

Job action escalation proposed

British Columbia's teachers will advise the BCTF Executive Committee this week on stiffening the instruction-only campaign with walkouts carried out in conjunction with other labour groups on a regional or province-wide basis.

In local association in-camera meetings to wrap up May 19, members are being asked to vote on whether the executive should exercise the mandate given

by the April 20 provincial membership vote to call for withdrawal(s) of service in concert with the B.C. Federation of Labour action plan.

This process stems from key decisions taken by the special Representative Assembly held at UBC on May 9 to consider the next phase of the campaign against the provincial government's Bills 19 and 20. In these decisions, the RA:

- advised members to continue the instruction-only campaign;
- endorsed the B.C. Federation of Labour program of action against Bills 19 and 20;
- advised the executive to exercise its action plan mandate for walkouts in concert with the B.C. Federation of Labour following a membership vote.

Earlier, the RA heard a report on the

failure of the Victoria talks on Bill 20 which involved representatives from the ministry of education, BCTF and BCSTA. BCTF President Elsie McMurphy spoke of coming away from the meetings "angry and frustrated and outraged" at the government's attitudes and refusal to compromise on the basic principles of the Bill.

See "BCTF endorses" page 3

BCTF Newsletter

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MAY 14, 1987

Boards block negotiations on member protection

Many school boards are blocking attempts by local associations to negotiate terms of a membership protection package that would be maintained until a new contract is signed next year.

"The only way locals can avoid getting shafted next year is to be prepared to step up work-to-rule actions against those school boards that are unwilling to sign up the seven-point package," said provincial bargaining chairperson Don Walmsley. "If you don't get the package this year, it will require all of your energy to get it next year" at the possible expense of a much-needed increase in salary.

The seven bargaining objectives include:

- Recognition of the local association as the sole bargaining agency, a condition already existing in 20 locals;
- Automatic membership, now provided under the School Act and a specific condition in nine contracts for next year;
- Compulsory dues checkoff, currently a condition applying in 17 contracts;
- Sick leave, now provided in the School Act and specifically covered in 15 agreements;

See "Boards favour" page 2



Enjoying a brief light moment during April 28 study session, BCTF President Elsie McMurphy went on to condemn Bill 20 as undemocratic and disruptive before 6,000 supportive Vancouver metro teachers in PNE Agrodome. Similar day-long protest rallies were held in locals across the province that day.

Alistair Eagle photos

Minor changes only to Bill 20

No reason to call off fight

Education Minister Tony Brummet has been true to his word: he has not made substantial changes to Bill 20.

So there is no reason for B.C. teachers to call off their campaign of opposition to the new Teaching Profession Act, says BCTF President Elsie McMurphy. Far from it, the federation is encouraging teachers to join in protest rallies planned by the B.C. Federation of Labour and local labour councils around the province on May 20.

She made the remarks in a May 12 news conference called to discuss the Bill 20 amendments proposed by the education minister.

"Although there are some proposed changes here which do in some senses improve the bill, Mr. Brummet is still correct: he has still not made any substantive improvements, has not made any substantive changes," McMurphy told reporters. "As a result, we see nothing so far in the changes that are pro-

posed that would allow us to recommend to our members that they cease their opposition to this piece of legislation."

Some serious areas of concern remain, she said, such as the role and function of principals and vice-principals which will "create very much a factory approach to schooling, in setting up those kinds of adversarial management-worker relationships" which the federation believes will harm the school environment.

"In one area there is an improvement and that is in the change to the scope of bargaining," said McMurphy. "There has been a clarification of the relationship of the School Act, with the College Act, with the Industrial Relations Act. However, there are still contained in that collection of legislation some very serious restrictions on teachers' scope of bargaining."

One example of a change that the BCTF thought was going to be included in the amendments was a proposal that

job postings be made available to teachers. That has not been included.

McMurphy continued: "The other area that is significant from our point of view is the change in the requirements to fire teachers on the basis of 'just and reasonable cause,' rather than the any cause the board deems sufficient, as it was in the original proposal. That is one of the other improvements.

