

BCTF Newsletter

VOLUME 26 NUMBER 7

BROADWAY & CO. PRINTERS LTD.

FEBRUARY 26, 1987

For fair settlements

Provincial job action proposed

Local associations are being asked to consider a plan for provincial job action to back demands for fair 1987-88 contract settlements.

This is the focus of a five-point plan, which includes a recommendation for a provincial minimum settlement standard, adopted in principle by the BCTF Execu-

tive Committee at its February 13-14 meeting. It is being referred to locals and the Bargaining Committee for discussion and advice prior to the AGM.

"The idea is to have a plan in place for action to support locals in the event that they don't achieve fair settlements in bargaining," said First Vice-President

Alan Crawford. "We want to send a message to the government and to school boards that the BCTF believes the time has come for substantial increases for our members."

The plan under consideration by locals and the Bargaining Committee involves recommendations that:

- the Executive Committee present to the AGM two options for provincial job action in defence of fair settlements;

- the Executive Committee recommend to the AGM a provincial minimum settlement standard including a B.C. composite CPI and a catch-up factor and that this recommendation be publicized provincially within the BCTF;

- the Executive Committee recommend to the AGM that locals ratify the provincial minimum standard of settlement at local general meetings in April;

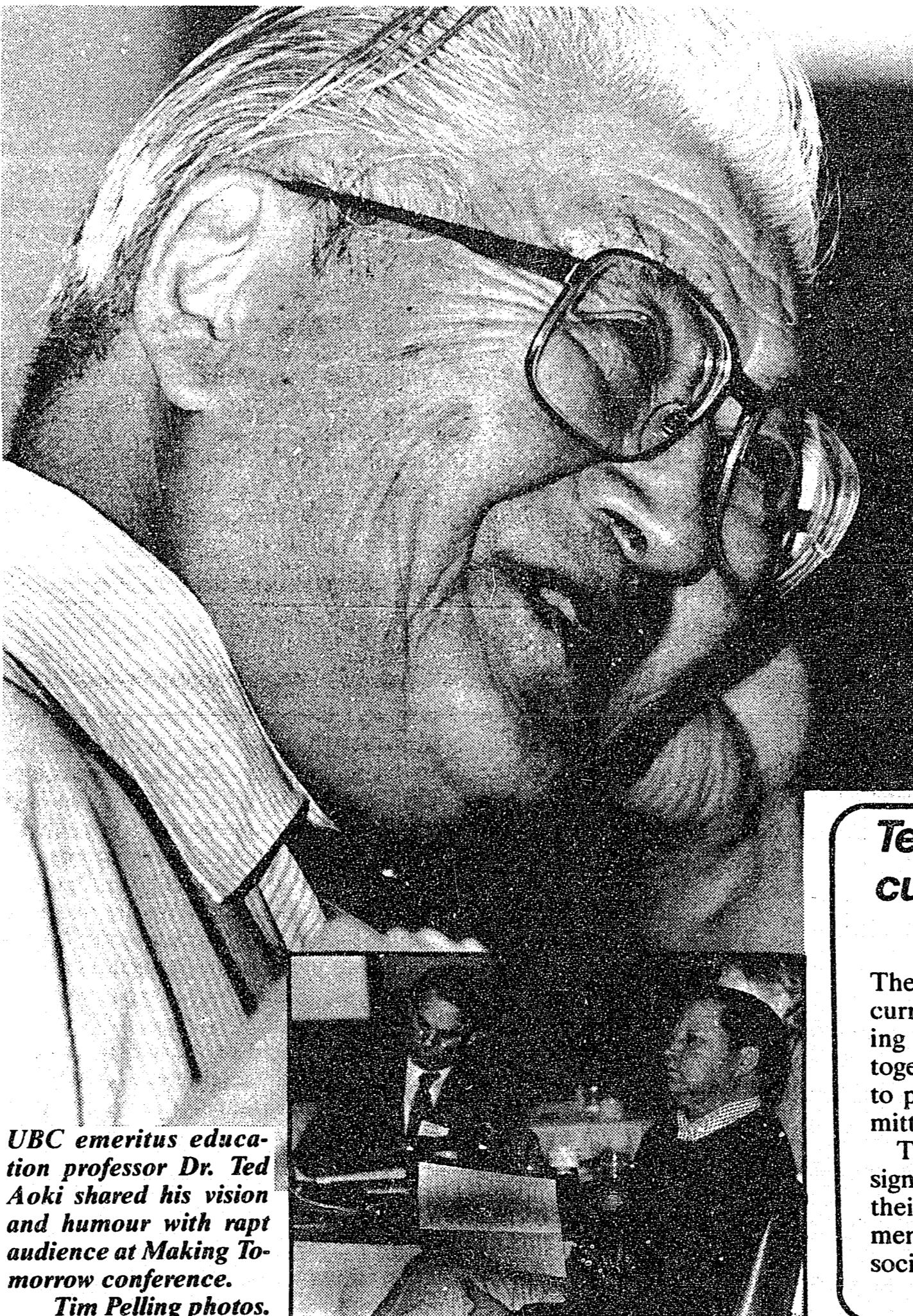
- the Executive Committee recommend to the AGM a September 1 provincial instruction-only campaign based on a May membership vote, if as of May 1, acceptable settlements have not been achieved;

- and that post-AGM provincial or regional bargaining meetings be supported and tentatively planned for immediately after the AGM and late April.

The executive also recommended that the costs related to the campaign be a charge against the Reserve Fund.

Based on feedback, Crawford said, changes in these proposals are possible at the March 14 Executive Committee for presentation to the AGM.

He added that locals are being urged to focus their efforts on winning fair settlements at this time. "At the AGM," he said, "we will again be encouraging locals not to settle too low and we will continue developing a province-wide job action plan."



UBC emeritus education professor Dr. Ted Aoki shared his vision and humour with rapt audience at Making Tomorrow conference.
Tim Pelling photos.

Ted Aoki inspires curriculum conference

*John Hardy
Professional Development Division*

The BCTF took a positive step forward in curriculum development through the "Making Tomorrow" conference that brought together 50 members who had been selected to participate on ministry curriculum committees.

The conference, January 29-31, was designed to raise awareness of participants of their responsibilities in curriculum development to children, to their colleagues, and to society. BCTF President Elsie McMurphy

See "Ministry" page 3

'87 AGM recommendations:

Enhance teachers' rights, role

The 1987 Annual General Meeting will be asked to endorse federation initiatives aimed at improving working and learning conditions, and enhancing the role of teachers.

This is the key thrust of the Executive Committee's leadership report and a number of other measures to be presented to the AGM. The annual meeting will be held March 15-18 in the Hyatt Regency Hotel, Vancouver.

The meeting will deal with a wide range of significant motions — ranging from provincial job action to the role of principals to abortion policy — which promise to provoke lively debate.

As priorities for 1987-88, the Executive Committee recommends that the federation:

- continue initiatives to enhance the role of teachers and the BCTF as education leaders;
- reduce class sizes;
- eliminate the Compensation Stabilization Program in order to restore B.C. teachers' salaries to their traditional level compared to those of other Canadian teachers;
- strengthen member commitment through promoting federation services to members and locals;
- develop a long-term plan to achieve

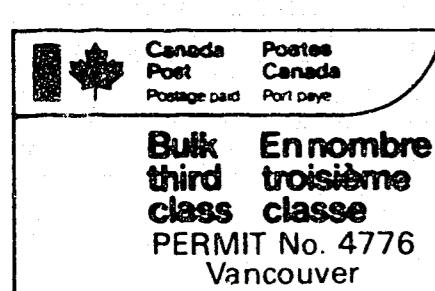
those federation goals which require government legislative action.

The executive will also be bringing forward a plan for provincial job action in support of fair contract settlements for 1987-88. (See separate story above.)

Another important matter to be dealt with at the AGM will be recommendations concerning the role and responsibilities of principals within the federation. The Kamloops District Teachers' Association is presenting an amended version of the job action recommendation in the principals' task force report (which was rejected by the executive and

See "Lively" page 2

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



Teachers should have full bargaining rights

Labour Minister Lyall Hanson learned at least two lessons during his recent ten-stop tour of the province to hear suggestions for improving B.C.'s labour relations.

The first was that education labour relations are clearly in need of improvement; the second was that there is a surprising area of agreement on what should be done.

BCTF President Elsie McMurphy highlighted the major points of the federation's written brief (see *BCTF Newsletter* February 4, 1987) calling for full bargaining rights for teachers and an end to the CSP wage control program.

