeople giving false information on teachers' pension plan

Teachers and local associations should be aware that there are individuals and companies selling financial planning services who are not familiar with the financing arrangements or the benefits available from the teachers' pension plan.

We are aware that false information has been given to teachers and unnecessary fears have been raised.

The teachers' pension fund of \$1.7 billion is invested in bonds and other secure deposits. The fund is not invested in BRIC or other equity stocks. The plan is sound and the benefits, although always capable of being improved, are good.

New pension agreement signed by B.C., Quebec

A new pension agreement has been signed between B.C. and Quebec.

Although the new agreement does not guarantee that B.C. or Quebec will recognize full pensionable service rendered in the other province, it is an improvement over the present agreement, as more pensionable service will probably be recognized for pension purposes when teachers move between these provinces than is currently recognized.

To be eligible, a teacher must apply to come under the agreement before the later of **December 4, 1988** and the date which is three years after the date contributions were commenced to the new pension plan. In addition the teacher must meet the other eligibility requirements.

Former Quebec teachers are urged to contact the Superannuation Commission at 544 Michigan Street, Victoria, B.C. V8V 4R5 for full details.

Women urged to seek admin posts

Valerie Stevenson
Chairperson

CTA Status of Women Committee

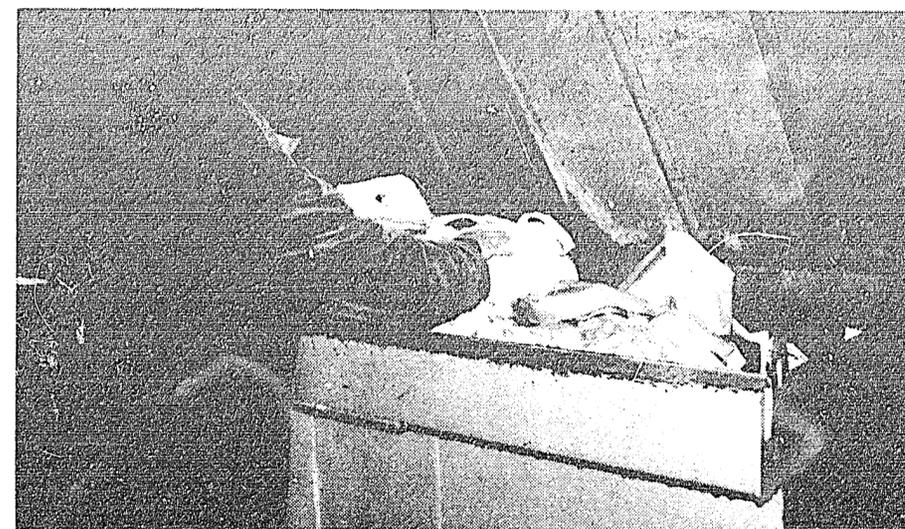
Dallas Cristofoli's career began to change the day she looked around her school and suddenly realized that: "I could do the job as well as my administrator."

That was when, as a teacher and a woman, she began to seriously consider the possibilities of becoming a school administrator — and she never looked back.

Cristofoli, a former Coquitlam teacher and now principal of Hillside Secondary School in West Vancouver, recounted her personal turning-point in a panel discussion on "Women in Administration" sponsored by the Coquitlam Teachers' Association Status of Women Committee and held in the Coquitlam Teachers' centre on February 6. Her recollection struck a responsive chord in the audience of over 80 women and a few men and seemed to form a theme for the meeting.

Coquitlam School Superintendent Dr. Alf Clinton reviewed the programs and activities that the district will be undertaking to encourage women to apply for leadership positions. He noted that, in fact, very few women had applied for administrative positions in the past. But he pointed out that increasingly women are now interested in long-term careers in education and he encouraged prospective female administrators to develop career plans and gain a variety of educational experiences.

Dorothy Newman, director of human resource development, ministry of education, presented information showing a small increase in the number of women



The Poverty in B.C. curriculum unit documents the current economic reality, where it is not unusual for the poor to turn to trash bins to make it through the month.

Poverty in B.C. material counters gov't rosy view

The End Legislated Poverty (ELP) coalition has issued a resource unit for teachers on *Poverty in B.C.*, as a counterweight to the government's new *Discovering B.C.* curriculum.

Poverty in B.C. provides up-to-date statistics on the extent and effects of poverty and unemployment in B.C. and includes student activities and lists of community resources, films and readings.

Wes Knapp of the BCTF Professional Development Division says the unit was needed to provide some balance to the "upbeat travelogue view of the province, emphasizing high tech and famous people" provided by *Discovering B.C.*

"The provincial government is spending \$300,000 on *Discovering B.C.* curriculum materials to give students a glamorized view of B.C., a view which totally ignores food bank line-ups, soup kitchens and the horror of poverty,"

Knapp said. "Students should be exposed to the problems of poverty and unemployment, and urged or organized against such injustices."

He said the government should include this unit in its new social studies curriculum. "As it is now," he said, "official government curriculum ignores problems of poverty and unemployment and concentrates instead on how people who have money should spend it."