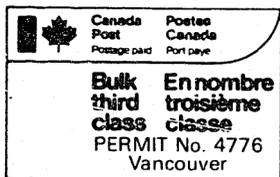
"But essentially the major problems that we had with the legislation remain and we will be continuing our instruction-only campaign for the time being."

She said teachers had been heartened by the announcement that the B.C. Federation of Labour would begin its campaign in opposition to Bills 19 and 20 with rallies across the province on May 20.

"We will be encouraging teachers to go to those rallies, to show their joint opposition to both pieces of legislation," said

See "We hope" page 2

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



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McMurphy. "It is not anticipated that teachers' participation in those rallies will be during school time. For example, in Vancouver the rally is at 4 o'clock and we will be encouraging our members to go to that rally when they have finished school for the day."

Elsie McMurphy admitted, in answer to a reporter's question, that there was a possibility of escalation in teachers' opposition to the legislation.

"But one could always hope that with the growing opposition and the growing awareness on the part of the public as to what the bills will do, that perhaps the government may yet take one of those famous second looks," she said. "I hope that the government will in fact pick up on some of the proposals that have been made by both ourselves and by the B.C. Federation of Labour to end the confrontation."

McMurphy also said that it was incumbent on school boards to take positions to resolve the crisis. "I think that the trustees need to play a more obvious role in this than they have been to date, I don't think we have seen trustees at the local level supporting or defending or speaking out as clearly as they might have done, in an effort to try to alleviate the situation that we see escalating in B.C."

The following are the details of the Bill 20 amendments:

- Boards lose the power to fire for any action they deem unsuitable. They can now order remedial action, discipline or dismissal only for "just and reasonable cause."

(According to a ministry handout, "just and reasonable cause" would include "situations such as a school board finding a learning situation in a class(es) of a teacher less than satisfac-

tory, or a teacher being charged with a criminal offense, or a school board finding the presence of a teacher to be dangerous or harmful to pupils...")

- Both union and non-union teachers can bargain specific rights of review and appeal.

- Teachers can make agreements with their boards to "deal with the manner in which a board's statutory authority was to be exercised and the consequences... without fettering the statutory authority..."

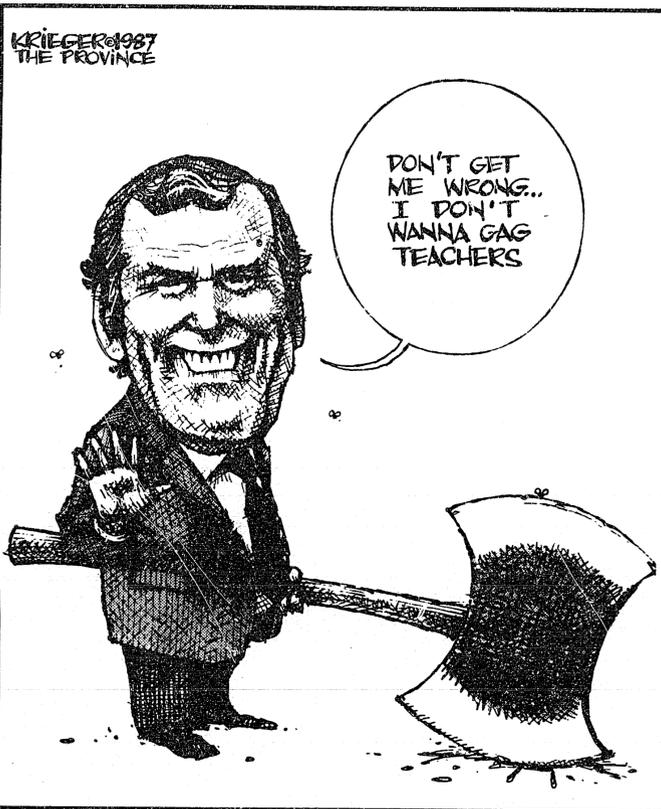
- Statutory sick leave provisions and

agreements on seniority, layoff and recall remain in effect until July 1, 1988. They can then be bargained into contract. Cumulative sick leave is protected.

- "Administrative officers" to be employed under fixed-term contracts. If a board decided not to renew, it would have to offer the admin officer a teaching job.

- Principals and vice-principals will not have to be involved in collective bargaining on the board's side of the table.

- The educational role of principals will "be given prominence" in the School Act.