That message was strongly supported in the brief presented by the B.C. School Trustees Association. The trustees' brief, presented by president Eric Buckley, called for:

- teachers having the same collective

bargaining rights as other school board employees;

- full scope of bargaining and the right to withdraw services;

- and elimination of the "bureaucratic" CSP.

Buckley told the minister "the collective bargaining process for teachers in British Columbia has been a source of increasing frustration for all concerned." It was "designed in a different era," and "does not reflect today's realities," he said.

The BCSTA proposed that teachers be included under the Labour Code and the Essential Services Disputes Act. Buckley also raised the idea of a committee of government, trustees, and teachers to work out a plan to implement full bargaining rights.

The minister of labour also heard details of the impact of restricted bar-

gaining through presentations from fifteen local teachers associations in all parts of the province.

Many other organizations presenting briefs to the minister joined in the call for extending full collective bargaining rights to teachers. These included the B.C. Nurses' Union, the B.C. Federation of Labour, the College-Institute Educators' Association, and the Pacific Group for Policy Alternatives.

McMurphy summarized the situation: "We are in fundamental agreement with our employers, the school trustees, that basic rights and procedures of full and free collective bargaining available to other employees are badly needed in board-teacher negotiations. And we ask you this: with the employers and the employees in essential agreement about the changes we need, what possible reason can you have for denying us bargaining rights any longer?"

- a North Vancouver Teachers' Association resolution calling for any member found guilty of child sex abuse to be charged under the BCTF Code of Ethics;

• a Nanaimo Teachers' Association resolution proposing the establishment of a BCTF communications task force to examine internal and external communications;

- and a resolution from R. Cacchioni (Castlegar) urging deletion of statements 42.23, 42.25 and 42.27, concerning birth control and abortion, and another resolution from the Surrey Teachers' Association calling for the BCTF to support establishment of free-standing abortion clinics and for "the B.C. government to legally authorize such clinics, as the Criminal Code provides for it to do."

Other recommendations and resolutions that seem sure to stimulate considerable debate include:

- a Creston Valley Teachers' Association resolution calling for provincial bargaining between the BCTF and the ministry of education on salary and benefits;

"One last kick at the can"

From page 1

Paravantes said, "We welcome the RA overtures as an opportunity to do that."

He was referring to the January RA decision to request the BCPVPA executive and the BCTF executive to "immediately re-establish discussion relating to problems which exist."

The following recommendations presented by the PSA's executive were adopted by the 45-member Zone Council:

- That the zone rep council endorse the RA motion to immediately establish discussion between the BCTF and BCPVPA executives relating to problems which exist.

• That this association investigate various options for our members including the option of remaining within the BCTF and the possibility of withdrawal and/or exclusion from the BCTF and that the investigation include an examination of other professional models, of membership services, and economic welfare, and of a referendum of our members.

- That the zone rep. council direct the Executive to conclude discussions with the BCTF executive in time to report to the April Zone Council.

Debate on these recommendations was amicable, with the representatives focussing on finding acceptable wording and resuming dialogue on the issue. Some zone reps expressed strong frustration about the position of administrators in the BCTF, but there was no attempt to introduce the motion "to begin a process for withdrawal." A few speakers, however, indicated that the proposed discussions leading up to the AGM represented "one last kick at the can" to achieve a resolution.

John Church, a retired BCTF staffer, gave a historical perspective on curriculum development that helped participants understand the need for this conference. Soph Jeffrey, PSA Council, discussed the availability of support networks.

Other speakers included Dale Zinovich, PDAC co-chairperson, who gave the professional development vision of a child-centered curriculum; Marjorie Willets, Status of Women, on awareness of

Ministry curriculum plans arouse concerns

From page 1

sex stereotyping; Jill Wight, Program against Racism, on the need for a multicultural approach; and Juaneva Smith, Children's Rights Committee, on the hurried child.

But the most dramatic moment was provided by Brian Frankcombe, ministry curriculum branch director, who startled everybody when he announced that the ministry was recommending that two PD

days be earmarked for curriculum implementation.

Long-term planning is uncertain because of the uncertainty of budget allocations, he said. Yet the conference participants are members of ministry-established pilot review committees charged with the responsibility of long-term planning. And curriculum implementation is a district, not a provincial responsibility, he said, noting there would be no new funds allocated to districts for the task.

Wes Knapp assured Frankcombe there would be a revolution if the ministry took over the two PD days. B.C. currently has half the days allocated to professional development of other provinces, and B.C. teachers are finding this insufficient to meet their professional needs, Knapp told Frankcombe.

Commented one teacher: "The meeting helped me realize that the ministry is not prepared to consult teachers in a meaningful way or put significant resources into curriculum change." So, in the words of another teacher, "I will be more determined than ever to take on the ministry in its autocratic style."

Moira Mackenzie, concluded the conference by relating curriculum to her personal daily teaching in her classroom in Surrey which was, she said, the real agenda behind the BCTF conference.

"I hope that the kind of meeting we had this weekend can be offered again," wrote one participant. "I felt we were all part of a very privileged group to be able to meet in this way. A committee of organizers has no way of measuring the contacts and individual benefits which we all take with us when we leave. The weekend has been extremely worthwhile."



BCTF President Elsie McMurphy (left) and new UBC Education Faculty Dean Dr. Nancy Sheehan in discussion at Parent-Teacher Conference. Tim Pelling photos.

New UBC education dean urges children's coalition

Wes Knapp

Professional Development Division
Speaking at BCTF's Parent/Teacher Conference on February 13, UBC's new dean of education suggested that a coalition be formed to fight on behalf of children.

Calling the coalition the "Children's Education Coalition," Dr. Nancy Sheehan told some 250 delegates that this new entity could serve as an advocacy group to keep the needs of children before the public. Dr. Sheehan said the coalition should start with what children need and provide statistics, ideas and results.

The proposed coalition should include more than parents and teachers, Dr. Sheehan suggested. "To get government to listen and to put more dollars into education we need widespread support

— especially from business, voters, corporations and churches," she said. Dr. Sheehan argued that the coalition should advocate a public philosophy of education that reminds people that everyone has a stake in education and that schooling is one institution that guarantees something for everyone. To constantly deprive education is damaging to the future of society, Dr. Sheehan said.

Dr. Sheehan is the first woman to be named an academic dean at UBC. She will assume office on May 1, 1987.

The Parent/Teacher Conference provided workshops on peace education, education finance, sex education, volunteerism, student evaluation and a session on what's happening to girls in our schools. Proceedings of the conference are being sent to all local teachers' associations.

Vacancies exist on French committees

The Modern Languages Services Branch is inviting applications from experienced French Immersion and Programme-Cadre de Français teachers and/or administrators to serve on one of the following new committees:

- Programme-Cadre de Français Advisory Committee
- Early Immersion/Programme-Cadre de Français — Fine Arts
- Early Immersion/Programme-Cadre de Français — English Language Arts
- Late Immersion — all subjects
- Secondary Immersion/Programme-Cadre de Français — Consumer Education

Vacancies also exist on the following established committees:

- Early Immersion/Programme-Cadre de Français — French Language Arts
- Early Immersion/Programme-Cadre de Français — Social Studies
- Early Immersion/Programme-Cadre de Français — Mathematics
- Early Immersion/Programme-Cadre de Français — Science
- Secondary Immersion/Programme-Cadre de Français — French Language Arts
- Secondary Immersion/Programme-Cadre de Français — Social Studies
- Secondary Immersion/Programme-Cadre de Français — Mathematics
- Secondary Immersion/Programme-Cadre de Français — Science

Committee work will require a maximum of 10 release days per year so that members may attend meetings held in either the Victoria or the Vancouver area. The Ministry will reimburse travel and accounting costs to members and will reimburse substitute costs to school districts, as is the normal practice.

Committee members will be jointly selected by the BCTF and the Ministry. The deadline for receipt of application forms is March 31, 1987. For further information please call Susan Tickson, Professional Development Division, BCTF.

Top education grads win Cameron Awards

The six top graduates of B.C.'s education faculties have been honoured with Maxwell A. Cameron Memorial Awards.

The award-winners from the University of B.C. are Caroline Adderson (elementary) and Stephen Gorby (secondary). From the University of Victoria the winners are Richard Olfert (elementary) and Lauren Kent (secondary). Simon Fraser's winners are Gina Quigley (elementary) and Elaine Thompson (secondary).

The winners each receive a silver medal and a prize.

UI rules amended

The federal government is amending the unemployment insurance rules to permit persons who take other employment after their retirement and then work long enough to qualify for UI benefits to receive those benefits without any deduction of pension income. The Unemployment Insurance Commission has also been instructed to re-examine any case where people allege that they made their retirement decision not knowing that pension income would affect their UI and to restore the UI benefit if the allegation is proven.

