

**Lynne Macdonald**  
*Sign-up certification coordinator*  
 "Count me in" — that slogan has been picked up with enthusiasm as teachers across the province are voting to stick with the BCTF.

The sign-up/certification campaign is shaping up to be a big success.

**Hope, Queen Charlotte and Keremeos** are leading the way with 100 per cent of their members signed up and ready to go. They are followed closely by **Shuswap**

(98 per cent), **Vernon** (98 per cent), **Armstrong** (98 per cent), **Greater Victoria** (96 per cent), **Quesnel** (95 per cent), **Sooke** (95 per cent) and **Trail, Kitimat, Richmond, Central Coast, Agassiz-Harrison and Delta** all above the 90 per cent level.

At the RA charts of sign-up red "thermometers" in 10 per cent sections for each local, were being colored in by locals at a great pace as the latest reports of sign-up kept pouring in. As President

See "Majority" page 7

# BCTF Newsletter

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## Vander Zalm's knockout blow misses

# Renewed BCTF bounces back

The Vander Zalm government's attempt to knock out the BCTF with its combination Bills 19-20 punch has failed, says President Elsie McMurphy.

"Far from being out for the count, we are bouncing back off the ropes with renewed vigour and commitment," she said.

McMurphy told the fall Representative Assembly that so far 65 locals have voted their intention to seek certification.

"Sign-up has begun in many locals," she said, listing the strongly favourable results. "Hope and Queen Charlottes — 100 per cent, Quesnel — 93 per cent, Trail — 92 per cent, Vernon — 98 per cent, Fort Nelson — 88 per cent, Vancouver Island North — over 80 per cent, Campbell River — 75 per cent. And we have three locals that have taken already their 131(2) votes to become 'trade unions for purposes of the Industrial Relations Act' — Hope, by 91 per cent, Maple Ridge, by 91 per cent, and Cranbrook, by 89 per cent."

The results in the sign-up/certification campaign to date are very encouraging, she said, adding that it appeared the outcome would be much like the last time the provincial government made BCTF membership voluntary. "The history of 1971 does clearly seem to be repeating itself, as it appears that the vast majority of our members will be with us still," she said. "We must continue our

efforts to sign as close to 100 per cent as possible."

McMurphy also spoke of other positive developments, citing particularly the favourable reaction of teachers and the public to the current series of BCTF television ads, the new professional

development initiatives and the good start to the college council election campaign. She congratulated Don Creamer (East Kootenay) and Pauline Galinski (South Coast) on being elected by acclamation and extended best wishes to BCTF's other 13 candidates (see page 8).

Changing direction, the president then tore a strip off the provincial government for continuing to cause disruption in public education.

"This government has been sending up so many trial balloons lately that I hope

See "Leave" page 3



BCTF President Elsie McMurphy awarded the first local association charters at the RA to local association representatives (left) Bruce Cummings for Peace River North and (right) Charles Weber for Mission. (See story page 2)

## Deficit prompts budget review

The Representative Assembly has approved a 1987-88 budget that, despite essentially holding the line on spending, will result in a deficit of between \$300,000 or \$1.4 million, depending on how many members sign-up in the current campaign.

The RA, however, spent as much time reviewing projections for the 1988-89 budget as, with the loss of administrators' fees from January 1, 1988, the federation faces a much more serious deficit for that year.

"The magnitude of the problem is such that we will be looking at, in all likelihood, program cuts and that will affect staffing levels," Executive Director Bob Buzza told the assembly.

Faced with this prospect, the RA voted to elect a committee of three Local Association Representatives (in addition to the two LARs on the Finance Committee) charged with developing a process of obtaining local association input and setting organizational priorities for the

1988-89 budget. The new RA budget process committee is to work closely with the Finance Committee and the executive's budget subcommittee.

The current year's budget would normally have been reviewed and approved at last spring's RA, but due to uncertainties caused by Bills 19 and 20 the assembly was able to approve only an interim budget at that time.

The 1987-88 budget calls for a \$308,741 increase in total program expenditures over the previous year, which at 2.9 per cent, is less than the rate of inflation. Total program spending is set at \$11,398,479, compared to \$11,089,738 in 1986-87.

Among highlights, the RA strongly approved:

- a revamped \$2.2 million Professional Development program budget emphasizing PD communications, service and teacher involvement in curriculum development;

- additional charges of \$884,800 against the Reserve Fund for the fight

against Bills 19 and 20, the sign-up/certification drive and the college elections;

- and a further charge of \$125,000 from the Reserve Fund to provide increased release time for local bargainers faced with the challenge of a new bargaining regime.

It was the revenue side of the budget that caused the greatest concern at the RA.

In giving a budget overview, Treasurer Derek Holden explained that the unusual procedure of presenting two columns of figures for each item of revenue and expenditure was caused by uncertainty as to how many teachers would stick with the BCTF in the current sign-up drive. One column was based on the federation retaining 100 per cent of teacher members and the other was based on retention of 90 per cent. Already built-in was the loss of revenue from administrators as of January 1.

See "Loss" page 4

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## Unwarranted additions to admin ranks fought

The BCTF will fight recent "unwarranted and artificial" redesignation of federation members as administrative officers by some school boards as eroding the integrity of the teaching staff and denying members bargaining rights.

The RA adopted a series of motions to this effect, urging locals to take steps to prevent and/or reverse such redesignations and instructing federation law-

yers to investigate legal action.

The meeting strongly supported these moves after hearing reports of curriculum coordinators, resource centre coordinators and head teachers of five-teacher rural schools being redesignated as administrative officers. It was pointed out that Bill 20 clearly defines an administrative officer to be "a director of instruction, a principal or a vice-principal."

## RA without success in attempt to award local charters

The Representative Assembly has authorized the Executive Committee to grant BCTF charters to all presently recognized local associations, with the exception of those representing administrators.

The decision to grant charters to all locals (once necessary changes to local by-laws are made) helps locals to get on with the certification process but allows for the possibility that some local might not obtain certification. (A majority of delegates at the October 10 SGM favoured this "inclusive" approach.)

The charters themselves make clear the permanent character of BCTF locals, and their authority. Locals "shall have full authority to determine local matters and administer the affairs of the local association in accordance with the provisions of the federation and the local association constitutions and by-laws."

BCTF President Elsie McMurphy told the RA that local associations formerly

existed by executive motion, as each June the executive would pass a motion officially recognizing the existence of the locals.

"The process of chartering means that the Executive Committee will no longer be passing those annual motions recognizing our locals," she said, "but instead will issue the charter once and indicate in that manner the kind of relationship that exists from now on between the federation and its local associations."

Following this decision, McMurphy granted the first BCTF charters to the Peace River North Teachers' Association and the Mission District Teachers' Federation. Accepting the charters were local association representatives Bruce Cummings (Peace River North) and Charles Weber (Mission). Executive Committee members will present charters to the other locals in general meetings set for this fall and in the new year.