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CTF defence fund set to back BCTF

The Canadian Teachers' Federation has thrown its full support behind the BCTF in its battle against the provincial government's new anti-teacher legislation.

To give tangible expression to this support, the CTF has established a Canadian Teacher Defense Fund with an initial bankroll of \$25,000. Teachers from across Canada will be asked to contribute to the fund.

The objectives of the fund are to:

- assist the BCTF in fighting imposition of Bill 19 and Bill 20, and, if the bills become law, help in organizing B.C. teachers;

- assist other CTF member organizations in defending their right to represent teachers.

This was part of a comprehensive motion adopted unanimously by the CTF board of directors.

CTF President Frank Garrity attacked the proposed legislation as a clear attempt to "divide and conquer" B.C. teachers, and declared that Premier Vander Zalm's "unilaterally imposed actions are unacceptable."

Calling on the premier to withdraw the legislation, Garrity said: "This is his chance to show Canada, and British Columbia in particular, that when, during his election campaign, he promised to end discord and confrontation in B.C. labour relations, he was doing more than simply uttering empty words."

As part of the support motion, the CTF will also notify Canadian teachers of the B.C. dispute and advise them of the need to contact the BCTF before applying for or accepting teaching positions in the province.

In addition, the CTF will request the World Confederation of Organizations of the Teaching Profession to join in expressing opposition to the new legislation.

2/MAY 14, 1987

Campaign reveals teacher dedication

"We've just been astounded at the contributions teachers make above and beyond the call of duty."

So says Chris Schut, a member of the provincial instruction-only adjudication committee, describing how surprised and impressed the committee has been with the extent of teachers' voluntary extracurricular activities.

All over the province, she said, teachers are giving hours and hours of their own time, providing materials and money from their own resources and guaranteeing the financial commitments of various extracurricular programs.

"It's been a revelation to us how incred-

ably dedicated teachers are to helping their students", said Schut. "It's been extremely painful for many teachers to withdraw from these activities. Many of our colleagues have made enormous sacrifices."

She said that while there has been some anger expressed to the adjudication committee, most members seem to be cooperating with the instruction-only campaign and the committee's rulings without too much grumbling.

So far the committee has responded to about 600 calls of inquiry, said Schut. The committee has granted exemptions from the IOC regulations to 87 activities.

Some have... contract at... side of Bill 20

From page 1

- Maternity protection specifying the minimum conditions set out in the Employment Standards Act plus any improvements negotiated beyond the basic level;

- The right to due process providing for the present three reports before termination proceedings to protect against open-ended firing under Bill 20;

- A contract continuation clause that protects teachers from a loss of present conditions or having new conditions arbitrarily imposed by school boards.

The theme running through Walmsley's remarks on behalf of the provincial Bargaining Committee was the urgency of getting the conditions tied down now or having to pay the price later.

Citing the line presented at the BCSTA convention and since echoed by its newly-elected president Charles Hingston, Walmsley said school boards have accepted Bill 20. "They agree with stripping contract provisions" and they see the membership protection items as a "good bargaining lever on their side and they're making good use of them" particularly where they have hired outside negotiators.

The committee chairperson described BCSTA claims that some of the proposed clauses were illegal as "absolute nonsense" and a smokescreen to avoid good faith bargaining. They are using this as a negotiation ploy to undermine the resolve of local teacher bargainers, he said.

"They're counting on us having spent most of our energies fighting Bill 19," but they are overlooking teacher determination to secure their salaries and other established conditions in addition to opposing the legislation, Walmsley said.

On all counts, the BCSTA and some school boards are showing their anti-bargaining position by refusing to negotiate each of the clauses, all of them having precedent in practice and in some contracts over many years. "We know they're wrong and we have to prove they are wrong, not next spring but right now," he declared.

As this issue of the BCTF Newsletter went to press, some progress was being made in negotiating protection clauses.

These have included such activities as band trips to Musicfest Canada which involved considerable funds and a trip by 60 Alert Bay pupils to Vancouver Children's Festival which would otherwise have resulted in the loss of \$2,000 on non-refundable tickets and \$700 in travel payments. Most requests for exemptions have been denied.