Free trade kit available

Free trade may not be a bargain, but the free trade kit is, says the Pacific Group for Policy Alternatives. There's an education kit, suitable for classroom use, by Debra Lewis and Lorri Rudland called "Free Trade for British Columbia: is it a bargain at the price?" dealing with various aspects of free trade including a history, glossary, and list of additional sources. Contact: Pacific Group for Policy Alternatives, 104-2005 E. 43rd Avenue, Vancouver, B.C. V5P 3W8. Phone 324-6122.

Letters

BCPVPA head corrected: principal was member of evaluation committee

I am writing to correct a misapprehension which may have resulted from statements (*BCTF Newsletter*, February 4, 1987) by Dean Paravantes, of the principals' and vice-principals' PSA, regarding the new policy on summative evaluation developed by the Teacher Personnel Committee and approved by the Annual General Meeting.

Paravantes is quoted: "We were never invited to become full-fledged members of that committee . . ." That is misleading because a principal, and a member of the BCPVPA, was a full-fledged member and is now the chairperson of that committee. That person is myself.

Throughout the development of the policy, which was a lengthy and highly consultative process, the principals' PSA was invited to give input. We used the document of the principals' group as a source in writing some of the policy.

This policy has been discussed time and again. Yet I have never heard or seen anyone point out a fundamental flaw in the reasoning behind this statement.

The issue of abortion is such an emotive charged one that I would like to illustrate this flaw with another matter. In our society, to operate a motor vehicle unlicensed and without due care is an offense. Let us suppose that a sizeable and vocal group began to lobby against this perceived restriction. Their argument might sound like this: "We are not advocating that everyone should drive carelessly; we just want to have the freedom to choose. We are not pro-carelessness; we are pro-choice."

All of us would see clearly in this case that making the element of choice an issue does not in fact eliminate the wrong and danger of carelessness. To state that there is a choice between right and wrong does neither enhance the right nor diminish the wrong.

It is correct that The Alberta Teachers' Association has supported this plan which provided 900 jobs for new graduates of the teacher education programs. The positions provided a graduated and assisted introduction to teaching over the period of one year.

Unfortunately the two-year experimental term of the program concludes this year. It will not be renewed, the victim of education funding cuts announced in January by our government as part of massive rollbacks of provincial spending.

B. T. Keefer
Executive Secretary
Alberta Teachers' Association
Edmonton

Provincial action needed on CSP, bargaining rights

The consensus reached at our executive committee was that the question of the Compensation Stabilization Program and expanded bargaining rights are key. We believe that the BCTF and its local associations can only be effective representatives of the membership if a provincial plan for defeating the CSP is developed. Obviously, such a plan would require close cooperation with other employee groups in the public sector. We understand that each of these is a difficult

task. 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.

The issue of abortion is such an

BCTF Newsletter

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

CLIVE COCKING Editor

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

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

MEMBER: EDPRESS

UTFE

ISSN 0709-9800

See "Letters" page 12

1987 Annual General Meeting

BCTF Executive Committee campaign statements

For President

Elsie McMurphy



Our federation will not be without stresses in the coming year. Budget problems will continue to require that difficult decisions be made about levels of service. Increasing member involvement, particularly of women, will continue to challenge us. And member unity — unity of all our members — will become even more important as we move into a new era of bargaining rights and as we meet the demands of our members that the federation and its

local associations negotiate better working and learning conditions for teachers and their students.

Will 1987 see the end of CSP and the beginning of full free collective bargaining for teachers? Will education assume a higher priority in the financial orders of this government? Will teachers find renewed commitment, enthusiasm, and opportunities for success in meeting student needs? Will the profession be empowered to create a progressive curriculum and to develop models of collegial decision-making at classroom, school and district levels?

I hope so. I believe so.

But we need more than hope, and faith; as for charity, our current salary levels vis à vis inflation over the last five years indicate we've been more than charitable.

We must work with administration, school boards and the provincial government to ensure that progress — identified, categorized, quantified progress — is

sident

made in all areas that improve learning opportunities for our students and enhance the status and welfare of our profession.

This we must do through consultation and persuasion. This we must do through lobbying, networking, explaining, comparing, and publicizing.

But this we must also do through a commitment on the part of the BCTF to stronger measures if our more traditional approaches continue to receive small import and superficial treatment. The situation in which we find education in B.C. cannot be allowed to deteriorate further.

Externally, we must strive for smaller classes and more competitive salaries. Internally, we must concentrate on the skill-building, the empowerment necessary for teachers to assert themselves as self-directing professionals, part of a collective that has the right and the responsibility to exercise its professional judgement, as individuals and as staffs, as local

associations and as a provincial voice, lest we become completely subject to controls and forces centred elsewhere.

As usual and typical, being teachers, we've assigned ourselves formidable tasks. As usual and typical, being teachers, we'll manage — successfully.

Experience: Educated in public schools of New Westminster, Clinton, Kamloops; B.Ed., M.Ed University of Victoria. Teaching: 18 years elementary classroom, teacher-librarian, curriculum co-ordinator; related experience teaching at U Vic, also in Thailand and St. Vincent with CTF Project Overseas. BCTF: president, Saanich Teachers' Association, 1971-81; member, LC bargaining, negotiation team, SW member; Saanich GR 1977-79; AGM delegate, 13 years; BCTF representative on Certification Advisory Committee; member at large, BCTF executive, 1981-81; BCTF Second Vice-President, 1983-84; First Vice-President, 1984-86. Currently President.

For First Vice-President

Alan Crawford



Teaching is providing a service to children, to our communities and our province. It's about making a living to support ourselves and our families. And it's about knowing success, and feeling good about our work — at least most of the time.

What have we accomplished? Restraint has been halted. The previous government's negative policies and attitudes have resulted in a new government, not the "new" government many of us would have preferred, however, our efforts helped produce a perceptible shift in attitude. Teachers working together have built and extended links particularly with parents and other groups. We have built support in our communities for provision of more funds.

We have somewhat expanded our severely limited bargaining rights through negotiation of seniority/

severance provisions and some teacher rights issues. We have fought against contract stripping proposals, and won in spite of supposed confirmation by arbitration boards.

We have continued the struggle for full collective bargaining rights through long and thorough discussion and then adoption of our position, through presentations to government and through the Supreme Court challenge.

We have continued to improve services to locals and school staffs.

What must we do?

- We must bargain reasonable salaries, class sizes and other conditions of work including fair personnel practices. The achievement of real bargaining rights including an end to the CSP is our objective.

- We must build our organization by further strengthening service to locals and improving support to staff representatives. We must further develop our fledgling programs in organizational development and staff development. Democracy begins at the school level. Our positions in areas of social responsibility must become part of the everyday worklife of teachers and children. We must refine and improve our federation's long-term planning processes.

- We must continue to pursue adequate funding for education.
- We must maintain our networks and forge stronger links with unions.

- We must gain control of professional development programs and ensure their adequate funding.

History has shown us that progress will require firm positions and a commitment to strong action. Alternatives have been shown to be traps or illusions. Success is achieved by working together.

I can continue to help by bringing my experience and strong, clear voice to the Executive Committee.

Experience: 17 years teaching grades 3-12, Sunshine Coast and Vancouver, including 1 year BCTF first vice-president, 3 years full-time local president (VESTA), 1 year Faculty Associate at SFU. Local: chaired constitution, finance and learning conditions committees. Salary and learning/working conditions negotiations 8 years, including negotiator and arbitration advocate. Executive 11 years. BCTF: Executive committee 4 years; Local Association Representative 5 years; Representative Assembly Agenda Committee 2 years, chairperson; Learning Conditions Committee 5 years, chairperson; AGM delegate 18 years. Currently: first vice-president.

Notice of Meeting

Official notices

As required by the Society Act, the following formal notice of the 1987 Annual General Meeting is being made to all BCTF members, pursuant to by-law 8.1 by publication in this issue of the *BCTF Newsletter*.

The Society Act and by-law 8.1 require that the notice of meeting include: (1) notification of the time and place of the meeting, (2) notification of any special resolutions, and (3) the audited financial statements for the year ended December 31, 1986.

Notice of meeting

The 71st Annual General Meeting of the British Columbia Teachers' Federation will be held in the Hyatt Regency Hotel, Vancouver beginning on Sunday March 15, 1987 at 19:00 and continuing to Wednesday, March 18, 1987.

Notice of special resolutions

The Annual General Meeting will be asked to consider six special resolutions in the form of six recommendations from the Executive Committee for amendments to the by-laws.

