

# BCTF Newsletter

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**"Our patience  
is exhausted"**

BCTF President Elsie McMurry (right) addresses downtown Vancouver rally of AGM delegates protesting continued denial of fair bargaining process to teachers.

Tim Pelling photos

## AGM approves job action plan

The Annual General Meeting, in a dramatic demonstration of teacher frustration, has endorsed an escalating province-wide job action plan aimed at ending wage controls and achieving fair contract settlements.

The plan, which potentially could involve a provincial instruction-only campaign and even a full withdrawal of service, depending on developments and the vote of members, received overwhelming support from the 665 delegates meeting in the Hyatt Regency Hotel, Vancouver, March 15-18. The extraordinary measures were the central features of the Executive Committee's leadership recommendations for 1987-88.

In the absence of a legislated end to the Compensation Stabilization Program and/or in the absence of fair contract settlements, the AGM authorized the Executive Committee to:

- convene no later than May 2 an extraordinary strategy conference to consider recommendations for a provincial instruction-only program to be presented for membership vote;

- reconvene the strategy conference after one month, if the issue is not resolved, in order to consider a provincial withdrawal of service to be ratified by a membership vote.

The strategy conference would consist of the Executive Committee, local association representatives, local association presidents, bargaining chairpersons and members of the BCTF Bargaining Committee, a total of about 300 persons. May 11 would be the earliest date for starting instruction-only and June 8

would be the earliest for withdrawal of services, but either could also occur in the fall depending on decisions taken by the extraordinary conference and members' votes.

"We have served notice that our patience is exhausted in our quest for a normalization of our bargaining regime and a recognition of our professional responsibilities," BCTF President Elsie McMurry told the AGM.

"We have also served notice to our employers, the school boards, that we're returning to the bargaining tables next week with determination and conviction, to put more teachers in front of kids, to put some of that lost income back into teachers' pockets, and to put the twentieth century into our contracts."

She stressed that the BCTF would continue to seek meetings with the government to obtain an end to the CSP.

"No one in the province will be able to

say that teachers haven't tried to solve their problems by using less disruptive, less potentially damaging, more consultative and co-operative approaches," McMurry said. "But no one will be able to say either, if job action occurs in our schools this spring or fall, that those actions are caused by the unilateral actions of the teachers. If it takes two to make an agreement, it also takes two to make a scrap. I hope the government doesn't provoke that situation, but if it does, [this AGM] mandate has prepared us."

The AGM backed the action plan as part of a 1987-88 priority calling for elimination of the CSP and the achievement of "a level of remuneration for teachers in B.C. which restores their salaries to their traditional level in comparison with other teachers in Canada."

Other elements in the campaign for "Fair, Free and Full Bargaining" included decisions to:

- encourage local associations to continue lobby efforts for withdrawal of CSP and expansion of teacher bargaining rights;

- advise locals to accept in 1987-88 contract settlements nothing less than "a fair grid settlement based on the projected increase in the cost of living and at

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## Good news: boards seek recovery budgets

Wes Knapp  
Professional Development Division

School boards in B.C. appear to be on a recovery path, judging by the budgets submitted on March 15, the deadline for semi-final budgets.

Virtually all boards submitted budgets in excess of last year's and many submitted budgets well over the provincial government's guidelines. The average increase is approximately 8 per cent, with some budgets coming in as high as 23 per cent over last year's. Many boards are preparing to hire additional teachers next year and have budgeted accordingly. One school board, Coquitlam, has budgeted for an additional 70 teachers for '87-'88.

The question now becomes: will school boards maintain their budgets and resist the pressure to pare them down. Boards have until May 1 to finalize their budgets.

Insufficient provincial sharing of school costs is causing school boards to pass along the increases to homeowners.

Teachers' associations across the province played a major role in urging their boards to submit "recovery" budgets. Some 63 local associations made presentations to their boards, advocating improved class sizes, additional resources and decent salary increases.

However, the real struggle has just begun for teachers as school boards wrestle with their final budgets. The next step is urging boards to stick to their budgets. Undoubtedly, pressure will come from the provincial government, and in some cases, from taxpayers' groups, to slash school budgets again.

A recovery program in education is long overdue. Five years of restraint have indeed been harmful to public education. School boards have shown their willingness to embark on a program of partial recovery. They deserve a great deal of support from teachers, the public and particularly the provincial government. Whatever support teachers can muster for school boards has to be provided now.

## Pension fund earnings still beating inflation

As of December 31, 1986 the annual rate of return on the total teacher pension fund of \$1.9 billion was 10.1 per cent. After deducting for inflation the real return was 5.9 per cent.

The rate of return on December 31 on the securities purchased prior to January 1981 (\$525M) was 9.4 per cent, on securities purchased since that time (\$1,246M) was 11.4 per cent and on the inflation account (\$153M) was 9.8 per cent.

## Pocket Guide to B.C. Law answers basic questions

The Law Foundation of British Columbia has recently published *A Pocket Guide to B.C. Law*, a concise guide to our legal rights and responsibilities.

Organized like a dictionary, the *Pocket Guide* covers 68 different areas of law — from "Abduction" to "Young Offenders" — with brief, easy-to-understand descriptions. Copies may be ordered at \$4.95 each (or 12 for \$55) from: B.C. Law Foundation, Suite 410, 1190 Hornby Street, Vancouver, B.C. V6Z 2K5.

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For information contact: Canadian Council for Multicultural & Intercultural Education, Ste. 8-200, 252 Bloor Street West, Toronto, Ontario, M5S 1V5 (416) 966-3162

2/MARCH 31, 1987

## Editorial

### Why our patience is exhausted

The BCTF is a mature organization; this last spring break it held its 71st Annual General Meeting. Its main topic was the issue that led to the formation of the federation, a decline in the salaries and status of teachers and a lack of legal rights to remedy the situation. The year of incorporation of the BCTF — 1919 — saw the first strike of teachers in the British Empire, in Victoria. It was about the right of teachers to a decent contract.

The welfare of teachers has always been at the heart of the BCTF. If the profession cannot support and attract qualified teachers, there is no public education system worth the name. The BCTF has always, therefore, stood for negotiation between teachers and their employers, for written contracts, for salary scales based upon defined criteria, for equality between men and women and for the right of teachers, who are the system, to share the definition of how it should work.

The BCTF won the right to negotiate contracts, and, for what was then seen as the good of the system, favoured the independent arbitration of salary disputes between teacher organizations and their school boards.