The RA adopted recommendations that:

- the BCTF reaffirm its position in opposition to Bill 20's denial of employee rights and teacher status to principals and vice-principals, on the basis that it is destructive of collegial decision-making and effective educational leadership in schools, and unwarranted interference in the collective bargaining rights of employees, and contrary to the principle of freedom of association;
- the BCTF strongly oppose the further erosion of the integrity of the teaching staff, and rights to collective bargaining and freedom of association of its members through the unwarranted and artificial redefining and redesignating of teaching positions as "administrative officers" by school boards;
- the BCTF considers redesignation in whole or in part of positions not now consistent with the duties of administrative officers set out in Bill 20 to be an unwarranted alteration of terms and conditions of employment and, as such, an unfair labour practice;
- locals be advised to attempt to prevent and/or reverse redesignations of jobs in any way which would have the effect of preventing individuals from participating as active members in the local teachers association's bargaining unit, and preventing active membership in the BCTF;
- BCTF lawyers be instructed to investigate actively a legal challenge to redesignation of the positions of BCTF members as "administrative officers."

## Jan Eastman to fill executive vacancy



Jan Eastman ... elected to executive committee vacancy.

Jan Eastman (Delta) was elected by the Representative Assembly to fill a vacancy on the Executive Committee.

She was chosen over Linda Shuto (Burnaby) by a vote margin of 361-161.

The election was made necessary by the resignation of Colin Scott, a Prince George principal who will be designated an "administrative officer" as of January 1 and therefore ineligible for BCTF membership. Scott was given a standing ovation at the RA for his service to the federation.

Eastman will serve the remaining portion of the term which ends June 30, 1988.

## Eleven locals still without settlements

The number of locals without 1987-88 agreements is down to 11 with settlements reported in Fernie and North Thompson early in November.

The two latest contracts bring to eight the number settled since the August summer conference. Still without agreements are Queen Charlotte, Nisgha, Vancouver Island West, Cranbrook, Kimberley, Lillooet, Abbotsford, Chilliwack, Nechako, Kettle Valley, and Peace River North. Two of the "unsettled" locals, Vancouver Island West and Queen Charlotte, are taking job action in the form of "instruction only." They are also considering strike votes to reinforce their demands for serious negotiations, an action forced on them by the intransigent position of their employers. At issue in both cases are salary and related matters, plus the membership protection clauses aimed at retaining conditions removed by the government's legislative changes.

The money issue was much less contentious. The new contract provides 15.89 per cent in salary increases over three years, retroactive to September 1, 1986.

Another side benefit to the strike, said Cline, is that parental support for teachers is likely to transform itself into political activism in next fall's school board elections. "I think it's safe to say that there won't be any trustees acclaimed next time," she said. "Parents felt that many of the trustees they thought were representing them were falling short of the mark."

Several of the settlements this fall were achieved as a result of job action; specifically in the cases of Terrace, Nanaimo, Fernie, Sooke and Quesnel, actions forced on teachers by boards unwilling to grant their teachers basic, and in most cases, long-standing rights.

At the RA, motions were adopted expressing support for the Queen Charlotte and Peace River North locals and urging the boards to come to speedy settlements.

## Lesson Aids opens Saturdays

The BCTF Lesson Aids Service will open from 09:00 to 12:00 on Saturdays during the months of January and February. Office hours during the week will remain the same: 09:00 to 17:00.

John Hardy

Professional Development

The fall Representative Assembly approved the Professional Development budget without dissent, including the return of special grants to Professional Specialist Associations.

The PSA council, which was meeting on the same Nov.6-7 weekend as the RA, attended to observe the grant approval. Special grants, last given in 1984-85, are designed to stimulate PSAs to undertake new creative projects, assist organization and chapter development.

In addition to the special grants of \$18,000, PSAs have access to community outreach grants totalling \$10,000 to assist in activities that build public support for public education and teachers.

The PSA Council executive will be reviewing and distributing criteria for the grants. Deadline for grant applications has been set at May 27, 1988 and council plans to review grant applications at its meeting January 30.

In other PSA news, a joint PSA/BCTF Executive Committee task force met October 29 with a second meeting planned for December 3. And evaluations of the October 23 PD day are to be undertaken by PDAC and PSAC. PDAC co-chairperson Dale Zinovich would appreciate receiving assessments of the province-wide PD day from participants.

Here is how three PSA conferences fared on October 23:

**Learning assistance and special education**

The learning assistance and special education PSAs sponsored a joint conference in Smithers that exceeded everyone's expectations.

David Lipscombe, LATA president, said: "The only negative comments we had came from our success in attracting so many people that we overtaxed the main conference catering facilities. But lunch was worth waiting for."

He said that holding the conference in Smithers enabled LATA to get three northern local chapters established and proved cost efficient to boot. The PSA bought air fares on a group rate with the result that the cost for the 200 partici-

pants at Smithers was equal, he estimates, to bringing ten participants to the lower mainland.

"PSAs should provide a financial safety net, an organizational model, and resource person bank for local groups to draw on," said Lipscombe. "This will nurture local enthusiasm for teacher-initiated PD and relieve anxieties over hosting a conference."

**Computer-using educators**

"It was a pity all the teachers in the province were not able to attend this conference," said Ann Egerer (Kimberley). "It would help people get past the fear of turning on the switch."

The conference at UBC featured 50 workshops covering a wide range of topics using 170 computers and including six labs with 30 computers in each lab. An added bonus were the vendors who provided information on the latest hardware and software for classroom needs. More than 500 teachers registered, but there

were well over 750 attending at different times.

Castlegar computer coordinator Inga Lamont found immediate benefit in the conference. She had been facing hours of work creating a data disk for current programs in stock, but at the Ministry of Education booth she discovered that PEMC had already created a database for easy access and sorting for PEMC's microwave selection.

CUEBC President David Squire faces the growth of the PSA and the resulting demands for service with a smile. Given the nature of the PSA, he has an electronic communication system and a wealth of information on the who, where, and what of the computer industry. So he does not anticipate problems from a growing membership, but sees it as a positive force for helping to meet the needs of teachers in the key support area of application for the classroom.

In a keynote address, UBC education professor Dr. Hannah Polowy focussed on the need for primary teachers to know what is happening in other countries so they can prepare children for life in a shrinking planet.