The recommendations are:

Recommendation 6:

(Proposed by Finance Committee)

That by-law 15 read as follows: "The financial year shall commence on January 1 of each year."

Recommendation 7:

(Proposed by Finance Committee)

That by-law 5.11 be amended by deleting the phrases "...the B.C. Teachers' Credit Union..." and substituting therefore the phrase "...a credit union incorporated under the Credit Union Act..."

Recommendation 8:

(Proposed by Finance Committee)

That by-law 5.12 be amended by deleting the phrase "...and/or Teachers' Investment and Housing Co-operative certificates of loan" from the final sentence.

Recommendation 9:

(Proposed by EC)

That the by-laws be amended by substituting the phrase "local association representative(s)" for the phrase "geographical representative(s)" in the appropriate singular or plural form.

Recommendation 24:

(Proposed by Executive and Finance Committees)

That by-law 11.1(a) be amended by deleting "the B.C. Teachers' Credit Union or in such banks" and

replace it with the wording "in such credit unions or banks."

Recommendation 35:

(Proposed by Judicial Committee)

That clause 5 of the Code of Ethics be changed to add "in private" after "that colleague" and before "and only." Clause 5 would then read: "The teacher directs any criticism of the teaching performance and related duties of a colleague to that colleague in private and only then, after informing the colleague of the intent to do so, may direct in confidence the criticism to appropriate officials who are in a position to offer advice and assistance."

Election note: member-at-large

Members-at-Large whose terms expire this year are Kitty O'Callaghan, David Denyer and Peter Thomson, leaving three vacancies. Should the current president be re-elected, another member-at-large will be elected in place of the past president, so that there are potentially four positions vacant.

Agenda

The following is the 1987 AGM agenda as it stood at press time. Some last minute changes may be made to it. Page numbers in brackets refer to Reports and Resolutions.

Sunday, March 15

19:00

- Preliminary business
- Report of president
- By-law amendments (pp. 7 and 13)
- Recommendation 10 (p. 7)

21:00

- Election statements: candidates for table officer positions

Monday, March 16

09:00

- Executive Committee leadership report: recommendations 1-5 (p. 4-5)
- Education policy: recommendations 15, 16 (pp. 10-11), resolution 104 (p. 10)
- Technology: recommendations 27, 28 (p. 18)

14:00

- CTF speaker
- Professional ethics: recommendation 35 (p. 23); resolutions 114, 115, 116 (p. 22)

- Salary indemnity: recommendation 26 (pp. 15-18); non-smoking schools resolution 108 (p. 15)

- Grants: resolutions 105 (p. 12), 106 (p. 13), 107 (p. 14)

- Executive director's report

17:00

- Election statements from member-at-large candidates

21:00

- Dance

Tuesday, March 17

09:00

- Speaker: Carlos Mauricio Lopez Rivera, International Relations, COLPROSUMAH (Honduras)
- Program Against Racism: recommendations 36, 37 (p. 23), 38 (p. 24), 39, 40 (p. 25)

- Status of Women: recommendation 42 (p. 27)
- Bargaining and Professional Rights — resolution 101 (p. 8)

- Communications/PR: recommendation 41 (p. 26), resolutions 117, 118 (p. 26)

12:00

- Ferguson Memorial Award

14:00

- Panel: Commission on Education
- Pensions: resolutions 109, 110, 111 (p. 19)

- Task Force on Membership of Principals: recommendations 29 (p. 20), 30, 31, 32, 33, 34 (p. 21), resolution 112 (p. 19)

- Status of Women: resolutions 120 (p. 29), 119 (p. 26-27), 121 (p. 29)

21:00

- Open forum for candidates

Wednesday, March 18

08:00

- Distribution of ballots

09:00

- Close of ballot distribution and nominating committee report; election of Executive Committee to continue throughout the day

- Speaker, B.C. Federation of Labour
- Bargaining/WLC: recommendations 11, 12, 13 (p. 9), 14 (p. 10), resolution 102 (p. 9)

- Questions on work of Executive Committee, Representative Assembly and committees.

- Political Action: resolution 113 (p. 21)

14:00

- Finance Committee Report and recommendations: 17, 18, 19, 20 (p. 12), 21, 22, 23 (p. 13), 25 (p. 14)

- Teacher exchange: resolution 122 (p. 30)

- Business not completed in earlier sessions

- Late resolutions

- New resolutions

BCTF Member-at-Large (three, potentially four, to be elected*)

John Chisamore



One of the major challenges facing the BCTF over the next few years is the internal struggle over membership. In particular this is centred on the membership of a minority — the principals and vice-principals. The Task Force on the Membership of Principals in the BCTF has just tabled its report which was not entirely endorsed by the Representative Assembly and Executive Committee. This should not be considered the end of discussions — we must continue to communicate and work together to

solve our problems. The BCTF must remain united, for we have a much bigger external opponent — the government.

The government must believe that we are united in our stance against their present policies which discriminate against teachers in this province. We must convince them that the CSP must be dismantled and free bargaining between teachers and their school boards be re-established. The BCTF must work to build both public and internal support towards having the recommendations of the Bargaining and Professional Rights Task Force Report enacted into legislation by the government.

Another major challenge for us is to provide leadership and direction to the government in its goal to enact legislation on the issue of child abuse. This issue must be addressed by the BCTF. We need to develop policies which protect children and provide due process to teachers in all alleged cases of child

abuse. Education, I believe, is the only way to curb the instances of child abuse in this province.

In order to address these challenges and others (including racial and sexual discrimination, economic welfare of teachers, job satisfaction of teachers, and the public image of teachers, to name a few) we must develop our own united vision of education in the 21st century. We must set our goals. We must set our agenda. And we must be united. If these things are done, teachers and oncoming generations of students will face a much brighter future.

Experience: Born and educated in Ontario: B.Sc., B.Ed., Lakehead University. Teaching: 2 years in Ontario, 6 years in Creston, B.C. (physics, algebra, and computer science). Local Association: President, 3 years (1981-82, 1984-86). AGM Delegate 5 years (1982, 1984-87). Negotiator-Bargaining Committee 2 years (1985-87). Social Committee 6 years (1981-87). BCTF: LAR 2 years (1985-87).

Maureen Ciarniello



I am encouraged by the process which was used to develop the Executive Committee's leadership report to the AGM. Local associations and local association representatives were encouraged to participate in discussion and debate which led to the formulation of the leadership recommendations. We must continue to provide opportunities for members to be involved more directly in decision-making processes.

The leadership report has identified several areas of concern to all teachers: the elimination of the Compensation Stabilization Program; the reduction of class size; the attainment of legislative changes at

the government level; and the enhancement of the role of the teaching profession and its professional body. In order to pursue these objectives in a unified manner, we must ensure that the membership is informed and knowledgeable of the issues.

We also must ensure that the Executive Committee is responsive to the concerns of all BCTF members,

regardless of their points of view. Diversity of opinion in the federation should not be seen as a basis for conflict, but as an opportunity for frank debate and resolution of differences. Conflict occurs only when that debate is stifled or ignored. We can strengthen membership support by ensuring that all teachers feel that their opinions have been heard and respected.

As educators, we have a responsibility to promote a safe and stable learning environment for children. We must continue to negotiate for clauses which would guarantee improved learning conditions in the classroom. The federation must continue to play a leadership role in the determination and implementation of child abuse prevention programs at the local and

provincial level.

We will be most effective at providing leadership at the provincial level if the resolve of the membership is undivided. The Executive Committee must be able to work with teachers to strengthen that resolve. Teachers need to be assured that the Executive Committee represents the varied opinions of the membership.

As an Executive Committee member, I would be committed to recognizing and addressing the diverse opinions held within our federation.

Experience: Born and educated in North Vancouver. B.Mus. and professional year UBC. Teaching experience: 8 yrs., including 1 yr. K-12 substitute teaching in Vancouver; Grades 1-3 classroom teaching and music specialist K-7 in West Vancouver on temporary appointment (7 yrs.) and continuing appointment (1 yr.). Local association experience: president, 2 yrs.; staff rep. 3 yrs.; all standing committees; negotiating team 3 yrs. BCTF: LAR; alternate GR 2 yrs.; AGM delegate 3 yrs. Presented workshops on BCTF membership services to Summer Conference and local associations.

challenges, and other judicial avenues.

The initiative can now come only from ourselves.

We must develop our plans to combat CSP and reestablish a fair wage level for our members.

Charter challenge or not, we must be ready to take firm action for full bargaining rights.

We must defend the democratic ideal of education as a principal key to the improvement of society.