This social contract has been broken since 1983 by legislation. A draconian fiscal framework and removal of the tax base from local school boards have limited the funds for public education. At the same time, the Compensation Stabilization Program has denied to teachers their minimal right to arbitration. A bureaucrat decides the level of teachers' compensation and the notion of a contract freely negotiated between teachers and their employers disappears. Only in B.C. do teachers not have the right to negotiate their terms and conditions of employment. Only in British Columbia would a desire to change this limiting and iniquitous system be seen as radical.

This is the background against which the decisions of the 1987 AGM were made. For many years a basic objective of the BCTF has been to negotiate all terms and conditions of employment. Last year the BCTF adopted a position on both bargaining and professional rights that emphasized the desire of the profession to enjoy the legal and representational rights common to other Canadian provinces. The time has come to insist that we have those rights and the first step is to break out of the most restrictive teacher bargaining practices in Canada.

B.C. teachers are asked, therefore, to put their full weight behind bargaining this year to make up the losses of the last five years and to be ready, when the situation has been assessed, to take job action if necessary in support of the BCTF objectives overwhelmingly endorsed by the Annual General Meeting.

There is nothing new in the BCTF objectives. What is new is the determination to cease wasting federation resources in extracting minor advantages from a bargaining system loaded against us and to direct our energies towards dismantling that system and building a better one. Teachers are demanding what they are worth and they are demanding their rights to a just status in their bargaining and professional rights.

Elsie McMurphy  
President

## Locals urged to boycott arbitration

From page 1

least one-quarter of the local loss of salary since the inception of CSP and a variety of locally determined working conditions and personnel practice items;

- authorize the Executive Committee to call a meeting of local presidents, bargaining chairpersons and members of the provincial bargaining committee in early April to assess the bargaining situation and, if necessary, to coordinate local job action;

- urge locals to continue negotiations, and any job action, beyond the arbitration deadline and to boycott arbitration proceedings until CSP is repealed.

Rounding out the BCTF priorities for 1987-88, the annual meeting also adopted goals of:

- continuing federation initiatives which will enhance the role of teachers and the BCTF as leaders in public education;

- reducing class sizes to better meet the needs of individual pupils;

- strengthening membership commitment and involvement through improving and promoting federation services to members and local associations and by devising other strategies for the active participation by more members in the decision-making bodies of the federation;

- developing a long-term integrated plan to achieve those federation goals which require legislative and/or government action.

## BCTF Newsletter

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

CLIVE COCKING Editor

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

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

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## Charter case due for June hearing

The issue of whether the Charter of Rights equality section applies to discrimination against teachers is likely to be argued this June, BCTF lawyers say.

The Supreme Court of Canada in March declined to hear an appeal from the procedural decision of the B.C. courts to split the point of law from the main trial. Thus the case returns to the B.C. Supreme Court for argument on the legal point.

While no firm date has been set, late June has been tentatively agreed to by lawyers for both sides.

BCTF president Elsie McMurphy, speaking to the AGM, said "the government seems to be doing all it can to limit protection under the Charter." She added, "We shouldn't have to go to the Supreme Court of Canada to win the elementary democratic right to negotiate collectively with our employer — a right everyone else takes for granted. This case would be over tomorrow if government granted us the bargaining and professional rights we deserve."

## Catch-up increases sought by locals

Teacher bargainers in locals throughout the province have in most cases been at the negotiating table with salary, seniority and working conditions proposals since early this year.

Almost one-third of the locals had settled their seniority/severance clauses by March 25 and at least one local, North Thompson, had signed an agreement providing a series of working conditions and a salary increase based on the 1987-88 provincial average plus an increase in category five maximum.

Locals are basing their salary demands on the AGM position that teachers should accept no less than the "projected increase in the cost of living plus at least a quarter of the local salary loss since the inception of CSP" five years ago.

B.C. teachers have not only fallen sharply behind their counterparts in most areas of Canada but have lagged up to 12 per cent behind the consumer price index. This has had an obvious impact on current salaries and an equally devastating effect on pensions for those retiring in recent years.

## Waiting period axed for paid sick leave

The BCTF Salary Indemnity Plan will cover as little as one day of unpaid medical leave. Starting last September, SIP claims commence on the first day following expiration of paid sick leave. The previous 10-day waiting period has been eliminated.

To make a claim, phone the BCTF and ask for the Salary Indemnity Plan office. Application forms and general information will be mailed to you immediately. Applications must be made within six months of the end of sick leave.

Details of the plan are found on pages 63-66 of the *Members' Guide*.

## Ex-Alberta teachers face new rules to return and receive pensions

The Teachers' Retirement Fund Board in Alberta has advised that effective January 28, 1987 teachers with previous service in Alberta who wish to return to Alberta and transfer other teaching service into Alberta in order to receive a pension from Alberta must teach under contract for a year in Alberta before being eligible to transfer the service and receive a pension.

# B.C. teachers win three Hilroy awards

John Hardy  
Professional Development Division

B.C. teachers won three Hilroy Awards this year.

Top winner was James Scoten, who was given a national award of \$3,500 for a unique project that brings a "hands-on" approach to world awareness in industrial education classes. Two teacher teams won the other Hilroy Awards of \$1,500 each.

The Hilroy Fellowship Program was established to encourage and reward active classroom teachers who have developed new ideas for the improvement of teaching practices.

James Scoten, an Abbotsford teacher, developed his project while teaching in Prince George. Twenty students in a Mechanics 9/10 class in a rural school constructed 12 plastic, hand, water pumps for use in East Africa. They spent a month making pumps and spare parts. During that time, each class began with a fact about East African culture, history, or geography. "The fact of the day" helped students understand the people they were assisting with the water pumps, says Scoten. The students signed their names on each pump, which brought them pleasure when they saw a film of their autographed pumps being delivered in Kenya.

The BCTF Selection Committee called the Scoten project an "... exciting, excellent teaching model that makes an industrial course come alive in a dramatic way. Positive enrichment, social awareness, social responsibility."

The other two Hilroy Awards, for \$1,500 each, went to teacher teams.

One team, composed of Sophie Jef-

frey, Victoria, Joan Hall, Port Alberni, Shirley Meister, Vernon, and Jan Pronovost, Coquitlam, developed an evaluation-techniques handbook for teachers in kindergarten, primary, and elementary school.

"Evaluation is not merely a collection of data from external, standardized testing," they said. "However, current trends and political pressures have compelled

some teachers and policy makers to subject very young learners to normative, external testing programs and exclusively use the data from these instruments for promotion, comparison, labelling and placement."

Their handbook has potential long term impact on evaluation and is an excellent resource for classroom teachers, school districts, ministry of educa-

tion, and universities, according to the BCTF Selection Committee.