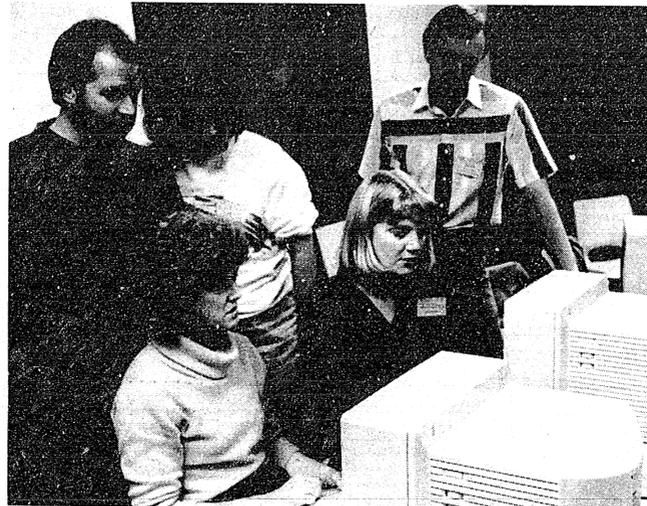
Reading may be the main focus and concern for Canadian primary education, but Polowy said the Japanese and Soviets are not concerned quite so much about reading as about foreign languages. She said the Japanese know that as an island people they must be outward-looking to do business with the rest of the world. "They are not going to wait for us to learn Japanese."

The Japanese and Soviets have found that if a child learns just one foreign language, that language competes with the child's native language, causing confusion and slowing the learning process. Three or four languages at once seem much easier for the child to learn.

Polowy went on to explain that the Soviet system shares many features with the Japanese system, especially a national curriculum, whereas in Canada education is a provincial responsibility.

Primary teachers in the Central Okanagan School District spent two years planning for the conference. More than 100 guest speakers from across Canada as well as leading B.C. primary teachers gave lectures, workshops and discussion sessions over the two-day event.

Local teachers produced two looseleaf books for the event. One contains 300 pages of ideas and tips on teaching social studies, the other produced by the Kelowna kindergarten teachers, contains five themes: Rainbows, Frogs, Pigs, Penguins, and Pirates.



Teachers try out new educational software at the Computer-Using Educators' conference at UBC on October 23. John Hardy photo.

## Toronto teachers win prep time

Metro Toronto elementary teachers have emerged from their four-week strike winning a major breakthrough — guaranteed preparation time.

"Prep time was definitely a win," said Ken Devine, the Toronto Teachers' Federation's vice-president, negotiations. "It's a substantial gain."

Elaine Cline, president of the Federation of Women's Teachers Associations of Ontario, agreed: "What is very good coming out of the settlement is the strong language guaranteeing that all teachers — which was not the case before — have prep time, that it be implemented in a shorter period of time than the boards had proposed, that class size be protected and that additional staff be hired."

Cline admitted that there had been some "disenchantment" with the settle-

ment initially among metro's 9,600 elementary teachers, some feeling they should have hung out for closer to their 200 minutes per week prep time goal, but this has since faded as recognition of the breakthrough has spread. She noted that the deal has ended the anomalous situation whereby secondary teachers had guaranteed preparation time, but elementary teachers did not. The strong contract language, she said, gives a good starting point for further gains in the next round of negotiations.

The Metro Toronto elementary teachers' settlement provides that all teachers be guaranteed no less than 100 minutes per week of preparation time effective September 1, 1988. This is to increase to 120 minutes per week on September 1, 1989. The prep time must be granted

during the instructional day and in blocks of not less than 20 consecutive minutes. Implementation of this requires the hiring of 153 additional teachers in 1988 and a further 93 teachers in 1989.

The money issue was much less contentious. The new contract provides 15.89 per cent in salary increases over three years, retroactive to September 1, 1986.

Another side benefit to the strike, said Cline, is that parental support for teachers is likely to transform itself into political activism in next fall's school board elections. "I think it's safe to say that there won't be any trustees acclaimed next time," she said. "Parents felt that many of the trustees they thought were representing them were falling short of the mark."

## Photo winners named

Winners of the BCTF Working and Learning Conditions Committee photo contest for best photographs of children in learning activities have been announced.

First prize winner is David Greenberg, Ron Brent Elementary School, Prince George. He has been awarded \$100 in Lesson Aids materials. Second prize winner is Jane Hoek, Muheim Memorial Elementary School, Smithers, who has received \$75 in Lesson Aids. Third prize, of \$50 in Lesson Aids, went to Luigi Bassani of Sir Charles Tupper Secondary School, Vancouver.

The aim of the contest was to develop a top-quality collection of photographs of children in learning situations for use in BCTF calendars, posters and publications.

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**BCTF Newsletter**

British Columbia Teachers' Federation  
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**CLIVE COCKING**  
Editor

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## Plea to Vander Zalm:

# "Leave us alone to get on with job"

From page 1

Bill Vander Zalm has an air traffic controller in his retinue of flacks and lackeys," said McMurphy. "Passports, vouchers, cost-cutting action teams, 12-month school years, provincial interference in bargaining, regionalization, privatization — speculations and musings and pronouncements that do nothing to add much-needed stability, support and nurture to our battered and beleaguered education system. When those politicians in Victoria sneeze, the spines of B.C. teachers catch the chill — and that has an undesirable and inescapable impact in every B.C. classroom. The heartfelt cry of teachers, students, trustees, and parents, and probably the majority of the public, is: 'Leave us alone, leave our system alone, and let us get on with the jobs of teaching and learning.'"

"Our latest disruptive example was confirmation last week that the government would provide materials and organize seminars for trustees on bargaining under the Industrial Relations Act. The plan was for the Personnel Services Division of the Ministry of Governmental Affairs to spend \$800,000 in developing the training, with logistical support from the Ministry of Education. This really casts doubt on the impartiality of government in labour relations, apart from the

problem of yet another ministry getting involved in our act."

McMurphy said she wrote the premier for an explanation. She noted also that the BCSTA had passed a resolution contrary to the proposal at its recent Special General Meeting and informed the min-

istry that trustees would not participate. She expressed hope that the government would drop the idea.

"We also have the bizarre precedent of the Ministry of Education submitting a brief to its Royal Commission on Education. The purpose, it states in the infor-

mation circular, is to stimulate debate and discussion. I suppose that's why it was presented to the commission in private. I would have liked to have been there, to see for myself just who or what is this creature called 'the Ministry of Education.' Could it be Mr. Brummet? Not likely, for the circular says that the brief does not represent government policy. Could it be the deputy minister presenting his view of a 'set of goals for education' and the 'qualities of a good school system?' Or since the author is apparently 'the Ministry' perhaps it just sprang, fully formed, from the printing presses in the basement? As I said earlier — bizarre.

"When is government policy not government policy? When it's an anonymous brief from a government ministry that includes the gratuitous observation that 'it would be inappropriate for a government agency to be advising the royal commission on specifics that could then be included in recommendations back to government.'"

"I share with BCSTA President Charles Hingston a concern about the government's apparent undercutting of its own commission. One wonders how Commissioner Sullivan and his staff can continue this exercise which appears increasingly inconsequential."

NOVEMBER 18, 1987/3

Premier Vander Zalm's privatization plans represent not only an assault on organized workers and government services but also on the kind of society most British Columbians cherish, the Representative Assembly was told.

George Heyman, a vice-president of the B.C. Government Employees' Union, made this statement in reviewing the impact of the premier's recently-announced sell-off of government agencies and services.