We must demand proper funding for education and claim an equal role with others in determining its course. We must assert our rightful authority in matters of curriculum, evaluation, school organization and operation.

These initiatives are our collective responsibility. Regardless of differences of view, we must work

together to achieve them. The BCTF is under financial strain but through resolute cooperation we can achieve our goals without sacrificing our ideals.

As members with equal rights and responsibilities we will need to stand together in facing the inevitable tests of strength that lie ahead. I wish you to count on me being there with you.

Experience: Teacher: 15 years, (Grades K-7, formerly district music teacher) presently teaching Grade 4 in Duncan. Academic: B.Ed., M.A. from University of London, England and the University of Victoria. Local association: Cowichan: working and learning conditions chairperson, 1 year; president, full-time, 5 years; AGM delegate 6 years. Provincial: PDAC 3 years; PDAC representative to the bargaining committee 1 year, finance committee 2 years; executive budget sub-committee 2 years; executive representative to the Unemployed, Underemployed, Substitute Teacher Task Force; CTF delegate 1 year; WCOTP delegate 1 year. Executive Committee 2 years.

us today: the establishment of our bargaining and professional rights and the elimination of the CSP.

We must act together to show the government and the public that we demand full collective bargaining rights in law. With our Charter case seemingly mired forever in the court system, we must find other ways to promote our cause. We must also establish our rights as professionals to influence our working conditions, to control our methodology and to develop curricula. All students have a right to a decent learning environment in which to study forward-looking curricula with the best possible materials. We must continue to work to reduce class sizes and to obtain preparation time and a duty-free lunch break for all teachers.

Eliminating the CSP may not be easy. Yet we must fight this outdated, punitive, inequitable legislation with the collective strength of 28,000 teachers. Locals cannot fight the CSP on their own.

We must also be prepared to deal with emergent issues. Now that the premier has entered the field of curriculum design with his positions on sex education and bargaining committee, W/LC Committee, 2 yrs. local president, BCTF experience: 3 yrs. Status of Women Committee, S/W zone coordinator Vancouver Island, workshop facilitator and designer, 1½ yrs. as co-chairperson; currently serving on the teacher personnel and bargaining committees.

birth control information, information on sexually transmitted diseases, and the prevention of sexual abuse are presented as small but essential components of a balanced programme to promote knowledgeable, responsible, healthy relationships.

There are no easy answers for these and other problems. I offer time, energy, experience and commitment to try to find workable solutions as a member of your executive committee. I seek your support for member at large.

Experience: Born, raised, educated in Yorkshire and Kent, England. B.A. (geography), University of London; teacher training, Simon Fraser University; M.Ed. (administration), University of Victoria. Teaching: substitute, Port Alberni, 2 yrs., Grades 7-12 social studies, western civilization and French, Parksville/Qualicum, 11 yrs. Local association experience: 5 yrs. AGM delegate, 2 yrs. human rights chairperson, Status of Women contact and bargaining committee, W/LC Committee, 2 yrs. local president, BCTF experience: 3 yrs. Status of Women Committee, S/W zone coordinator Vancouver Island, workshop facilitator and designer, 1½ yrs. as co-chairperson; currently serving on the teacher personnel and bargaining committees.

Kay Howard



Last year as a candidate for member at large, I was concerned about the communications between members and the involvement of all in the BCTF. My priority was to work to strengthen the existing networks and to open up new channels of communication within the federation. While still committed to the effective empowerment of individual teachers, I believe we must also work for unity. We are experiencing a move by some of our colleagues to withdraw from our federation. We must resist this. The federation works for all teachers regardless of their geographical location, their discipline or specialty, or their professional responsibilities.

The unity of our federation is particularly important when we examine two crucial issues which face

the task force report was a useful beginning.

Any organization as large as the BCTF will inevitably have members who feel alienated from and unrepresented by its leadership. Some teachers feel this way despite our highly democratic structures. The small group sessions at the fall RA, and the call for local input into the executive leadership report were encouraging steps in the right direction. More ways must be found of strengthening teachers' sense of ownership of BCTF policies and decisions.

I would like to work on the Executive Committee towards these goals.

Experience: Born and educated in New Zealand; B.A. and M.A. (University of Canterbury); Diploma in Teaching (Christchurch Teachers' College). Teaching: New Zealand 8 years, England 1 year, West Germany 1 year, Vernon, B.C. 12 years. Subjects: English, English literature, social studies, German. Local and BCTF involvement: Local bargaining committee 9 years; negotiating team 2 years; GR 2 years; staff rep 4 years; AGM delegate 6 years; local RA chairperson 1 year; first-vice president 2 years; member BCTF Bargaining and Professional Rights Task Force 2 years; currently LAR and full-time president, Vernon Teachers' Association.

Ken Novakowski



When I returned to the classroom last fall after six years out as a local association president and as a member of the BCTF staff, I spent some time in a "state of shock." Changes in B.C. classrooms have been dramatic; many can be attributed to the restraint policies of the provincial government, others simply mirror changes in the broader North American society. Once a proud professional, I now feel knee-capped, ever more the servant of politicians and mandarins who want to make me a technician implementing their technology.

As a classroom teacher, the two things I want most from my federation are:

- a salary that keeps pace with the cost of living

Gary Robertson



As humans we tend to listen most intently when someone is saying something we wish to hear. With that piece of philosophy in mind I should be attempting to campaign to the "movers and shakers" who will cast ballots at the AGM.

However, it is also true that to be truly representative of the entire membership an executive must encourage a diversity of opinion. It is a formidable task for an executive of eleven to represent the wishes of 30,000 individuals. To be further constrained by obligation to a party loyalty causes this representation to be near impossible to achieve. I offer myself as an independent representative.

During my two years as president of the second

Peter Thomson



Two years ago, while seeking election as member at large, I advocated teachers taking charge of their own destiny in public education. Last year our B.A.P. report ratification established major objectives for the federation, a taking-charge step. This year your executive committee is advocating a major initiative in the fight for those bargaining rights, the fight against CSP. I actively support that fight and have helped to develop the plan. I know that unless we tackle the CSP and defeat it then it will defeat us. Two years ago the BCTF produced a brilliant poster, "The Unfair Bargaining Game." At the end of its Alice in Wonderland course the poster offered three alternatives: start over, give up or fight back. We haven't

Ray Worley



I learned a great deal from my two years on the Bargaining and Professional Rights Task Force, but perhaps the most valuable insight was that our shared goals as teachers are far more significant than our differences. The BCTF has most widespread membership support when it deals with issues which express our unity of purpose: the education of students and the welfare of teachers.

Restraint may be over but recovery has hardly begun. The BCTF must persevere in its efforts to convince public and government of the need for adequate funding for education. BCTF should also press for an early retirement scheme and for royal commission on education. Development of policies and procedures on child abuse should continue to be a priority.

and begins to recover some of the losses we've incurred in our purchasing power over the last five years,

• and reduced class sizes and improved working conditions so that I can teach again with a restored sense of job satisfaction.

In bargaining for better salaries, we must make common cause and common strategies with the rest of the public sector in seeking the elimination of CSP. In the campaign for reduced class sizes, we must build community alliances as we did so well in resisting cutbacks.

A tall order? It sure is. The key element to achieving these goals is unity. Unity must be built at all levels in the organization by vitalizing all aspects of federation democracy and by involving all persuasions representative of the membership in the development of a consensus around strategies to achieve the changes we want.

At the present time, that unity must include the ten per cent of our members who are principals and vice-principals, some of whom have openly expressed a desire to sever their membership with the federa-

tion. While I recognize that, in fact, their jobs do involve different responsibilities than I have as a classroom teacher, I am not persuaded that any such responsibilities warrant the granting of special privileges to these or any other members of the federation.

I want to see the federation become a critical vehicle for helping me expand my professional rights, an initiator of curriculum development, implementation and evaluation that reflects the social policies of the federation and a leader in advocacy for progressive change within the public school system in this province.

Experience: B.A. (political science), B.Ed. (social studies), University of Alberta. 5 years land-use planner. 10 years Langley social studies teacher; 2 years president of Langley Teachers' Association; Chairperson LTA Bargaining Team, 3 years LAR to BCTF; 2 years president of the B.C. Social Studies Teachers' Association. 4 years assistant director of the BCTF Bargaining Division and labour affairs co-ordinator. 6 years AGM delegate. Currently: chairperson of LTA Class Size and Teacher Workload Committee, member of labour education committee and social studies teacher at D.W. Poppy Secondary in Langley.

to continue to strive for a quality professional learning environment free of labour/management conflict.