"Practising teachers have responded to the absence of materials in evaluation techniques. This book, through reorganization of what is available, is more efficient and will have great impact," said the Selection Committee.

The third Hilroy Fellowship Award went to six North Vancouver teachers for a project titled "Longhouse Cultural Immersion Program: An Enrichment Component for Native Studies Curriculum for Grade Four Students in North Vancouver Schools." The teachers are Judith McPhie, Ann Copp, Cathy Harsym, Anne Sanderson, Carol Roitberg, and Victor Elderton.

Development began with a conference at North Vancouver's outdoor school in Paradise Valley, where Squamish Indian people met educators and spoke of the values and attitudes and ways of life that are their culture.

Both Indian and non-Indian came away from the conference with a heightened understanding of and respect for one another. Excited by the sharing that had taken place, the teachers were determined to convey, in the longhouse curriculum, the same sense of partnership between cultures.

"An excellent idea and well developed," says the BCTF Selection Committee. "It shows good development of cultural heritage and a good understanding of the tradition of the Squamish people."

The BCTF Selection Committee that reviews the Hilroy applications is drawn from PSA Council. This year's committee consisted of Gordon Moffatt, Sheila Rooney, John O'Connor, Jon Terpening, and Peter McCue.



BCTF President Elsie McMurphy and CTF President Frank Garrity present national Hilroy Award to Abbotsford teacher James Scoten.

Alistair Eagle photo.

# New policy on role of principals adopted

A detailed policy on the role of principals during job actions was endorsed at the AGM as a step towards resolving the conflict principals have felt between their legal responsibilities and the requirements of BCTF policy.

The policy statement empowers local associations to authorize principals to enter their schools and ensure the safety of students and security of school premises for up to the first three days of a withdrawal of service, if this is deemed necessary. But it makes clear that no instruction is to be provided.

"What I see here," said Ron Warder (Sooke), in backing the motion, "is flexibility at the local level to deal with some of the screwball boards we have which cause problems that we have to react to, and so we need that one to three day range to deal with those sorts of situations."

Speaking as a member of a committee seeking resolution of principals' grievances, Colin Scott (Executive) said he believed that the RA recommendation as amended "would help a great deal to bring about an acceptable solution."

He said it would provide a response to situations such as occurred in the 1983 strike when the Prince George school board publicly announced that schools were still open and the local felt obliged to provide for the safety of children and security of buildings for the first couple of days. It would, he said, "ensure that BCTF policy does not hinder the principal teacher in carrying out what he or she perceives to be a legal responsibility and a service which must be provided anyway."

Also in favour, Jim MacFarlan (Burnaby Administrators) stressed the value of the proposal for clarifying that principals, in such events, would not be going

into the school to provide instruction. "It provides a very clear position", he said, "that this Annual General Meeting should take about what principals may and may not do if they choose, having

been authorized, to enter the school and provide those services."

The policy as adopted states:  
That prior to withdrawal of services, local associations make specific provis-

## Peck refuses 3% for Golden

If there were any doubts as to why teachers demand the Compensation Stabilization Program be axed, they were dispelled with Commissioner Ed Peck's recent ruling on the Golden agreement.

During the AGM the news came down that Peck had refused to accept a unanimous arbitration board award granting Golden teachers a three per cent salary increase. Further, he refused to accept the appeal of the North Columbia Teachers' Association to approve the award which had been originally issued in May 1986.

"It's another example of the unfairness and the disruption that will lead us to take strong action against the wage control program," BCTF President Elsie McMurphy told the AGM. "His decision illustrates exactly what's wrong with CSP."

McMurphy emphasized that the award was unanimous — "even the school board nominee said the raise was deserved" — and the arbitration board was headed by a respected local lawyer, Paul Fraser, QC, a former Canadian Bar Association president.

"The award was only three per cent, following a virtual wage freeze for a year and a half," she pointed out. "Three per cent doesn't even cover inflation, but Mr. Peck says it's too much. Three per cent is in fact the very guideline figure that has been imposed and would be acceptable for other groups. Why not for Golden teachers? Because Mr. Peck adds into his costing — you guessed it — increments. The school board concedes it can pay the increments. Mr. Peck says that doesn't matter."

"That's CSP in a nutshell: destroying the normal bargaining process, arbitrarily denying a fair increase and creating more disruption. Teachers in Golden still don't have a contract 10 months after independent arbitrators issued a unanimous award. That's what we're up against in this province."

"That's why this AGM, in an historic moment, recommended that we take job action to support our campaign for full, free collective bargaining rights for B.C. teachers, with an emphasis on fair settlements that include the return of a portion of the millions of B.C. teachers' dollars that B.C. teachers have contributed to the provincial coffers over the past five years."

ions in regard to the safety of the children and the security of the school plant.

These provisions shall include:  
1. In the event that a withdrawal of service is approved either provincially or locally, the local association shall, if necessary, authorize the principal of each school to provide service to the school district on the first day of the withdrawal so as to provide for the safety of students and security of school premises.

2. The executive committee of the local association, in consultation with principals, shall be authorized to extend the above service for up to two additional days of a withdrawal of service.

3. In schools of over 500 students, the local association shall designate an additional person to assist the principal to provide the service specified in #1.

4. No member of the federation shall provide, nor arrange for, any instructional services during the period of the withdrawal.

Earlier, the AGM debated several other recommendations brought forward by the Task Force on the Membership of Principals in the BCTF. The most debate focussed on the extent to which the School Act makes the responsibilities of principals different from other teachers. A proposal to change the appointment process of principals also stimulated considerable discussion.

The policy statements as adopted specified that:

- all principal teachers are teachers first; thus their primary responsibility lies with the teaching profession, as does that of any teacher;

- principal teachers have some specific legal responsibilities different from those of other teachers;

- the differential between the salaries

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# 1987 ANNUAL GENERAL MEETING

## Reserve Fund goal doubled to \$10 million

The Annual General Meeting has agreed to double the reserve fund goal to a total of \$10 million.

The decision was aimed at enabling the federation to effectively support the campaign to eliminate CSP and achieve fair contract settlements.

But at the same time the AGM decided to reduce the proportion of the total active membership fee allocated annually to the reserve fund and increase the amount assigned to the general fund, in an effort to reduce the looming operating deficit.

Arguing in favour of doubling the reserve fund goal (from the recently-achieved \$5 million), Jacquie Worboys (Executive) pointed to the "dramatic increase" in legal aid costs in the past six years from \$50,000 to almost \$500,000, uncertainty regarding membership revenues and "the most important reason", the decision to take action against CSP and for fair settlements.