He urged teachers to back the BCGEU's province-wide campaign "to put a stop to this insanity" that not only threatens jobs but "the lifestyle and the kinds of public services that Canadians and British Columbians in particular have grown to cherish over the years." The RA later adopted a motion to support the campaign.

The government claims, he said, that only about 7,500 government employees' jobs will be lost in the two phases of privatization, but their estimates ignore casual and auxiliary workers, which the BCGEU calculates will bring the total to about 13,000 jobs lost.

Among the agencies and services the government plans to sell, Heyman cited:

- provincial forest nurseries from which all future trees come, "which means that the government to all intents and purposes will lose control over this valuable resource;"
- the provincial environmental lab which is responsible for testing air and water quality, "testing that is the basis for pollution control in this province;"
- the milk testing lab that monitors "the quality of milk that our children drink;"
- highways maintenance where "instead of a province-wide economy of scale" with radio communication and backup for emergencies in different parts of the province "they're suggesting that a variety of contractors from anywhere

come in and take up piecemeal the highways clearing program, the road and bridge maintenance programs in this province;"

• liquor stores employing less than 10 people which "means about 65 to 70 per cent of the LDB stores in the province and virtually every store outside of the lower mainland, Vancouver Island area."

Heyman pointed out that the government offers no guarantees that the current level of services will continue after privatization. In fact, he said, the government has announced a total review of all programs of the ministries of health, education and social services, including GAIN.

Nor, he said, is the government offering guarantees that in any sell-offs BCGEU certifications will continue in the new operations. On the contrary, he said, the new labour legislation makes it easy for successor rights to be stripped from the government employees' union.

"They've provided the tools and the weapons for private sector prospective purchasers of the delivery of government services to apply for decertification of the BCGEU," he said. "But I can assure you that whatever plans they have up their sleeves, if it gets that far, the BCGEU will not be decertified from any of our certifications easily and our members are not of a mood to give up their union that they've fought to build or their collective agreements that they've struggled very hard to achieve, maintain and protect."

**"Privatization threatens the lifestyle and public services British Columbians have grown to cherish."**

— George Heyman, BCGEU



## Loss of administrators a factor in deficit

From page 1

Holden pointed out that if 100 per cent of teachers sign up, the federation faces a 1987-88 deficit of \$305,600 and if only 90 per cent sign up, the deficit is projected to be \$1,473,784.

But he suggested that the year-end reality may be better than the projections since 200 new teachers have been hired this fall, which will increase revenue by about \$100,000, and the current trend in the sign-up campaign is for well over 90 per cent of teachers to sign up.

The loss of administrators' fee revenue, Holden indicated, would be a major factor in the financial difficulties facing the federation in the following year. Reviewing the projections for the 1988-89 budget, he concluded: "In the very best scenario, we're looking at a \$1 million deficit, and at a 90 per cent membership scenario, a \$2 million deficit."

These projected deficits, which are based on the current allocation of fees between operations and the reserve fund, would require increased borrowings which, he said, in the best scenario would see the federation, as of June 30, 1988, borrowing \$821,422 and in the worst scenario, \$2,921,959.

In answer to a question, Holden indicated that critical decisions are needed as the federation has been running a deficit for the past three years. "So when you look into 1988-89," he said, "you've either got to say, that's when you finance your expenditures from the sale of assets, or you're going to have to offset deficits with surplus budgeting in future years — one of those three alternatives, but you cannot deficit budget forever."

In further discussion, First Vice-

President Alan Crawford explained that there have been no cuts in administrative or support staff levels; in fact increased casual support staff have been hired to help the sign-up/certification campaign. The Executive Committee, he said, has not yet made any decisions regarding staff levels.

Bob Buzza added that both staff unions have been and will continue to be involved in discussions concerning pro-

gram and staff cuts.

Speaking in favour of the motion for an RA budget process committee, Ron Warder (Sooke), a member of the Finance Committee, maintained that the new committee's primary aim would be to increase member involvement in setting budget priorities.

"What is going to be really critical in this very significant review and, I would hope, restructuring of our budget and to

keep the very important programs that we want to keep," said Warder. "is that we are going to have to involve the general membership. We need to reach decisions based on grassroots consensus. And then we will truly have a budget that reflects all members' priorities and one that we can live within, so that we aren't facing greater cuts, greater layoffs in the future."

Elected to serve on the RA budget process committee were Pat Brady (Prince George), Andy Krawczyk (North Vancouver) and Anne Sheridan (Lake Cowichan).

## CTF urges tougher sanctions against South Africa

The Canadian Teachers' Federation has once again called on the federal government to step up its sanctions against the government of South Africa.

In a telegram to Prime Minister Brian Mulroney and to External Affairs Minister Joe Clark, CTF President Sheena Hanley not only urged the government to continue sanctions against South Africa, but also asked Canada to urge other Commonwealth countries to do the same.

Teachers also want to see an expansion of Canadian government aid to South African groups engaged in the struggle to end apartheid.

"The situation in South Africa is critical," says Hanley. "Canadian teacher representatives who have returned recently from meetings in that country tell us that South African security forces are increasing their oppression and systematic torture of women and children in the hope of intimidating the black population.

"One teacher representative, returning from the International Conference on Children, Repression and the Law in Apartheid South Africa held in Harare in September, talked about an eleven-year-old girl coming from Botswana, now confined to a wheelchair after being shot in the back by South African army personnel in a raid on Gabarone. She described how she was shot deliberately

and witnessed the cold-blooded murders of her family, including a baby.

"This type of abhorrent, inhuman behaviour shows the extent to which South African authorities are willing to go to maintain their immoral regime. The time for Canada to take the strongest stance possible against apartheid and against the government that maintains it is now."