Your executive will be required to display innovative leadership as we develop positions on major decisions such as a royal commission, bargaining rights, labour affiliation and membership composition. I offer you that independent, innovative, conciliatory leadership style. I am proud to have been endorsed by the 1,600-member Greater Victoria Teachers' Association and look forward to your consideration for member at large on the BCTF executive.

Experience: High school in the Okanagan Valley. Teacher training University of Victoria and UBC. Teaching: industrial education, science and mathematics (grades 8 to 12) in Victoria for 16 years. Varied volunteer background: school district: two accreditation teams and chairperson of an accreditation steering committee; ministry: 4 years chairperson of a curriculum revision team; L.S.A.: 5 years executive and as president; P.S.A.: 9 years executive, past president, representative to PSAC, 6 years as provincial workshop co-ordinator; Victoria teachers: executive committee and current president; BCTF: Alternate GR, AGM delegate.

voluntary membership with open minds and we can certainly re-examine and strengthen our commitment to defend all members against job-action reprisals. If principal teachers wish to be teachers primarily, then I value their membership. If principal teachers are not comfortable as members of our union-like organization, if they see their interests lying with management, then I believe they should be allowed to leave individually and in peace.

In summary, I will, if elected, act to liberate teachers and the federation from the CSP, technology domination, professional de-skilling, and disunity.

Experience: BCTF executive member at large 1985-87; technology policy subcommittee 1985-87; budget subcommittee 1985-87; CSP action subcommittee 1987; chairperson, BCTF Income Security Committee 1984-85; member, Income Security 1983-1985; Surrey Teachers' Association president 1978-80; Surrey LAR (GR) 1977-78 and 1980-1985; member STA Executive Committee 1975-1985; member PITA, BCPVA and social studies PSAs; teacher in Surrey 23 years, currently Grade 7 teacher and head teacher at Hjorth Road Elementary.

no compromise. Dialogue must continue, however; the task force report was a useful beginning.

Any organization as large as the BCTF will inevitably have members who feel alienated from and unrepresented by its leadership. Some teachers feel this way despite our highly democratic structures. The small group sessions at the fall RA, and the call for local input into the executive leadership report were encouraging steps in the right direction. More ways must be found of strengthening teachers' sense of ownership of BCTF policies and decisions.

I would like to work on the Executive Committee towards these goals.

Experience: Born and educated in New Zealand; B.A. and M.A. (University of Canterbury); Diploma in Teaching (Christchurch Teachers' College). Teaching: New Zealand 8 years, England 1 year, West Germany 1 year, Vernon, B.C. 12 years. Subjects: English, English literature, social studies, German. Local and BCTF involvement: Local bargaining committee 9 years; negotiating team 2 years; GR 2 years; staff rep 4 years; AGM delegate 6 years; local RA chairperson 1 year; first-vice president 2 years; member BCTF Bargaining and Professional Rights Task Force 2 years; currently LAR and full-time president, Vernon Teachers' Association.

BCTF annual financial statements

1985-86

Auditors' Report

The Members,
British Columbia Teachers' Federation

We have examined the combined funds balance sheet, general fund balance sheet and reserve fund balance sheet of the British Columbia Teachers' Federation as at December 31, 1986 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 December 31, 1986 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 six month period.

Vancouver, B.C. TOUCHE ROSS & CO.
February 13, 1987 Chartered Accountants

STATEMENT I COMBINED FUNDS BALANCE SHEET AS AT DECEMBER 31, 1986

	ASSETS	
	December 31 1986	December 31 1985
Current		
Cash and term deposits	\$ 2,690,681	\$ 4,482,016
Marketable securities (Note 4)	24,059,331	16,471,824
Accounts receivable	4,327,302	4,099,222
Inventories	124,530	141,958
Prepaid expenses	156,045	70,160
Investment properties (Note 5)	31,357,889	25,265,180
Fixed assets, net of accumulated depreciation (Note 6)	355,544	368,971
LIABILITIES AND FUND BALANCES		
Current		
Bank indebtedness	\$ 185,075	\$ 102,167
Accrued liability for salary indemnity claims, short-term	1,239,000	1,452,000
Accounts payable Due to Provincial Specialist Associations	622,116	767,181
Current portion of obligation under capital leases (Note 7)	264,416	141,430
Provision for salary indemnity claims, long-term	12,375,000	5,666,000
Obligation under capital leases (Note 7)	460,705	439,413
General Fund	3,334,276	3,574,279
Salary Indemnity Fund	9,905,495	11,856,375
Reserve Fund	5,068,126	3,462,246
William R. Long Memorial International Solidarity Fund	30,001	60,645
Other Funds	2,225	2,225
	18,340,123	18,955,770
	\$33,647,226	\$27,650,385

Approved by the Executive Committee

Deficit worries finance committee

Peter Dibski
Chairperson, Finance Committee

The fact that the BCTF now has a different fiscal year (January-December) from its budget year (July-June) necessitates the preparation of two sets of financial statements. The Finance Committee realizes the confusion that this situation may create and urges the federation to make these two years coincide.

The financial operations of the BCTF are guided by three basic objectives. These objectives are:

1. That in general current year's operations should be financed from current year's revenues.
2. That as an objective, the BCTF achieve a cash position that would avoid incurring net interest expense at any time during a fiscal year to meet current operating needs.
3. That as an objective, the BCTF achieve a balance in the Reserve Fund of \$5 million.

Currently, the federation is not achieving two out of three of these objectives. For the third year in a row the expenditures of the federation will exceed revenue. For the first time the projected net interest expense for the year, that is, the cost of borrowing money from the bank to pay expenses, will exceed the interest obtained from any bank deposits. The only objective that will be achieved is the attainment of over \$5 million in the Reserve Fund.

The failure to meet two of these three basic objectives leads to some concern on the part of the Finance Committee. The committee feels that all members of the BCTF must take collective responsibility in achieving these objectives. We must become better managers of the federation's finances. We can no longer be allowed to protect self-interests. We must be prepared

to implement new programs only after a corresponding reduction has been made somewhere else in the budget. Obviously deficit budgeting (possibly \$700,000 or more for 1986-87) cannot continue indefinitely and the task must now be to eliminate the deficit in 1987-88 and start to replenish the cash position of the BCTF.

To avoid any simplistic solutions to these problems, the Finance Committee has recommended no fee increase for the 1987-88 budget year. This position was ratified by the January Representative Assembly. The Finance Committee also recommended elimination of the 0.20 per cent of salary allocation to the Reserve Fund because of attainment of the set goal of \$5 million. The January Representative Assembly endorsed the executive's recommendation that this fee be retained and that the Reserve Fund target be increased to \$10 million. While the setting of the Reserve Fund targeted amount is a political decision to be debated at the AGM, the Finance Committee would urge caution against drawing on the Reserve Fund to alleviate some of the budget deficit in possible contravention of the policy guidelines set out for the fund's usage.

Despite the concerns expressed, the overall financial position of the federation is quite sound. The Reserve Fund exceeds \$5 million. The federation owns valuable property, some of which may soon yield substantial returns. Our investments have consistently yielded above average returns. Perhaps our greatest strength lies in the fact that our organization is still an enviable model of democratic decision-making involving a substantial portion of the membership.

STATEMENT II GENERAL FUND BALANCE SHEET AS AT DECEMBER 31, 1986

	ASSETS	
	December 31 1986	December 31 1985
Current		
Cash	\$ 890	\$ 866
Accounts receivable	2,673,867	2,649,064
Inventories	124,530	141,958
Prepaid expenses	156,045	70,160
	2,955,332	2,862,048
Due from Salary Indemnity Fund	—	28,337
Investment properties (Note 5)	355,544	368,971
Fixed assets, net of accumulated depreciation (Note 6)	1,933,793	2,016,234
	\$ 5,244,669	\$ 5,275,590
LIABILITIES AND FUND BALANCE		
Current		
Bank indebtedness	\$ 185,075	\$ 102,167
Accounts payable	427,143	528,181
Due to Provincial Specialist Associations	264,416	141,430
Current portion of obligation under capital leases (Note 7)	160,791	126,424
Obligation under capital leases (Note 7)	460,705	439,413
Due to Reserve Fund	328,217	300,826
Due to Salary Indemnity Fund	51,820	—
Due to William R. Long Memorial International Solidarity Fund	30,001	60,645
Due to other funds	2,225	2,225
Fund balance (Statement III)	3,334,276	3,574,279
	\$ 5,244,669	\$ 5,275,590

Note: See additional revenues and expenditures in Reserve Fund — Statement VI and Note 1 on the Salary Indemnity Fund.