Worboys said: "If we go according to those guidelines established by the fall Representative Assembly for our members who are on strike, that is, to provide members \$40 a day, that would last us, if all the members in B.C. went out — five days." It was thus essential, she said, that the reserve fund be strengthened.

Also speaking in favour, BCTF President Elsie McMurphy pointed out that the earlier AGM decision in favour of a campaign against the CSP and for fair contract settlements needs strong financial backing.

"We're going to have to have the finances to support that action — \$5 million or \$10 million may in fact not be enough to see us through that job action," she said.

Opposing the proposed increase, Pat Brady (Prince George) argued that the reserve fund's purpose is to meet "special or emergent, significant expenses", but that the needs put forward to justify doubling the goal could and should be

met out of operating funds.

"If we have that kind of magnitude of increase in expenses," Brady said, referring specifically to legal aid, "we should increase the fees . . . Stop using the reserve fund as another operating budget and, as some have characterized it, a 'semi-slush fund'."

He went on to say that there was an inherent assumption in much of the discussion that the members would vote for job action this spring and that a strike fund would be needed, but this was uncertain. If a strike fund is needed, he suggested, then the executive should present an appropriate recommendation, the AGM adopt it and raise the fee to provide the funds.

The AGM later went on to deal with the recommendation setting the level of the 1987-88 fee for active membership. The Executive Committee had proposed no change in the level of fee, maintaining it at 1.05 per cent of the actual salary of the member, plus 0.2 per cent allocation to the reserve fund.

During debate, this was amended to increase the amount going to operating

funds to 1.15 per cent, with 0.1 per cent allocated to the reserve fund. The meeting accepted this amended recommendation which has the effect of providing more funds to reduce the impending deficit of \$750,000 while building toward the new reserve fund goal at a slower rate.



## Executive Committee gains 3 new faces

There was not a great deal of drama or suspense to the Executive Committee elections this year.

President **Elsie McMurphy** was re-elected by acclamation as was incumbent First Vice-President **Alan Crawford** and Second Vice-President **Moir MacKenzie**.

And AGM delegates took only one ballot to fill three of the four vacant two-year member at large positions, electing **Ken Novakowski** (Langley), **Ray Worley** (Vernon) and **Kay Howard** (Mt. Arrowsmith). After an indecisive second ballot, **Peter Thomson** (Surrey) was elected to the fourth one-year term as member at large, narrowly defeating Gary Robertson (Victoria) by 330 to 318 votes on a third ballot.

Other unsuccessful candidates were John Chisamore (Creston), Maureen Ciarniello (West Vancouver) and David Denyer (Lake Cowichan), who was seeking re-election as a member at large. Kitty O'Callaghan (VESTA) did not seek re-election. The fourth member at large vacancy became available due to the re-election of the current president, which means Past President Pat Clarke is automatically dropped from the executive.

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## Ted Aoki awarded Honorary Membership

A BCTF Honorary Membership was conferred on Dr. Ted Aoki, a distinguished expert on curriculum development, at the Annual General Meeting.

Dr. Aoki, who was born and raised in B.C., taught for many years in Alberta schools before joining the University of B.C. faculty of education. He served as coordinator of that faculty's Centre for the Study of Curriculum and Instruction from 1976-78. While officially retired, Dr. Aoki is still active in participating in education conferences.



## Collegial selection of principals sought

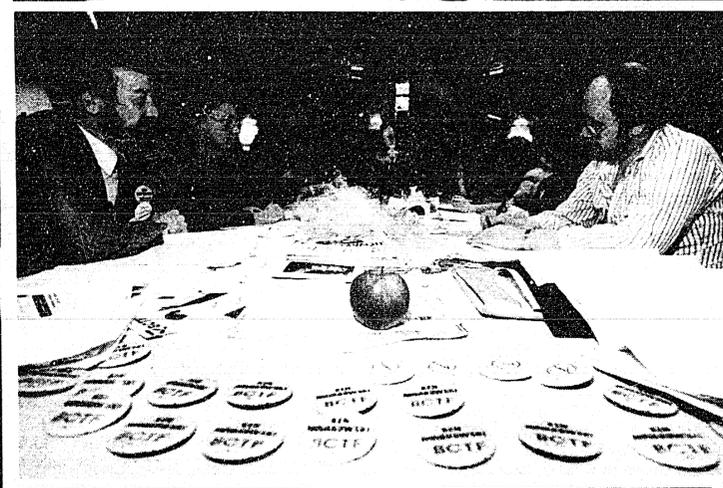
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of teachers, including administrative and other responsibility allowances, should be much smaller;

● local associations be encouraged to negotiate with their school boards a process for the appointment of administrators that includes the involvement of local associations, school staffs and school community representatives;

● school administrators and other personnel supervising instruction, either at the district or school level, should average at least one-fifth time in the classroom over a five-year period;

● the responsibilities of the principal as specified in the School Act apply equally to all principals; therefore, there should be only one scale of administrative allowances for the principals of a school district, with the placement on the scale determined by experience and student enrolment.



**Provincial job action to gain fair bargaining rights and new policy on the role of principals were highlights of the 1987 Annual General Meeting, focussing the concern of delegates and stimulating extensive debate, which occasionally proved too much for some delegates.**

Tim Pelling and Alistair Eagle photos.

The AGM also rejected a resolution to enable local associations to recommend to the BCTF executive that prin-

cipals be able to form separate local associations when local members agree to such proposals.

## Georgetti urges affiliation with BC Fed

**George North**  
Bargaining Division  
"You need us and we need you." That was the closing message to AGM delegates from Ken Georgetti, president of the B.C. Federation of Labour in a speech that stressed organized labour's support for education and for teachers.



"Throughout its history, labour has played a strong and positive role in education," Georgetti said. "We got the kids out of the factories and into the classroom. We have consistently lobbied government for improved educational opportunities for children and young people." With the provincial government's attacks on education over the past six years, he said: "The only thing that has saved the education system . . . from utter disaster has been the people sitting in this room today. You have been the driving force that has protected the education system from what I am sure would have been much more serious and permanent damage."

The B.C. Federation of Labour president dealt directly with the issue of affiliation, stating that, "I am convinced that you should affiliate with the Canadian Labour Congress and the B.C. Federation of Labour."

Georgetti pointed to the "close and mutually beneficial relationship" that has developed between the BCTF and B.C. Fed over the past four years. "We have supported you and you have supported

us on many issues," he said. "We have proven that we have a commonality of interest — that we work well together — and most importantly, that we can achieve a lot by working together. When I think back, it seems to me that we have proven to those opposed to affiliation that their fears are groundless, that it is in the best interest of both organizations to formalize the relationship."