## Ballots for election to the council of the College of Teachers

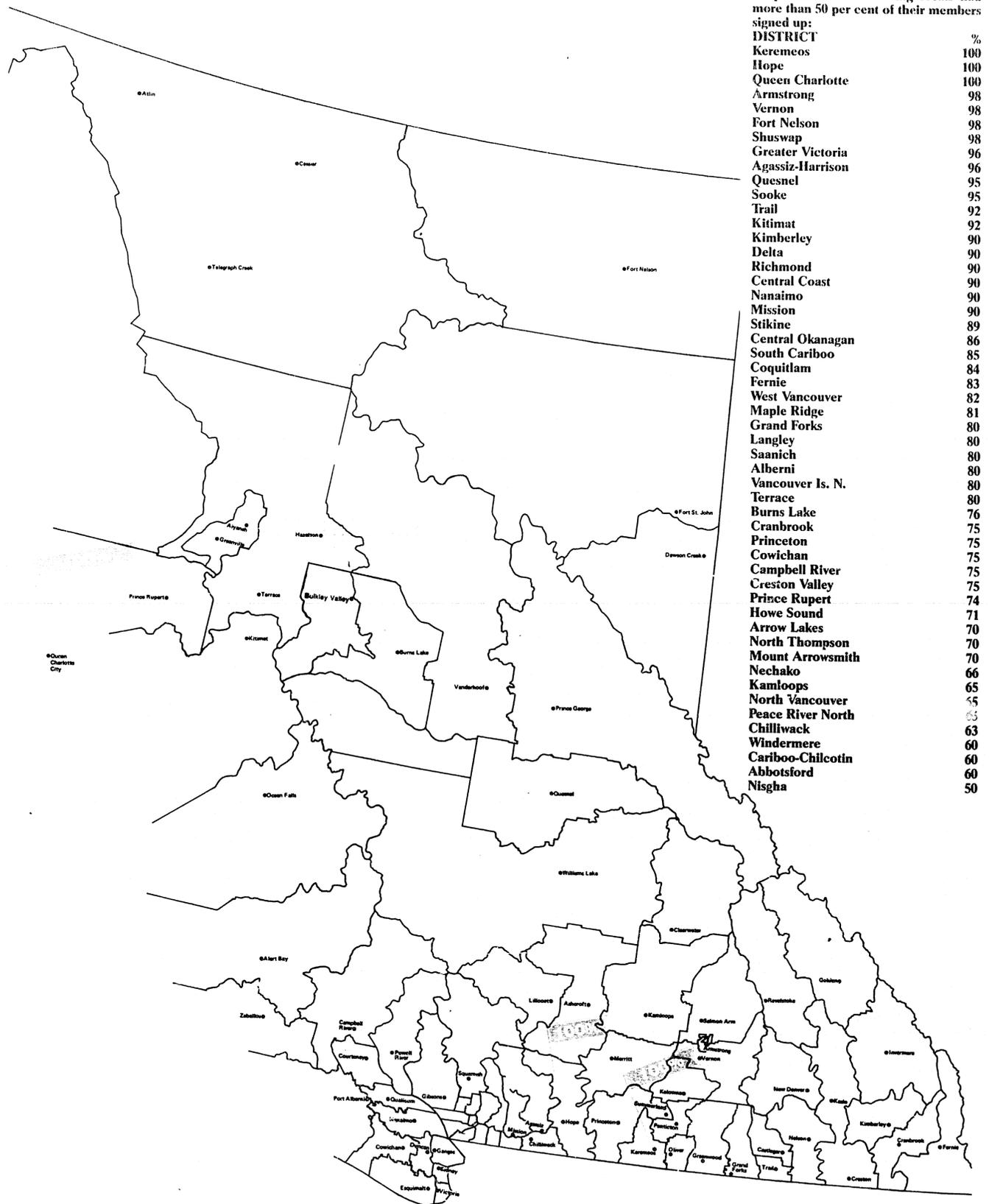
Ballots for the election to the council of the College of Teachers were sent out to registered voters on November 9 and 10. By November 5, just under 40,000 voters had registered.

Ballots will be received by the Election Commission up to Friday, December 4. Should any school staff wish to have the convenience of sending in ballots in a bundle, this can be done. Just remember that the label provided must be stuck to the back of the return envelope and the label must be signed.

For those members who are still not registered to vote, registrations will be accepted up to 5 p.m. on November 20. Telephone: 733-0333 or 1-800-663-9161. Make sure that you register and that your ballot is mailed in by December 4.

consultation involves, as we know, the destruction of an organized voice of workers, he tried to do that with the BCTF, but we're saying to him, 'no way', and in fact we are better than ever, and he is trying to do that now with the BCGEU. Secondly, Vander Zalm's world of consultation means that public services are no longer a right but will start to be a privilege. That is in opposition to everything I believe this society has been structured to do. And so I believe it is in the best interests of the kinds of things that the BCTF has always stood for, and that is, the protection of the rights of individuals and the kind of society that we know to be a decent society to live in, that we can and should support the BCGEU in its efforts."

The recommendation was adopted without dissent.



At presstime the following locals had more than 50 per cent of their members signed up:

DISTRICT	%
Keremeos	100
Hope	100
Queen Charlotte	100
Armstrong	98
Vernon	98
Fort Nelson	98
Shuswap	98
Greater Victoria	96
Agassiz-Harrison	96
Quesnel	95
Sooke	95
Trail	92
Kitimat	92
Kimberley	90
Delta	90
Richmond	90
Central Coast	90
Nanaimo	90
Mission	90
Stikine	89
Central Okanagan	86
South Cariboo	85
Coquitlam	84
Fernie	83
West Vancouver	82
Maple Ridge	81
Grand Forks	80
Langley	80
Saanich	80
Alberni	80
Vancouver Is. N.	80
Terrace	80
Burns Lake	76
Cranbrook	75
Princeton	75
Cowichan	75
Campbell River	75
Creston Valley	75
Prince Rupert	74
Howe Sound	71
Arrow Lakes	70
North Thompson	70
Mount Arrowsmith	70
Nechako	66
Kamloops	65
North Vancouver	65
Peace River North	63
Chilliwack	63
Windermere	60
Cariboo-Chilcotin	60
Abbotsford	60
Nisgaha	50

A Simon Fraser University professor's research claim that districts which spend less on education get higher student achievement is "fiction", says the director of the BCTF professional development division.

Dr. Mike Zlotnik condemned the recent study by Dr. Peter Coleman in participating in a Langley Teachers' Association forum on class size held on October 26 at Brookwood Secondary. The forum, which attracted about 200 parents, teachers and local politicians, launched the LTA's campaign for lower class sizes.

Television personality Laurier Lapiere moderated the panel which included BCTF President Elsie McMurphy, Langley kindergarten teacher Bonnie Hartup, Vancouver principal Marion Reid and BCTF's Zlotnik.

Zlotnik said the SFU education professor's study, which purports to prove that "lower school costs equals better students," has no validity due to faulty methodology. The study, he said, lumps all grade level results together and it only examines the average district achievement, not those of individual students. He said there is "an incredible bias" in Coleman's treatment of the data because he ignores the individual student and school levels where the great bulk of the variation in scores occurs.

"Coleman compares fictional achievement with fictional figures for per pupil expenditure," said Zlotnik.

To illustrate what the SFU professor

had done, Zlotnik used an analogy of a biased researcher's attempt to study the connection between food expenditure and physical fitness without the complication of family income. In this fanciful example, he suggested the researcher compared athletic performance in two areas and found that performance was better in the area that had a higher parental income and a better diet. But when he used statistical techniques to correct for the two variables, income and diet, he claimed to show that the children of poorer families outperform those of wealthy families. "The statistical tricks would not, however, change the reality that the poorer children actually did not do as well as the wealthier," Zlotnik said.

Zlotnik summed up by saying that it is very difficult to duplicate common sense in educational research, and common sense attests to smaller classes being more effective. He cited the example of a professor who, after reporting research that was inconclusive on the effects of class size, was asked which class he would want his child in, a class of 15 or a class of 30? The professor's reply: "The class of 15, without a doubt."