While non-participation in evening graduation ceremonies has been a controversial issue, said Schut, it appears that many schools are solving the problem by moving the ceremonies to a Friday afternoon with parents taking over supervision of the evening dinner and dance.

One revelation to come out of the instruction-only campaign, she said, has been the economic impact of extracurricular activities through field trips and other activities. A school band trip to California, for example, commonly requires raising about \$20,000. "It seems that just about every school department," she said, "is into fund-raising to provide field trips to enhance the program."

Another pleasant surprise, she said, has been the overall sense of understanding from parents. "Parents are not really hostile," she said.

The members of the provincial adjudication committee are Moira MacKenzie, Jackie Worboys, Chris Schut, Susan Tickson, Susan Davis, Susan McKenzie and Michael Miller.

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The meeting also heard a presentation by Cliff Andstein, secretary-treasurer of the B.C. Federation of Labour, on the trade union movement's action plan against Bills 19 and 20. That plan cannot be outlined as it had not yet been made public at press time.

The local association representatives went on to have a wide-ranging discussion about the instruction-only campaign and the proposal to coordinate efforts with the B.C. Federation of Labour.

After considerable debate, the RA made decisions to:

- reaffirm the objectives of the bargaining and professional rights campaign;

- advise the BCTF membership to continue the instruction-only campaign;

- endorse the B.C. Federation of Labour program of action on the condition that BCTF/local association certification be exempted from the boycott, and on the condition that Bills 20 and 19 both be central objects of the program;

- advise the Executive Committee to exercise the third part of the current BCTF job action mandate in concert with the B.C. Federation of Labour campaign against Bills 20 and 19, following the affirmation procedure outlined in recommendation 12(c);

- recommend the BCTF participate in the B.C. Federation of Labour (Media) Defence Fund;

- inform the B.C. Federation of Labour of the BCTF's continuing commitment to co-operate in fighting both Bills 19 and 20;

- encourage local teachers' associations to cooperate with the labour councils and unions in their areas in opposing Bills 19 and 20;

- designate any school board refusing to negotiate the membership protection package as "uncooperative" with respect to instruction-only regulations 9 and 10;

- in the event that any teacher or teachers is/are given any letter of warning or reprimand, or faces any other disciplinary action short of suspension as a result of participating in the BCTF bargaining and professional rights action plan, the BCTF and local associations will continue the action plan until all such letters are withdrawn and removed from the files of the teacher/teachers, and any other disciplinary action has been rescinded;

- in the event that a school board

suspends any teacher or teachers as a result of participating in the BCTF bargaining and professional rights action plan, all BCTF members will withdraw their services until the teacher or teachers has/have been reinstated by the board with no punitive loss of pay;

- strongly oppose any attempts by school boards or the government to force teachers to provide services previously offered voluntarily, and

- if any school board or the government issues any letter of warning or reprimand, or takes any action short of suspension against any teacher who refuses to provide services previously offered voluntarily, the BCTF and local associations con-

tinue the BCTF action plan until all such letters are withdrawn and removed from the files of the teacher/teachers, and any other disciplinary action has been rescinded, and

- if any school board or other body suspends any teacher who refuses to provide services previously offered voluntarily, all BCTF members withdraw their services and refuse to report for work until the teachers or teachers has/have been reinstated with no loss of pay;

- recommend to local associations that general meetings in-camera be held as soon as possible to:

- receive an update regarding the Bill 20 talks and amendments;
- receive information regarding Bill 19;

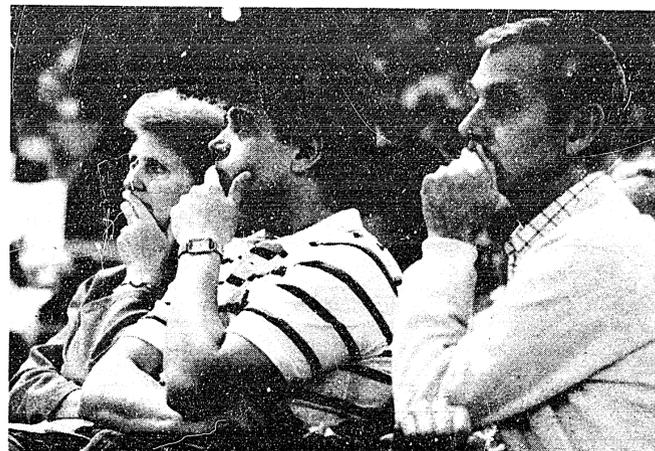
- affirm recommendation 4 of the Representative Assembly regarding further actions.