Georgetti described some of the arguments against affiliation as unfounded. He said the labour center had strong policies on affirmative action and international affairs but added that, "If you don't think they go far enough, we urge you to get in and make changes."

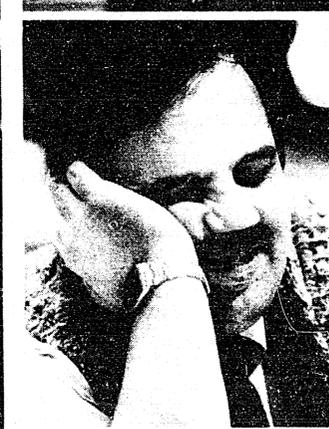
The "bottom line," Georgetti said, to applause from delegates, is that "if you work for an employer to earn a fair wage for your services, then there is no difference between you and any other person who works for a living."

Delegates later voted that the BCTF "inform the membership on the pros and cons of affiliation, emphasizing discussion at the local level, in order that an informed vote on affiliation takes place at the 1988 annual general meeting."

Following the legacy of confrontation and turmoil left by Bill Bennett, Georgetti reported that for the past few months, business and labour have undertaken some serious discussions about the future of the province and their role in developing that future. "These talks have been tentative and slow-moving. After all, it's a whole new experience for both sides." He referred to "decades of mistrust" on both sides and said there are issues on which no agreement is possible.

"There are, however, major issues around which agreement can be reached — issues which will generate new jobs and a better economy," he said. "And from that better economy will come better social services and a better way of

See "No labour" page 6



## Affirmative action plan endorsed

The BCTF has set a goal of ensuring that its staff and committees contain a representative balance of visible minorities, native Indians and disabled persons.

The AGM made the decision after hearing concerns about the need to eliminate unconscious "institutional racism" and to set an example for schools and the rest of society.

The meeting adopted the following statement as policy: *That the BCTF establish and maintain a balance of visible minority, native Indian and disabled people representative of the population of B.C. on its a) administrative staff,*

*b) support staff, c) committees.* Delegates also agreed to add the words "national, ethnic or linguistic origin" to the federation's sixth goal. The goal now reads: *To strive to eliminate from the school system discrimination on the basis of sex, race, religion, national, ethnic or linguistic origin, age, handicaps, economic status, marital status, sexual orientation, number of dependents or pregnancy.*

The annual meeting also placed the BCTF on record as being opposed to school "slave days", events which make light and fun of the practice of slavery.

## Politicians lag behind public opinion

It is time politicians caught up with public opinion and acted on the widespread conviction that the quality of our future depends upon the quality of our education systems, says the president of the Canadian Teachers' Federation.

In an address to the Annual General Meeting, Frank Garritty said recent public opinion polls have confirmed his belief

that Canadians are prepared to increase investment in education to improve the quality of their schools.

"It is time that politicians and decision-makers recognized this fact," he declared, "and the fact that the quality of our democratic society, the quality of our commerce and our ability to live and trade in a global society — the quality of

our future depends upon the quality of our Canadian classrooms and the quality of our investment in public education." Garritty made the remarks while attacking "the massive disinvestment" which has taken place in public education over the past five years. He deplored the recent freezes and cutbacks that have taken place in Alberta and Saskatchewan.

## Cowichan launches work-to-rule action

Cowichan District Teachers' Association launched a local instruction-only campaign March 30 after reaching an impasse with the school board over seniority rights in 1987-88 bargaining.

Despite the board's assurance that there will be no layoffs this year, the local has taken the position that there first must be agreement on rolling over the current seniority/severance clause into the new contract before other matters can be dealt with. Last June 70 Cowichan teachers received layoff notices; five were later rehired in November.

The local and the board are still talking but, at press time, teachers were working strictly to contract, dropping all extra-curricular activities.

## No labour unanimity on business talks

From page 5

life for British Columbians. If we can play a positive role in achieving that goal, then I believe we are obliged to do so.

"I am under no illusion that we will turn things around overnight, and we must move slowly and cautiously. But in the short period of time we have been talking with business, we have made some significant steps in the right direction. Until business proves to us that our intention to play a positive role in economic development is misplaced, we will continue to talk."

It should be noted that there is not total unanimity within the labour federation on the current approach, opponents claiming that major business groups have been pressing government to enact new, restrictive labour legislation and are basically aligned with the government on this issue.

## Environment Canada booklet reviews state of the environment

Environment Canada has recently published *Canada's Environment: An Overview*, a 20-page colour booklet which gives a comprehensive summary of the state of the environment.

It deals with the status of, and threats to Canada's farmland, forests, water resources, wildlife and land use. Illustrated with colour photographs, graphs and charts, it presents in readable form the key points in the much larger report, *State of the Environment Report for Canada*.

Teachers may obtain copies of *Canada's Environment* by writing Environment Canada, Ottawa, Ontario K1A 0H3.

## Fergusson Award winner

# AGM honours Pauline Weinstein

They gave her the ultimate accolade as teachers: "she was the best teacher they had ever known."

That was what most impressed Past President Pat Clarke in reading through the testimonial letters from teachers nominating this year's winner of the Fergusson Memorial Award. They spoke of her talent, her commitment and her concern as a teacher: "she was their model, their mentor."



BCTF Past President Pat Clarke (left) congratulates Dr. Pauline Weinstein on her receiving the Fergusson Memorial Award. Alistair Eagle photo.

They were referring to Dr. Pauline Weinstein, the feisty associate professor of education who is best known by the public as the former chairperson of the Vancouver School Board which the government fired for opposing its restraint policy.

But, Clarke explained to the AGM, "the Doc", as she is fondly called, is equally well known in the profession for her distinguished achievements as a

mathematics teacher, a curriculum and methodology scholar and as a developer of alternate education programs. He outlined some of her career highlights prior to conferring on her the BCTF's highest honour.

Born in Calgary, Pauline Weinstein received her bachelor of arts and master of education degrees from the University of B.C. and her PhD from the University of Oregon. She began teaching in Vancouver secondary schools in 1960. After a brief time supervising student teachers at UBC, she became mathematics head at Eric Hamber Secondary in 1973 and two years later took a lead in developing the Prince of Wales mini school alternate program, serving as head teacher. She joined the education faculty at UBC in 1976.

Clarke told the delegates that Dr. Weinstein's social conscience and concern for quality education led her to become a school trustee and "one of the best advocates for public education" B.C. has ever known.

"I came to know her, while I was president, as an advocate for public education, as an ardent defender of children's rights and as a trustee who literally went to the wall in defence of children and public education," said Clarke. "She has become a symbol of the struggle of educators, parents and students for high quality, child-centred education. She has become also a symbol of courage in the face of formidable adversaries."