Lapiere opened the session with a moving speech on children's emotional and physical needs and the relationship of class size to teachers' abilities to meet those demands. In addition, he underlined the different views on class size — one which focuses on learning, the other which focuses on teacher workload.

Elsie McMurphy began the discussion

with a powerful statement on children's rights to dignity, knowledge, skills of cooperative maintenance and schooling, and emphasized that class size has a profound effect upon those rights. "Smaller class sizes," she stated, "transform custodialism into true instruction. In other service professions it's widely recognized and accepted that the number of clients in relationship to the number of staff determines the level of service."

McMurphy showed a chart to the audience of the dramatic increase in class sizes since 1982 to levels higher than those of 1976.

Bonnie Hartup followed with graphic descriptions of the effects of class size, based upon her experience as a kindergarten teacher. She described the teaching and learning differences between her class of 30 two years ago with her current class of 21. "I couldn't deal with the minor learning or behavioural problems with 30 students; today I am working with individual problems that two years ago I would have had to refer to learning assistants, counsellors, or other professionals. We're even saving money on equipment — fewer things get broken in a small class."

Marion Reid, principal of MacCorkindale Elementary School in Vancouver, began by emphasizing that effective teaching is not merely affected by class size, but that the types of children in a class have a dramatic effect upon a teacher's ability to instruct and the ability of

children to learn. She pointed out that teachers file 82 per cent of all reports to the Ministry of Social Services and Housing on children needing assistance.

"Teachers make the difference, but they get beaten down by two factors, time and energy, both of which are severely impacted by class size," Reid said.

Reid pointed to two recent trends that pose serious questions for our future ability to address children's needs unless class sizes are dramatically lowered: the increase in sexual and child abuse and the medical "wonders" that have kept children alive today who would not have survived a few years ago. "Both these phenomena require a great deal of in-service for teachers. Class sizes must be reduced to 1981 levels, and lower, if we are going to be able to address adequately the needs of these children, of all children, and not burn out our teachers in the process."

## Teacher pension gains beat inflation rate

As of September 30, 1987 the annual rate of return on the total teacher pension fund of \$2.14 billion was 9.6 per cent. After deducting for inflation the real return was 5.3 per cent.

The rate of return on September 30 on the securities purchased prior to January 1981 (\$526 million) was 9.5 per cent, on securities purchased since that time (\$1.39 billion) was 9.8 per cent and on the inflation adjustment account (\$172 million) was 9.1 per cent.

## Lesson Aids offers development awards

Awards of \$500 are available from the BCTF Lesson Aids Service through its 1988 Materials Development Fund for the development of curriculum materials and microcomputer software.

Information and application forms can be obtained by contacting the BCTF Lesson Aids Service, 2235 Burrard Street, Vancouver, B.C. V6J 3H9, or by telephoning 731-8121 or toll-free 1-800-663-9163. Deadline for submission of applications is **December 31, 1987**. All projects are to be completed by August 31, 1987.

## Retirees may receive CPP disability pension

If you have applied for, or are receiving, your CPP retirement pension and become disabled, you may qualify for a CPP disability pension.

A CPP disability pension is greater than a CPP retirement pension and is payable until you become 65 if you remain disabled. At 65, the disability pension will automatically convert to a retirement pension.

An application for a CPP disability pension must be made within six months of the start of payment of your CPP retirement pension. If you think you might qualify for a disability pension, contact your local Income Security (CPP) office.

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Elsie McMurphy said in her speech to the RA: "The history of 1971 does clearly seem to be repeating itself, as it appears now that the vast majority of our members will be with us still."

At presstime, 70 locals had already carried their constitutional and by-law amendments with overwhelming majorities and, again by large majorities, had adopted motions of intent to certify. As examples of the strong support for certification the following locals voted on motions of intent to certify by secret ballot with these results: **West Vancouver** (95 per cent), **Richmond** (84 per cent), **Prince George** (98 per cent), **Gulf Islands** (unanimous), **Peace River North** (without dissent) and **Castlegar** (without dissent).

Typically, most members sign up within days of their local adopting the required constitutional and by-law amendments. Some locals have already passed the "Section 131(2) vote" required by Bill 20 "to become a trade union for purposes of the Industrial Relations Act." **Hope, Maple Ridge, Queen Charlotte, Cranbrook, Burns Lake and Arrow Lakes** have all voted by secret ballot, 90 per cent or better, to apply for certification. They must now wait until January 4, the first date that teachers by law can apply to the Industrial Relations Council for certification as the bargaining agent for the teachers in their respective districts.

The BCTF has requested the Ministry of Labour to move the application date forward since so many locals are ready for the real certification votes, thereby minimizing any problems in January in conducting 75 votes around the province. To date, the ministry has not responded; however, discussions are being held.

In the meantime, the news media is beginning to realize that the real news in education these days is BCTF sign-up and certification, not the "trial balloons"

## Communications coordinator named

BCTF's new communications coordinator is **Elaine Decker**, a computer systems installation co-ordinator and former teacher.

She replaces Arnie Myers who took early retirement after 10 years' service. Decker took up the position in the government division on November 16.

Decker has joined the federation from Health Care Systems Inc., where she has been employed as a customer support analyst with responsibility for coordinating installation of an automated radiology information system.

She has worked in the computer field since 1980, serving as a customer support coordinator with Wang Canada, a part-time course designer and instructor in business communications and word processing with Vancouver Vocational Institute, Douglas College and Pacific Voca-

ational Institute, and as a self-employed training consultant.

From 1976-79, Decker was an assistant director in the BCTF's professional development division, introducing Project TEACH to B.C. schools and participating in the establishment of the PD Associates group.

She taught grades 4-7 in Burnaby and Shuswap from 1969-75, after earning her bachelor of arts from McMaster University and professional teaching certificate from UBC.

Active in her community, Elaine Decker is currently president of the Trout Lake Little League, a member of the microtechnology working group with the Women's Skill Development Society and a former president of the Learning Tree Daycare Society.

## Letters

### STA criticism of president is unfounded and divisive

I take extreme exception to the recent letter from the Surrey Teachers' Association executive concerning Elsie McMurphy's comments to the media. Aside from being totally unfounded, their vituperative accusations are the last thing our federation needs at a point when we are struggling for unity. In my view, Elsie's handling of media relations over the past few difficult months has been superb, and has brought nothing but credit upon herself and the federation.

I can only hope that the STA executives' views do not reflect those of the majority of Surrey teachers.

**Chris Taylor**  
President  
Comox District Teachers' Association

### STA not alone in concerning about I.O. media comments

I would like to respond to the two letters regarding the president's media comments published in the last edition of the *BCTF Newsletter*.

My initial interpretation of the letter put forth by the STA executive was confused by the president's rebuttal to the "allegations" of the Surrey membership. I did not feel the STA letter was "alleging" anything. I did not view the STA letter as confrontational, simply directive.