See accompanying notes to financial statements

BCTF

STATEMENT IV

GENERAL FUND STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 1986

	December 31 1986	For the six months ended December 31 1985	December 31 1986	For the six months ended December 31 1985	December 31 1986	For the six months ended December 31 1985
Operating activities						
Net revenue (expenditure)	(S 240,003)	S 53,943				
Item not requiring an outlay of funds						
Depreciation, net of gain or loss and proceeds on disposal of fixed assets	323,921	160,450	83,918	214,393		
Change in non-cash operating working capital	(71,312)	(1,539,443)	12,606	(1,325,050)		
Additions to fixed assets, net			(228,013)	(218,125)		
Financing activity						
Obligation under capital leases	55,659	142,690				
Change in bank indebtedness and inter-fund balances during the year		(159,748)	(1,400,485)			
Bank indebtedness and inter-fund balances at beginning of year			(436,700)	963,785		
Bank indebtedness and inter-fund balances at end of year					(S 596,448)	(S 436,700)
Revenue						
Allocation of membership fees (Note 1)						
Investment income						
Expenditure						
Constitutional challenge						
Provincial election						
Quality Education Conference						
Education audit						
Working and learning conditions action						
Kitimat support						
Education Review						
Group Conference						
Special grants to locals						
V.I.N.E. grant						
Teachers' Investment and Housing						
Co-operative costs incurred pertaining to receivership						
Change in bank indebtedness and inter-fund balances during the year						
Bank indebtedness and inter-fund balances at beginning of year						
Bank indebtedness and inter-fund balances at end of year						
Net Revenue						
Fund balance at beginning of year						
Fund balance at end of year						

STATEMENT VI

RESERVE FUND STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE

FOR THE YEAR ENDED DECEMBER 31, 1986

	December 31 1986	For the six months ended December 31 1985		December 31 1986	For the six months ended December 31 1985	
Revenue						
Allocation of membership fees (note 1)						
Investment income						
Expenditure						
Grants						
Canadian Teachers' Federation						
Project Overseas International aid fund						
Exchange Teachers COLPROSUMAH (Honduran Teachers)						
WCOTP Post-conference						
CODE (Overseas Book Centre)						
Projects with CUSO						
Projects with Co-development Canada						
Projects with OXFAM						
Morelos Daycare Centre (Mexico)						
Tools for peace						
Others						
Nicaragua Teachers Organization Russian Exchange Visit						
Project Overseas Seminars						

NOTES TO COMBINED FINANCIAL STATEMENTS

executive committee has recommended to the Annual General Meeting to increase the Reserve Fund objective to \$10,000,000. Further detailed explanation of the Fund can be found in the BCTF Members' Guide.

The William R. Long Memorial International Solidarity Fund purpose is to provide support for improving education in developing countries.

2. Summary of significant accounting policies

- a. Marketable securities are carried at the lower 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.

c. 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 cent per annum on the straight-line basis. Fully depreciated buildings and building improvements are written off.

d. 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

In 1985, the federation's year-end was changed to December 31. These financial statements are for the year ended December 31, 1986. The comparative figures are for the six months ended December 31, 1985. Budgets were prepared for the year ended June 30, 1987. They are not presented with the audited financial statements because of the difference in the periods covered by the budgets and the financial statements.

4. Marketable securities

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

	December 31, 1986		December 31, 1985	
	Cost and carrying value	Market value	Cost and carrying value	Market value
Salary Indemnity Fund Reserve Fund	\$ 20,193,869 3,865,462 \$ 24,059,331	\$ 21,513,425 3,959,020 \$ 25,472,445	\$ 14,984,024 1,487,800 \$ 16,471,824	\$ 16,076,645 1,601,940 \$ 17,678,585

5. Investment properties

	December 31 1986		December 31 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	134,265	87,271	46,994	60,421
Sixth Avenue Land	151,549	—	151,549	151,549
	\$ 442,815	\$ 87,271	\$ 355,544	\$ 368,971

5. In 1981/82, a \$25,000 forgivable loan was received from Canada Mortgage and Housing Corporation and credited against building improvements of 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 1/4 per cent 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 5-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 1986		December 31 1985	
	Original cost	Accumulated depreciation	Net book value	Net book value
Land	\$ 263,496	\$ —	\$ 263,496	\$ 263,496
Buildings	1,425,216	520,217	904,999	931,771
Furniture and Equipment	581,214	383,569	197,645	291,411
Equipment under capital lease	888,406	320,753	567,653	529,556
	\$ 3,158,332	\$ 1,224,539	\$ 1,933,793	\$ 2,016,234

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	\$ 220,467
1988	192,402
1989	124,704
1990	122,966
1991 and subsequent	91,997
	752,536
Less imputed interest in lease payments	131,040
Capital lease obligation	621,496
Current portion	160,791
Long-term portion	\$ 460,705

The interest rate imputed in the various capital leases varies between 9.75 and 11.67 per cent 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, 1986, the date of the most recent actuarial evaluation, the fund had a surplus of \$266,000. The previous valuation of January 1, 1983 showed an unfunded liability of \$402,000.

9. Subsequent event

The federation executive committee has entered into negotiations to dispose of the Sixth Avenue investment property.

BCTF

STATEMENT I SALARY INDEMNITY FUND BALANCE SHEET AS AT DECEMBER 31, 1986

ASSETS

	December 31 1986	December 31 1985
Current		
Cash and term deposits	\$ 1,913,071	\$ 2,851,572
Marketable securities <i>(Note 2)</i>	20,193,869	14,984,024
Accounts receivable	1,555,708	1,406,116
	23,662,648	19,241,712
Due from General Fund	51,820	—
	\$23,714,468	\$19,241,712

LIABILITIES AND FUND BALANCES

	Current	
Accrued liabilities for outstanding claims, short-term	\$ 1,239,000	\$ 1,452,000
Accounts payable	194,973	239,000
	1,433,973	1,691,000
Due to General Fund	—	28,337
	\$23,714,468	\$19,241,712

Approved by the Executive Committee

Auditors' 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, 1986 and the statements of revenue, expenditure and fund balance and changes in financial position 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 Fund as at December 31, 1986 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 six month period.

Vancouver, B.C. TOUCHE ROSS & CO.
February 13, 1987 Chartered Accountants

STATEMENT IV SALARY INDEMNITY FUND STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED 31 DECEMBER, 1986

	For the six months ended December 31 1986	December 31 1985
Sources of cash		
Fees received — short-term plan	\$ 1,496,549	\$ 569,869
Fees received — long-term plan	3,990,793	1,519,649
Teachers' share of Unemployment insurance premium reductions received	895,949	333,859
Investment income received — short-term plan	756,273	546,984
Investment income received — long-term plan	649,470	287,968
Investment income received — special indexing reserve	521,157	349,926
Received from Great West Life — Long-term plan	—	569,294
	8,310,190	4,177,549
Uses of cash		
Paid to claimants — short-term plan	2,336,841	679,148
Paid to claimants — long-term plan	821,609	44,351
Pension contributions paid — short-term plan	345,151	103,793
Administrative expenditures paid	455,088	192,689
	3,958,689	1,019,981
Net increase in cash, term deposits, marketable securities and due from General Fund in year	4,351,501	3,157,568
Cash, term deposits, marketable securities and due from General Fund at beginning of year	17,807,259	14,649,691
Cash, term deposits, marketable securities and due from General Fund at end of year	\$22,158,760	\$17,807,259

See accompanying notes to financial statements

Salary Indemnity Fund

STATEMENT III SALARY INDEMNITY FUND -- LONG TERM AND SPECIAL INDEXING RESERVE STATEMENT OF REVENUE, EXPENDITURE AND FUND BALANCE

FOR THE YEAR ENDED DECEMBER 31, 1986

	December 31, 1986	December 31, 1985	For the six months ended December 31, 1986	Special Indexing Reserve
	Long-term Fund	Long-term Fund	Long-term Fund	Special Indexing Reserve
Revenue				
Fees (<i>Note 3.a.</i>)	\$ 3,931,514	\$ —	\$ 1,553,047	\$ —
Investment income	692,672	555,823	280,466	340,811
	4,624,186	555,823	1,833,	

Geoghegan backpedals in struggle with board

Chris Schut

Teacher Personnel Services

A personnel case of interest to all teachers is unfolding in Keremeos School District.

Anthony Geoghegan, a Keremeos teacher and a long-time BCTF activist, who has served the local both as president and bargaining chairperson, had his teaching appointment terminated in June as a result of three less than satisfactory reports written on his teaching performance. As provided by the School Act, Tony Geoghegan appealed the termination to a review commission. Such a commission is appointed by the Minister of Education and is composed of a nominee from the BCTF, a nominee from the board of the BCSTA and a chairperson appointed by the minister.