In receiving the Fergusson Award, Dr. Weinstein warned delegates that the tremendous struggle for quality education is not over yet in B.C. and urged them to maintain their commitment.

She had praise also for her former colleagues on the Vancouver School Board: "It was a great school board. Our trustees came from all walks of life. It was the best school board our province ever saw and I'm very proud to have been part of it."

## Classics teachers meet

The Annual General Meeting of the B.C. Association of Teachers of Classics will take place at the BCTF Building from 9:00 a.m. to 1:00 p.m. on April 25. The day will include the business meeting and three presentations for in-service training. Dr. Malcolm MacGregor will speak on some aspects of the history of ancient Greece; Mr. W. A. Huggett will deal with some English vocabulary derived from Latin; and Dr. James Russell will provide an illustrated talk on *Ancient Rome Revisited, 1985/6*. Registration fee will be \$8.

## Doubts expressed about royal commission process

Wes Knapp

*Professional Development Division*  
What if they had a royal commission on education and nobody care?" asked Carol Theissen from the B.C. Home and School Federation at the AGM.

Speaking on a panel, Theissen said she is worried that people will be cynical and defeatist about a royal commission if it should turn into another exercise in the airing of preconceived ideas and prejudices.

Rosanne Moran, a student representing the B.C. Federation of Students, warned that it won't really be a commission on education unless students are consulted. She expressed disappointment that the commission would not be investigating post-secondary education. She predicted "that it will become clear that the whole K-12 cannot be discussed in isolation from the rest of the education continuum."

Barry Sullivan, a special crown prosecutor, has been appointed to head B.C.'s royal commission. Sullivan attended the BCTF AGM to listen to the panel discussion on the commission. In an interview afterwards, Sullivan said he was eager to work with the major stakeholders in the education community and would be arranging meetings shortly to involve participants and announce further procedures for the inquiry.

Doug McColl, BCSTA panelist, said "BCSTA had hoped the royal commission would start with the full confidence of the education partners." He added, "I fear it's going to end up in acrimony and frustration." To avoid this, McColl said there were two requirements — Sullivan has to commit himself to working with the education community and the education community has to commit itself to working with the commission.

Gale Tyler, BCTF representative, drew attention to the political nature of the royal commission process. She criticized the government for refusing to join with the education community a year ago in what was shaping up as a broadly-based public commission. "What we have now looks absolutely nothing like what was proposed," Tyler said. The government holds all the cards and will make all the decisions in the end, she warned.

AGM delegates were asked to list priorities for investigation by a royal commission on education. Some 400 replies were received, listing the following five priorities: education funding, class size, bargaining rights, curriculum design/implementation, and teacher morale. Delegates were also asked to comment on how the royal commission should gather its information. At the top of the list was public hearings — listening to the grass roots throughout the province.

## Walk for Peace

Assemble 11:00 a.m. at Kitsilano Beach

Peace rally at Sunset Beach

Saturday, April 25

## Letters

### Strike for fair bargaining may get public support, but not tied to wage rise

The March 18th edition of *The Vancouver Sun* carried a story with the headline, "Teachers lay groundwork for possible strike in June." The story reported BCTF President Elsie McMurphy saying that out of 665 votes cast at the AGM there were only three negative votes on a plan that could see teachers strike in June if they do not achieve an 8 per cent wage increase and agreements on class sizes and working conditions. As a delegate who cast one of the three dissenting votes I would like to explain why I voted as I did.

During the debate I attempted unsuccessfully to get the meeting to separate the issue of a fair process from the specific results that such a process might eventually achieve. Clearly, all workers whose wages are dictated by one man under the Compensation Stabilization Program have a just case in demanding an immediate end to this process. It should be a matter of public shame that public employees in this province are still subject to a process which has been investigated and condemned as unfair by the United Nations-sponsored International Labor Organization. There is also justice in the claim that the scope of bargaining teachers are allowed under the School Act should be expanded to equal the scope of bargaining allowed other workers under the Labour Code. The justice of these issues should make it possible to gain wide public support for them. A government truly interested in a "fresh start" should make these changes and implement a fair bargaining process for teachers without any further delay. If this were the goal of the BCTF campaign, I would support it and I would

urge all teachers and all members of the public to support it.

Unfortunately, the meeting linked the demand for fair process to the attainment of specific negotiating outcomes which, while they may seem fair to teachers, will appear much less fair to many members of the public who are not as well paid as teachers and who have not achieved the kind of salary increases being demanded by the AGM delegates (6-8 per cent). To demand a fair process is reasonable; to demand in advance that a fair process produce a specific result is not. Job action by teachers to support a reasonable demand for a fair process might have a chance of gaining public support and influencing government. A teacher strike linked to a specific contract demand which many members of the public will find of debatable merit is likely to fail.

A royal commission on education is about to start public hearings. The results of these hearing could determine the conditions under which teachers work for the next decade or two. Teachers would be foolish indeed to alienate a large sector of public opinion through an unpopular job action just before such important public hearings.

Fortunately, the AGM does not have the power to decide bargaining strategy or call a strike. BCTF policy makes bargaining a local matter and job action can take place only after a vote of all members. I voted against the plan so that I could speak out publicly against it and urge teachers to reject it. As teachers, we must tell our leaders that while we will support a demand for a fair bargaining process we will not support a plan that requires a fair process to produce a specific result before May 1.

Peter Minshull  
AGM delegate  
West Vancouver



Honduran teachers' international representative Carlos Lopez (second from the left) is congratulated on his AGM speech by (far left) Julia Goulden, chairperson, W.R. Long Memorial Fund, and (centre, left to right) Judy Davis, staff coordinator, BCTF President Elsie McMurphy, and Frank Garrity, CTF President.

Alistair Eagle photo.

## Honduran teacher leader thanks Canadian colleagues

The international representative of Honduran teachers expressed heartfelt thanks at the AGM for support given by Canadian colleagues which has enabled his teachers' organization to survive against hostility and repression.

Carlos Lopez thanked the BCTF and WCOTF for moral and material support assisting his organization, COLPROSUMAH, to continue its work on behalf of teachers and education in a hostile environment.

COLPROSUMAH was founded in 1963, he said, and now has 25,000 members, representing 70 per cent of Honduran teachers.

"The state of education and health in our country is a national disgrace," said Lopez through an interpreter. "Honduras has approximately four million people. In the urban areas the illiteracy rate is 42 per cent and it is 82 per cent in the rural areas. There is a 70 per cent rate of malnutrition among our children. The Honduran government allows very little

money for education while spending copious amounts on buying arms."