The STA membership was not alone in their concern and confusion over Ms. McMurphy's media comments on September 14th. Many teachers across the province were waiting for executive direction and were expecting participation in some form of democratic process to end the instruction-only campaign. Perhaps the president's comments, although sincere, were somewhat premature?

I am convinced that the BCTF membership believes that President McMur-

phy is handling the media with as much professionalism as possible. These are emotional times and we appreciate her leadership; however, I do not believe that it is within the mandate of the president to be "disappointed" with parts of the membership. The intent and tone of the STA letter does not deserve this kind of reaction. It is, as Ms. McMurphy stated, the right of the STA executive to voice its opinion and criticism. I am not sure it is the president's right to dismiss these opinions with "disappointment."

**Sherry Elwood**  
Five Acres Alternate  
Nanaimo

### President implies STA BCTF media spokesperson

I wish to express my extreme dismay over the letter from the Surrey Teachers' Association executive criticizing our president's performance with the press. As a BCTF member, I have been very impressed with the clear, reasonable voice she has maintained with the media. I know that members in my local have appreciated her rational representation, as I am sure many Surrey members must have also.

**Carol Rea**  
District staff  
West Vancouver

### BCTF credibility raised by president's comments

I was most surprised to read, in the October 16 *BCTF Newsletter*, the Surrey Teachers' Association executive's criticism of the way in which Elsie McMurphy has represented us in the media.

Over the last several months I have heard our president make several public statements on behalf of the BCTF. In no case could the adjectives used by the

STA executive be applied to her performance. Their use of the words "ambiguous," "unfortunate," and "ill-advised" to describe Ms. McMurphy's statements to the press, suggests to me that they must have been listening to someone else.

I think most teachers, including those in Surrey, will agree that we have been very fortunate in having a spokesperson such as our president. Her clear, calm, and rational presentations have added considerable credibility to the BCTF's positions. I hope that she will not be discouraged by the STA executive's unjustified attack, but will continue to represent us to the best of her considerable ability.

**D.J. McClean**  
Wix-Brown Elementary  
Langley

### President implies STA BCTF media spokesperson

I am writing with reference to President Elsie McMurphy's comment quoted in the October 16 *BCTF Newsletter* that teachers at the first Special General Meeting, September 19, 1936, "overwhelmingly approved a draft bill that membership in the federation should by law include all teachers." This statement simplifies what obviously was a complex process.

In February, 1935, a referendum for compulsory membership resulted in 3,024 teachers in favor, 105 against with 16 spoilt ballots. However, because of the fact that the incomplete records of the time indicated a total BCTF membership of only 2,638 teachers, a group of teachers, mostly Vancouver secondary and focussed at Magee Secondary School, sought and achieved the aim of having a Special General Meeting. They based their arguments against the draft bill for compulsory membership on the fact that it "would have none of the advantages of a real 'union' but many of the disadvantages of the 'company union.'"

At the Special General Meeting of

BCTF members, a motion to hold a "free and secret vote" with a 75 per cent approval required to proceed to the provincial government was approved by a vote of 207-70. At that meeting it was "understood that all teachers — whether members of the federation or not — who omit recording their ballots will be counted as opposed to the Bill." Subsequently, when the results of the second ballot were announced on March 6, 1937, 2,507 teachers, or 62.2 per cent of the total teaching force of 4,031, had voted for compulsory membership (787 teachers had voted no, 17 ballots were spoilt, but 720 teachers had not voted) — and thus compulsory membership failed because it did not attain the necessary 75 per cent.

Henceforth for almost a decade, the federation concentrated on the goal of affiliation with labor, not on the realization of compulsory membership.

My reading of the record in the late thirties forces me to challenge the assertion attributed to our current president that the first Special General Meeting "started the process to ensure a BCTF with every teacher in the future in it."

**John Church**  
Retired  
Vancouver

### Strength came from know-how not compulsory membership

The president's comments in the recent *BCTF Newsletter* (October 16, 1987) gave an incorrect perception of the situation pertaining to BCTF membership in the 1930s. The overwhelming vote to which Ms. McMurphy referred was for the referendum on compulsory membership held in 1935.

Subsequently, a Special General Meeting was held in 1936 which called for a secret ballot on compulsory membership. That meeting also unanimously agreed that this ballot should be sent directly to all individual teachers, but not through principals.

It was through this secret vote held in 1937 that compulsory membership was rejected.

Between the taking of the referendum and the Special General Meeting those of us who opposed compulsory membership at that time did so because we believed that it was our own responsibility to build our organization, that the result of a bill legislating compulsory membership would bind us as a company union.

In 1937 the BCTF membership stood at 2,800; by 1947 the membership was over 90 per cent still on a voluntary basis. Then we accepted the concept of compulsory membership as we would be applying for it from a position of strength.

During these early years we, the Vancouver Secondary School Teachers' Association, managed to establish a good working relationship with the rural teachers and gave them our full support and co-operation in the formation of the Rural Teachers' Association. For a time we had a joint planning committee of the RTA and VSSA.

Our strength as a professional organization of teachers came about as a result of our leadership and organizational know-how, not as a result of compulsory membership. Compulsory membership did not lead — it resulted.

**John H. Sutherland**  
Retired/Delta

**Editor's note:** Messrs Church and Sutherland reveal the problem inherent in reporting and speaking briefly on complex events in the past. The full text of the key passage in President McMurphy's speech said: "In a referendum of the 3,900 teachers in the province, prior to discussion of the bill, over 3,000 voted in favour of the proposition that membership in the federation should by law include all teachers: the start of the process to ensure a BCTF with every teacher in the future in it." We appreciate having the historical record clarified.

### Members could present pro-association arguments as well as pro-union

I have been unhappy at the *BCTF Newsletter's* one-sided approach to the union or professional association debate. The executive and Representative Assembly may have made up their minds but until the membership makes its wishes known surely both sides should be presented. The number of column-inches devoted to attacks on the association route can only make teachers wonder why. One particular item in the *Newsletter* would have been funny, save for the seriousness of the situation. I'm referring to the "panel discussion" in which all four speakers reached exactly the same conclusion — union.

Some teachers are worried about the negative aspects of converting the BCTF into a union, especially about the effects it will have on the atmosphere in our schools.

When teachers were allowed a direct vote, they decided against a union approach. The great achievements of the BCTF were as an association. Probably there are quite a few of us sitting in our classrooms worrying about the future of our profession in B.C. Please, let's protect the unity of our organization by presenting both sides fairly.

**Laurie Lynds**  
Burnaby North Secondary

### Rhetoric hot enough to roast a turkey

I have returned from our Special General Meeting in dismay at our manners, at our lack of respect. We played the game of democracy with Robert's "Hard Core Rules of Order." Anyone rude enough could interrupt anyone else as long as it was prefaced by "point of privilege" and a bold face.

In the absence of tyrannical or creative chairpersons we waded through enough rhetoric to roast a turkey.