A meeting has been held with the provincial association of social studies teachers to outline the resource unit and copies of the unit have been sent to all secondary schools in B.C. In addition, community groups, parents, church leaders and school boards are being asked to support using the unit in schools.

The 24-page booklet was written by Sandy Cameron of ELP and published by the BCTF. It is available from the BCTF Lesson Aids Service.

in administrative positions in B.C. in recent years, the most significant being in secondary principalships, rising from zero in 1973 to 4 per cent today. Encouraging more women to apply for administrative posts, she offered some tips on developing personal resumes and effective interview skills.

Dallas Cristofoli, reviewing her personal experience, noted that she had to move to another district to make a career in administration after several unsuccessful attempts in Coquitlam. She recommended that prospective candidates acquire a variety of academic qualifications and education experiences, and develop a personal support system, but above all have faith in themselves, be visible in their work and be prepared for extra pressures.

Norma Mercer, an assistant school superintendent in Vancouver, attributed her progress in administration to leadership skills acquired through local association and BCTF experience. She was the first female president of the BCPVPA

and is a former president of the PSA Council. Mercer advised women to be conscious of those males who have "learned the vocabulary and language, but have not changed their prejudices towards women." Noting that one of the biggest obstacles is lack of self-confidence, she went on to reject the often-heard charge that "women are too emotional", saying that women's skills as mediators, nurturers and compassionate individuals are important leadership qualities and should be promoted.

Frances Fleming reviewed her varied adventures in the education system and acknowledged the valuable contribution her BCTF work made in developing her leadership skills. A former teacher, principal and first female superintendent in B.C., Fleming has served on many BCTF commissions and was assistant superintendent in the ministry's schools department before retiring. She reflected on the importance of maintaining a sense of humour and said that she "never had a day when I didn't laugh."

Vacancies

Bargaining Committee

Terms of the bargaining co-ordinators in the following zones will expire this spring: Peace River North, Metro, Vancouver Island North. Applicants must be nominated by a local association within their zone. Deadline for applications on standard BCTF curriculum vitae forms is **May 9**. Appointments are scheduled for the June 13-14 Executive Committee meeting.

Canadian Teachers' Federation Committees

Ad Hoc Committee on Children's Rights: Terms of reference to include consideration of child abuse, the impact of the Young Offenders Act, corporal punishment, the role of the teacher in protecting children's rights and the implementation of the Badgley and Fraser reports.

Ad Hoc Committee on Vocational and Technical Education: Terms of reference to include consideration of the philosophy of vocational education and the future development of vocational programs in the light of

Letters

Why no gov't help for Co-op depositors?

I do not favor using other people's money to bail out subscribers of one kind or another to failed financial institutions. Nevertheless, I find it strange that governments have, without public outcry, and, indeed with apparent public approbation, bailed out Pioneer Trust, CCB, Northlands, and CCB Mortgage; but nobody gives a damn about B.C. Teachers' Investment and Housing Co-operative. They, the lucky devils, get to help bail out the institutions that could be said to have caused the BCTIH problems, but they get the bonus of losing their deposits in their own organization to boot.

Stranger, yet, the teachers' own associations have made it clear that they don't give a damn either.

Does anybody?

W.C. Macklon
Retired teacher
Lethbridge, Alta.

Arts education council seeks new members to boost arts advocacy

On behalf of the B.C. Arts in Education Council, I would like to appeal to your membership for support of our organization.

Briefly, the B.C. Arts in Education Council exists to maintain and promote the arts in education — to ensure that the arts are recognized as a necessary and important part of the school curriculum. Our role as arts advocate is performed at all levels of education throughout the province. Your membership directly assists us to act effectively and is the prime source of income for our work.

The January 25, 1986 issue of *The Globe and Mail* contained an article by Mavor Moore questioning the need for arts training institutions. He did so because, he says, "the arts are an integral part of every municipal and provincial educational system." But they aren't in B.C. Obviously in Ontario the arts in education are more accessible and better recognized than in this province. One of the most important battles now being fought in this province's educational field, is for greater recognition of the arts in the curriculum.

We recently read of the high standards and level of accomplishment attained by B.C.'s students in science. Surely given the opportunity and a *balanced* curriculum our students will excel in the arts. Today's student is being short-changed. Opportunities are being lost.

We need to reaffirm our beliefs in the importance of the arts, to stress the many contributions made by the arts, both economic and social, and to commit ourselves to the necessity for change.

Membership (\$10.00) and donations are tax deductible and provide a worthwhile investment. Please join the B.C. Arts in Education.

Jane Baker
Secretary-treasurer
Arts in Education Council
Vancouver

secondary school "reforms" involving an increase in the compulsory core curriculum.

We will be nominating one BCTF member for each CTF ad hoc committee, but the CTF is responsible for making the appointments. Applications should be submitted on BCTF vitae forms by **May 7**; nominations are scheduled for the May 9-10 Executive Committee meeting.

For more information or curriculum vitae forms, please call Jacquie Boyer at the BCTF office. The post-AGM issue of the *Newsletter* will include all the usual spring committee vacancies.