Teachers in Honduras have joined with other groups in fighting for better education, decent living conditions and health programs, he said. "The government, concerned mostly with military needs and riddled with corruption, has responded to our efforts with extreme violence."

Five years ago, he said, the government took control of COLPROSUMAH's offices and finances. Teachers continue to fight for their return in the face of attacks — including machine gun attacks on his own home.

At its December annual congress, Lopez said his organization unanimously called for an end to militarization.

"Hondurans do not want war," he said. "As teachers, concerned with education and the future of children, we feel compelled to speak out against what is happening in our country and to oppose it. We want peace, not war."

### Drop abortion issue, "militant" BCTF urged

As a member of the BCTF, I feel disturbed and frustrated over the fact that I belong to such a "militant" organization. I am speaking for a great number of teachers who entered the teaching profession because of a love of teaching children. I think that teachers should be free to teach and not feel compelled to support issues which have no relevance to teaching. Leave the abortion issue out of our BCTF policies. I do not support the Pro-Choice position and I do not wish to be associated with those that do.

Elvira Gee  
On leave  
Richmond

### Principals' PSA repeats: the issue is representation

I am writing in response to Mr. Harvey's letter which appeared in the February 26, 1987 *BCTF Newsletter* concerning the representation of principals on BCTF committees. Often this issue is misunderstood and sometimes misrepresented. I will try to clarify the issue from our point of view.

Mr. Harvey tries to make the point that our members should not be unduly concerned about representation on a committee that was dealing with a major responsibility assigned to principals, because he was on the committee, is now in charge and he is a principal.

I am sure that Mr. Harvey discharges his responsibilities on that committee most admirably and also provides his colleagues there with insights to issues from an administrative perspective. None of this is in dispute. Our concern is that the BCPVPA was not initially consulted nor was it invited to become a member of

a committee that was dealing with an extremely sensitive and important issue: report writing. Nor were BCPVPA initial requests for formal involvement with the Teacher Personnel Committee accepted. We believed (collectively) that principals throughout the province had an important role to play in the development of any proposed policy in an area that represented a major responsibility of principals. That role was to represent the views of administrators from around the province, not the views of one principal acting in isolation from his administrative colleagues. We had the organization and the means to do just that and in preparation of our own document we did just that. It was this role that we were prevented from fulfilling with the Teacher Personnel Committee. (This is the point that was being made.)

Subsequently, after the circulation of our report, we were invited to send an observer to the committee which we did. It is also true that a good portion of our report was utilized in the preparation of the final committee report. Neither of these points is in dispute. However, what is in dispute is the question of representation and input. If Mr. Harvey was acting as a representative of his administrative colleagues why did he not alert the PSA and request its input in this discussion? Mr. Harvey believes the process and consultation was good. I have always believed that satisfactory consultation was determined by the reaction of both parties; Mr. Harvey obviously believes in the reaction of only one. What the PSA has requested is that which the BCTF requests from the Ministry of Education in the appointment of members to committees. We believe it is a reasonable position.

Mr. Harvey supposes that he is "... not the right kind of principal for this group

## Opinion

# Commission has credibility problem

by Noel Herron

Barry Sullivan, B.C.'s newly-appointed royal commissioner in education, has a problem: credibility.

Faced with an increasing barrage of criticism about his lack of knowledge of the education system and his perceived closeness to the provincial government, Sullivan must demonstrate his impartiality and suitability for the demanding task he has accepted.

Perhaps the most damaging criticism of Sullivan has come in a recent letter to Premier Bill Vander Zalm from Vancouver School Board chairperson, Ken Denike, charging that someone with no background in education is unfit to head a royal commission.

Sullivan has responded that he has "total independence" and "a mind that is not encumbered by present ideas." He also adds that he has the authority to hire and consult with education experts and he will see to it that "a broad range of ideas are brought to him."

But is that enough?

Is his one-person commission really the arm-length and properly credentialled inquiry needed to bring B.C. into the 21st century?

How can he allay the concerns about his commission and garner the trust and support he needs?

If, as Sullivan claims, he has the "total independence" and "authority" to undertake a broadly-based inquiry, then he needs to move and move boldly, on several fronts.

First, he should set up two, 15-member representative task forces on elementary and secondary education to advise him.

Membership in these task forces should be comprised of trustees, teachers, parents, superintendents, ministry of education officials, as well as representatives from universities and the business community. Participants would be nominated by the various association or groups.

The task force members would be allowed to examine all facets of schooling (including pre-school),

have access to the research facilities of the commission and be adequately funded.

Second, he should reconvene the provincial fiscal framework review committee — a non-partisan team of school superintendents and secretary-treasurers from around B.C. — and request that it submit a long-range and detailed plan for funding public schools.

Third, he should request an extension of at least six months to the time-line of his commission. The present time frame does not allow for extensive public input, in-depth research and a comprehensive review of our K-12 system.

Rather than reacting to public criticism of his appointment, Sullivan should demonstrate his independence and leadership with innovative actions and concrete proposals.

If he fails to act promptly he runs the risk of directing a lame-duck royal commission.

Noel Herron is principal of Walter Moberly Elementary School in Vancouver.

# Teachers need greater professional autonomy

Schools will do a better job teaching democratic values when students can see teachers exercising professional freedom and collegial decision-making, says BCTF President Elsie McMurphy.

She made the remarks in participating in a Coquitlam Teachers' Association panel on the future of education held on March 6.

"In my view, it's an error to believe that the school can teach democratic values when its organization and structure foster authoritarian attitudes and practices," she told teachers attending the professional development day at Como Lake Junior Secondary.

"Students must experience autonomous teachers and the teachers' autonomy must be manifested by the teacher having a substantial realm of professional self-determination. To the extent that teachers conduct their classes according to externally-imposed directives, rather than autonomous professional judgment, they teach an implicit curriculum of a world in which remote, arbitrary authorities dictate terms to powerless adults or children. And children need opportunities to develop and practice the skills of democratic decision-making and they need to be taught these skills by persons who in fact possess them. . . . To the extent that our school communities practice democratic decision-making, young people will then see that as a real, rather than rhetorical value.

"If the education of our children is to be the best it can be, teachers must be able to modify both the curriculum and the methods of instruction and evaluation to suit the child, and this implies that teachers must have a substantial measure of legally-recognized professional autonomy and legally-recognized organizational involvement."

Also on the panel, Education Minister Tony Brummet began by praising teachers as "very dedicated, very committed, very professional" and expressing the hope that teachers and the ministry can work together in a positive approach as they share more common interests than differences.