The provincial action plan in opposition to Bills 19 and 20, adopted by a membership vote on April 20, has these three aspects:

- an immediate withdrawal from all ministry of education committees and activities, including all activities relating to the setting and marking of provincial exams;

- the Executive Committee to call an immediate one-day withdrawal of services (which took place April 28) and authorizing a subsequent day or days withdrawal(s) on a rotating or province-wide basis;

- a province-wide instruction only to begin immediately following the first province-wide withdrawal of services and to continue in effect until a strategy conference.



Three teachers give serious thought to speeches at April 28 metro study session. Alistair Eagle photo

NDP caucus fights for teachers

Opposition MLAs have emerged as strong defenders of teachers' professional rights in waging a sustained attack on the government's new legislation to control the teaching profession.

Bill 20 was roundly condemned in legislature debate during the last week in April as every NDP-MLA spoke in favour of an opposition motion to suspend consideration of the legislation for six months.

On April 30, the last day of debate on the hoist motion, NDP education critic Barry Jones, the designated speaker, spoke for two hours while no government member rose to debate. In the end, the motion was defeated by a vote of 27 to 17.

Opposition Leader Mike Harcourt (NDP Vancouver Centre) summarized the main reasons why Bill 20 is unacceptable. The following is an excerpt from his speech in the legislature on April 30.

"The first reason is it does nothing to address the real problems in education today in British Columbia. That's the key reason. The second is the process for development of the Teaching Profession Act has not followed the cooperative, consultative process that has been used in drafting all the other professional acts. Thirdly, Bill 20 is a recipe for continued confrontation and disruption in education."

"The other professional acts are an example of a cooperative, consultative process. Why don't you do it with the teachers?"

"Why have a hit-man approach with this one profession? Why insist on a heavy-handed, top-down approach with teachers? Why can he [the Premier] not deal amicably with teachers and their representatives, whether he agrees with them or not? That's what democracy is all about — different opinions. Can the Premier not accept that the vast majority of teachers, and not just their leaders, are opposed to Bill 20?"

"I want to give one example I know something about, and that's the Law Society of British Columbia. An old act of 1955 was the Barristers and Solicitors Act. It was replaced with a new act, the Legal Professions Act, last spring, Mr. Speaker. This was a cooperative effort between lawyers and the attorney-gen-

eral's office that took five years. It was done with amendments that were worked out by the Law Society, in a democratic way through the 6,000 members of the Law Society. It was presented to the attorney-general's office. It was then formulated into a draft bill. Changes were made at the request of members of the

Principals favoured in BCTF

British Columbians are sharply divided on the question of whether public school principals should be removed from the B.C. Teachers' Federation.

A bare majority say they should not be taken out of the organization, as the provincial government proposes to do under Bill 20.

About 30 per cent of British Columbians agree that principals should be removed. A handful say it depends on circumstances and 17.6 per cent were unable or unwilling to voice an opinion.

These were among the findings of a public opinion survey recently conducted for the BCTF.

Some other findings:

- The vast majority of British Columbians believe the government's proposed guidelines for a new family-life and sex education program cover such topics as protection of children from sexual abuse and from such sexually transmitted diseases as AIDS.

- Large blocs of British Columbians believe class sizes should be smaller than they are now (42.5 per cent) or about the same size (39.1 per cent). A small percentage (5.7) feel they should be larger.

- Two out of three British Columbians think the government should increase its funding for the public schools.

- Almost as many (61.6 per cent) disapprove of the government's 42 per cent increase in its subsidy to private schools.