## Letters

Having attended the four most recent large meetings I was expecting the 30 per cent minority to reconsider. I was expecting reasonable behavior.

I realize our ability to reach consensus was limited by agenda restraints. I understand that many people felt very strongly. I cannot understand how we allowed such manifest lack of respect toward speakers at the microphone.

We need an improved system of microphone use and we certainly want to respect the right to speak uninterruptedly at general meetings.

**Kevin Murphy**  
Lucerne School  
New Denver

### Administrators' silence prompts return to teaching

On October 30th, I submitted to the North Vancouver School Board my resignation as principal. Surely, I reasoned, at a time when all manner of resources for children, medical, therapeutic and educational, are diminishing at an alarming rate, the government would conduct itself in a statesman-like fashion and not aggravate the situation. And, surely, when the partisan political battle hymns of the last election receded, a government would reassume its responsibility for our most vulnerable members — children, the poor, the sick and the unemployed.

But those of us who waited for a new era of co-operation and involvement in public education have become bitterly disappointed.

The public has every right to expect a high level of educational leadership and advocacy from its most senior leaders. It has always been a dangerous area of involvement for principals as public employees. But, I submit, it goes with the rest of the territory.

I am frankly disappointed that, at the most serious crossroads public education has ever been at in this province, public school administrators, as a group, have been strangely silent. Our profes-

sion, and the children we serve, and whose welfare we often must represent, will not be well served by meek compliance in the face of intimidating legislation.

I look forward to continuing my professional career as a proud, involved member of the BCTF and of my local association.

I am confident, that strong, certified teachers' organizations will do wonders in advancing the cause of public schools and in providing a badly needed voice for the educational needs of our children.

**Jack Stevens**  
Principal  
Queensbury Elementary  
North Vancouver

### Thanks to supporters, congrats to winner

I would like to thank all those members who supported me for the BCTF executive position elected at the November Representative Assembly. The phone calls and notes of support I received were very gratifying. Thanks also to those who bought the wine raffle tickets to fund my campaign and those who came to the RA hospitality suite to campaign for me.

Congratulations to Jan Eastman, the successful candidate, and best wishes to the executive as they lead us through this historically significant time.

It is an exciting time. The certification/sign-up campaign is going so well that many are now predicting that all locals will certify.

It is also a difficult time. Strong first contracts will not be easily achieved. Many diverse paths are open as we shape our new union.

Let us make sure that internal differences are handled constructively and are not allowed to distract us from the main event — building a participatory, democratic union.

**Linda Shuto**  
Stride Avenue Elementary  
Burnaby



**College zone 1: East Kootenay**

*B.C. experience: 25 years teaching grades 9-12 social studies, Kimberley.*

I have a long record of serving teachers locally, in the East Kootenays and at the provincial level, and I am committed to ensuring that the college serve the best interests of teachers.

**Acclaimed October 15, 1987.**

**College zone 2: West Kootenay**

*B.C. experience: 18 years teaching secondary social studies/law*

The college council must ensure that the college serve the interests of teachers while keeping costs to a minimum, and without usurping the responsibilities of the federation.

**College zone 3: Okanagan**

*B.C. experience: 13 years teaching grades 2-5*

I believe the college must respond to needs of practising teachers in certification and standards for teacher education. College fees should be kept low. Teachers should expect fair treatment and the protection of individual rights in the college.

**College zone 4: Kamloops, Central Mainland**

*B.C. experience: 16 years, currently teaching kindergarten*

The College of Teachers must be structured within the guidelines of policies and zones developed and adopted by public school teachers in B.C. It must be an organization that benefits teachers and education.



Mike Campbell

**College zone 5: Fraser Valley**

*B.C. experience: 17 years, currently teaching English/social studies*

We will create an organization that will effectively handle teacher certification and training — but not compete with our established organization. I pledge to work to minimize the growth of the college, its fees and its bureaucracy by confining it to teacher certification and education.

Peter Hill

**College zone 6: Surrey**

*B.C. experience: 23 years in teaching, 16 in Surrey*

I support the concept of the college as envisaged by the federation. While the college has a role to play in certification and teacher training, I believe that the federation should continue to provide its excellent services in professional development and personnel services. My major goal is to ensure that professional development will remain locally-based.

Debra J. Woodhams

**College zone 7: Delta/Richmond**

*B.C. experience: 14 years, including experience as teacher, local association president and principal teacher*

I believe the college is our opportunity to control our destiny as a profession and determine the conditions of entry. The college should ensure the appropriate standards of practice for the profession.

John H. Brown

**College zone 8: Vancouver**

*B.C. experience: 32 years teaching in Vancouver*

I believe that my experience with teacher organizations at all levels enables me to protect and enhance teacher interests in this new college. My experience with the BCTF's Teacher Education and Certification Committee, the Provincial Joint Board of Teacher Education, and the Teacher Qualification Board and Service also provide related background.



Debbie Gregg

**College zone 9: Metro**

*B.C. experience: 10 years teaching primary grades in Coquitlam*

My focus for the College of Teachers will be to ensure that well-designed teacher education programs are provided, a modest fee exists, and personnel procedures are fair and contain proper appeal avenues.

Christine Smith

**College zone 10: South Coast**

*B.C. experience: 26 years, currently a grade 7 teacher*

As a college councillor, I will utilize the experience I have gained serving my colleagues in many areas of the BCTF to fairly represent the needs and wishes of the teachers and administrators in zone 10 in the College of Teachers.

**Acclaimed October 15, 1987.**

Colin Scott

**College zone 11: North Central**

*B.C. experience: 27 years as teacher and principal teacher in Prince George*

If elected as the North Central representative on the college council, I will concentrate my efforts on ensuring that the college operates to the benefit of the teaching profession.

Thomas Hartman

**College zone 12: North**

*B.C. experience: 18 years teaching, specifically in secondary mathematics and counselling.*

I think that the college should focus on teacher certification and developing standards for teacher education and thus avoid the creation of another expensive bureaucracy. Fees must be kept low by avoiding capital expenditures and by delegating professional development to those who have been doing it best for decades.



John Boydell

**College zone 13: South Island**

*B.C. experience: 30 years teaching grades 6-12 in Victoria*

At minimum additional cost or disruption, I will work to ensure that we have a voice consistent with principles democratically determined by us over the years through our federation.

Verley Routhier

**College zone 14: North Island**

*B.C. experience: 32 years teaching grades 4-10*

The Teaching Profession Act must be made to work within the legislation but framed to our needs. I am dedicated to seeing the intent of the Bargaining and Professional Rights Task Force Report become a reality. The college must not become a pervasive bureaucracy. It must ensure that due process and access are in place.

Law Perleth III

**College zone 15: North Coast**

*B.C. experience: 9 years as elementary and secondary teacher, specializing in special education*

I will represent teachers in the North Coast by ensuring that college fees are kept to a minimum and that present functions of the BCTF remain with the BCTF.