He voiced concern, however, that schools could not keep adding programs that society appears to want — "such as sex education, the AIDS concern" — as there was not sufficient room in the timetable, but that these would have to be integrated into existing courses.

Turning to financial concerns, Brummet also raised the possibility that "maybe we're going to have to start paying as we go." The minister said

education has to compete with demands of other ministries and "we have to look at where the money is going to come from in a much more competitive society and I think that money is there if we can convince people that they're getting good value and that education is a good investment, which I think most of you subscribe to as well as I do."

BCSTA President Eric Buckley restated his association's position in favour of full collective bargaining for teachers, suggesting there should be "a commonality of interest" among the key parties in education toward achieving a stable, fair bargaining system.

"The school trustees of B.C. believe that a way must be found to open a three-way dialogue between government,

school boards and teachers on this issue," he said. "We are convinced that progress can be made toward designing an alternative mechanism that does meet the fundamental criteria of all three groups and which clearly serves the general public interest as well."

Simon Fraser University Dean of Education Jaap Tuinman began by suggesting that technology has the potential to radically change education.

But he particularly emphasized that B.C. must undergo an attitudinal change toward education if there is to be much progress.

"We need to accept as a society that more education is good," he said. "More education is good for society in terms of the personal development of individuals; more education is good for society in terms of general societal aims, more education is good for intellectual reasons, but more education is also good for economic reasons. And that needs to be said over and over and over. There is demonstrable reason to believe that more education will indeed lead to a society that is more productive in every sense of the word."

Barbara Naeff, president of the Association of British Columbia School Superintendents, told the audience that there is a need for the government to provide more financial support for schools and on a more stable basis to enable boards to plan.

She also praised teachers for their professional commitment during the difficult period of restraint. She said: "As teachers you are going to make the future of education in B.C., regardless of what happens with financing, regardless of what happens with climate and technology and all the other things, you people are going to make the difference for the children."



Generally agreeing on need for greater commitment to education in CTA panel discussion were (left to right) ABCSS President Barbara Naeff, BCTF President Elsie McMurphy, Education Minister Tony Brummet, CTA President Mike Lombardi (moderator), BCSTA President Eric Buckley and SFU Education Dean Jaap Tuinman.

## Letters

From page 7

of dissident members. . . ." implying by this statement that we have somehow criticized him. This is imply not the case. The BCPVPA and its executive committee did not know the membership of the Teacher Personnel Committee let alone the teaching assignments of its members. Therefore, we were unable to interact with Mr. Harvey and react through him to the deliberations of the Teacher personnel Committee. He could, on the other hand, have initiated this contact — he did not.

I am, however, both surprised and disappointed with the language and tone of Mr. Harvey's concluding remarks which refer to the "whining" and "distorted rhetoric" that fills him with "disgust." I'm surprised that expression of grievance and concern are viewed as whining and distorted rhetoric. I'm disappointed that Mr. Harvey is filled with disgust with his colleagues who articulate concerns about their relationship with their professional organization.

Dean Paravantes  
President, BCPVPA  
Kamloops

### Principals are the key to school success and should be free to lead

I'm concerned about schools and leadership and ways to continue to develop schools. While I cannot claim to have the wisdom of the ages, I have seen a considerable change in the way schools operate since the 1960's. Both research and practice indicate that decision-making in isolation within a "top-down" administrative structure is the least effective way

of running a school. Involvement in decision-making allows teachers ownership of school goals and objectives and will permit far greater personal commitment of teachers and better learning environments for kids.

That's not what concerns me, for I see positive examples of just such involvement daily. However, while I see a definite need for school administrators to exhibit substantive and informed leadership on one hand, on the other I see a few people trying very hard to reduce the opportunities for leadership by restricting the roles and responsibilities of principals. Calls for teacher replacement of the principal are calls not for freedom from some sort of oppression, but rather calls for what is really a different form of autocracy.

I look around and I see all of those schools which are heralded as "outstanding" and I see effective leadership. I see schools where the principal acts in a true leadership fashion, marshalling the talents of faculty and community and providing all of those individuals with a vision of what they can collectively be. It is the principal who convinces the timid to try something new, arranges to demonstrate something new to the hesitant and inspires the jaded to renewed commitment to the ideals we all had upon entering teaching. It's the principal who gathers the talent and focuses it on the school's achievement and helps improve learning. It's the principal who puts the brakes on when someone is about to act rashly and who deflects the hundreds of niggling distractions which can interfere with good teaching. It's the principal who sets the school tone and who determines whether school "discipline" will

be positive or negative. And, let's face it — it's the principal who "carries the can" for the competency of every teacher and who demonstrates the confidence to trust teachers.

The simple fact of the matter is — it is the principal who is the key to the success or failure of a school and no amount of staff committees or union action will create a school superior to one with a dedicated and talented leader who is free to lead. To my mind, rather than looking to restrictions and edicts and contract to avoid the rare instances of autocratic principals who display poor leadership by centralizing decision-making and who stifle teacher dedication and professionalism, we should look towards ways of recognizing, nurturing, supporting and expecting principals who are leaders in the best sense of the word. Excellence in education requires excellent administrators who are free to be leaders.

Unfortunately schools wherein a few teachers are strident in their demands for alternative forms of "power", it is very easy for a principal to feel the need to give less effective leadership as a defence against those who would misuse a situation. This is a very dangerous situation, and we must guard against it, lest we lose the support of the majority of teachers who expect and need good administrative leadership and who thrive in good schools.

We have no apology to make for exhibiting leadership for we know that through effective leadership lies the future of education.

Bob Gougeon  
Principal  
A.J. Elliott Elementary  
Sointula

### Trade-off plan with Japan proposed to foster peace

The author of a letter in the February 4 issue seems more concerned about population than about the imminent danger of nuclear catastrophe.

In Japan, the rapidly falling birth rate (which may be a delayed effect of atomic radiation) has caused so much alarm that the Japanese, having been taught lessons about deportations, somewhere, have been wondering about future care of their elderly. Could they be taken from their homeland and deported elsewhere?

The Canadian government, on the other hand, has embarked upon increased immigration.

If an expression of opinion would not cause the author further "embarrassment," might one not suggest a trade off, maybe?

My proposal for a trade-off with Japan would be an agreement that Canada support aging Japanese citizens of the present generation — preferably in Japan where they would be happy — for as long as Japan resisted American pressure for rearmament. Canada owes this in reparation and it would be a positive step towards peace in the Pacific.

Mrs. Sue Frazer  
Retired  
Port Alberni

### Former teacher sought

If anyone knows the current address for Anthony Verhaaf who last taught in the South Cariboo school district please contact the Income Security section, BCTF Government Division.