The following is the detailed result of the question on removing principals from the BCTF:

The government's new legislative package would remove school principals from membership in the BCTF. Do you agree or disagree that principals should be taken out of the teachers' organization?

| | | | |
|---|--|-----|-------|
| 1 | Agree principals should be removed from BCTF | 210 | 29.9% |
| 2 | Disagree, principals should remain in BCTF | 352 | 50.1 |
| 3 | Depends | 17 | 2.4 |
| 4 | Other/don't know/refused | 124 | 17.6 |

The poll was conducted in April 1987 by Campbell Goodell Consultants Ltd. for the BCTF. It involved telephone interviews with a sample of 703 adults chosen to represent statistically the population of B.C.

BCTF Newsletter

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

MEMBER: EDPRESS

UTFE

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BCTF urges Sullivan postpone hearings until turmoil ended

The BCTF has called on the royal commission on education to postpone hearings until the turmoil over Bills 19 and 20 has subsided.

In taking this decision, the Executive Committee also urged the BCSTA to make a similar request of commissioner Barry Sullivan.

The executive further decided that, for the time being, the federation position would be that:

- the BCTF would cause a brief to be prepared and presented to the commission;
- the BCTF would not be involved in commission organization, research, collation of responses or organization of hearings and presentations;
- local associations or PSAs wishing to participate in the hearings should proceed on their own;
- and that should a local or PSA make a presentation to the commission, a copy should be filed with the federation.



Director Stan Olsen gives parents last-minute tips prior to shooting BCTF television commercial, part of a coordinated television, radio and print campaign designed by Michael Morgan and Associates to inform the public why Bill 20 is unacceptable.

Jim Bowman announces retirement

Tom Hutchison

Acting Director, Government Division Jim Bowman, Director of the BCTF Government Division, will retire this fall. Right now he is in Sardinia enjoying some accumulated holiday time.

His experience in education spans 38 years — as teacher, principal, superintendent and federation staff member. He joined the BCTF in 1974 in professional development, was deeply involved in learning conditions work and was appointed director of the new government division in 1979.

As director, he was a skilled and effective organizer, with a sure touch in developing and supporting a team; as political advisor and lobbyist he had the respect of all who dealt with him. Jim is always for taking "the high road" in education issues but a tough negotiator for teachers' interests. While knowing that the BCTF cannot avoid politics, and his political analyses are always close to the mark, Jim believes in pragmatic politics. He has an instinct for finding win-win situations where both parties can say they achieved something.

Jim Carter, former deputy minister of education, now deputy minister in social services, says this: "He always represented the federation's position with honesty and candour. I will miss his wit and intensity during difficult debates." Carter adds, "He cost me money at the track," a statement others could make, indicating a slight flaw in Jim's prowess as a handicapper.

Gentlemen and scholars are not that



Jim Bowman... takes the high road.

plentiful in our business. We will remember his literate and eloquent writings in our publications and his fondness for poetry, while discounting his claim to be the spiritual descendant of such disparate characters as Henry of Navarre, Edmund Burke and the Luddites. Throughout his career he has had a passion for literature, for children's literature, in which he taught courses, and for the library, which was at the heart of his vision of the school.

We are going to miss this character who hates meetings, has an educated taste for draft beer, passes off a necktie from the British Fertilizer Marketing Board as an old school tie, terrifies visiting local presidents with his uninhibited driving style and quotes Latin to Professor Malcolm MacGregor.

We hope that Jim now has the time to spend with his wife Marlene, a talented potter, his three daughters — Kathy in Sardinia, Susan in Victoria, and Elizabeth in Tsawwassen — and his son, Bill. We know that he is going to enjoy his first grandchild in June and trust that he doesn't push the children's literature too soon. Their gain is the federation's loss. We will miss him.

New UIC regulations announced

Bruce Watson
Government Division

The federal government has introduced a series of changes in unemployment insurance regulations that could affect some BCTF members.

The new regulations, which became effective as of April 5, 1987, concern pension income, separation payments and retirement incentives. Here are the new rules:

Pension income

Pension income is considered earnings for the purposes of calculating the amount of UI which may be paid to a claimant.

However, as of April 5, pension income is not taken into account if the unemployment insurance claim is based on insurable weeks of work from subsequent employment. This change may be applied by UI retroactively to January 5, 1986 and would allow for UI benefits to be paid to claimants receiving a pension if their claim was based on employment obtained after the start of the pension.