The review commission unanimously reinstated Tony Geoghegan to his teaching position. Although it criticized aspects of his teaching, the commission believed the problems were not irremediable, the commission also criticized the reports used to effect the termination, one of which it found to be "judgmentally weak and stylistically flawed." The commission overturned one of the reports, thus invalidating the termination and reinstating Geoghegan. It also made recommendations both for the improvement of Geoghegan's teaching practices and for the board's evaluation processes.

When teachers are reinstated they resume their work; supervision and evaluation continues as it does for all teachers. This should have been the end of the issue — but it was not.

The Keremeos School Board began summoning Geoghegan to meetings to discuss his rehabilitation program. At the same time a hue and cry from parents and students suddenly arose which resulted in a student walkout at the school on the day of Geoghegan's return.

The news media covered it locally and provincially. The board did little to smooth Tony Geoghegan's return to school; in fact one trustee was quoted in the *Vancouver Sun* as saying he would advise his son to walk out if his son were in Geoghegan's class. In addition, Jim Hewitt, former minister of education,

questioned the competence of the review commissioners on the CBC "Daybreak" radio show.

Under this pressure Tony Geoghegan lasted almost a week; at the end of the week he was taken to the Cardiac Unit in Penticton. He is still off on sick leave.

Since then the Keremeos School Board

has filed an appeal under the Judicial Review Procedures Act to quash and set aside the decision of the review commission. Geoghegan remains in limbo awaiting this decision.

The federation is continuing to provide support to Geoghegan in his struggle with the Keremeos School Board.

BCTF appeals court decision splitting Charter case

BCTF lawyers are appealing to the Supreme Court of Canada against a decision by the B.C. courts to split off a "preliminary point of law" from the trial of the major case in which teachers are seeking full bargaining rights.

The BCTF Executive Committee authorized the appeal, aimed at ensuring that the court has all the facts when it decides the key issue of whether Section 15 equality rights in the Charter of Rights and Freedoms apply to discrimination based on being a teacher.

The main case, launched by BCTF, eight locals, and individual teachers in April 1985, seeks a ruling that the School Act restrictions on teachers' bargaining and exclusion from the Labour Code are contrary to the freedom of association and equality rights found in the Charter. Specifically, the case claims that teachers are denied the full scope of bargaining, grievance procedures, legal rights to withdraw services, and protection from unfair practices enjoyed by other employees.

The case had been expected to go to trial in September 1986, when government lawyers applied to have the "point of law" heard separately.

The BCTF request for leave to appeal to the Supreme Court of Canada will be heard in late February. If leave is granted, it will be a number of months before the appeal is completed.

Meanwhile, other Charter cases have considered whether Section 15 protection is restricted. In a recent case, Supreme Court Justice Kenneth Lysyk held that the section "is open-ended in the sense that it applies to discrimination on grounds not listed therein." Other cases have upheld claims of discrimination based on the grounds neither listed in

nor similar to the categories set out in Section 15, both in B.C. and other provinces.

BCTF lawyers are encouraged by those results, but warn that there may be procedural delay in having the case heard, as a result of the government's "separate point of law" strategy.



Teacher plaintiffs and local presidents recently met with lawyers to continue preparations for BCTF's Charter challenge. They included (front) Lisa Pedrini (Castlegar, Status of Women coordinator); (middle, left to right) Carol Ross (lawyer, McAlpine & Co.), Jan Eastman (Delta), Heather Walker (West Vancouver), David Flowers (president, Shuswap TA), Don Crowe (Central Okanagan), David Yorke (BCTF staff lawyer); (rear, left to right) Don Bennett (Langley), Frank Burden (Nelson), Peter Northcott (Prince Rupert) and Pat O'Neil (president Alistair Eagle photo).

Letters

From page 2

challenge in itself. Nevertheless, to continue to "bargain" within the ever-changing guidelines of the CSP is to condemn our membership to further significant erosion of their economic position. Therefore, the federation must move decisively forward in this area despite the obstacles.

Similarly, with respect to expanded bargaining rights, we believe that coordinated provincial action is necessary. While many locals, including ours, will continue to bargain at the local level for working conditions improvements, it is only through provincial action that we will guarantee respect for teachers in those areas which other workers assume as a matter of course will be included in contract negotiations.

I might add as well, that with respect to the question of the royal commission there is, to say the least, some skepticism on our executive committee about the amount of federation energy which should go into this initiative beyond what is necessary to make sure that our public relations posture is positive.

I hope these short comments will contribute to a debate among members in every local about the way forward for teachers in B.C.

David Chudnovsky
President

Surrey Teachers' Association

Job action needed to defeat CSP

I am writing to echo sentiments expressed by my local and many others over the whole question of salary increases (or lack thereof!). Kitimat achieved the untenable position of being the local with the second lowest salary increase in

the province over the last 30 months — and it was not through any fault of our own. Kitimat is well known for its active membership. Job actions including strike votes (and injunctions!) are almost an annual event.

We now enter yet another round of bargaining in what appears to be a futile attempt to gain fairness and equality for our members... in fact, we have to date refused to sign off the 1986/87 agreement. Our first skirmish will be with the board. We have to convince trustees to raise taxes even more than they did last year in order to achieve a realistic salary increase. We face an incredible, discriminatory practice, as do all other locals, in that our increments are costed in Peck's draconian method of determining total salary costs. Kitimat has chosen to ignore arbitration and force a contractual settlement across the bargaining table. Furthermore, we intend to reject any reference to Peck and the CSP. We are prepared to fight that program on another level. We are looking for other progressive members who are willing to take up the crusade alongside us. Together, we can beat the CSP. However, it is something akin to the 100 Years War... it is taking a long time for all locals to reach a collective mind set over wage controls.

I believe a short-term job action plan is necessary, but we cannot initiate it or go it alone. It may require a concerted, provincially co-ordinated action this spring, next spring, or even the year after... whatever the case may be, it will take a more active stance by all of us to be successful. Together, let's defeat the CSP.

Steve Cardwell
Mount Elizabeth
Secondary School
Kitimat

BCTF should not have position on abortion

Erna Krische (*BCTF Newsletter*, November 19, 1986) expressed the feelings of thousands of teachers, yes, thousands!

We as teachers must not support abortion on demand. Abortion is a very private matter and we should not interfere pro or con on such matters. We have greater responsibilities. I do not choose to support, either in principle or financially, the objectives or actions of the Concerned Citizens for Choice on Abortion as a member of BCTF. If I choose to support or not to support I will do it as a private citizen.

Please do not "lump" all teachers in one category. Each one of us is an individual the same as each child in our classroom is an individual.

Rose Shingler
Oliver Elementary
Oliver

Some thoughts on British Columbia as an educational "asylum"

Cautioned by the heading, "Is correct usage more serious than freedom to read?" (*BCTF Newsletter*, December 18, 1986), I proceeded to the neighbouring letter, "B.C. still the 'asylum' of Canadian education." Correct usage also seems to bear upon this letter, as hinted by your quotation marks. Its cogency depends upon our identifying "asylum" with "lunatic asylum," since the relative "sanity" of teaching in Alberta is this letter's subject. By itself, however, "asy-

lum" suggests precisely the opposite of the writer's intention, since an asylum is a place of refuge, as in, "The defector sought asylum in the U.S. embassy." Are we then to think B.C. more a haven and shelter for teachers, or all one big Riverview Hospital under our present government? A fair case might, I think, be made for regarding ourselves in the first sense, that is, as a saving remnant, re-seeding California education, for example. Such an interpretation would be in keeping, too, with this *Newsletter's* prevailing tone of self-respect verging on assertiveness and even aggressiveness.

The only problem remaining with this letter is stylistic: mental health is a delicate subject which, like usage, we handle with kid gloves. "Asylum" as short for "lunatic asylum" is sure to offend on humanitarian grounds. Just as "the freedom to read" of your first heading is a glittering generality that may be used to dismiss "correct usage" — surely a legitimate concern — so the principle of charity to the mentally handicapped forbids us the free-swinging use of "lunacy" as a synonym for "bad government." Presented with the proposition, "Dog bites man," we don't, after all, generally leap to the conclusion, "The dog it was that died." Let's see fair play for the relatively toothless notions of "correct usage" and "lunacy."

It is always a pleasure to read correspondents who think clearly and phrase dispassionately.

Anthony Allingham
UTAC associate
Vancouver

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.