Separation payments and/or retirement incentives

All separation payments and/or retirement incentives paid or payable on separation from employment will be allocated forward at the rate of normal weekly earnings from the last week of work.

The qualifying period for unemployment insurance benefits is the 52 weeks before a claim for UI starts or the number of weeks since the last claim started, whichever is the shorter. To be eligible for UI you have to have 10-20 weeks of insurable employment in the qualifying period.

Under the pre-April 5 regulations, separation payments/retirement incentives (which are not insurable earnings) delay the start of a claim and also reduce the number of weeks of insurable employment in the qualifying period.

As of April 5, the qualifying period will be extended by the same number of weeks represented by the separation payment, e.g., if the separation payment/retirement incentive is equal to 23 weeks of insurable employment in the last 75 weeks you would be eligible to apply for a UI benefit. However, if during the extension period, i.e. the 23 week period, a person works in insurable employment, the extension period would be reduced by that number of weeks.

Under the pre-April 5 regulations the maximum benefit period (the length of a UI claim) is 52 weeks. The amended rules will extend the benefit period by the same number of weeks represented by the separation payments/retirement incentives.

Letters

Bill 20 usurps our professional rights

I have the honour of being a teacher to those who are our future. It is a great trust placed in me by the parents of my students and by my employers and I accept that trust with a sense of awe at what that responsibility entails.

I care deeply about each of my students. I care if they're sick or tired or hurt. I have lain awake at night worrying about them and wondering what more I can do for them. This is in addition to the nine hours I spend at school each day and the hour or two I work at home each night.

I care so much about their potential and their education that I am protesting Bill 20 — because I know what it means.

If one of my students needs a different teaching technique, I want to be able to provide it. Not if Bill 20 passes. If circumstances occur that negatively affect the education system, such as too-large classes or lack of services, I want to be able to vocalize the need for them without fear of losing my job. Not if Bill 20 passes.

I want to continue with my own professional development with reliable professional services to support me in that goal. Not with Bill 20. As a well-trained professional, I want to have input into the direction which education takes in this province. Not with Bill 20.

I want to be evaluated fairly in my performance as a teacher. Not with Bill 20. I want the right to appeal dismissal, should that occur. Not with Bill 20.

What I want is what teachers and children in every province have — except in B.C.

With Bill 20, I lose both my individual rights and my professional rights. I also lose the freedom to speak for my students — and if I can't, who will?

I know what this means and I care immensely.

Maureen Lauren Sharock
David Cameron Elementary
Sooke

No born teacher will accept role as "mere manager"

Over the years, arguing their right to belong to the BCTF, principals have consistently asserted that they are primarily classroom teachers. They have bemoaned the fact that only the increasing heavy demands of the front office keep them from loosening their ties, grabbing a piece of chalk, and dashing to the nearest blackboard and scribbling furiously.

As a very average teacher, I too have lamented this loss, and wondered about a system that entices master teachers from their first love and deprives children of so much expertise.

However, with the passage of Bill 20, our insightful, pro-education government will have remedied this unfortunate situation. I fully expect a mass exodus from the front office back to full-time classroom teaching. Surely no born teacher could stand to be torn away from his calling to assume a role of mere manager?

The infusion of such enormous talent can only result in a remarkable upsurge in the quality of education in B.C.

Thank you, Mr. Vander Zalm,
John Westwater
New Westminster
Secondary School

NOTE: Letter-writers are urged to practise brevity in their comments in order to save a little space for their colleagues' views. It would be appreciated if letters did not exceed 250 words in length. — Ed.

Applications sought for CTF position

The Canadian Teachers' Federation invites applications for the position of:

ASSISTANT DIRECTOR, INTERNATIONAL PROGRAMS

Specific duties will be assigned by the Secretary General! out initial assignments will include planning international assistance programs, implementing and evaluating development projects and assisting the Director in carrying out the work of the department.

Duties are to commence on or about July 1, 1987. Salary will be in the range of \$45,000 to \$52,000.

Past Project Overseas participants are considered prime candidates.

Applications, with curriculum vitae and references, should be submitted no later than **May 21, 1987** to: Dr. Stirling McDowell, Secretary General, Canadian Teachers' Federation, 110 Argyle Avenue, Ottawa, Ontario K2P 1B4.